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Tessa Holtzman

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Education

Ph.D. Sociology, Stanford University, Expected 2028
Dissertation Committee: Shelley Correll, Michelle Jackson, Barbara Kiviat

M.A. Public Policy, Harvard Kennedy School, 2022

B.A. Politics (*magna cum laude*), Bates College, 2017

Publications

*Equal Authorship

Peer-Reviewed Papers

Florencia Torche, **Tessa Holtzman**, and Tyler McDaniel. 2025. [title removed for anonymous peer review] (under review at Social Science Research)

Tessa Holtzman and Aliya Saperstein. 2025. [title removed for anonymous peer review] (under review at Demographic Research)

Working Papers

Tessa Holtzman, “(Un)leveling the Playing Field: Paid Family and Medical Leave and Employer Discrimination.”

Tessa Holtzman, “Exploring Cultural Understandings of Work and Family Through a Textual Analysis of Collective Bargaining Agreements”

Tessa Holtzman* and Christin Munsch*, “Flexible Work, Flexible Penalties Revisited”

Tessa Holtzman* and Christin Munsch*, “Realities and Ideals: Flexible Work Arrangements in the Post-COVID Era”

Conferences and Presentations

- 2025 “Realities and Ideals: Flexible Work Arrangements in the Post-COVID Era,” American Sociological Association Annual Meeting (regular session)
- 2025 Guest Lecture, “Measuring the Impact of Paid Family Leave using Survey Experiments”, Foundations of Social Science Research, Stanford University
- 2019 “Campus Childcare and the Promises of Head Start-College Partnerships,” Student Parent Symposium at The Ohio State University.

Grants and Fellowships

- 2025 Ric Weiland Graduate Fellowship in the Humanities & Sciences (\$4,000)
- 2025 Stanford Institute for Research in the Social Sciences, American Democracy Fellowship (\$2,000)
- 2024 Time-Sharing Experiments in the Social Sciences (TESS), Special Competition on Replications. 2024. “Flexible Work, Flexible Penalties Revisited” with Christin Munsch. TESS is funded by the National Science Foundation.
- 2024 Stanford Institute for Research in the Social Sciences, Research Data Grant (\$1,500)

Teaching

- 2025 Teaching Assistant for “Foundations of Social Science Research” (SOC180A0), Prof. Barbara Kiviat (winter)
- 2024 Teaching Assistant for “Introduction to Data Analysis” (SOC180B), Prof. Colin Peterson (spring)
- 2023 Teaching Assistant for “Inequality in American” (SOC3), Prof. David Grusky (fall)
- 2022 Teaching Assistant for “Quantitative Analysis and Empirical Methods II” (API-202Z), Prof. Teddy Svoronos (spring)
- 2022 Head Teaching Assistant for “Advanced Workshop in Multi-party Negotiations and Conflict Resolution” (MLD-280M), Prof. Brian Mandell (winter)
- 2021 Teaching Assistant for “Fundamentals of Negotiation Analysis” (MLD-220M), Prof. Brian Mandell (fall)
- 2021 Teaching Assistant for “Science of Behavior Change” (MLD-304), Prof. Todd Rogers (fall)

Service

- 2024-2025 Co-chair, Association of Sociology Graduate Student, Stanford University, Stanford CA
- 2023-2024 Co-chair for Admitted Students, Association of Sociology Graduate Student, Stanford University, Stanford CA
- 2021-2022 Co-chair, Women’s Caucus, Harvard Kennedy School, Boston MA
- 2014-2017 Peer Tutor, Bates College, Lewiston, ME

Professional Associations

Member of the American Sociological Association. Section member of Sociology of Sex and Gender.

Other Writing

- 2021 Lindsey Reichlin Cruse and **Tessa Holtzman**. “Leveraging Head Start for Student Parent Families.” *Institute for Women’s Policy Research*. August 16, 2021. [Link](#).

- 2021 Susana Contreras-Mendez, **Tessa Holtzman**, and Lindsey Reichlin Cruse. “Child Care Access for Student Parents in Oregon: Challenges and Opportunities for Improving Educational and Economic Success.” *Institute for Women’s Policy Research*. April 8, 2021. [Link](#).
- 2020 Barbara Gault, **Tessa Holtzman**, and Lindsey Reichlin Cruse. “Understanding the Student Parent Experience: The Need for Improved Data Collection on Parent Status in Higher Education.” *Institute for Women’s Policy Research*. October 16, 2020. [Link](#).
- 2019 Reichlin Cruse, Lindsey, Jessica Milli, Susana Contreras-Mendez, **Tessa Holtzman**, and Barbara Gault. “Investing in Single Mothers’ Higher Education.” *Institute for Women’s Policy Research*. December 18, 2019. [Link](#).
- 2019 **Tessa Holtzman**, Anna Bernstein, and Lindsey Reichlin Cruse. “Reproductive Health and Community College Students: Building Momentum toward Holistic Approaches to Student Success.” *Institute for Women’s Policy Research*. November 4, 2019. [Link](#).
- 2019 Barbara Gault, Lindsey Reichlin Cruse, **Tessa Holtzman**, and Susana Contreras-Mendez. “Head Start-College Partnerships as a Strategy for Promoting Family Economic Success: A Study of Benefits, Challenges, and Promising Programs.” *Institute for Women’s Policy Research*. October 30, 2019. [Link](#).
- 2019 **Tessa Holtzman**, Lindsey Reichlin Cruse, Barbara Gault. “Making “Free College” Programs Work for College Students with Children.” *Institute for Women’s Policy Research*. June 25, 2019. [Link](#).

Research Experience

Current	Research Assistant to Dr. Shelley Correll (Sociology)
2025	Research Assistant to Dr. Aliya Saperstein (Sociology)
2023-2024	Research Assistant to Dr. Florencia Torche (Sociology)
2021-2022	Research Assistant to Dr. Hannah Riley Bowles (Public Policy)
2020-2022	Research Assistant to Dr. Todd Rogers (Public Policy)
2018-2020	Research Assistant, Institute for Women’s Policy Research, Washington DC
2017-2018	Legal Assistant, GLBTQ Legal Advocates and Defenders, Boston MA