

CHRISTINA CIOCCA ELLER

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ACADEMIC POSITIONS

2019-Present Assistant Professor of Sociology and Social Studies
Harvard University

OTHER APPOINTMENTS

June 2021- Assistant Director of Evidence and Policy
Dec. 2022 White House Office of Science and Technology Policy
Biden-Harris Administration (*on public service leave during this time*)

EDUCATION

May 2019 **Ph.D., Sociology**
Columbia University
Dissertation: "Organizational Effects on Bachelor's Degree Completion for the New Majority"

2007 **M.Sc., Management Research, with Distinction**
University of Oxford, Saïd School of Business

2006 **M.St., Women's Studies**
University of Oxford

2005 **B.A., Interdisciplinary Studies: Performance and Culture, *summa cum laude and valedictorian of the College class***
Georgetown University

RESEARCH INTERESTS

Stratification, Inequality, and Social Mobility	Organizations and Institutions
Sociology of Higher Education	Race and Social Class
Mixed Methods Research	Sociology of Culture

PUBLICATIONS (* signifies graduate student co-authors)

Yao Lu, Xiaoguang Li, and **C. Ciocca Eller**. "Underemployed and Penalized: Education-Occupation Mismatch and Racial/Ethnic Inequality among Highly-Educated Workers." *Forthcoming, Sociology of Education*.

C. Ciocca Eller, Katharine Khanna, and Greer Mellon. 2024. "Intermediate Educational Transitions, Alignment, and Inequality in U.S. Higher Education." *Sociology of Education*, 97(4), 316-341.

C. Ciocca Eller. 2024. "Democratizing Social Scientists' Impact on Federal Policy: Using the Evidence Act to Help Government and Ourselves." *Proceedings of the National Academy of Sciences* 121(13) e2306890121.

C. Ciocca Eller. 2023. "What Makes a Quality College? Re-examining the Equalizing Potential of Higher Education in the United States." *American Journal of Sociology*, 129(3), 637-714.

- Awarded the 2024 James Coleman Award for Best Article, and 2019 David Lee Stevenson Award for Outstanding Graduate Student Paper, Sociology of Education Section, American Sociological Association.
- Named a Harvard University Cabot Fellow in recognition of this publication.

Graziella Moraes D. Silva, Luciana de Souza Leão, **C. Ciocca Eller**, Flavio Carvalhaes, and Thomas A. DiPrete. 2022. "Similar Gaps, Different Paths? Comparing Racial Inequalities among BA Holders in Brazil and the United States." *International Journal of Comparative Sociology* 62(5): 359-384.

Thijs Bol, **C. Ciocca Eller**, Herman G. van de Werfhorst, and Thomas A. DiPrete. 2019. "School-to-Work Linkages and Labor Market Earnings." *American Sociological Review* 84(2): 275-307.

C. Ciocca Eller and Thomas A. DiPrete. 2018. "The Paradox of Persistence: Explaining the Black-White Gap in Bachelor's Degree Completion." *American Sociological Review* 83(6): 1171-1214.

Thomas A. DiPrete, Thijs Bol, **C. Ciocca Eller** and Herman G. van de Werfhorst. 2017. "School-to-Work Linkages in the United States, Germany, and France." *American Journal of Sociology* 122(6): 1869-1938.

PAPERS UNDER REVIEW

C. Ciocca Eller and Elena Ayala-Hurtado. "I'm Not One to Judge' Student Perceptions of College Dropout in a Schooled Society." *R&R, Sociology of Education*.

WORKS IN PROGRESS

C. Ciocca Eller and Zennon Golden Black.* "Structural Filtering: Explaining Organizational Actors' Responses to Multiple Institutional Logics and Their Impacts on Stakeholder and Organizational Outcomes."

C. Ciocca Eller, Hana Kim*, and Krista Galleberg*. "Relational Inequality in Public Bureaucracies: The Case of Less-Selective U.S. Colleges and Universities."

C. Ciocca Eller, Ohjae Gowen, Jen-Chen Chao*, and Natasha Quadlin. "The Economic Returns to 'Some' College: Heterogeneous Higher Education Pathways and Inequality in Early Careers."

