

# NICOLE DENIER

University of Alberta  
Department of Sociology

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## APPOINTMENTS

### University of Alberta

Associate Professor, Department of Sociology 2024-  
Assistant Professor, Department of Sociology 2018-2024

### Colby College

Postdoctoral Fellow, Department of Sociology 2016-2018

## EDUCATION

**McGill University.** Ph.D., Sociology 2016

*Dissertation:* Job Loss and Social Stratification in Canada and the U.S.

*Area Examinations:* Social Stratification & Population Dynamics

*Additional Training:* Course in Quasi-Experimental Design & Internship at Panel Study of Income Dynamics, Survey Research Center, University of Michigan

**McGill University.** B.A., Economics and Sociology (*double major with Great Distinction*) 2008

## AWARDS

2023 **Bill Meloff Memorial Teaching Award**, University of Alberta Department of Sociology  
2021 **Research Excellence Award (Assistant Professor)**, University of Alberta Faculty of Arts  
2020 **Distinguished Contribution to Scholarship in Population**, American Sociological Association  
Section on the Sociology of Population  
2019 **Poster Award**, Population Association of America  
2017 **Graduate Student Paper Award**, Canadian Population Society

## JOURNAL PUBLICATIONS

21. Hu, Yang, and **Nicole Denier**. 2023. Sexual Orientation Identity Mobility in the United Kingdom: A Research Note. *Demography*.
20. Vesna Pajovic, Sean Waite, and **Nicole Denier**. 2023. Sexual orientation and self-employment: New evidence. *Canadian Review of Sociology/Revue canadienne de sociologie*.
19. Hughes, Karen D., Chad Saunders, and **Nicole Denier**. 2022. Lockdowns, pivots & triple shifts: early challenges and opportunities of the COVID-19 pandemic for women entrepreneurs. *Journal of Small Business & Entrepreneurship*. 34(5): 483-501.
18. Hu, Shenggang, Jabir Alshehabi Al-Ani, Karen D. Hughes, **Nicole Denier**, Alla Konnikov, Lei Ding, Jinhan Xie et al. 2022. Balancing Gender Bias in Job Advertisements with Text-Level Bias Mitigation. *Frontiers in Big Data* 5: 1-10.
17. Waite, Sean, **Nicole Denier**, and Vesna Pajovic. 2021. Who's Hitched? Lesbian, Gay, Bisexual, and Heterosexual Partnering in Canada. *Canadian Studies in Population* 48.4: 403-439.
16. **Denier, Nicole**, and Claudia Masferrer. 2020. Returning to a new Mexican Labor Market? Regional Variation in the Economic Incorporation of Return Migrants from the U.S. to Mexico. *Population Research and Policy Review* 39: 617-641.

