

## Diana Roxana Galos

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| CONTACT INFORMATION | University of Copenhagen<br>Department of Sociology<br>Øster Farimagsgade 5<br>Building 16, 1353, Copenhagen, Denmark<br>Email: drg@soc.ku.dk                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| RESEARCH INTERESTS  | Discrimination, Gender Inequality, Social Mobility, Education, Consequences of Social Media Presence, Quantitative Research Methods, Experiments.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| ACADEMIC POSITIONS  | <b>University of Copenhagen</b><br>Tenure Track Assistant Professor, Department of Sociology, 09/2023 - present.<br><br><b>Aarhus University</b><br>Post-Doctoral Researcher at the Center for the Philosophical-Experimental Study of Discrimination (CEPDISC), Aarhus University, 10/2022 - 12/2023.<br><br><b>University of Konstanz</b><br>Post-Doctoral Researcher, 07/2020-08/2022.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| AFFILIATION         | <b>Center for the Philosophical-Experimental Study of Discrimination (CEPDISC)</b><br>2024-present.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| EDUCATION           | <b>Yale University, New Haven</b><br>Fulbright Scholar, 09/2019-05/2020.<br><br><b>European University Institute, Florence</b><br>PhD Sociology, 2015-2021.<br><i>Dissertation: Maintaining Advantage: How Social Background Matters for University Graduates' Labour Market Outcomes.</i><br><br><b>Institut National d'Études Démographiques, Paris</b><br>Visiting Scholar, 09/2018-12/2018.<br><br><b>University of Oxford</b><br>MSc, Sociology, 2014-2015.<br><i>Thesis: How Did the 2008 Economic Crisis Affect Higher and Lower Educated People with Regard to Unemployment in the UK?</i><br><br><b>Goldsmiths College, University of London</b><br>BA, Sociology, 2011-2014.<br><i>Thesis: Penny for Your Thoughts: Value of Education, Value after Graduation. Unemployed Graduates' Perception on their Investment in Educational Capital, Well-being, and Use of Time (Distinction)</i> |

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| PUBLICATIONS        | Anna Zamberlan, Diana Roxana Galos, Susanne Strauss and Thomas Hinz (2025). What Drives Students' Evaluation of Fair Wages? The Role of Status Beliefs, Self-Interest, and Gender. <i>The British Journal of Sociology</i> .                                                          |
|                     | Galos, Diana Roxana, Susanne Strauss and Thomas Hinz (2024). Discrimination or a Competitive Climate? Why Women Cannot Translate Their Better High School Grades into University Grades. <i>Research in Higher Education</i> . - covered by Times Higher Education, Forschung & Lehre |
|                     | Bertogg, Ariane and Diana Roxana Galos (2024). Double (Dis)advantage: The Cumulative Role of Parental Resources and the Institutional Context in Intergenerational Time and Money Transfers. <i>Social Forces</i> .                                                                   |
|                     | Galos, Diana Roxana and Alexander Coppock (2023). Gender Composition Predicts Gender Bias: A Meta-Reanalysis of Hiring Discrimination Audit Experiments. <i>Science Advances</i> .<br>- covered by de Volkskrant, The Guardian                                                        |
|                     | Galos, Diana Roxana (2023). Social Media and Hiring: A Survey Experiment on Discrimination based on Online Social Class Cues. <i>European Sociological Review</i> .                                                                                                                   |
|                     | Galos, Diana Roxana and Nevena Kulic (2022). Variations of Gender Gaps in the Labour Market Outcomes of Graduates Across Fields of Study: A (Combined) Test of Two Theories. <i>Sociology</i> .                                                                                       |
| WORK IN<br>PROGRESS | Galos, Diana Roxana and Susanne Strauss (2022). Why Do Women Opt for Gender-Atypical Fields of Study? The Increasing Role of Income Motivation Over Time. <i>Higher Education</i> .                                                                                                   |
|                     | Galos, Diana Roxana (2022). Privilege Travels: Migration and Labour Market Outcomes of Southern Italian Graduates. <i>Genus Journal of Population Sciences</i> .                                                                                                                      |
|                     | Galos, Diana Roxana and Joris Frese. Social Class, Social Media and Employability: Experimental Evidence from Germany. (revise and resubmit)<br>-pre-analysis plan                                                                                                                    |
|                     | Coppock, Alexander and Diana Roxana Galos. How group cue effects vary across issues, identities, groups, and contexts: a meta-reanalysis of hundreds of group cue experiments.<br>(under review)                                                                                      |
|                     | Galos, Diana Roxana. Does Disclosing Information on Social Networking Websites Affect Employers' Hiring Decisions? A Field Experiment on Discrimination Based on Social Class in the United Kingdom. (data collection ended in February 2022, draft available)<br>-pre-analysis plan  |
|                     | Galos, Diana Roxana. Elite Institutions and The Pursuit of Meritocracy: An Examination of Social Background and Income Returns in France.(due submission)<br>-pre-analysis plan                                                                                                       |
|                     | Galos, Diana Roxana. Political Bias in Hiring: Experimental Evidence on Discrimination Based on Partisan Cues. (data collection completed)<br>-pre-analysis plan                                                                                                                      |

