

# Fabiana Silva

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Gerald R. Ford School of Public Policy  
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## Employment

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2017 - Assistant Professor, Gerald R. Ford School of Public Policy, University of Michigan

## Education

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2017 Ph.D in Sociology, University of California, Berkeley  
2012 M.A. in Sociology, University of California, Berkeley  
2004 B.A. in Social Studies, cum laude, Harvard University

## Research Interests

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Inequality and Stratification, Race and Ethnicity, Social Psychology, Labor Markets, Immigration, Experimental Methods

## Publications

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### Articles

Silva, Fabiana. Forthcoming. "The Strength of Whites' Ties: How employers reward the referrals of black and white jobseekers." *Social Forces*.

- Outstanding Graduate Student Paper, Honorable Mention, ASA Section on Inequality, Poverty, and Mobility

Bloemraad, Irene, Fabiana Silva, and Kim Voss (equal authorship, author order alphabetical). 2016. "Rights, Economics, or Family? Frame Resonance, Political Ideology, and the Immigrant Rights Movement." *Social Forces* 94(4): 1647-1674.

### Book chapter

Wolf, Angela M., Fabiana Silva, Kelly E. Knight, and Shabnam Javdani. "Responding to the health needs of female offenders." In *What Works with Women Offenders*, edited by Rosemary Sheehan, Gill McIvor, and Chris Trotter. Willan Publishing.

## Works in Progress

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"Why do employers discriminate? The role of implicit and explicit racial attitudes." *Working paper*.

- Outstanding Graduate Student Paper, ASA Social Psychology Section

"The Limits of Rights: Claims-making on behalf of immigrants" (with Irene Bloemraad and Kim Voss). *Working Paper*.

- Best Paper Prize, Honorable Mention, American Political Science Association Migration and Citizenship Section

“Generating labor market inequality: Family background, employment histories, and earnings disparities.” *In progress.*

“Beyond ‘Who You Know’: Wrong Networks, Homophilous Ties, and the Employment Outcomes of Mexican Immigrant Men and Women.” *In progress.*

### **Selected Awards and Honors**

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2018	Best Paper Prize, Honorable Mention, APSA Migration and Citizenship Section
2018	Ford School Teaching Honor Roll
2017	Outstanding Graduate Student Paper, ASA Section on Social Psychology
2017	Leo Lowenthal Fellowship, Special Competition, University of California, Berkeley
2016	Outstanding Graduate Student Instructor, University of California, Berkeley
2016	Outstanding Graduate Student Paper, Honorable Mention, ASA Section on Inequality, Poverty, and Mobility
2014	Dean’s Normative Time Fellowship, University of California, Berkeley
2010-2013	National Science Foundation, Graduate Research Fellowship
2010	Andrew W. Mellon Summer Research Fellowship, University of California, Berkeley

### **Invited and Conference Presentations**

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2018	“Generating labor market inequality: Family background, employment histories, and earnings disparities.” <ul style="list-style-type: none"><li>• American Sociological Association Annual Meeting, Philadelphia, PA</li></ul>
2017	“The Limits of Rights: Claims-making on behalf of immigrants.” <ul style="list-style-type: none"><li>• American Sociological Association Annual Meeting, Montreal, Canada. Non-presenter.</li><li>• American Political Science Association Annual Meeting, San Francisco, CA. Non-Presenter.</li><li>• Conference on “The 2006 Immigration Protests: A Decade Later.” Institute of Research on Labor and Employment, University of California, Berkeley.</li></ul>
2016	“The Strength of Whites’ Ties: How employers reward the referrals of black and white jobseekers.” <ul style="list-style-type: none"><li>• University of Wisconsin-Madison, Sociology, Colloquium</li><li>• University of Chicago Booth School of Business, Booth Organization Scholars Symposium</li><li>• University of Michigan, Gerald R. Ford School of Public Policy, Colloquium</li><li>• MIT Sloan School of Management, Work and Organization Studies Seminar</li><li>• Northwestern University, Economic Sociology Conference, Chicago, IL.</li><li>• Society for the Study of Social Problems Annual Meeting, Seattle, WA.</li></ul> “Why do employers discriminate? The role of implicit and explicit attitudes.” <ul style="list-style-type: none"><li>• American Sociological Association Annual Meeting, Seattle, WA.</li></ul>

“Race, Referrals, and Racial Prejudice: How do employers reward the referrals of black and white applicants?”

- Population Association of America Annual Meeting, Washington, DC.

2015 “Race, Referrals, and Racial Prejudice: How do employers reward the referrals of black and white applicants?”

- International Sociological Association Research Committee 28 on Social Stratification and Mobility (RC 28), Philadelphia, PA.

2014 “Families Matter, but not Human Rights: Gauging Frame Resonance around Immigrant Rights.” (with Irene Bloemraad and Kim Voss).

- American Sociological Association Annual Meeting, San Francisco, CA. Non-presenter.

“Do workplace referrals moderate employer discrimination? A survey experiment.”

- American Sociological Association Annual Meeting, San Francisco, CA.

2013 “Beyond ‘Who You Know’: Wrong Networks, Homophilous Ties, and the Employment Outcomes of Mexican Immigrant Men and Women.”

- American Sociological Association Annual Meeting, New York, NY.

“Worker Identities in a New Era of Immigration.” (with Kim Voss).

- American Sociological Association Annual Meeting, New York, NY. Non-presenter.

“Worker Identities in a New Era of Immigration.” (with Kim Voss) How Global Migration Changes the Workforce Diversity Equation.”

- UCLA-IRLE International Conference, Los Angeles, CA.

## **Teaching Experience**

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*University of Michigan*

### Instructor

Inequity at Work (Undergraduate, PubPol 475): Winter 2018, Fall 2018

Gender, Race, and Employment Policy (MPP, PubPol 750): Winter 2018

Performance Management (MPP, PubPol 586): Fall 2018

### Guest speaker

Culture and Cognition (PhD, Soc 595): Winter 2018

PhD Policy Research Seminar (PhD, PubPol 810): Winter 2018

*University of California, Berkeley*

### Teaching Assistant

Evaluation of Evidence (Undergrad, Soc 5): Spring 2015, Fall 2015, Spring 2016

### Mentor

Undergraduate Research Apprenticeship Program, 2010-2014

## **Other Employment**

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2005-2009    Research Associate, *National Council on Crime and Delinquency*, Oakland, CA  
2004         Research Intern, *Center for Budget and Policy Priorities*, Washington, DC

## **Professional Affiliations and Service**

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2017-2019    University of Michigan, Gerald R. Ford School of Public Policy, PhD Committee  
2017-2018    ASA Section on Social Psychology, Graduate Student Affairs Committee  
2016         ASA Section on Comparative-Historical Sociology, Session on Human Rights or Civil Rights? How Changing the Conversation Changes the World, President

### *Member*

American Sociology Association  
Association for Public Policy Analysis and Management  
Population Association of America  
Research Committee 28 on Social Stratification and Mobility (RC 28)

## **Languages**

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Spanish (fluent)  
English (fluent)