15. Waite, Sean, Vesna Pajovic, and **Nicole Denier**. 2020. Lesbian, gay and bisexual earnings in the Canadian labor market: New evidence from the Canadian Community Health Survey. *Research in Social Stratification and Mobility*: 100484.
14. **Denier, Nicole**, and Sean Waite. 2019. "Sexual Orientation at Work: Documenting and Understanding Wage Inequality." *Sociology Compass* e12667: 1-17.
13. Claudia Masferrer, Erin Hamilton, and **Nicole Denier**. 2019. Immigrants in their Parental Homeland: Half a Million U.S.-born Minors Settle Throughout Mexico. *Demography* 56(4): 1453-1461.
12. Waite, Sean, and **Nicole Denier**. 2019. "A Research Note on Canada's LGBT Data Landscape: Where We Are and What the Future Holds" *Canadian Review of Sociology* 56(1): 93-117.
11. **Denier, Nicole**, and Sean Waite. 2017. "Sexual Orientation Wage Gaps across Local Labour Market Contexts: Evidence from Canada." *Relations industrielles/Industrial Relations* 72(4): 734-762.
10. **Denier, Nicole**. 2017. "Leaving Work, Leaving Home: Job Loss and Socio-Geographic Mobility in Canada." *Canadian Public Policy* 43(1): 17-35.
9. **Denier, Nicole**, Sean A.P. Clouston, Marcus Richards, and Scott Hofer. 2017. "Retirement and Cognition: A life course view." *Advances in Life Course Research* 31: 11-21.
8. Lu, Yao, **Nicole Denier**, Neeraj Kaushal, and Julia Wang. 2017. "Health of Newly Arrived Immigrants in Canada and the United States: Differential Selection on Health." *Health & Place* 48: 1-10.
7. Lu, Yao, **Nicole Denier**, Neeraj Kaushal, and Julia Shu-Huah Wang. 2017. "Unhealthy Assimilation or Persistent Health Advantage? A Longitudinal Analysis of Immigrant Health in the United States." *Social Science & Medicine* 195: 105-114.
6. Clouston, Sean A.P. and **Nicole Denier**. 2017. "Mental retirement and health selection: Analyses from the US Health and Retirement Study." *Social Science & Medicine* 178: 78-86.
5. **Denier, Nicole**, and Sean Waite. 2016. "Data and discrimination: A research note on sexual orientation in the Canadian labour market." *Canadian Studies in Population* 43(3-4): 264-271.
4. Kaushal, Neeraj, Yao Lu, **Nicole Denier**, Julia Shu-Huah Wang, and Stephen J. Trejo. 2016. "Immigrant Employment and Earnings Growth in Canada and the U.S.: Evidence from Longitudinal Data." *Journal of Population Economics* 29(4): 1249-1277. (Also available as NBER Working Paper No. 21591, National Bureau of Economic Research, Cambridge, MA)
3. Waite, Sean, and **Nicole Denier**. 2016. "Self-employment among Same-Sex and Opposite-Sex Couples in Canada." *Canadian Review of Sociology* 53(2): 143-175.
2. Waite, Sean, and **Nicole Denier**. 2015. "Gay Pay for Straight Work: Mechanisms Generating Disadvantage." *Gender & Society*. 29(4): 561-588.
1. **Denier, Nicole** and Michael R. Smith. 2012. "Incomes After Job Loss in the United States: From Programme Rules to Panel Data." *Journal of Social Policy and Administration* 46(7): 748-768.

#### BOOK CHAPTERS & REPORTS

5. **Denier, Nicole** and Karen D. Hughes. 2023. "Labor markets" in George Ritzer (ed.), *Blackwell Encyclopedia of Sociology*. Hoboken, NJ: Blackwell Publishing. Second edition.

4. **Denier, Nicole**, Shannon V.T.L Mok, and Sean Waite. 2022. “Chapter 16. LGBTQIA2S+ Employment and Earnings in Canada.” in Monica Mi Hee Hwang, Edward Grabb, and Jeffrey G. Reitz (eds.), *Social Inequality in Canada: Dimensions of Disadvantage*. Don Mills, ON: Oxford University Press.
3. Masferrer, Claudia and **Nicole Denier**. 2022. “Capítulo 3. Desafíos en material laboral: (re)integración económica de migrantes mexicanos que regresaron de Estados Unidos.” in Silvia E. Giorguli Saucedo and Anrea Bautista León, *Derechos Fragmentados: Acceso a Derechos Sociales y Migración de Retorno a México*. Ciudad de México, México: El Colegio de México, CEDUA.
2. Konnikov, Alla, Irina Rets, Karen D. Hughes, Jabir Alshehabi Al-Ani, **Nicole Denier**, Members of BIAS Project Research Team. 2022. “Chapter 5. Responsible AI for labour market equality (BIAS).” in Linda Hantrais (ed.), *How to Manage International Multidisciplinary Projects*. Edward Elgar Publishing.
1. Hu, Yang, Tarafdar, Monideepa, Alshehabi Al-Ani, Jabir, Rets, Irina, Hu, Shenggang, **Denier, Nicole**, Hughes, Karen D., Konnikov, Alla, and Ding, Lei (2022). *Gendered STEM Workforce in the United Kingdom: The Role of Gender Bias in Job Advertising*. HMSO.

