

Dustin Avent-Holt
Curriculum Vitae
July 2019

Contact Information

Augusta University
Department of Social Sciences
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Augusta, GA 30904
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706-667-4579

Education

Ph.D. 2012 Sociology, University of Massachusetts, Amherst
M.S. 2005 Sociology, North Carolina State University
B.S. 2003 Sociology, Georgia State University

Academic Positions

2018-Present Associate Professor of Sociology, Augusta University, Department of Social Sciences

2012-2018 Assistant Professor of Sociology, Augusta University, Department of Social Sciences

Research and Teaching Interests

Social Stratification and Inequality
Sociology of Work and Organizations
Political and Economic Sociology
Sociological Theory and Methods

Courses Taught

Social Stratification	Gender and Society
Sociology of Work	Introduction to Sociology
Sociological Theory	Sociology Capstone Seminar
Political Sociology	

Publications

Books and Edited Volumes

Tomaskovic-Devey, Donald and Dustin Avent-Holt. 2019. *Relational Inequalities: An Organizational Approach*. Oxford University Press.

- Invited Talks:
 - University of Georgia, Department of Sociology
 - University of Toronto, Department of Sociology
 - University of Texas-Austin, Department of Sociology

- North Carolina State University, Department of Sociology & Anthropology
- University of North Carolina-Chapel Hill, Department of Sociology
- Author-Meets-Critics Sessions:
 - 2019 Southern Sociological Society Annual Meetings
 - 2019 Eastern Sociological Society Annual Meetings

Avent-Holt, Dustin and Donald Tomaskovic-Devey (editors). 2017. *Organizational Stratification: Processes, Mechanisms, and Institutional Contexts. Research in Social Stratification and Mobility*. Volume 47

Journal Articles

Avent-Holt, Dustin, Martin Hällsten, and David Cort. *Forthcoming*. “Occupational Status and Organizations: Variation in Occupational Hierarchies across Swedish Workplaces.” *Research in Social Stratification and Mobility*

Avent-Holt, Dustin. *Forthcoming*. “The Class Dynamics of Income Shares: Effects of the Declining Power of Unions in the U.S. Airline Industry, 1977-2005.” *Socio-Economic Review*

Hatcher, William, Lance Hunter, Wesley Meares, Mary-Kate Lizotte, and Dustin Avent-Holt. *Forthcoming*. “Community-Level Internet Connectivity and Mental Health: An Analysis of United States Counties.” *Journal of Mental Health*

Avent-Holt, Dustin and Donald Tomaskovic-Devey. 2019. “Organizations as the Building Blocks of Social Inequalities.” *Sociology Compass* e12655.

Tomaskovic-Devey, Donald and Dustin Avent-Holt. 2016. “Observing Organizational Inequality Regimes.” *Research in the Sociology of Work* 28: 187-212

Avent-Holt, Dustin. 2015. “Reconceptualizing Exploitation: New Directions for an Old Concept in Social Stratification.” *Social Currents* 2: 213-221.

Tomaskovic-Devey, Donald, Martin Hällsten, and Dustin Avent-Holt. 2015. “Where Do Immigrants Fare Worse?: Modeling Workplace Wage Gap Variation with Matched Employer-Employee Data.” *American Journal of Sociology* 120: 1095-1143.

- *Honorable Mention, 2017 W. Richard Scott Award for Best Article, Organization, Occupations, and Work Section of the American Sociological Association*

Avent-Holt, Dustin and Donald Tomaskovic-Devey. 2014. “A Relational Theory of Earnings Inequality.” *American Behavioral Scientist* 58: 379-399.

Avent-Holt, Dustin. 2012. “The Political Dynamics of Market Organization: Cultural Framing, Neoliberalism and the Case of Airline Deregulation.” *Sociological Theory* 30: 281-300.

Avent-Holt, Dustin and Donald Tomaskovic-Devey. 2012. "Relational Inequality: Gender Earnings Inequality in U.S. and Japanese Manufacturing Plants in the Early 1980s." *Social Forces* 91: 157-180.

