

# MICHAEL A. SCHULTZ

Economics, Justice, and Society Department

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[NORC Expert Profile](#) and [Personal Website](#)

## POSITIONS

2022-Present Research Scientist, NORC at the University of Chicago

- June 2024-Present, The Bridge (formerly the Academic Research Centers)
- 2022-May 2024, Economics, Justice, and Society Department

2020-2022 NICHD Postdoctoral Fellow, Population Research Center,  
University of Texas at Austin

## EDUCATION

2020 Ph.D. in Sociology, University of North Carolina at Chapel Hill

- *Dissertation*: Moving Up from the Bottom: Changing Institutions and the Mobility of Low-Wage Workers

2016 M.A. in Sociology, University of North Carolina at Chapel Hill

2011 B.A. in Sociology, Whitworth University

## RESEARCH INTERESTS

Inequality, Poverty, and Mobility

Organizations, Occupations, and Work

Race, Class, and Gender

Economic Sociology

Quantitative Methods

## PEER-REVIEWED PUBLICATIONS

Mouw, Ted, Arne L. Kalleberg, and **Michael A. Schultz**. 2024.

“‘Stepping Stone’ vs ‘Dead-End’ Jobs: Occupational Structure, Work Experience, and Mobility Out of Low-Wage Jobs.” *American Sociological Review*.

- [Expert View post](#) on norc.org highlighting the article’s key findings.
- [WorkRise Shorts video](#) interview with Kate Bahn about the article’s implications

**Schultz, Michael A.** 2019. “The Wage Mobility of Low-Wage Workers in a Changing Economy, 1968-2014.” *RSF: The Russell Sage Foundation Journal of the Social Sciences*.

Ryberg, Renee, Shawn Bauldry, **Michael A. Schultz**, Annkatrin Steinhoff, and Michael Shanahan. 2017. “Personality and the Intergenerational Transmission of Educational Attainment: Comparing the US and Germany.” *Journal of Youth and Adolescence*.

## WORKING PAPERS

**Schultz, Michael A.** “Bring the Households Back-In: The Effect of Poverty on the Mobility of Low-Wage Workers to Better Wages.”

- Included in the [Washington Center for Equitable Growth’s Working Paper Series](#).
- My [blog post](#) highlighting the key findings.

Kalleberg, Arne L., Ted Mouw, and **Michael A. Schultz**. “Careers and Occupational Structure: Intragenerational Mobility in the United States.”

**Schultz, Michael A.** and Carmen Gutierrez. “The Long Shadow of Mass Incarceration: Race, Incarceration, and Social Security Earnings.”

**Schultz, Michael A.** “Place and Persistent Poverty: Long Duration Poverty in Urban, Suburban, and Rural Communities.”

**Schultz, Michael A.** and Ted Mouw. “In Search of Dynamism: Gender Inequality in Changing Occupational Labor Markets.”

**Schultz, Michael A.** “Constraint or Commitment? Insider Partners and Low-Wage Workers’ Mobility.”

Jacqueline Hagan, **Michael A. Schultz**, and Joshua T. Wassink. “The Gendered Economic Mobility Pathways of Mexican Return Migrants.”

IN PREPARATION

**Schultz, Michael A.**, Ted Mouw, and Arne L. Kalleberg. “The Structure of Opportunity and Wage Mobility.”

**Schultz, Michael A.** “Vocational Training and Low-Wage Workers’ Mobility: Job Ladders and the Match Between Training and Jobs”

**Schultz, Michael A.**, Ted Mouw, and Arne L. Kalleberg. “Interrupted Careers: A New Approach to Measuring Childbirth-Related Career Discontinuities.”

Auguste, Daniel and **Michael A. Schultz**. “Necessity and Opportunity Entrepreneurship: Inequality in Access to Economic Mobility through Self-Employment”

OTHER WRITING

Michael A. Schultz. 2024. “Employers and Marginalized Workers’ Experience of Tight Labor Markets,” [Contemporary Sociology](#).