C. Ciocca Eller. "The Impacts of 'Some' College at Midlife."

COMMISSIONED REPORTS

C. Ciocca Eller, 2024. "[The Power of Evidence to Drive America's Progress: A Decade of Results and Potential for the Future](#)." Washington, D.C.: Results for America.

C. Ciocca Eller and U.S. Government Colleagues. "[FACT SHEET: Biden-Harris Administration Launches](#)

[Year of Evidence for Action to Fortify and Expand Evidence-Based Policymaking.”](#)

C. Ciocca Eller, Mariam Gulaid, and Diana Epstein. 2022. “[Progress on the White House Year of Evidence for Action.”](#)

Morgan Dwyer, **C. Ciocca Eller**, and Ryan Donahue. 2022. “[An Update on Research Security: Streamlining Disclosure Standards to Enhance Clarity, Transparency, and Equity.](#)”

Information Integrity R&D Interagency Working Group, **C. Ciocca Eller**, co-chair. 2022. “[Roadmap for Researchers on Priorities Related to Information Integrity Research & Development.](#)”

C. Ciocca Eller, 2017. “[Increasing Success for Two-to-Four-Year Transfer Students within the City University of New York.](#)” New York, NY: Graduate NYC College Readiness and Success Initiative.

GRANTS

2025 Russell Sage Foundation, for "Understanding College Decision-Making among Delayed Beginners, Stopouts, and Long-term Leavers and Its Impact on Inequality " (\$75,000).

Spencer Foundation, for “Flipping the Equation: Understanding College Decision-Making among Never Beginners, Stopouts, and Long-term Leavers” (\$50,000).

2024 Dean’s Competitive Fund, Harvard University, for “Relational Inequality in Public Bureaucracies: The Case of Less-Selective U.S. Colleges and Universities” (\$69,185).

2021-2023 W.T. Grant Foundation and Spencer Foundation, for “Advancing Equity as a Master Frame in the U.S. Government” (\$250,000).

Milton Fund, Harvard University, for “Beyond Dropout: Examining Life Experiences and Outcomes among Those with Some BA College” (\$43,100).

2020 Inequality in America Initiative Research Grant, Harvard University, for “Beyond Dropout: Examining Life Experiences and Outcomes among Those with Some BA College” (\$45,000).

2018 Appointed advisor for the Transfer Opportunity Project, City University of New York. Institute of Education Sciences (IES) Grant R305A180139 (\$12,000 over 4 years).

2017 National Academy of Education / Spencer Foundation Dissertation Fellowship (\$27,500).

2015 Graduate NYC/ New York City Community Trust Research Fellowship for, “The Integration and Success of Freshmen and Transfer Students,” (\$28,000).

2015 The University of Texas at Austin Population Research Center Grant for, “Linking College Curriculum with Completion and Socioeconomic Returns,” (\$5,000).

- 2014** Research assistant under Thomas A. DiPrete, PI, for the National Science Foundation (Sociology program) Research Grant, “Fields of Study, School-Work Linkages, and Inequality: A Comparative Approach,” Grant SES-1423828, (\$268,897).
- 2014** Research assistant under Thomas A. DiPrete, PI, for the Spencer Foundation Small Research Grant, “School-Work Linkages and College Persistence,” (\$49, 992).