Avent-Holt, Dustin and Donald Tomaskovic-Devey. 2010. "The Relational Basis of Inequality: Generic and Contextual Processes of Wage Distributions." *Work and Occupations* 37: 162-193.

Tomaskovic-Devey, Donald, Dustin Avent-Holt, Catherine Zimmer, and Sandra Harding. 2009. "The Categorical Generation of Organizational Inequality: A Comparative Test of Tilly's *Durable Inequality*." *Research in Social Stratification and Mobility* 27: 128-142.

Book Chapters, Other Articles, and Short Pieces

Tomaskovic-Devey, Donald and Dustin Avent-Holt. 2017. "Bringing the Firm Back In, Empirically This Time." *Work in Progress: Sociology on the Economy, Work and Inequality*, public sociology blog of the American Sociological Association.

Tomaskovic-Devey, Donald and Dustin Avent-Holt. 2017. "Organizations and Stratification: Processes, Mechanisms, and Institutional Contexts." *Research in Social Stratification and Mobility* 47: 1-5.

Tomaskovic-Devey, Donald and Dustin Avent-Holt. 2014. "What is Still Missing? The Relational Context of Inequality." *Socio-Economic Review* 12: 621-628.

Tomaskovic-Devey, Donald and Dustin Avent-Holt. 2013. "Organizational Wage Inequality." Pp 654-658 in *Sociology of Work: An Encyclopedia*. Edited by Vicki Smith. Thousand Oaks, CA: Sage.

Avent-Holt, Dustin. 2009. "The Past, Present, and Future of Comparative-Historical Sociology: Reflections on the Comparative-Historical Mini-Conference." *Trajectories: Newsletter of the ASA Comparative-Historical Sociology Section*. 21(1): 8-12.

Avent-Holt, Dustin, and Michelle J. Budig. 2008. "Pay Equity." Pp. 402-405 in *Encyclopedia of Race and Racism*, edited by John H. Moore. Detroit, MI: Macmillan Reference USA.

Work In Progress

Avent-Holt, Dustin. "An Egalitarian's Cautionary Note on Rent Theory." *Under Review at Social Forces*

Tomaskovic-Devey, Donald, Anthony Rainey, Dustin Avent-Holt, Nina Bandelj, István Boza, David Cort, Olivier Godechot, Gergely Hajdu, Martin Hällsten, Lasse Folke Henriksen, Are-Skeie Hermansen, Feng Hou, Jiwook Jung, Tali Kristal, Aleksandra Kanjua-Mrčela, Joe King, Naomi Kodama, Alena Krizkova, Zoltán Lippényi, Silvia Maja Melzer, Eunmi

Mun, Andrew Penner, Trond Petersen, Andreja Poje, Mirna Safi, Max Thaning, Zaibu Tufail. "Producing Inequalities: An Examination of the Workplace Generation of Earnings Inequalities in Thirteen High Income Countries." *Under Review at Science Advance*

Avent-Holt, Dustin, Lasse Folke Henriksen, Anna Hägglund, Jiwook Jung, Naomi Kadoma, Silvia Maja Melzer, Eunmi Mun, Anthony Rainey, and Donald Tomaskovic-Devey. "Occupations, Workplaces or Jobs?: An Exploration of Stratification Contexts Using Administrative Data across Five Countries." *Under Review at Research in Social Stratification and Mobility*

Avent-Holt, Dustin, Tali Kristal, and Ludmilla Garmash. "Ethnic Conflict and Workplace Inequality: Minority Hiring Dynamics during Conflict Escalation in Israel, 1995-2015."

Avent-Holt, Dustin. "Why Care about Social Stratification? Relational Egalitarianism as the Normative Foundation for Studying Social Stratification."

