

Fabiana Silva

Gerald R. Ford School of Public Policy
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Employment

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

Education

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

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

Publications

Articles

Voss, Kim, Fabiana Silva, and Irene Bloemraad (equal authorship). 2020. "The Limits of Rights: Claims-making on behalf of immigrants." *Journal of Ethnic and Migration Studies*.

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

Silva, Fabiana. 2018. "The Strength of Whites' Ties: How employers reward the referrals of black and white jobseekers." *Social Forces* 97(2): 741-768.

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

Bloemraad, Irene, Fabiana Silva, and Kim Voss (equal authorship). 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. 2007. "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

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

- Outstanding Graduate Student Paper, ASA Social Psychology Section

“The Gap Between Abstraction and Application: The Framing Resonance of Civil Rights” (with Irene Bloemraad and Kim Voss)

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

Selected Awards, Honors, and Grants

2020-2021	Russell Sage Foundation and Bill and Melinda Gates Foundation Pipeline Grant. “Observing Race: A Conjoint Experiment to Examine the Determinants of Ethno-racial Classification.”
2018-2020	Ford School Teaching Honor Roll
2019	MCubed Research Grant. “Implicitly Prosocial: Investigating the Automaticity of Social Preferences.” (with Ashley Harrell and Lynette Shaw)
2018	Best Paper Prize, Honorable Mention, APSA Migration and Citizenship Section
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

Invited and Conference Presentations

2020	Special Invited Session on “What Experiments Examining Discrimination Tells us about Work and Inequality in the 21 st Century” (scheduled) <ul style="list-style-type: none">• American Sociological Association Annual Meeting, San Francisco, CA
2020	“The Strength of Whites’ Ties” <ul style="list-style-type: none">• Duke University, Sociology, Jensen Series
2019	“The Limits of Rights: Claims-making on behalf of immigrants.” <ul style="list-style-type: none">• North American Colloquium, Mexico City, Mexico
2018	“Generating labor market inequality: Family background, employment histories, and earnings disparities. “ <ul style="list-style-type: none">• American Sociological Association Annual Meeting, Philadelphia, PA
2017	“The Limits of Rights: Claims-making on behalf of immigrants.” <ul style="list-style-type: none">• American Sociological Association Annual Meeting, Montreal, Canada. Non-presenter.• American Political Science Association Annual Meeting, San Francisco, CA. Non-Presenter.• Conference on “The 2006 Immigration Protests: A Decade Later.” Institute of Research on Labor and Employment, University of California, Berkeley.
2016	“The Strength of Whites’ Ties: How employers reward the referrals of black and white jobseekers.”

- University of Wisconsin-Madison, Sociology, Colloquium
- University of Chicago Booth School of Business, Booth Organization Scholars Symposium
- University of Michigan, Gerald R. Ford School of Public Policy, Colloquium
- MIT Sloan School of Management, Work and Organization Studies Seminar
- Northwestern University, Economic Sociology Conference, Chicago, IL.
- Society for the Study of Social Problems Annual Meeting, Seattle, WA.

“Why do employers discriminate? The role of implicit and explicit attitudes.”

- American Sociological Association Annual Meeting, Seattle, WA.

“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/Mentorship Experience

University of Michigan

Instructor

Gender, Race, and Employment Policy (MPP/MPA): Winter 2018, Fall 2019

Inequity at Work (Undergraduate): Winter 2018, Fall 2018, Fall 2019

Performance Management (MPP/MPA): Fall 2018, Winter 2020

Mentor

Undergraduate Research Opportunity Program, 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

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

2017-2020 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 Session on Comparative-Historical Sociology, Presider

Member American Sociology Association

Languages

Spanish (fluent)

English (fluent)