

**Clem Aepli**  
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## Education

- 2019 – Harvard University, Department of Sociology  
General exams in Organizations, Stratification, Culture, and Race and Ethnicity  
Dissertation Co-Chairs: Daniel Schneider, Nathan Wilmers
- 2014 – 2018 Brown University  
B.A. in Mathematics and B.Sc. in Sociology  
Phi Beta Kappa, *magna cum laude*

## Research interests

Economic and racial inequality	Organizational and economic sociology
Social theory	Quantitative methodology

## Publications

- Aepli, Clem and Nathan Wilmers. 2022. “Rapid Wage Growth at the Bottom Has Offset Rising US Inequality.” *Proceedings of the National Academy of Sciences*, 119.
- Wilmers, Nathan and Clem Aepli. 2021. “Consolidated Advantage: The New Organizational Dynamics of Wage Inequality.” *American Sociological Review*, 86: 1100-1130.
- ISA RC28 Significant Scholarship award, 2023

## Works in progress

- “Firm Segregation and the Structure of American Racial Earnings Inequality.”
- “Fissuring, Organizational Rigidity, and Employment Instability.”
- Thompson Graduate Student Paper Award of the Organizations, Occupations, and Work ASA section, 2024.
- “The Industrial Organization of Racial Inequality in the Early 20<sup>th</sup> Century.”
- “Variance between Groups in the Presence of Covariates.”
- “Schedule Stability and Employee Retention at IKEA” with Kristen Harknett, Daniel Schneider, and Jeremy Mopsick.

## Presentations

“Firm Segregation and the Structure of American Racial Earnings Inequality”

- Stone Seminar at the Harvard Kennedy School. April 2025. Oral presentation.
- 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 20<sup>th</sup> 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**

Spring 2025                      Department Quantitative Fellow

Spring 2022                      Foundations of Social Science Research, Teaching Fellow

Fall 2021, 2024-2025      Undergraduate Tutorial in Sociological Theory, Teaching Fellow  
Head Teaching Fellow (Fall 2024, Spring 2025)  
Certificate of Distinction, Harvard Bok Center for Teaching and Learning

Spring 2017 & 2018      Statistical Inference I (Applied Math 1650), Undergraduate Teaching Assistant

## Grants & awards

2024 – present	Solo P.I. of a Census Bureau Research Data Center project
2024	Stone Research Grant, Harvard Kennedy School
2024	Research Grant, Institute for Quantitative Social Sciences
2022 – 2023	Sciences Po – Harvard Exchange Fellowship.
2020 – present	James M. and Cathleen D. Stone PhD Scholar in Inequality and Wealth Concentration, Multidisciplinary Program in Inequality & Social Policy, Harvard University.
2018	Brown Sociology award for service to the department.
2018	Brown Sociology Lamport Prize for senior thesis.
2017	Brown University LINK grant – awarded for summer research at Swiss Forum for Migration & Population Studies.
2014 – 2018	Brown University Levi Family scholarship for undergraduate education.

## Service

2023 –	Graduate student co-coordinator of Harvard Sociology Department's Economic Sociology Seminar
2020 – 2022	Chair of Elections Committee and Sociology Department Steward, Harvard Graduate Students Union-United Auto Workers.

Reviewer, *American Journal of Sociology*, *American Sociological Review*, *Research in Social Stratification and Mobility*, *Social Forces*, *Socio-Economic Review*, *Work and Occupations*