## IN PROGRESS

Masferrer, Claudia, Erin Hamilton, and **Nicole Denier**. *Return to Tenochtitlan: U.S.-bound Migration and Return to Mexico City at the End of the Great Mexican Migration*.

Hollister, Matissa, **Nicole Denier**, and Xavier St-Denis. “Do employers care about past mobility? A field experiment examining hiring preferences in technology and non-technology jobs.” Under review

St-Denis, Xavier, **Nicole Denier**, and Matissa Hollister. “The career trajectories of Canadian workers during and after a labour market shutdown: A job transitions approach.” Revise and resubmit at *Socius*

**Denier, Nicole**, Winnie Yang, Xavier St-Denis, and Sean Waite. “Wage Trajectories of Individuals in Same-Sex and Different-Sex Couples: Evidence from Administrative Data.” In preparation for submission

## RESEARCH GRANTS

- 2022-2025 **Algorithmic and intersectional? Gender, race, and automation in hiring processes**  
SSHRC Insight Grant, \$100,311  
**Nicole Denier**, Principal Investigator; Karen D. Hughes, Co-Investigator; Yang Hu, Collaborator
- 2020-2024 **Patterns of Labour Market Instability Across Canada**  
SSHRC Insight Development Grant, \$47,165  
**Nicole Denier**, Principal Investigator; Xavier St-Denis, Co-Applicant
- 2019-2024 **BIAS: Responsible AI for Labour Market Equality**  
Canada-UK Artificial Intelligence Initiative  
Total SSHRC-ESRC funding \$1.1 million, \$460,000 from SSHRC  
Linglong Kong, Principal Investigator; **Nicole Denier**, Co-Investigator with Karen Hughes, Bei Jiang
- 2019-2023 **Sexual Orientation and the Canadian labour market: new data and new insights**  
SSHRC Insight Grant, \$87,072  
Sean Waite, Principal Investigator; **Nicole Denier**, Co-Investigator with Michael Haan

- 2018-2021 **Should I stay or should I go? The consequences of job mobility on future hiring prospects**  
SSHRC Insight Grant, \$66,640  
Matissa Hollister, Principal Investigator; **Nicole Denier**, Co-Investigator
- 2017-2019 **Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population**  
SSHRC Insight Development Grant, \$71,000  
Sean Waite, Principal Investigator; **Nicole Denier**, Collaborator
- 2017-2020 **Variaciones geograficas de los procesos de integracion de jovenes migrantes: la importancia del context local de retorno y acogida.**  
Claudia Masferrer, Principal Investigator; **Nicole Denier**, Collaborator  
Consejo Nacional de Ciencia y Tecnologia, 669,157 MXN
- 2018-2019 **Understanding Child Migration from the United States to Mexico**  
Erin Hamilton and Silvia E. Giorguli-Saucedo, Principal Investigators; **Nicole Denier**, Co-Investigator  
UC MEXUS-CONACYT Grant, 24,107 USD

## PRESENTATIONS

### (i) Invited

- 2023 **EDI and AI: Understanding and Mitigating Bias in Job Advertising**  
Invited Panelist, Work Family Research Network EDI Committee Seminar
- 2022 **Offering Work-family Balance: A Study of Employer Commitments to Family and Care Policies in Job Postings**  
Invited Speaker, McGill University Centre on Population Dynamics Speakers Series
- 2022 **Artificial Intelligence: What does artificial intelligence mean for me?**  
Invited Panelist, University of Alberta Chancellor's Forum
- 2021 **Advances and Challenges in Capturing LGBTQ Communities and Voices**  
Invited Panelist, Centre on Population Dynamics and Consortium on Analytics for Data-Driven Decision-Making, McGill University
- 2020 **The Transformative Potential of International, Interdisciplinary Research for Responsible AI: A Canada – UK collaboration**  
Invited Panelist, Canadian Science Policy Conference
- 2018 **AI and Policy Panel**  
Invited Panelist, Applications of Artificial Intelligence Symposium hosted by the German-Canadian Center for Innovation, Edmonton, AB