Grants, Awards, and Fellowships

- 2019 PI "Political Violence, Status Salience, and Workplace Inequalities in Israel, 1995-2015" Augusta University, Research, Scholarship, and Creative Activity Intramural Grant. \$19,835
- 2019 Faculty Award for Excellence in Research, Pamplin College of Arts, Humanities, and Social Sciences, Augusta University.
- 2018 Co-PI "The Influence of Internet Use on Mental Health: An Analysis of Individuals and Communities." Pamplin Collaborative Grant, Pamplin College of Arts, Humanities, and Social Sciences, Augusta University (Co-PIs: William Hatcher, Lance Hunter, Mary-Kate Lizotte, Wesley Meares). \$10,000
- 2015-2018 Co-PI "Collaborative Research: The Organizational Production of Earnings Inequalities." National Science Foundation (PI: Donald Tomaskovic-Devey; Co-PI: Andrew Penner). \$73,201
- 2011-2012 Louis O. Kelso Fellowship, School of Management and Labor Relations, Rutgers University
- 2010-2011 Rutgers Research Fellowship, School of Management and Labor Relations, Rutgers University
- 2010 Finalist, Shared Capitalism through Employee Ownership Dissertation Award, Aspen Institute Center for Business Education

- 2008-2009 Co-PI, “The Politics of Inequality: Neoliberalism, Class Power, and Income Inequality in the Airline Industry.” Dissertation Research Improvement Grant, National Science Foundation.
- 2009 Society for the Advancement of Socio-Economics Best Student Paper Award, “The Neoliberal Experiment: Economists and the Rise of Unregulated Markets in the U.S.,” Society for the Advancement of Socio-Economics Annual Meetings, Paris, France.
- 2009 Best Graduate Student Professional Paper, Department of Sociology, University of Massachusetts, Amherst (“The Political Dynamics of Market Reorganization: The Case of Airline Deregulation”).
- 2006 Andy B. Anderson Award for Best Teaching Assistant, Department of Sociology, University of Massachusetts, Amherst
- 2003 Sociology Outstanding Undergraduate Award, Department of Sociology, Georgia State University

Presentations

- Avent-Holt, Dustin, Martin Hällsten, and David Cort. 2018. “Variations on a Theme: Occupational Hierarchies across Workplaces in Sweden.” American Sociological Association Annual Meetings, Philadelphia, PA.
- Tomaskovic-Devey, Donald, Anthony Rainey, Dustin Avent-Holt, István Boza, Olivier Godechot, Martin Hällsten, Are Skeie Hermansen, Feng Hou, Peter Jacobebbinghaus, Jiwook Jung, Joseph King, Naomi Kodama, Zoltan Lippenyi, Sylvia Melzer, Eunmi Mun, Andrew Penner, Mirna Safi, Zaibu Tufal. 2018. “Producing Inequalities: An Examination of the Workplace Generation of Earnings Inequalities in Thirteen High Income Countries.” Invited Inequality Workshop, University of North Carolina, Chapel Hill, NC.
- Tomaskovic-Devey, Donald and Dustin Avent-Holt. 2017. “Producing Organizational Resources.” American Sociological Association Mini-Conference of the Economic Sociology and Organizations, Occupations, and Work sections, Montreal, Quebec.
- Avent-Holt, Dustin, Martin Hällsten, and David Cort. 2017. “Occupational Hierarchies across Workplaces: An Empirical Test of the Treiman Constant in Sweden.” International Conference on Occupations and Social Inequality, Nuremberg, Germany.
- Avent-Holt, Dustin. 2016. “Thinking Through Exploitation at Work.” Southern Sociological Society Annual Meetings, Atlanta, GA.