Galos, Diana Roxana, Christian Bøtcher Jacobsen, Florian Keppeler and Mogens Jin Pedersen. Do healthcare professions end at national borders? A conjoint experiment on reducing nativity discrimination. (data collection completed)  
-pre-analysis plan

Asli Unan, Sevinc Bermek, Konstantinos Matakos and Diana Roxana Galos. Perceptions of discrimination and labour market outcomes for women. (design stage)

Galos, Diana Roxana and Fabrizio Bernardi. Does Social Origin Still Matter? The Effect of Social Origin on Graduates' Occupations in Italy. (full draft available)

Galos, Diana Roxana and Nevena Kulic, 2020. Occupational Returns to the Field of Study: A Gender Perspective. *AlmaLaurea Working Papers* no.78, May 2020, ISSN 2239-9453.

#### BOOK REVIEW

Galos, Diana Roxana, 2016. Robert D. Putnam "Our Kids: The American Dream in Crisis". New York: Simon & Schulster, 2015, in *Sociologica.Italian Journal of Sociology Online*, 3/2016. doi: 10.2383/85819

#### TEACHING & RESEARCH EXPERIENCE

##### **University of Copenhagen**

Developing Your Research Design (PhD course) 2025

Discrimination: Conceptualization, Causes, Measurement and Counteraction 2025

Experimental Sociology 2024, 2025

New Statistical Analysis Strategies 2024, 2025

Advanced Welfare, Inequality and Mobility 2023

##### **Aarhus University**

Understanding Discrimination - Experimental Evidence from Sociology, Economics and Political Science 2023

##### **University of Konstanz**

Discrimination on the Labour Market: Gender, Class, Race and Ethnicity 2022 and 2021

Gender and Politics 2021-2022

Gender Discrimination in Higher Education and on the Labour Market 2020-2021

##### **Florence University**

The Youth Labour Market in Europe (Master course, co-teaching with Dr. Katy Morris) 2017-2018

##### **European University Institute, Florence**

Research Assistant for "EduLife" Project  
(coordinated by Prof.H.P.Blossfeld) 05/2016-06/2016

##### **University of Oxford**

Research Assistant Brasenose College 04/2014-05/2014

##### **Institute for Public Policy Research, London**

Research Assistant "Beyond Irregularity" Research Project 04/2012-05/2012

## AWARDS AND GRANTS

Independent Research Fund Denmark (DFF1) - for the project "Politics at Work: Uncovering Partisan Discrimination in Hiring" (DKK 3,2 mil), 2024.

Carlsberg Foundation - on effective international recruitment, inclusive selection process & management diverse employees with Christian Bøtcher Jacobsen (PI), Florian Keppeler, Elizabeth Linos, Niels Højberg, Mette Grønberg Stennicke, Brenda Sciepora and Copenhagen Capacity, (DKK 9,3 mil), 2023.

Circle U. Seed-funding for conducting survey experiments with Konstantinos Matakos, Asli Unan and Sevinc Bermek, (10,000 EUR), 2023.

Visiting Research Fellowship at Collegio Carlo Alberto, Torino, 2023.

"Dr. August and Annelies Karst Grant" for conducting experimental research (EUR 4,000), 2022.

Zukunfsskolleg "Independent Research Grant" for conducting a field experiment (EUR 5,400), 2021.

STAR-UBB Fellowship, Babes-Bolyai University, 09/2020-10/2020.

Fulbright Award at Yale University, 09/2019-05/2020.

Doctoral Grant at the European University Institute, 2015-19.

George Thomas Blunden Award, Goldsmiths College, University of London; award for fieldwork in India, 2015.

## CONFERENCE PRESENTATIONS

ECSR conference "Demography and Social Inequality", Cologne, 2025.

Culture and The Labour Market Workshop, London School of Economics (LSE), London, 2024.

Gendered? Showcasing Gender Research at the Faculty of Social Science, Copenhagen, 2024.

Affective Polarisation Workshop, Maastricht, 2023.

CEPDISC'23 Conference on Discrimination, Aarhus, 2023.

American Political Science Conference (APSA), Los Angeles, 2023.

CEPDISC'22 Conference on Discrimination, Vejle, 2022.

The Annual Conference of Experimental Sociology, Utrecht, 2022.

ECSR conference "Social inequalities and cohesion", Amsterdam, 2022.

American Sociological Association Conference, online, 2021.

ECSR conference, online, 2021.

RC28 conference, "Accumulation and Compensation of Inequalities", Turku, 2021.