### (i) Conferences

- 2023 **AI, digitalised hiring, and race/gender inequality in Canada and UK**  
Population Association of America Meeting, New Orleans, LA
- 2023 **Wage Trajectories of Individuals in Same-Sex and Different-Sex Couples: Evidence from Administrative Data**  
Population Association of America Meeting, New Orleans, LA

- 2022 **Offering Work–family Balance: A Study of Employer Commitments to Family and Care Policies in Job Postings**  
Work and Family Researchers Network Conference, New York, NY
- 2020 **Should I Stay or Should I Go? A Field Experiment Assessing the Consequences of Job Mobility on Hiring**  
Organizations, Occupations, and Work Open Session, American Sociological Association Meetings
- 2019 **Concealable stigma?: Sexual orientation and relational ambiguity at work**  
Canadian Association for Work and Labour Studies Conference, Vancouver, BC
- The Value of a Warm Reception: Contexts of Return and the Economic Incorporation of Mexican Returnees From the United States**  
Poster, Population Association of America Meeting, Austin, TX
- Migration in the Wake of Industrial Change: Evidence From Canadian-Linked Employer–Employee Administrative Data**  
Poster, Population Association of America Meeting, Austin, TX
- 2018 **The Geography of Migration of Children From the United States to Mexico: Origins, Crossings, and Destinations**  
Population Association of America Meeting, Denver, CO
- Who gets hitched?**  
International Sociological Association, Toronto, ON  
Canadian Population Society Meetings, Regina, SK
- 2017 **The Payoff to Mexican Return Migration Before and After the Recession**  
Population Association of America Meeting, Chicago, IL
- Unhealthy Assimilation? Rethinking Immigrant Health Trajectories Using Longitudinal Data**  
Population Association of America Meeting, Chicago, IL
- Immigrant Access to and Utilization of the Social Safety Net in Canada and the U.S.**  
RC28 Meeting, New York, NY
- Is it my sexual orientation?: LGBTQ employment experiences**  
American Sociological Association Meetings, Montreal, QC
- 2016 **Sexual orientation wage gaps across local labor market contexts: Evidence from Canada**  
Canadian Economics Association Annual Conference, Ottawa, ON.
- Destinations Canada, the United States and Russia: Economic Incorporation of Recent Immigrants**  
Centro de Estudios Demograficos, Urbanos y Ambientales, El Colegio de Mexico, Mexico City.
- Small Differences That Matter? The Short-Run Impact of Job Loss on Income in the U.S. and Canada, 1996–2012**  
Population Association of America Meeting, Washington, D.C.
- Relative Health Selection of Recent Immigrants in Canada and the United States**  
Population Association of America Meeting, Washington, D.C.
- 2015 **Sexual Orientation and Self-Employment: Evidence from Canada**  
American Sociological Association Meetings, Chicago, IL.

## Leaving work, leaving home: job and socio-geographic mobility in Canada

Canadian Population Society Meeting, Ottawa, ON.

Population Change and Life Course: Taking Stock and Looking to the Future, Ottawa, ON

## Health Selection and Trajectories of Immigrants in Canada and the United States

Population Association of America Meeting, San Diego, CA

### SELECT MEDIA COVERAGE & PUBLIC OUTREACH

- The Globe and Mail, *Union organizing trend could continue amid low unemployment, experts say*, April 14, 2023
- Global News, *Edmonton Starbucks store unionizes, low unemployment could boost trend in retail, service: experts*, April 14, 2023
- Washington Post, *Millions of Americans have left the country. Where are they going, and why?*, December 23, 2023
- CBC News, *Do unions at Starbucks mean the labour movement is picking up steam?* June 30, 2022
- The Quad, *Consider This: AI is the best reason to get curious—Thinking about what artificial intelligence means for our jobs, health, family, home and community*. May 18, 2022
- The Conversation, *Half a million minors now live in Mexico*, July 1, 2019 (reprinted: Quartz, Chicago Reporter, Yahoo News)
- The Atlantic, *Unequal Pay: The Gay Wage Gap, Why is it widest for some of the highest paying jobs*, June 17, 2015
- Le Journal de Montréal, *Les hétérosexuels gagnent plus que les gais et lesbiennes*, May 19, 2015

