

# 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

## BOOK

Masferrer, Claudia, Erin Hamilton, and **Nicole Denier**. Forthcoming March 2025. *The Returned: Former U.S. Migrants' Lives in Mexico City*. New York: Russell Sage Foundation.

## JOURNAL PUBLICATIONS

22. **Denier, Nicole**, Winnie Yang, Xavier St-Denis, and Sean Waite. 2024. "Earnings Trajectories of Individuals in Same-Sex and Different-Sex Couples: Evidence from Administrative Data." *Research in Social Stratification and Mobility*.
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 Alshehbi 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

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.” Conditional accept at *Sociological Science*

**Nicole Denier** and Sean Waite. “Sexual orientation, the life course, and labor markets: A view from Canada.” Invited contribution for the *International Handbook on the Demography of Sexuality*

## RESEARCH GRANTS

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|-----------|--|
| 2022-2025 | <b>Algorithmic and intersectional? Gender, race, and automation in hiring processes</b><br>SSHRC Insight Grant, \$100,311<br><b>Nicole Denier</b> , Principal Investigator; Karen D. Hughes, Co-Investigator; Yang Hu, Collaborator  |
| 2020-2024 | <b>Patterns of Labour Market Instability Across Canada</b><br>SSHRC Insight Development Grant, \$47,165<br><b>Nicole Denier</b> , Principal Investigator; Xavier St-Denis, Co-Applicant  |
| 2019-2024 | <b>BIAS: Responsible AI for Labour Market Equality</b><br>Canada-UK Artificial Intelligence Initiative<br>Total SSHRC-ESRC funding \$1.1 million, \$460,000 from SSHRC<br>Linglong Kong, Principal Investigator; <b>Nicole Denier</b> , Co-Investigator with Karen Hughes, Bei Jiang |
| 2019-2023 | <b>Sexual Orientation and the Canadian labour market: new data and new insights</b><br>SSHRC Insight Grant, \$87,072<br>Sean Waite, Principal Investigator; <b>Nicole Denier</b> , Co-Investigator with Michael Haan   |
| 2018-2021 | <b>Should I stay or should I go? The consequences of job mobility on future hiring prospects</b><br>SSHRC Insight Grant, \$66,640<br>Matissa Hollister, Principal Investigator; <b>Nicole Denier</b> , 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 integration 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
- 2023 **Hiring Committee**, Criminology Search, Department of Sociology, University of Alberta
- 2023 **Hiring Committee**, Quantitative Criminology Search, Department of Sociology, University of Alberta
- 2021-2023 **Speaker Series Coordinator**, Department of Sociology, University of Alberta
- Planned series theme: Work, Inequality & Technological Change
- 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 and book celebration

**PROFESSIONAL SERVICE**

- 2024-2025 **Co-Director**, Early Career Fellowship Program, Work and Family Researchers Network
- 2024 **Merit Reviewer**, SSHRC-Insight Grant Merit Review Committee 8, Sociology and demography
- 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* (3); *Canadian Studies in Population* (2); *Demography* (4); *Equality, diversity, and inclusion* (1); *Feminist Economics* (1); *Gender & Society* (2); *International Labour Review* (1); *Journal of Ethnic and Migration Studies* (1); *Journal of Immigrant and Minority*

*Health (1); Journals of Gerontology: Social Sciences (5); Journals of Gerontology: Psychological Sciences (1); PlosONE (2); Population Research and Policy Review (1); Social Forces (3); Social Science Research (2); Socio-Economic Review (1); Social Problems (1); 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, 2024)  
SOC 366: People in Industry (Fall 2019, 2020, 2021, 2022, 2023; Winter 2021, 2022, 2023, 2024)  
SOC 363: Sociology of Work and Industry (Winter 2019)  
SOC 402/503: Migration and Public Policy (Fall 2019, 2021, 2022, 2023; Winter 2021)  
SOC 210: Introduction to Social Statistics (Fall 2018; Winter 2019)  
SOC 403: Individual Study—Intersectionality and Labour Markets (Winter 2022)  
SOC 504: Topics in Advanced Quantitative Methods for Sociological Research (Winter 2024)

### **Colby College**

SO 245: Careers in the New Economy  
SO 298: Migration/Migrants in the U.S.  
SO 271: Introduction to Sociological Research Methods