- Avent-Holt, Dustin. 2015. "The Class Structure of Income Inequality in the U.S. Airline Industry, 1977-2005." Society for the Advancement of Socio-Economics Annual Meetings, London, England.
- Avent-Holt, Dustin. 2015. "Stratification and Exploitation: Beyond Economic Rents." Southern Sociological Society Annual Meetings, New Orleans, LA.
- Avent-Holt, Dustin. 2014. "Class Income Shares in the U.S. Airline Industry, 1977-2005." American Sociological Association Annual Meetings, San Francisco, CA.
- Avent-Holt, Dustin. 2013. "The Class Structure of Income Inequality: Neoliberalism and Class Power in the U.S. Airline Industry." Invited Talk, Emory University, Sociology Department.
- Avent-Holt, Dustin. 2013. "The Class Structure of Income Inequality: Class Power, Neoliberalism, and Income Inequality in the U.S. Airline Industry." Southern Sociological Society Annual Meeting, Atlanta, GA.
- Avent-Holt, Dustin. 2012. "Institutionalizing Networks: Deregulation and the Transformation of Inter-Firm Relations in the U.S. Airline Industry." Society for the Advancement of Socio-Economics Annual Meeting, Cambridge, MA.
- Tomaskovic-Devey, Donald, Martin Hällsten, and Dustin Avent-Holt. 2011. "Relational Inequality: A Model for Within-Workplace Earnings Variation with an Application to Swedish Immigration." American Sociological Association Annual Meetings, Las Vegas, NV; MIT Labor Economics Seminar, Cambridge MA; RC28, Social Stratification and Mobility Conference, University of Essex; SOFI Sociology Seminar, Stockholm University.
- Avent-Holt, Dustin, 2011. "Employee Stock Ownership Plans in the Deregulated U.S. Airline Industry." Beyster Fellowship Symposium, La Jolla, CA.
- Avent-Holt, Dustin and Donald Tomaskovic-Devey. 2010. "A Relational Theory of Wage Inequality." Mini-Conference on *Organization Theory and Workplace Politics Under Globalization*, Society for the Advancement of Socio-Economics Annual Meetings, Philadelphia, PA; SOFI Labour Economics Seminar, University of Stockholm; Mini-Conference on *Work, Power, and Inequality*, Eastern Sociological Society Annual Meetings, Boston, MA.
- Avent-Holt, Dustin. 2009. "The Dynamics of Market Reorganization: The Rise of Neoliberalism and the Mobilization for Deregulation in the U.S. Airline Industry." American Sociological Association Annual Meetings, San Francisco, CA.

Avent-Holt, Dustin. 2009. "The Neoliberal Experiment: Economists and the Rise of Unregulated Markets in the U.S." Society for the Advancement of Socio-Economics Annual Meetings, Paris, France; Eastern Sociological Society Annual Meetings, Baltimore, MD.

Tomaskovic-Devey, Donald, and Dustin Avent-Holt. 2008. "Producing Inequality: Economic Sociology and Workplace Inequality." American Sociological Association Annual Meetings, Boston, MA.

Avent-Holt, Dustin. 2007. "Firms and Markets in the Making of Inequality: The Impact of Deregulation of the Airline Industry on Profits and Wages." Eastern Sociological Society Annual Meetings, Philadelphia, PA.

Avent-Holt, Dustin. 2006. "Organizational Politics and Economic Rents: Towards a Relational Model of Stratification." Society for the Study of Social Problems Annual Meetings, Montreal, Quebec, Canada.

Avent, Dustin. 2005. "Organizational Politics and Relational Inequality: The Generation of Wage Inequality in the Production Process." Southern Sociological Society Annual Meetings, Charlotte, NC.

Service to the Discipline

2019-Present Commissioning Editor, *Work in Progress*, Public Sociology blog of the American Sociological Association

2018 Presider, "Economic Sociology and New Mechanisms for the Production of Inequality." American Sociological Association Annual Meetings, Philadelphia, PA.

2017 Member, Granovetter Award Committee for Best Article in Economic Sociology, American Sociological Association, Economic Sociology Section.

2016-2019 Member, Membership Committee, Southern Sociological Society.

2016 Discussant, "Labor Markets," American Sociological Association Annual Meetings, Seattle, WA.

2016 Presider, "New Perspectives on Insecurity at Work", American Sociological Association Annual Meetings, Seattle, WA.

2016 Organizer, "Challenges to Teaching the 21st Century Student Body", American Sociological Association Annual Meetings, Seattle, WA.

2015-2016 Member, Program Committee, Teaching and Learning Section, American Sociological Association, 2015-2016.

