

SAMANTHA J. SIMON
School of Government and Public Policy | School of Sociology
The University of Arizona
sjsimon@arizona.edu
samanthajsimon.com

EMPLOYMENT

| | |
|---|----------------|
| The University of Arizona | 2023 - present |
| Assistant Professor, School of Government and Public Policy and School of Sociology | |
| The University of Missouri – St. Louis | 2020 - 2023 |
| Assistant Professor, Department of Criminology & Criminal Justice | |

EDUCATION

| | |
|---|------|
| Ph.D., Sociology, The University of Texas at Austin | 2020 |
| M.A., Sociology, The University of Texas at Austin | 2016 |
| B.A., Sociology, University of Pennsylvania | 2013 |

PUBLICATIONS

Books

Before the Badge: How Academy Training Shapes Police Violence
In production with New York University Press

Peer-Reviewed Articles

Malone-Gonzalez, Shannon, **Samantha J. Simon**, and Katie K. Rogers. 2022. "The Police-Community Dialectic: Police Officers' and Black Women Civilians' Discourses on Race and Racism in Policing." *Law & Society Review* 56(3): 477-499.

- Awarded an Honorable Mention for the ASA Section on Racial and Ethnic Minorities Best Graduate Student Paper

Simon, Samantha J. 2021. "Training for War: Academy Socialization and Warrior Policing." *Social Problems*, Online First.

Simon, Samantha J. 2019. "Hollywood Power Brokers: Gender and Racial Inequality in Talent Agencies." *Gender, Work & Organization* 26(9): 1340-1356.

Shapira, Harel and **Samantha J. Simon**. 2018. "Learning to Need a Gun." *Qualitative Sociology* 41: 1-20.

Manuscripts in Preparation

Simon, Samantha J. "Essentialized Utility: Organizational Adaptation to Compositional Diversity Initiatives in Policing." *R&R at Gender & Society*.

Glass, Jennifer, **Samantha J. Simon**, and Kris Valesco. “Work-Family Amenities and Women’s Job Choices: Beyond Rhetoric to Understanding.” *Under Review at Industrial and Labor Relations Review*.

Simon, Samantha J. and Michael Sierra-Arévalo. “Danger and Violence: Organizational Frame Maintenance in Policing.” *In Preparation*.

Gutierrez, Carmen, **Samantha J. Simon**, and Becky Pettit. “Gender, Race, and Punitiveness in the United States.” *In Preparation*.

AWARDS AND HONORS

- 2020 American Society of Criminology
- Gene Carte Student Paper Award (Third Place) for “The Police Force: Gender, Race, and Use-of-Force Training”
- 2019 American Sociological Association
- Graduate Student Paper Award (Honorable Mention) in Racial and Ethnic Minorities for “The Diversity Officer: A Comparative Analysis of the Diversity Solution to Legal Cynicism”
-

GRANTS AND FELLOWSHIPS

External

- 2021 The Russell Sage Foundation Presidential Grant: \$39,000
PI: Samantha J. Simon
“Learning Lethal Force: Police Firearms Training and Evaluation”
- 2019 The National Science Foundation Doctoral Dissertation Research Improvement Award: \$16,000
- 2019 American Association for University Women (AAUW) Austin Doctoral Fellowship: \$3,100

Internal

- 2023 The University of Missouri, St. Louis Junior Faculty Travel Grant: \$925
- 2022 The University of Missouri, St. Louis Junior Faculty Travel Grant: \$800
- 2022 The University of Missouri, St. Louis CAS Travel Award: \$500
- 2021 The University of Missouri, St. Louis Research Award: \$5,000
- 2020 The University of Missouri, St. Louis Junior Faculty Travel Grant: \$1,000
- 2019 The University of Texas at Austin Continuing Fellowship: \$10,000

- 2019 The University of Texas at Austin Graduate Dean’s Prestigious Fellowship Supplement: \$1,000
- 2018 The University of Texas NOVA Award for Research in Diversity: \$1,000
- 2018 The University of Texas at Austin Semester Fellowship: \$10,000
- 2018 The Center for Women’s and Gender Studies Field Work Award, The University of Texas at Austin: \$100
- 2018 Urban Ethnography Fellowship, The University of Texas at Austin: \$2,000
- 2018 Crime, Law and Deviance Dissertation Fellowship, The University of Texas at Austin: \$550
- 2017 Professional Development Award, Department of Sociology, The University of Texas at Austin: \$400
- 2016 Professional Development Award, Department of Sociology, The University of Texas at Austin: \$400
- 2015 College of Liberal Arts Recruiting Fellowship from The University of Texas at Austin: \$10,000

INVITED TALKS

- 2022 University of Arizona, School of Government and Public Policy
- 2022 The University of Texas at Austin Department of Sociology, Texas Conference on Feminist Sociology
- 2021 Texas State University, School of Criminal Justice and Criminology
- 2021 University of Arizona, College of Social and Behavioral Sciences, Series on Guns in Crisis
- 2021 Stockton University, Fall Conference on Policing, “Policing Post #GeorgeFloyd – Reinvestment, Reallocation, and Transformation.”

CONFERENCE PRESENTATIONS

- 2023 **Samantha J. Simon.** “Essentialized Utility: Organizational Adaptation to Demographic Diversity Initiatives.” Law and Society Association Annual Meeting, San Juan, Puerto Rico.
- 2022 **Samantha J. Simon.** “Hiring Good Officers: Diversity Initiatives in Policing.” American Society of Criminology Annual Meeting, Atlanta.

