

Curriculum Vitae  
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**EMPLOYMENT**

Assistant Professor of Sociology, University of California at Irvine 2008-Present

**EDUCATION**

Ph.D. University of California at Berkeley, Sociology 2008

M.A. University of California at Berkeley, Sociology 2003

B.A. University of Chicago, Sociology with Honors 2001

**PUBLICATIONS**

Penner, Andrew M. Forthcoming. "Gender differences in extreme mathematical achievement: An international perspective on biological and social factors." *American Journal of Sociology*.

Penner, Andrew M. Forthcoming. "Race and gender differences in wages at the point of hire: The role of occupational sorting at the point of hire." *The Sociological Quarterly*.

Høgnes, Geir, Andrew M. Penner, and Trond Petersen. 2008. "Menns lønnspremie fra ekteskap: Sortering eller påvirkning versus ulik belønning." [The male marital wage premium: selection versus treatment, or discrimination. In Norwegian.] *Sosiologisk Tidsskrift* [Journal of Sociology] 16: 211-236.

Penner, Andrew M. and Marcel Paret. 2008. "Gender differences in mathematics achievement: Exploring the early grades and the extremes." *Social Science Research* 37: 239-253.

Høgnes, Geir, Andrew M. Penner, and Trond Petersen. 2006. "Betydningen av familie og barn for kvinner og menns lønn." [The importance of families and children for women and men's wages. In Norwegian.] *Søkelys på Arbeidsmarkedet* [Focus on the Labor Market] 23: 31-38.

Penner, Andrew M. 2003. "International gender-by-item-difficulty interactions in mathematics and science achievement tests." *Journal of Educational Psychology* 95: 650-655.

## UNDER REVIEW

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. "From Women's Penalties to Men's Premia: The New Challenge for Family Policies."

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. "The male marital wage premium: Sorting versus differential pay."

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. "The motherhood wage penalty: Understanding the role of occupational sorting."

Penner, Andrew M. and Aliya Saperstein. "The race of a criminal record: How incarceration colors racial perception."

Saperstein, Aliya and Andrew M. Penner. "How social status shapes race."

Penner, Andrew M. and Harold Toro. "Homophily or homomisia: Owner gender and gender wage inequality in small businesses."

Křížková, Alena, Andrew M. Penner, and Trond Petersen. "The legacy of equality and the weakness of law: Within-job gender wage inequality in the Czech Republic."

## BOOK MANUSCRIPTS

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. *Family Policies that Work: Mothers, Fathers, and Wages in Norway*.

## CONFERENCE PRESENTATIONS

Penner, Andrew M. and Aliya Saperstein. "The race of a criminal record: How incarceration colors racial perception." Presented at the annual meeting of the Population Association of America, New Orleans, April 2008.

Penner, Andrew M. 2007. "Gender Differences in Extreme Mathematical Achievement: An International Perspective on Biological, Social, and Societal Factors." Presented at the annual meeting of the Society for the Study of Social Problems, New York, August 2007. Also presented at the annual meeting of the Pacific Sociological Association, Portland, April 2008.

Penner, Andrew M. and Harold Toro. 2007. "Homophily or homomisia: Owner gender and gender wage inequality in small businesses." Presented at the annual meeting of the American Sociological Association, New York, August 2007. Also presented at the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Montreal, August 2007.

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. 2007. "The male marital wage premium: Sorting versus differential pay." Presented at the annual meeting of the American Sociological Association, New York, August 2007.

Penner, Andrew M. and Marcel Paret. 2006. "Gender differences in kindergartners' mathematics achievement! Evidence from a nationally representative sample." Presented at the annual meeting of the American Sociological Association, Montreal, August 2006.

Penner, Andrew M. 2005. "A quantile regression approach to gender differences in international mathematics." Presented at the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Los Angeles, August 2005.

Penner, Andrew M. 2005. "Debunking education's golden mean: A logistic approach to gender differences in international mathematics." Presented at the annual meeting of the American Sociological Association, Philadelphia, August 2005.

Petersen, Trond, Andrew M. Penner, and Geir Høgsnes. 2005. "The role of family for wages and careers: Lessons from the family-friendly corner of the world." Presented at the annual meeting of the American Sociological Association, Philadelphia, August 2005.

Penner, Andrew M. 2005. "Understanding the role of promotions in the 'family gap.'" Presented at the spring meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Oslo, May 2005.

Penner, Andrew M. 2004. "Race and gender discrimination in a large financial company." Presented at the annual meeting of the American Sociological Association, San Francisco, August 2004. Also presented at the summer meeting of the International Sociological Association Research Committee on Social Stratification and Mobility (RC28), Rio de Janeiro, August 2004.

## **INVITED TALKS**

"Society, Biology, and Gender Differences in High Mathematical Achievement." Presented at University of California, Irvine, Department of Sociology, October 2007, at Cornell University, Department of Sociology, November 2007, and at University of California, Merced, Department of Sociology, December 2007.

"Gender differences in extreme mathematical achievement: An international perspective on biological and social factors." Presented at University of California, Berkeley, Department of Demography, October 2007.

"Job-level inequality in the Czech Republic." Presented at the Institute for Sociology of the Slovak Academy of Sciences, June 2007.

## **GRANTS AND FELLOWSHIPS**

Graduate Student Research Support Grant	2008
Experimental Social Science Laboratory Grant	2007
Inequality by Design Research Grant	2007
Dean's Normative Time Fellowship	2006–2007
Leo Lowenthal Fellowship	2006
Sociology Department Fellowship	2005

O'Donnell Fellowship	2004–2005
National Science Foundation Graduate Research Fellowship	2001–2004

### **DISTINCTIONS AND AWARDS**

Distinguished Graduate Student Paper, Pacific Sociological Association	2008
Best Graduate Student Paper, SSSP Educational Problems Division	2007
O'Donnell Fellow, University of California at Berkeley	2001–2008
Graduate Research Fellow, National Science Foundation	2001–2004
Phi Beta Kappa, University of Chicago	2001

### **RESEARCH AND TEACHING INTERESTS**

Inequality and stratification; Education; Gender; Family; Social Psychology; Quantitative methods; Research methods

### **TEACHING POSITIONS**

MA Thesis Advisory Reader, University of Oslo	2007
Graduate Student Instructor, Sociology of Education, UC Berkeley	2006

### **RESEARCH POSITIONS**

Assistant Director of the Laboratory for Social Research, UC Berkeley	2007–2008
Research Assistant for Trond Petersen	2002–2008
Research Assistant for Larry Hedges	2000–2001
Research Assistant at the Alfred P. Sloan Center, University of Chicago	2000

### **PROFESSIONAL MEMBERSHIPS AND SERVICE**

Summer Research Opportunity Program Mentor	2005
Editorial Board for <i>Berkeley Journal of Sociology</i>	2001–2002
Occasional reviewer for <i>Industrial Relations</i> , <i>Journal for Research on Adolescence</i> , <i>Sociology of Education</i>	
Member of: American Sociological Association; International Sociological Association, Research Committee 28; Society for the Study of Social Problems; Pacific Sociological Association	