- 2015 Presider, “Organizational Inequality Regimes”, Society for the Advancement of Socio-Economics Annual Meetings, London, England.
- 2015 Presider, “Workplace Inequality in the New Economy”, Southern Sociological Society Annual Meetings, New Orleans, LA.
- 2014-2015 Member, Program Committee, Southern Sociological Society
- 2013 Critic, *Opportunity Denied: Limiting Black Women to Devalued Work* by Enobong Hanna Branch, Author-Meets-Critic Session, Southern Sociological Society Annual Meetings, Atlanta, GA
- 2013 Presider, “Regular Session 8”, Louis O. Kelso Mid-Year Fellows Conference, New Brunswick, NJ.
- 2011 Discussant, “Conceptualizing Racial Labor.” Mini-Conference on Work, Power, and Social Inequality, Boston, MA.
- 2010 Presider, “Organizational and Institutional Politics.” Regular Session, American Sociological Association Annual Meetings, Atlanta, GA.
- 2009 Discussant, “Diverse Organizational Change Processes.” Regular Session, American Sociological Association Annual Meetings, San Francisco, CA.

Service to the Department

- 2013-Present Sociology Curriculum Committee, Department of Social Sciences, Augusta University
- 2017 Faculty Recruitment Committee, Department of Sociology, Criminal Justice, & Social Work, Augusta University
- 2016 Faculty Recruitment Committee, Department of Sociology, Criminal Justice, & Social Work, Augusta University
- 2013-2015 Faculty Recruitment Committee, Department of Sociology, Criminal Justice, & Social Work, Augusta University
- 2007-2008 Faculty Recruitment Committee, Department of Sociology, University of Massachusetts, Amherst
- 2007-2008 Grievance Committee, Department of Sociology, University of Massachusetts, Amherst

- 2006 Graduate Curriculum Committee, Department of Sociology, University of Massachusetts, Amherst
- 2004-2005 Sociology Graduate Student Association Representative to the University Graduate Student Association, Department of Sociology and Anthropology, North Carolina State University

Service to the College

- 2018-Present Advisory Board, Social Science Research Center, Pamplin College of Arts, Humanities, and Social Sciences, Augusta University

Service to the University

- 2017-Present Institutional Review Board B (Social Science), Augusta University
- 2015-2017 College Associate Deans for Research Committee, Augusta University
- 2015-2017 Budget Advisory, Information Technology, and University Resources Committee, Augusta University
- 2015-2016 Chair, Faculty Rights and Responsibilities Committee, Augusta University
- 2014-2016 Faculty Rights and Responsibilities Committee, Augusta University
- 2015 Grant Reviewer, Summer Scholars Program, Center for Undergraduate Research and Scholarship, Augusta University
- 2013-2015 Clinical and Translational Sciences Committee, Augusta University

Service to the Community

- 2017 “Getting Students to College and Beyond” Presentation given to the College and Career Readiness Leadership Team, Newton County Public Schools

Additional Training and Development

- 2016 Participant, “The Relevant Syllabus: Integrating Current Events into Our Classes.” ASA Section on Teaching and Learning Pre-Conference Workshop, Seattle, WA, August 19
- 2014 Participant, “Course Design Workshop” Office of Faculty Development and Teaching Excellence, Augusta University, December 16-19
- 2008 Participant, “Researching the Connected World: An Introduction to Social Network Analysis.” The Center for Research on Families, University of Massachusetts, Amherst, May 30

- 2006 Participant, “Hierarchical Linear Models I: Introduction.” The Center for Research on Families, University of Massachusetts, Amherst and the Inter-university Consortium for Political and Social Research, University of Michigan, June 19-23
- 2006 Participant, “What To Do About Missing Data: Tools for Practitioners.” The Center for Research on Families, University of Massachusetts, Amherst, January 23

Professional Activities

Editorial Board:

Social Currents (2016-Present)

Occasional Reviewer:

American Journal of Sociology

American Sociological Review

Social Forces

Social Problems

Social Currents

Socius

Sociological Theory

Work & Occupations

Research in the Sociology of Work

Socio-Economic Review

British Journal of Sociology

Social Science Research

Sociology Compass

Sociological Forum

Acta Sociologica

Gender & Society

Sociological Focus

The Sociological Quarterly

Industrial Relations

Industrial & Labor Relations Review

British Journal of Industrial Relations

International Journal of Management Reviews

International Journal of Comparative Sociology

Memberships:

American Sociological Association

Organizations, Occupations, and Work

Economic Sociology

Inequality, Poverty, and Mobility

Teaching and Learning

Southern Sociological Society