GRANTS AND FELLOWSHIPS

American-Scandinavian Foundation Research Grant, 2017

UNC-Chapel Hill’s Center for European Studies and European Union Center for Excellence Summer Research Fellowship, 2015

UNC-Chapel Hill Sociology Department Pilot Research Grant, 2014

GUEST RESEARCHER

Special Sworn Status, U.S. Census Bureau, 2018 – Present

Visiting Guest Researcher, Swedish Institute for Social Research (SOFI), June 2017

Visiting Guest Researcher, Copenhagen Business School, May 2017

Visiting Guest Researcher, Berlin Social Science Center (WZB), May 2015

PRESENTATIONS

“The Structure of Opportunity and Wage Mobility.” **Association for Public Policy & Management**, 2024.

- Also presented at University of Washington’s Center for Study of Ecology and Demography (CSDE) Computational Demography Working Group, Fall 2024.

“Vocational Training and Low-Wage Workers’ Mobility: Job Ladders and the Match Between Training and Jobs.” **Research and Evaluation Conference on Self-Sufficiency**.

“Interrupted Careers: A New Approach to Measuring Childbirth-Related Career Discontinuities.” **Population Association of America**, 2024.

“Stepping Stone’ vs ‘Dead-End’ Jobs: Occupational Structure, Work Experience, and Mobility Out of Low-Wage Jobs.” **Association for Public Policy & Management**, 2023.

“Place and Persistent Poverty: Long Duration Poverty in Urban, Suburban, and Rural Communities.” **Population Association of America**, 2023.

“Race, Incarceration, and Social Security Earnings.” **American Sociological Association**, 2022.

“The Gendered Economic Mobility Pathways of Mexican Return Migrants.” **Population Association of America**, 2022.

“Bring the Households Back In: The Effect of Poverty on the Mobility of Low-Wage Workers to better Wages.” **PSID Seminar, Survey Research Center, University of Michigan**, Sept. 2021.

“Constraints or Commitment? Insider Partners and the Mobility of Women Out of Low-Wages.” **American Sociological Association**, 2021.

“Poverty and Employer Power: The Effect of Poverty on the Mobility of Low-Wage Workers.” **Population Association of America**, 2021.

“Constraints or Commitment? Insider Partners and the Mobility of Women Out of Low-Wages.” **Population Research Center, University of Texas at Austin**, Oct. 2020.

“The Wage Mobility of Low-Wage Workers in a Changing Economy, 1968-2014.” **American Sociological Association**, 2019.

“In Search of Dynamism: Gender inequality in changing geographically-bound occupation and industry labor markets.” **Population Association of America**, 2019.

“The Rise of Precarious Work and Changes in Mobility Out of Low-Wage Work Over Time.” **Russell Sage Foundation**, 2018.

“The Transition to Work: Pathways to stable full-time employment in young adulthood for U.S. youth.” **American Sociological Association**, 2016.

“Staying, Moving, and Vocational Training: Explaining differences in wage mobility over the career for low-end service workers in the U.S. and Germany.” **Society of Life Course and Longitudinal Studies**, 2015.

## TEACHING

### **Instructor of Record, UNC-Chapel Hill**

Social Stratification, Spring 2019, Fall 2017, Fall 2016

Labor Markets, Summer Session in 2019, 2018, 2017, 2016

Organizations, Fall 2019

Introduction to Sociology, Spring 2017

### **Teaching Assistant, UNC-Chapel Hill**

Applied Linear Regression, Graduate-Level, Instructor: Ted Mouw, Spring 2018

Demography, Graduate-Level, Instructor: Yong Cai, Spring 2015

Social Stratification, Instructor: Ted Mouw, Spring 2016, Fall 2014

The Labor Force, Instructor: Arne L. Kalleberg, Fall 2015

Race and Ethnicity, Instructor: Anne Hastings, Spring 2014

Introduction to Sociology, Instructor: Anne Hastings, Spring 2013

PROFESSIONAL  
SERVICE

Committee Member, Graduate Student Outreach and Mentoring Lunch Committee,  
Inequality, Poverty, and Mobility Section, 2019 – 2020

Graduate Student Tech Liaison, UNC-Chapel Hill Sociology, 2014 – 2015

Reviewer, *American Sociological Review*, *Demography*, *European Societies*, *Research in  
the Sociology of Work*

Member, Association for Public Policy Analysis and Management, American  
Sociological Association, and Population Association of America