

FABIANA SILVA

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EMPLOYMENT

University of Michigan	Ann Arbor, MI
Assistant Professor, Gerald R. Ford School of Public Policy	2017 – Present
Associate (previously affiliate), Stone Center for Inequality Dynamics	2019 – Present

EDUCATION

University of California, Berkeley	Berkeley, CA
Ph.D., Sociology	2017
M.A., Sociology	2012
Harvard University	Cambridge, MA
B.A., Social Studies	2004

AREAS OF INTEREST

Inequality and Stratification, Race and Ethnicity, Discrimination, Labor Market Inequalities, Framing, Social Psychology, Immigration, Experimental Methods

PUBLICATIONS

Journal Articles

Silva, Fabiana, Irene Bloemraad, and Kim Voss. 2025. “Frame Backfire: The Trouble with Civil Rights Appeals in the Contemporary United States.” *American Sociological Review* 90(3): 349-386.

- Lead article. Featured article in ASR Podcast (June 2025) and Faculti video platform (September 2025).

Silva, Fabiana. 2022. “What predicts employer discrimination? The role of implicit and explicit racial attitudes.” *Social Science Research* 108: 102775.

- Outstanding Graduate Student Paper, ASA Social Psychology Section.

Voss, Kim, Fabiana Silva, and Irene Bloemraad (equal authorship). 2020. “The Limits of Rights: Claims-making on behalf of immigrants.” *Journal of Ethnic and Migration Studies* 46(4): 791-819.

- Best Paper Prize, Honorable Mention, American Political Science Association Migration and Citizenship Section.

Silva, Fabiana. 2018. “The Strength of Whites’ Ties: How employers reward the referrals of black and white jobseekers.” *Social Forces* 97(2): 741-768.

- Outstanding Graduate Student Paper, Honorable Mention, ASA Section on Inequality, Poverty, and Mobility.

Bloemraad, Irene, Fabiana Silva, and Kim Voss (equal authorship). 2016. "Rights, Economics, or Family? Frame Resonance, Political Ideology, and the Immigrant Rights Movement." *Social Forces* 94(4): 1647-1674.

Book chapters and other publications

Silva, Fabiana and Christopher Hartney. 2012. "Evaluation of the Insight Prison Project." National Council on Crime and Delinquency.

Wolf, Angela M., Fabiana Silva, Kelly E. Knight, and Shabnam Javdani. 2011[2007]. "Responding to the health needs of female offenders." In *What Works with Women Offenders*, edited by Rosemary Sheehan, Gill McIvor, and Chris Trotter. Routledge.

Krisberg, Barry, Christopher Hartney, Angela Wolf, and Fabiana Silva. 2009. "Youth Violence Myths and Realities: A Tale of Three Cities." National Council on Crime and Delinquency.

Vuong, Linh, Fabiana Silva, and Susan Marchionna. 2009. "Children Exposed to Violence." National Council on Crime and Delinquency.

WORKING PAPERS

Silva, Fabiana. "Observing Race: Determinants of White, Black, and Hispanic Classification in the United States." R&R.

Silva, Fabiana. "Race beyond appearance: How status, political, and ethnic social markers shape White, Black, and Hispanic classification in the United States." *Under review*.

Silva, Fabiana. "Racialized perceptions of in-group favoritism: How White hiring agents interpret Whites', Blacks', Latinos', and Asians' same-race referrals."

Silva, Fabiana. "Generating labor market inequality: Family background, employment histories, and earnings disparities."

AWARDS, HONORS, & GRANTS

Ford School Teaching Honor Roll, University of Michigan	2018-2020, 2022, 2024
Russell Sage Foundation and Bill and Melinda Gates Foundation Pipeline Grant	2021-2022
MCubed Research Grant, University of Michigan	2019
Best Paper Prize, Honorable Mention, APSA Migration and Citizenship Section	2018
Outstanding Graduate Student Paper, ASA Section on Social Psychology	2017
Outstanding Graduate Student Paper, Honorable Mention, ASA Section on Inequality, Poverty, and Mobility	2016
Outstanding Graduate Student Instructor, University of California, Berkeley	2016
National Science Foundation Graduate Research Fellowship	2010-2013

INVITED TALKS AND CONFERENCE PRESENTATIONS (since 2016)

“Racialized perceptions of in-group favoritism: How White hiring agents view Whites’, Blacks’, Latinos’, and Asians’ same-race referrals.” Invited seminars at the University of Michigan’s Management & Organizations Seminar Series, 2024 and at Columbia University’s Race, Ethnicity, and Immigration Workshop, 2021. Presented at the annual meeting of the American Sociological Association, 2024, and the annual meeting of the Population Association of America, 2025.

“Observing Race: Determinants of White, Black, and Hispanic classification.” Invited presentation at the Russell Sage Foundation Pipeline Conference, 2022. Presented at the annual meetings of the American Sociological Association, 2025, and the annual meeting of the Population Association of America, 2025, and of the International Network of Analytical Sociologists, 2023.