- 2022 **Samantha J. Simon.** “Police Reform: Obstacles to Change and Pathways Forward.” American Sociological Association Annual Meeting, Los Angeles.
- 2022 **Samantha J. Simon** and Michael Sierra Arévalo. “Organizational Frame Maintenance and Racial Inequality: Culture and Violence in 7 U.S. Police Departments.” Law & Society Association Annual Meeting, Lisbon.
- 2022 Shannon Malone-Gonzalez, **Samantha J. Simon**, and Katie K. Rogers. “The Police-Community Dialectic: Police Officers’ and Black Women Civilians’ Discourses on Race and Racism in Policing.” Sociologists for Women in Society Annual Meeting, Santa Ana Pueblo.
- 2021 **Samantha J. Simon** and Michael Sierra Arévalo. “Organizational Frame Maintenance and Racial Inequality: Culture and Violence in 7 U.S. Police Departments.” American Society of Criminology Annual Meeting, Chicago.
- 2021 **Samantha J. Simon** and Michael Sierra Arévalo. “Organizational Frame Maintenance and Racial Inequality: Culture and Violence in 7 U.S. Police Departments.” American Sociological Association Annual Meeting, virtual.
- 2020 **Samantha J. Simon.** “The Police Force: Gender, Race, and Use-of-Force Training.” American Society of Criminology Annual Meeting, Washington D.C.
- 2020 **Samantha J. Simon.** “The Police Force: Gender, Race, and Use-of-Force Training.” American Sociological Association Annual Meeting, San Francisco.
- 2020 **Samantha J. Simon.** “Are Women the Answer?: Diversity Initiatives and Racist Violence in U.S. Policing.” Sociologists for Women in Society Annual Meeting, San Diego.
- 2019 **Samantha J. Simon.** “Resisting (Making an) Arrest: Identity and Violence in Policing.” American Sociological Association Annual Meeting, New York.
- 2019 Shannon Malone Gonzalez, **Samantha J. Simon**, and Katie K. Rogers. “The Diversity Officer: A Comparative Analysis of the Diversity Solution to Police-Community Relations.” American Sociological Association Annual Meeting, New York.
- 2019 Shannon Malone Gonzalez, **Samantha J. Simon**, and Katie K. Rogers. “The Diversity Officer: A Comparative Analysis of the Diversity Solution to Police-Community Relations.” Southern Sociological Society Annual Meeting, Atlanta.
- 2017 Shapira, Harel and **Samantha J. Simon.** “It’s Just a Tool: How Gun Owners Justify Carrying their Guns.” American Sociological Association Annual Meeting, Montreal.
- 2017 Glass, Jennifer and **Samantha J. Simon.** “The Lie that Would Not Die: Effects of Gender Segregation on Work-Family Accommodations.” Community, Work & Family Conference, Milan, Italy.

- 2016 Shapira, Harel and **Samantha J. Simon**. “It’s Just a Tool’: How Gun Owners Justify Their Guns.”
Eastern Sociological Association Annual Meeting, Philadelphia.
- 2016 **Simon, Samantha**. “Behind the Sony Scandal: Organized Sexism in Hollywood Talent Agencies.”
American Sociological Association Annual Meeting, Seattle.
- 2016 Jennifer Glass and **Samantha J. Simon** “Telecommuting in Real Time: Gender, Cohort and Period Differences in Substitution and Overtime Telecommuting Among American Workers.”
Work and Family Researchers Network Conference, Washington, D.C.
-

TEACHING EXPERIENCE

The University of Arizona

- Policing & Society (Fall 2023)

The University of Missouri – St. Louis

- Gender, Crime, and Justice (Fall 2020, Spring 2021, Fall 2021, Fall 2022, Spring 2023)
- Senior Seminar on Policing (Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023)
- Graduate Seminar: Qualitative Research Design (Spring 2022)

The University of Texas at Austin

- Introduction to the Study of Society (Teaching Assistant)
 - Sociology of Gender (Teaching Assistant)
-

ADMINISTRATIVE AND PROFESSIONAL SERVICE

Department

- 2021 – 2023: Member of the Equity and Inclusion Committee in the Criminology & Criminal Justice Department at The University of Missouri, St. Louis
- 2021 – 2023: Member of the Graduate Committee in the Criminology & Criminal Justice Department at The University of Missouri, St. Louis

University

- 2022 – 2023: Departmental representative for The University of Missouri, St. Louis Faculty Senate
- 2022 – 2023: The University of Missouri, St. Louis Spring Research Award Committee

Field

- 2022: American Society for Criminology, Member of the Gene Carte Student Paper Award Committee
 - 2022: American Sociological Association, Thematic Panel Organizer for the Crime, Law and Deviance Section
-

ADVISING AND STUDENT-RELATED SERVICE

Dissertation Committees

- Alessandra Early, Criminology & Criminal Justice, Assistant Professor at John Jay College of Criminal Justice at CUNY

Advising Committees

- Bobby Boxerman, UMSL Criminology & Criminal Justice, 2021-2023 (Member)
- Ellie Lyne, UMSL Criminology & Criminal Justice, 2021-2023 (Member)
- Konstadina Spanoudakis, UMSL Criminology & Criminal Justice, 2022-2023 (Chair)