

Clem Aepli

| | | |
|---------------------|---|---|
| Contact information | William James Hall 582 33 Kirkland St. Cambridge, MA 02138 | https://clemaepli.github.io/caepli@h.harvard.edu |
| Education | Harvard University, Department of Sociology PhD in 2026 (expected), M.A. in 2022 Dissertation: “Papers on Economic Transformation and Racial Inequality” Committee: Daniel Schneider (co-chair), Nathan Wilmers (co-chair), Frank Dobbin, Ellis Monk, Chris Winship General exams: Organizations, Stratification, Culture, and Race Brown University B.A. in Mathematics and B.Sc. in Sociology (2018) Phi Beta Kappa, <i>magna cum laude</i> | |
| Research interests | Organizational and economic sociology Quantitative methodology | Economic and racial inequality Social theory |
| Publications | Aepli, Clem and Nathan Wilmers. 2022. “ Rapid Wage Growth at the Bottom Has Offset Rising US Inequality .” <i>Proceedings of the National Academy of Sciences</i> , 119. Wilmers, Nathan and Clem Aepli. 2021. “ Consolidated Advantage: The New Organizational Dynamics of Wage Inequality .” <i>American Sociological Review</i> , 86: 1100-1130. <ul style="list-style-type: none">• Significant Scholarship Award, RC28 of the International Sociological Association (2023) | |
| Works in progress | “ Subcontracting and Employment Instability .” Conditionally accepted at <i>American Sociological Review</i> . <ul style="list-style-type: none">• Thompson Graduate Student Paper Award, ASA section on Organizations, Occupations, and Work (2024) “ Workplace Segregation and the Structure of American Racial Earnings Inequality .” Revise & resubmit at <i>American Journal of Sociology</i> . <ul style="list-style-type: none">• Organization Science/INFORMS Dissertation Competition, 1st place (2025)• Honorable mention, Graduate Student Paper Award, ASA section on Labor and Labor Movements (2025) “ Employment Opportunity, Racial Inequality, and Industrial Modernization in the Early Twentieth Century .” Revise & resubmit at <i>American Journal of Sociology</i> . “Measuring Variance between Groups in the Presence of Covariates.” Revise & resubmit at <i>Sociological Methods and Research</i> . <ul style="list-style-type: none">• Clifford C. Clogg Graduate Student Paper Award, ASA section on Methodology (2025) “The Decline of Low-Wage Jobs” with Nathan Wilmers and Soohyun Roh. Revise & resubmit at <i>American Sociological Review</i> . | |

“Schedule Stability and Employee Retention at IKEA” with Kristen Harknett, Daniel Schneider, and Jeremy Mopsick. Revise & resubmit at *Industrial and Labor Relations Review*.

Presentations

Firm Segregation and the Structure of American Racial Earnings Inequality

- Academy of Management (AOM). Copenhagen. July 2025.
- Society for the Advancement of Socio-Economics (SASE). Montreal. July 2025.
- Stone Seminar at the Harvard Kennedy School. April 2025.
- Interdisciplinary PhD Workshop of the German Institute for Employment Research (IAB). Nuremberg, Germany. January 2025. Oral presentation.
- People & Organizations. University of Pennsylvania, Center for Human Resources. September 2024. Oral presentation.
- Research Committee 28 of the International Sociology Association. Brown University. August 2024. Oral presentation.

The Industrial Organization of Racial Inequality in the Early 20th Century

- Comparative Organizational Inequalities Network. Madrid, Spain [presented by Zoom]. June 2024. Oral presentation.

Schedule Stability and Employee Retention at IKEA

- Annual meeting of the Association for Public Policy Analysis & Management. Atlanta. November 2023. Oral presentation.

Fissuring, Organizational Constraint, and Instability

- Comparative Organizational Inequalities Network. Budapest, Hungary. June 2023. Oral presentation.

Adjusting for Covariates in Variance Decompositions

- Annual meeting of the American Sociological Association. Philadelphia. August 2023. Oral presentation.
- Research Committee 28 of the International Sociology Association. Sciences-Po Paris. May 2023. Oral presentation.

Aligning Inequalities: Organizational Sources of Wage Inequality, 1999-2018

- Annual meeting of the American Sociological Association. Virtual conference. August 2020. Oral presentation.
- Research Committee 28 of the International Sociology Association. Princeton University. August 2019. Oral presentation.

Teaching

| | |
|---|--------------------|
| Department Quantitative Fellow | Spring 2025 |
| Undergraduate Tutorial in Sociological Theory, Teaching Fellow (Head Teaching Fellow 2024-25) | 2021, 2024-2025 |
| Foundations of Social Science Research, Teaching Fellow | Spring 2022 |
| Statistical Inference I (Applied Math 1650), Undergraduate Teaching Assistant | Spring 2017 & 2018 |

| | | |
|--------------------|--|---|
| Grants & awards | OMT Doctoral Consortium, Academy of Management | 2025 |
| | Solo P.I. of a Census Bureau Research Data Center project | 2024 - present |
| | Stone Research Grant, Harvard Kennedy School | 2024 |
| | Research Grant, Institute for Quantitative Social Sciences | 2024 |
| | Sciences Po - Harvard Exchange Fellowship | 2022 - 2023 |
| | Certificate of Distinction, Harvard Bok Center for Teaching | 2021 |
| | James M. and Cathleen D. Stone PhD Scholar in Inequality and Wealth Concentration, Multidisciplinary Program in Inequality & Social Policy, Harvard University | 2020 - present |
| | Brown Sociology award for service to the department | 2018 |
| | Brown Sociology Lamport Prize for senior thesis | 2018 |
| | Brown University LINK grant - awarded for summer research at Swiss Forum for Migration & Population Studies | 2017 |
| | Brown University Levi Family scholarship for undergraduate education | 2014 - 2018 |
| Service | Graduate student co-coordinator of Harvard Sociology Department's Economic Sociology Seminar | 2023 - present |
| | Chair of Elections Committee and Sociology Department Steward, Harvard Graduate Students Union-United Auto Workers. | 2020 - 2022 |
| | Reviewer, <i>American Journal of Sociology</i> , <i>American Sociological Review</i> , <i>Research in Social Stratification and Mobility</i> , <i>Social Forces</i> , <i>Socio-Economic Review</i> , <i>Work and Occupations</i> | |
| | Member, American Sociological Association; Academy of Management; Society for the Advancement of Socio-Economics | |
| References | Daniel Schneider Department of Sociology Harvard University dschneider[at]hks.harvard.edu | Nathan Wilmers Work & Organization Studies MIT Sloan School of Management wilmers[at]mit.edu |
| | Frank Dobbin Department of Sociology Harvard University frank_dobbin[at]harvard.edu | Ellis Monk Department of Sociology Harvard University emonk[at]fas.harvard.edu |