HONORS AND AWARDS

- 2025** *Outstanding Reviewer Award* for excellence in reviewing for the journal, *Sociology of Education*, American Sociological Association.
- 2024** *James Coleman Award for Best Article*, Sociology of Education Section, American Sociological Association.
Cabot Fellowship for Excellence in Research, Harvard University.
Hoopes Prize for Faculty Advising, Harvard University.
- 2023** *Participant, Science, Engineering, and Technology Equity Roundtable planning meeting*, National Academy of Arts and Sciences.
- 2021** *The Star Family Prize for Excellence in Advising Award*, Harvard University.
- 2020** *Merton Award for Best Dissertation in Sociology*, Department of Sociology, Columbia University.
- 2019** *David Lee Stevenson Award for Outstanding Graduate Student Paper*, Sociology of Education Section, American Sociological Association.
- 2017** *Charles Tilly Outstanding Teaching Award*, Department of Sociology, Columbia University.
Maureen T. Hallinan Graduate Student Paper Award, Sociology of Education Significant Interest Group of the American Educational Research Association, for the paper, “Curricular Diversity and Intensity: The Role of Detailed Postsecondary Curriculum in Social Stratification.”
- 2016** *Revise and Resubmit Award* for excellence in reviewing for the journal, *Sociology of Education*, American Sociological Association.
- 2012** *Paul F. Lazarsfeld Fellow*, Department of Sociology, Columbia University.
- 2007** *Dean’s Award for Highest Academic Performance*, Saïd Business School, University of Oxford.
- 2006** *Rhodes Scholarship Finalist*.
- 2005** *Healy Fellowship* for Graduate Study at the University of Oxford, Georgetown University.

SELECTED INVITED PRESENTATIONS

- 2025** “Public Service Organizations and Institutional Pluralism: How Structural Imprinting Contributes to Inequality.”

- Interdisciplinary Committee on Organizational Studies, University of Michigan.

“The Economic Returns to ‘Some’ College: Heterogeneous Higher Education Pathways and Inequality in Early Careers.”

- University College London, London, U.K.
- University of Oxford, Oxford, U.K.

"Bringing Sociology and Sociologists into Leadership/Administrative Roles: Perspectives, Experiences, and Impact."

- American Sociological Association Annual Meeting, Chicago, IL.

2024 “The Economic Returns to ‘Some’ College: Heterogeneous Higher Education Pathways and Inequality in Early Careers.”

- Conference on Schools, Inequality, and Social Mobility, Stone Center for Research on Wealth Inequality and Mobility, University of Chicago.

“Bridging Academia and Government Service.”

- Scholars Strategy Network National Leadership Convening, Washington, D.C.

“The Power of Evidence to Drive America’s Progress: A Decade of Results and Potential for the Future.”

- Results for America, Washington, D.C. & Virtual.

2023 “The Economic Returns to ‘Some’ College: Heterogeneous Higher Education Pathways and Inequality in Early Careers.”

- New York University, Puck Seminar.

“Getting Fit Right: A Multidimensional Approach to Understanding Inequality in College Outcomes.”

- Princeton University, Education Research Seminar.

“Public Service Sociology: A Call to Action for the Field.”

- American Sociological Association Annual Meeting, Philadelphia, PA.

2022 “Getting Fit Right: A Multidimensional Approach to Understanding Inequality in College Outcomes.”

- University of Wisconsin, Madison, Interdisciplinary Training Program in Education Sciences.

“Advancing Equity and Evidence in the Biden-Harris Administration.”

- W.T. Grant Foundation Reducing Inequality Convening, Washington, D.C.

2021 “Alignment and Adaptation: Explaining Major (Non-)Declaration in Public Colleges.”

- Academic Pathways Flash Conference, Stanford University & the University of Michigan.

2020 “Life Goes on After Dropout: Examining the Early Economic Outcomes of Students with ‘Some College, No Degree.’”

- MIT Sloan School of Business, Institute for Work and Employment Research.
- UCLA Department of Sociology, Stratification, Inequality, and Mobility Working Group.

“Loosely-Coupled Accountability: Re-examining the Equalizing Potential of Higher Education in the United States.”

- Ensuring Equitable Student Success in Higher Education Program, Harvard Graduate School of Education, Cambridge, MA.

2019 “New Majority Students and Upward Social Mobility: A Study of Boundaries, Beliefs and College Experiences.”

- Harvard University Graduate School of Education, Cambridge, MA.

2018-2019 “Superficially Coupled Systems: The Organizational Production of Inequality in Higher Education.”

- Opportunity Insights, Harvard University, Cambridge, MA
- Mahindra Humanities Seminar on Higher Education, Harvard University, Cambridge, MA.
- Haas School of Business, University of California-Berkeley, Berkeley, CA.
- University of Chicago Department of Sociology, Chicago, IL.
- University of Notre Dame, South Bend, IN.
- Yale University Department of Sociology, New Haven, CT.
- Harvard University Department of Sociology, Cambridge, MA.