“Who is Latino? How physical, cultural, and status markers shape Latino external classification in the United States.” Presented at the annual meeting of the American Sociological Association, 2024.

“Social determinants of observed race: How status, partisanship, and ethnicity shape White, Black, and Hispanic classification in the United States.” Presented at the annual meeting of the Population Association of America, 2024.

“Ambiguous Hispanics? Examining the determinants of ethnoracial classification with a conjoint experiment.” Presented at the annual meetings of the Population Association of America and of the American Sociological Association, 2023.

“Attributing Racial Motivations to Employee Referrals.” Presented at the annual association of the Population Association of America, 2021.

Invited panelist on session on “What Experiments Examining Discrimination Tells us about Work and Inequality in the 21st Century.” Annual meeting of the American Sociological Association, 2020. Cancelled due to covid.

“The Strength of Whites’ Ties.” Invited presentation at Duke University’s Department of Sociology’s Jensen Series, 2020.

“The Limits of Rights: Claims-making on behalf of immigrants.” Invited presentations at North American Colloquium, Autonomous National University of Mexico, 2019 and at the University of California, Berkeley’s Institute of Research on Labor and Employment conference on “The 2006 Immigration Protests: A Decade Later.”

“Generating labor market inequality: Family background, employment histories, and earnings disparities.” Presented at the annual meeting of the American Sociological Association, 2018.

“The Strength of Whites’ Ties: How employers reward the referrals of Black and White jobseekers.” Invited presentations at the University of Wisconsin-Madison’s Sociology Colloquium; University of Chicago’s Booth School of Business Organization Scholars Symposium; University of Michigan’s Gerald R. Ford School of Public Policy Colloquium; MIT Sloan School of Management’s Work and Organization Studies Seminar; and Northwestern University’s Economic Sociology Conference, 2016. Presentations at the annual meetings of the Population Association of America and the Society for the Study of Social Problems, 2016.

“Why do employers discriminate? The role of implicit and explicit attitudes.” Presented at the annual meeting of the American Sociological Association, 2016.

TEACHING

University of Michigan Ann Arbor, MI
Instructor, Gerald R. Ford School of Public Policy
Gender, Race, and Employment Policy (MPP): W18, F19, W23, F23, W26
Inequality at Work (Undergraduate): W18, F18, F19, F22, F23, W 26
Performance Management (MPP): F18, W20, W23, W25
Conflict Resolution (MPP): W26

University of California, Berkeley Berkeley, CA
Graduate Student Instructor, Sociology
Evaluation of Evidence (Undergraduate): S15, F15, S16

ADVISING AND MENTORING

University of Michigan Ann Arbor, MI
PhD Committee, Giovanni Román-Torres, Sociology 2022 – Present
PhD Advisor, Xavier Fields, Sociology and Public Policy 2022 – Present
Independent Study Advisor, Mayu Ueno, Master student in Public Policy 2024-2025
PhD Advisor, Peter Martel, Sociology 2018-2023
Undergraduate thesis advisor, Marwa Houalla, Computer Science 2023
Top Senior Thesis, University of Michigan’s Computer Science department
Mentor, Undergraduate Research Opportunity Program Research Scholars Program 2022
Mentor, Undergraduate Research Opportunity Program 2018-2019, 2020-2021

University of California, Berkeley Berkeley, CA
Mentor, Undergraduate Research Apprenticeship Program 2010-2014

PROFESSIONAL AFFILIATIONS AND SERVICE

Professional affiliations

American Sociological Association, Population Association of America

Service to professional associations

ASA Section on Latina/o Sociology, Distinguished Student Paper Award Committee 2026
ASA Section on Latina/o Sociology, Mentor 2024, 2025
ASA Section on Sociology of Population, Mentor 2024
PAA Poster Judge for Education, Employment, and Inequality Session 2024
PAA Hispanic Research Mentoring and Network Breakfast, participant 2024
ASA Section on Organizations, Occupations, and Work, Mentor 2018
ASA Section on Social Psychology, Graduate Student Affairs Committee 2017-2018
ASA Session on Comparative-Historical Sociology, Presider 2016

Reviewer service

American Journal of Sociology, American Sociological Review, Du Bois Review, European Societies, International Migration Review, Journal of Ethnic and Migration Studies, Qualitative Research, Social Science Research, Social Forces, Social Problems, Social Science & Medicine, Socio-Economic Review, Socius, Time-sharing Experiments for the Social Sciences (TESS)

Service to Gerald R. Ford School of Public Policy

Masters' Admissions and Yield Committee 2025
Peter Eckstein Prize for Interdisciplinary Research Committee 2025
"Deported: An American Division" Exhibit Committee 2019
PhD Admissions Committee 2017-2020, 2021-2022, 2023-2024, 2025-2026

RELEVANT PROFESSIONAL EXPERIENCE

National Council on Crime and Delinquency Oakland, CA
Research Associate 2005-2009

Center on Budget and Policy Priorities Washington, DC
Research Intern 2004

LANGUAGES

Spanish (fluent), English (fluent)