

Clem Aeppli

Contact information	William James Hall 582 33 Kirkland St. Cambridge, MA 02138	https://clemaepli.github.io/ aeppli@mit.edu
Appointments	MIT Sloan School of Management Assistant Professor, Work and Organization Studies, beginning 2026	
Education	Harvard University, Department of Sociology PhD in 2026, M.A. in 2022 Dissertation: “Papers on Organizational Transformation and Racial Inequality” Committee: Daniel Schneider, Nathan Wilmers, 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	Aeppli, 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 Aeppli. 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	“Unstable Work in a Fissured Economy: Tracking Employment at Subcontractor Establishments in France.” 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 Proposal Competition, 1st place (2025) “At the Margins, in the Core: Black Workers’ Access to Factories in the Early 20 th Century.” Revise & resubmit at <i>American Journal of Sociology</i> . “The Decline of Low-Wage Jobs” with Nathan Wilmers and Soohyun Roh. Conditionally accepted at <i>American Sociological Review</i> . “Measuring Variance between Groups in the Presence of Covariates.” Revise & resubmit at <i>Sociological Methods and Research</i> .	

- Clifford C. Clogg Graduate Student Paper Award, ASA section on Methodology (2025)

“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>Labour Economics</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