Yale University, "Yale Cooperative Lucid Survey", New Haven, 2020.

ECSR conference, "Causes and Consequences of Inequalities in Europe", Paris, 2018.

Annual Population Postgraduate conference, "Social Inequality and Demography", Oxford, 2018.

ECSR conference, "Institutions, Inequality and Social Dynamics", Milano, 2017.

International Conference on Inequality, "Trends in Inequality: Social, Economic and Political Issues", Bologna, 2017.

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| PRESENTATIONS        | Department of Sociology seminar, Trinity College Dublin, 2025.                                                                                                                                                                                                                                           |
|                      | The Danish Center for Social Science Research (VIVE) seminar, Copenhagen, 2025.                                                                                                                                                                                                                          |
|                      | Empirical Mondays seminar, University of Copenhagen, 2024.                                                                                                                                                                                                                                               |
|                      | The Danish Centre for Studies in Research and Research Policy seminar, Aarhus, 2023.                                                                                                                                                                                                                     |
|                      | Social and Political Science seminar, Collegio Carlo Alberto, Torino, 2023.                                                                                                                                                                                                                              |
|                      | Social Inequalities Research Program seminar, Danish School of Education, Aarhus, 2023.                                                                                                                                                                                                                  |
|                      | Responsibility and Discrimination workshop, Copenhagen, 2023.                                                                                                                                                                                                                                            |
|                      | UCL Social Research Institute seminar, London, 2022.                                                                                                                                                                                                                                                     |
|                      | Gender Studies seminar, University of Konstanz, 2020 and 2021.                                                                                                                                                                                                                                           |
|                      | ISPS Experiments workshop, Yale University, "New Haven, 2019.                                                                                                                                                                                                                                            |
|                      | Inequality Working Group seminar, European University Institute, Florence, 2019.                                                                                                                                                                                                                         |
|                      | Migration and Minorities seminar, Institut National d'Études Démographiques, Paris, 2018.                                                                                                                                                                                                                |
|                      | ECSR Spring School, "The Intergenerational Transmission of Socio-Economic Status and Inequality: Patterns and Mechanisms" (Discussant: Florencia Torche), Torino, 2018.                                                                                                                                  |
|                      | Inequality Working Group seminar, Festival of New Economic Thinking, Edinburgh, 2017.                                                                                                                                                                                                                    |
| SERVICE TO THE FIELD | Editor of <i>Acta Sociologica</i> , 2025 - present.                                                                                                                                                                                                                                                      |
|                      | Research Group Coordinator "Welfare, Inequality, and Mobility", 2024 – 2025.                                                                                                                                                                                                                             |
|                      | Department of Sociology, University of Copenhagen                                                                                                                                                                                                                                                        |
|                      | Organizer "Discrimination Based on Social Class: New Perspectives on a Classical Question" workshop, Aarhus University, 2023.                                                                                                                                                                            |
| METHODS TRAINING     | Reviewer for <i>European Sociological Review</i> , <i>Gender and Society</i> , <i>Research in Social Stratification and Mobility</i> , <i>European Societies</i> , <i>Social Science Research</i> , <i>Journal for Labour Market Research</i> , <i>Frontiers in Sociology</i> , <i>Social Problems</i> . |
|                      | The Logic of Randomized Experiments, Yale University, instructor: Prof. Alexander Coppock, 2020.                                                                                                                                                                                                         |
|                      | Advanced Quantitative Methods, Yale University, instructor: Prof. Alexander Coppock, 2019.                                                                                                                                                                                                               |
|                      | Multilevel Modeling; EUI Methods Workshop; instructor: Prof. Juho Harkonen (EUI), 2018.                                                                                                                                                                                                                  |
|                      | Advanced Statistical Inference: bootstrapping, inference for experiments, sensitivity analysis; instructor: Prof. Luke Keele (Georgetown University), 2018.                                                                                                                                              |
|                      | European Field Experiments Summer School; Palermo University; instructors: Prof. Alexander Coppock (Yale University), Prof. Eline de Ruijter (Simon Fraser University), Prof. Florian Foos (LSE, London), 2017.                                                                                          |
|                      | Advanced Research Design: natural and field experiments, instrumental variables, difference in differences, regression discontinuity; instructors: Prof. Diego Gambetta, Prof. Fabrizio Bernardi, 2017.                                                                                                  |
|                      | Life Course Design and Causal Analysis: focus on the German-Socio-Economic Panel Study (SOEP); instructor: Marco Gisselmann (DIW Berlin), 2017.                                                                                                                                                          |

Panel Data Analysis; EUI; instructor: Hannes Kroegeer (DIW), 2016.

Introduction to Quantitative Methods; instructor: Prof. Moris Triventi (University of Trento), 2016.

PROGRAMMING      R, Stata, LaTeX

LANGUAGES          English (fluent), Romanian (native), Italian (advanced), German (intermediate), Danish (A2+)