

**Education**

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| <b>Boston University</b> | Doctoral Candidate, Political Science | 2020 – present |
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*Dissertation:* “The Union’s Inspiration: Black Workers, AFSCME, and the Public Sector Upsurge.” *Dissertation Committee:* Spencer Piston (chair), Cathie Jo Martin, Cedric de Leon, and Paul Frymer.

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| <b>Brown University</b> | Bachelor of Arts, African American Studies | 2000 |
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**Research Grants**

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|------|---|
| 2025 | Boston University Center for Innovation in Social Science (CISS) Mini-Grant   |
| 2024 | W.E. Upjohn Institute / Russell Sage Foundation Dissertation Research Grant   |
|      | Consortium on the American Political Economy (CAPE) Research Grant            |
|      | Cornell University Kheel Center for Labor-Management Documentation & Archives |
|      | Richard Strassberg Travel Grant   |
|      | Boston University Center for Innovation in Social Science (CISS) Mini-Grant   |
|      | Boston University Graduate Students Organization (GSO) Research Grant         |

**Fellowships**

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| 2024-25 | Boston University Graduate School of Arts & Sciences (GRS) Graduate Research in the United States Fellowship (GRUF) |
| 2023-24 | Boston University College of Arts & Sciences Core Writing Fellowship  |

**Awards**

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| 2021 | Boston University Graduate School of Arts & Sciences (GRS) Social Science Summer Internship Award                            |
|      | Boston University Initiative on Cities, Early Stage Urban Research Award   |
| 2000 | Brown University English Department, Preston Gurney Writing Prize for best essay in literary criticism by a senior           |
| 1999 | Brown University Peter G. and Paul G. Hanoian Memorial Award for students dedicated to improving the lives of working people |

## Academic Publications

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“The Study of Racism and Policing in the United States.” Co-authored with Spencer Piston, Kaneesha R. Johnson, and Selma Hedlund. *Annual Review of Political Science*, Volume 28, June 2025, pp 499-519. <https://doi.org/10.1146/annurev-polisci-033123-124752>

“Criminal justice as racialized organizations: evidence from ethnographies of police, courts, and jails.” Co-authored with Heather Schoenfeld and Marielis Rosa. *Criminology*, Volume 63, Issue 1, February 2025, pp. 122-154. <https://doi.org/10.1111/1745-9125.12397>

## Other Publications – Op-Eds & Journalism

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“The government is failing health care workers. Unions aren’t.” *Strikewave*, February 3, 2021. <https://www.thestrikewave.com/original-content/healthcare-workers-and-covid-vaccine>

“Soul Searching Will Not Stop the Police Murders of Black People.” *Truthout*, June 22, 2020. <https://truthout.org/articles/soul-searching-will-not-stop-the-police-murders-of-black-people/>

“Poverty wages in nursing homes have accelerated the coronavirus outbreak.” *The Boston Globe*, April 25, 2020. <https://www.bostonglobe.com/2020/04/25/opinion/poverty-wages-nursing-homes-have-accelerated-coronavirus-outbreak/>

“They called us ‘flat-earthers.’ But we were right.” *The Boston Globe*, November 20, 2019. <https://www.bostonglobe.com/2019/11/20/opinion/they-called-us-flat-earthers-we-were-right/>

## Other Publications – Criticism & Essays

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“Monsters and Mass Politics.” *Protean Magazine*, August 4, 2022. <https://proteanmag.com/2022/08/04/monsters-and-mass-politics/>

“Pessimism of the Intellect, Optimism of the Whale.” *Jacobin Magazine*, February 6, 2022. <https://jacobin.com/2022/02/moby-dick-herman-melville-socialism-literature>

“The Working Dead: Reviving the Crowd as Protagonist.” *LA Review of Books Blog*, June 24, 2020. <https://blog.lareviewofbooks.org/essays/working-dead-reviving-crowd-protagonist/>

“Frederick Douglass and the Transformational Power of Courage in a Fearsome World.” *Black Issues in Philosophy Blog* of the American Philosophical Association, February 18, 2020. <https://blog.apaonline.org/2020/02/18/frederick-douglass-and-the-transformational-power-of-courage-in-a-fearsome-world/>

## Works in Progress

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“A Way Out of No Way? Strikes by Black Sanitation Workers and the Rise of Municipal Unionism, 1930-1980.” Presented at *APSA Annual Meeting panel on Strikes & Public Policy*, 9/12/25.