2016-2017 “The Integration and Success of Two-to-Four-Year Transfer Students: A Study of Three City of New York Colleges.”

- Community College Research Center, Teacher’s College, Columbia Uni., New York, NY.
- City University of New York, Council of Chief Academic Officers, New York, NY.
- City University of New York, Office of Policy & Research Seminar Series, New York, NY.

PROFESSIONAL PRESENTATIONS

2024 “Structural Filtering: Explaining Organizational Actors’ Responses to Multiple Institutional Logics and Their Impacts on Stakeholder and Organizational Outcomes.”

- American Sociological Association Annual Meeting, Montreal, CA.

“Occupational Returns to Some College: A Longitudinal Approach.”

- Population Association of America Annual Meeting, Columbus, OH.

“Fulfilling the Promise of Federal Evidence-based Policy: Examining Implementation and Impacts across the Education Ecosystem.”

- Association for Education Finance and Policy, Baltimore, MD.

2023 “‘I’m Not One to Judge’ Student Perceptions of College Dropout and Resistance to the Institutional Power of Higher Education.”

- American Sociological Association Annual Meeting, Philadelphia, PA.

“So You Want to Impact Public Policy? Why and How to Connect Academics to Federal Research Agendas.”

- Association for Public Policy and Management Annual Meeting, Atlanta, GA.
- 2022** “Getting Fit Right: A Multidimensional Approach to Understanding Inequality in College Outcomes.”
- American Sociological Association Annual Meeting, Los Angeles, CA.
- “The Economic Returns to ‘Some’ College: Heterogeneous Higher Education Pathways and Inequality in Early Careers”
- American Sociological Association Annual Meeting, Los Angeles, CA.
- 2021** “Inter-organizational Effects on Stratification and Inequality.”
- American Sociological Association Annual Meeting, Online (*declined; COVID-19*).
- “Life Goes on After Dropout: The Early Life Outcomes of Four-Year Enrollees with “Some College, No Degree.”
- Sociology of Education Association, Asilomar, Pacific Grove, CA.
- 2019** “Superficially Coupled Systems: The Organizational Production of Inequality in Higher Education.”
- American Sociological Association Annual Meeting, New York, NY.
- “Understanding The College Major Decision Process for Traditionally Underrepresented College Students: A Longitudinal, Interview-Based Approach.”
- American Sociological Association Annual Meeting, New York, NY.
- 2018** “New Majority Students and Upward Social Mobility: Boundaries, Beliefs and College Experiences.”
- American Sociological Association Annual Meeting, Philadelphia, PA.
 - Columbia University Workshop on Wealth and Inequality, New York, NY.
 - American Educational Research Association Annual Meeting, New York, NY.
- “Understanding The College Major Decision Process for Traditionally Underrepresented College Students: A Longitudinal, Interview-Based Approach.”
- American Sociological Association Annual Meeting, Philadelphia, PA.
 - American Educational Research Association Annual Meeting, New York, NY.
- 2017** “Institutional Effects on Bachelor’s Degree Completion for the New Majority.”
- Spencer/NAEd Spring Fellows Retreat, Washington, DC.
 - Center for Research on Educational Opportunity, University of Notre Dame, South Bend, Indiana.
- 2016** “Explaining the Black-White Gap in Four-year College Entry and Departure.”
- Annual meeting of the American Sociological Association Annual Meeting, Seattle, Washington.
- “Postsecondary Curricular Trajectories: Trends, Outcomes, and New Directions.”
- Annual Meeting of the American Educational Research Association, Washington, DC.
 - Annual Meeting of the American Sociological Association, Seattle, Washington.

2015 “What Matters Most? Explaining the Gap in Dropout Rates Between Black and White Students.”

- Annual Meeting of the American Sociological Association, Chicago, IL.
- Annual Meeting of the Population Association of American, San Diego, CA.
- Annual Meeting of the Eastern Sociological Association, New York, NY.
- Columbia University Race, Ethnicity & Migration Workshop, New York, NY.

2014 “The Strength of School-Work Linkages: A Comparison of Three Countries.”

