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**Education**

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**Boston University**                      Doctoral Candidate, Political Science                      2020 – present

*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.

**Brown University**                      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

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**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

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**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.thestrikeyave.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) Ancient Worlds (Fall 2023)
<i>Teaching Fellow</i>	Introduction to Public Policy (Spring 2023) The Politics of Race and Ethnicity (Fall 2022) The Politics of <i>The Wire</i> (Spring 2022) Guest Lecture: “Unions, Race, & American Political Development” 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
<ul style="list-style-type: none"><li>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.</li></ul>		
<b>SEIU District 1199NE, Providence, RI</b>	<i>Elected Organizer</i>	2004-2019
<ul style="list-style-type: none"><li>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.</li></ul>		
<b>Day Care Justice Co-Op, Providence RI</b>	<i>Organizer</i>	2001-2003
<ul style="list-style-type: none"><li>Led recruitment, membership meetings, direct actions, and leadership development trainings in grassroots worker center of Black and Latina home child care workers.</li></ul>		
<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