“Spank the Babysitters, Back the Blue: Stratified Public Sector Labor Rights in an Era of Right-Wing Ascendancy.” Presented at *APSA Annual Meeting Pre-Conference Workshop on the Politics of Public Labor*, 9/10/25.

## Works in Progress (con't)

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“Policing the Possible: A Qualitative Analysis of Mayors’ Views of Police Violence and the 2020 Black Lives Matter Protests.” *Co-authored paper in progress.*

## Teaching Experience at Boston University

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| <i>Writing Fellow</i>  | From Enlightenment to Modernity (Spring 2024)<br>Ancient Worlds (Fall 2023)  |
| <i>Teaching Fellow</i> | Introduction to Public Policy (Spring 2023)<br>The Politics of Race and Ethnicity (Fall 2022)<br>The Politics of <i>The Wire</i> (Spring 2022)<br>Guest Lecture: “Unions, Race, & American Political Development”<br>Introduction to American Politics (Fall 2021) |

## Relevant Work Experience

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| <b>Self-Employed, Dorchester, MA</b>  | <i>Researcher/Writer</i> | 2019-2020 |
| • Policy research, data analysis and writing for local union legislative campaigns on child care affordability, child care worker wages, nursing home staffing levels, and collective bargaining rights. Grant-writing and project assistance for worker-driven non-profit training fund.   |                          |           |
| <b>SEIU District 1199NE, Providence, RI</b>   | <i>Elected Organizer</i> | 2004-2019 |
| • Led union organizing drives among caregivers and numerous successful legislative and electoral campaigns to achieve pro-worker public policies; directed internal and external union communications, public affairs, and coalition-building; built organizational capacity through strategic planning, leadership development, coaching and supervision of staff and volunteers, and grant-writing. |                          |           |
| <b>Day Care Justice Co-Op, Providence RI</b>  | <i>Organizer</i>         | 2001-2003 |
| • Led recruitment, membership meetings, direct actions, and leadership development trainings in grassroots worker center of Black and Latina home child care workers.   |                          |           |
| <b>Direct Action for Rights and Equality</b>  | <i>Intern</i>            | 1999-2000 |
| <b>Rhode Island Jobs with Justice</b>   | <i>Intern</i>            | 1999      |

## Additional Education and Training

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### Social Science:

- Consortium on American Political Economy (CAPE) Summer Academy, 2024
- University of Michigan Inter-University Consortium for Political and Social Research (ICPSR) Summer Methods Institute, 2021
- UMass-Amherst Institute for Social Science Research (ISSR) Methods Workshop, 2021

## **Additional Education and Training (con't)**

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### **Organizing**

- SEIU: numerous training & professional development courses, 2004-2019
- Dēmos: Race-Class Narrative Training, 2018
- RI Institute for Labor Studies & Research: Leadership for a Future, 2003
- People's Institute for Survival and Beyond: Undoing Racism, 2002
- Center for Third World Organizing: Community Action Training, 2001

### **Other**

- School for International Training semesters in Mali (1998) and Nicaragua (1999)

## **Languages Spoken**

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Full fluency in Spanish.

Intermediate fluency in French.

## **Volunteer and Service Activity**

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Boston University Foundation Relations, *Meet the Funded Panelist* (8/7/25)

Boston Latin School: Parent Leadership, Friends of Soccer Board Member (2025-present)

Boston University Center for Innovation in Social Science (CISS), *Grants Day* Panelist (11/7/24)

Boston University Department of Political Science, Research on American Politics (RAP) Workshop Co-organizer (2023-2024)

Boston University Political Science Graduate Student Speakers Series, Co-organizer (2020-2024)

Boston University Graduate Workers Union (BUGWU), SEIU Local 509, Organizing Committee (2021-2023), Member (at present)

Providence Student Union Board of Directors, Member (2017-2019)

State of Rhode Island Permanent Legislative Commission on Child Care, Member (2001-2013)

Haymarket Peoples' Fund, RI Funding Panel Member (2001-2003)

Brown University Student-Labor Alliance, Member (1996-2000)

## **Professional Awards & Recognition**

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Citations from the RI Governor, RI General Assembly, and the Providence City Council, 2019

RI Institute for Labor Studies & Research Paul E. Moura Leadership Award, 2006

RI Fund for Community Progress Sister Carol McGovern Voice for the Voiceless Award, 2003