### DEPARTMENT & UNIVERSITY SERVICE

- 2023-2024 **Field Research Activities Committee**, University of Alberta
- 2021-2023 **Speaker Series Coordinator**, Department of Sociology, University of Alberta
- Planned series theme: Work, Inequality & Technological Change
  - Virtually hosted talks from: Victor Ray (Iowa), Angele Christin (Stanford), Kirstie Ball (St. Andrews), Sharla Alegria (Toronto), Alexandra Ravenelle (UNC), Jake Rosenfeld (WUSTL), JP Pardo-Guerra (UCSD)
- 2022-2023 **Communications Committee Chair**, Department of Sociology, University of Alberta
- Published departmental newsletter, maintained active social media presence, liaised on website content and design
- 2022 **Hiring Committee**, Quantitative Methods Search, Department of Sociology, University of Alberta
- 2019-2021 **Graduate Policy & Programs Committee**, Department of Sociology, University of Alberta
- 2018-2019 **Communications Committee**, Department of Sociology, University of Alberta
- 2018-2019 **Brown Bag Lunch Research Talks Coordinator**, Department of Sociology, University of Alberta
- Hosted department talks from: Robyn Lee, Harvey Krahn, Amy Kaler, Holly Campeau
  - Hosted book celebration for: George Pavlich, Richard Westerman, and Robyn Lee

### PROFESSIONAL SERVICE

- 2023 **Merit Reviewer**, SSHRC-Insight Grant Merit Review Committee 8, Sociology and demography
- 2023- **Editorial Board**, *Canadian Review of Sociology/Revue canadienne de sociologie*
- 2022- **Editorial Board**, *Canadian Studies in Population*
- 2021 **Co-Organizer**, American Sociological Association Organizations, Occupations, and Work Section Regular Conference Sessions
- 2019-2023 **Adjudication Committee**, Vanderkamp Prize for best article published in *Canadian Public Policy*
- 2018-2020 **Elected Councillor**, Canadian Population Society
- 2018 **Co-Organizer**, American Sociological Association Organizations, Occupations, and Work Section Conference Roundtables

## **Peer Review**

*American Sociological Review* (2); *Canadian Journal of Sociology* (2); *Canadian Public Policy* (3); *Canadian Review of Sociology* (2); *Canadian Studies in Population* (2); *Demography* (3); *Equality, diversity, and inclusion* (1); *Feminist Economics* (1); *Gender & Society* (2); *International Labour Review* (1); *Journals of Gerontology: Social Sciences* (5); *PlosONE* (1); *Population Research and Policy Review* (1); *Social Forces* (3); *Social Science Research* (2); *The Sociological Quarterly* (1); *Relations industrielles/Industrial Relations* (1); *Work and Occupations* (1)

## **TEACHING**

### **University of Alberta**

SOC 565: Seminar in Work—The Future of Work and Workers (Winter 2023)

SOC 366: People in Industry (Fall 2019; Fall 2020; Winter 2021; Fall 2021; Winter 2022; Fall 2022; Winter 2023)

SOC 363: Sociology of Work and Industry (Winter 2019)

SOC 402/503: Migration and Public Policy (Fall 2019; Winter 2021; Fall 2021; Fall 2022)

SOC 210: Introduction to Social Statistics (Fall 2018; Winter 2019)

SOC 403: Individual Study—Intersectionality and Labour Markets (Winter 2022)

### **Colby College**

SO 245: Careers in the New Economy

SO 298: Migration/Migrants in the U.S.

SO 271: Introduction to Sociological Research Methods