- Aage Sørensen Memorial Conference, Oxford, England.

TEACHING

Harvard University

Introduction to Sociology (*Spring 2025*)

“Understanding and Disrupting Racial Inequality”, Undergraduate Seminar in Sociology (*Spring 2024, 2023*)

“Race and Ethnicity in the United States”, Undergraduate Junior Tutorial in Social Studies (*Fall 2023, Spring 2023, Spring 2021, Fall 2019*)

“Sociological Research Design,” Graduate Course in Sociology (*Fall 2019*)

“Inequality in America Proseminar,” Graduate Course at the Harvard Kennedy School (*Fall 2019*)

Columbia University

2016 Instructor, Sociology of Education, Columbia University.

Teaching Assistant, Sociology of Teaching, Learning, and Curriculum, Columbia University.

- Service-learning undergraduate course offered through a multi-million dollar tutoring intervention funded by the Bill & Melinda Gates Foundation.

2015- Graduate Student Coordinator and Teaching Assistant, Workshop on Wealth and Inequality,

2016 Columbia University.

STUDENT COMMITTEES

Dissertation Committees

Aleksei Opacic, Harvard University

David Arbelaez, Harvard University

Marissa Combs, Harvard University

Zennon Golden Black, Harvard University Graduate School of Education

Caroline Tucker, Harvard University Graduate School of Education

Elena Ayala-Hurtado, Harvard University

Leah Gose, Harvard University

Lilly Yu, Harvard University

Qualifying Paper Committees

Charlotte O’Heron, Harvard University

Melissa Hernandez Jasso, Harvard University

Jen-Chen Chao, Harvard University

Matthew Brooke, Harvard University

Abigail Mariam, Harvard University

Lauren Taylor, Harvard University

Tyler Woods, Harvard University

Senior Thesis Committees

David Li, Sociology and Molecular Biology, Harvard University

Joseph Hernandez, Sociology, Harvard University

Nahla Owens, Social Studies, Harvard University

Samantha Maroshick, Sociology, Harvard University

Ananda Birungi, Social Studies, Harvard University

Elise Colin, Social Studies, Harvard University

Malaika Maka, Social Studies, Harvard University

PROFESSIONAL SERVICE

Reviewer, *American Journal of Sociology*, *American Sociological Review*, *Social Forces*, *Sociology of Education*, *Research in Social Stratification and Mobility*; *American Educational Research Journal*, and *Educational Researcher*.

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|------------------------|---|
| 2025-2028 | Editorial Board Member, <i>Sociology of Education</i> |
| | Council Member, Sociology of Education Section, American Sociological Association |
| 2023-2025, 2020 | Hoopers Prize Committee, Harvard University. |
| 2020-2022 | University Hearing Committee, Harvard University. |
| 2019-present | Standing Committee, Committee on Degrees in Social Studies, Harvard University. |
| 2019-present | Social Policy PhD Standing Committee, Harvard University. |
| 2017 | Graduate Student Representative, Sociology of Education Association. |
| 2015 | Member, Committee on Diversity and the Student Experience, Department of Sociology, Columbia University. |
| 2015 | Student representative for the Middle States Review of Columbia University. |
| 2015 | Internship in Academic Administration in the Office of the Provost, Columbia University. |
| 2014-2017 | Graduate Student Co-Coordinator for the Seminar on Wealth and Inequality, Department of Sociology, Columbia University. |
| 2013 | Graduate Student Representative, Department of Sociology, Columbia University. |

PROFESSIONAL ASSOCIATIONS

- American Sociological Association (Sections: Education; Inequality, Poverty, and Mobility; Organizations, Occupations, and Work; Race and Ethnicity; Sociology of Culture)

- Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association (ISA)
- Population Association of America (PAA)
- Sociology of Education Association (SEA)
- American Educational Research Association (Division: Postsecondary Education; SIG: Sociology of Education)

OTHER PROFESSIONAL EXPERIENCE

- 2010-** Director of Speechwriting and Strategic Communications, Office of the President, Georgetown University.
- 2012**
- 2007-** Communications and PR Associate, the Dilenschneider Group, New York, NY.
- 2010**