

Edo Navot

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Department of Sociology
Criminology & Law
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Employment

2022–	Assistant Professor University of Florida
2022–2025	Consulting Expert U.S. Department of Labor – Office of Federal Contract Compliance Programs
2016–2022	Labor Economist U.S. Department of Labor – OFCCP
2019	Associate Adjunct Professor John Jay College of Criminal Justice, City University of New York (CUNY)
2014–2015	Postdoctoral Research Associate Columbia University, Institute for Social and Economic Research and Policy (ISERP) and University of Haifa (joint)

Education

2014	Ph.D. – Sociology, University of Wisconsin – Madison <i>Dissertation:</i> “Income dynamics of classes, occupations, and individuals: three articles on earnings and inequality.” Chair: E.O. Wright.
2007	M.Phil. (A.B.D.) – Economics, New School for Social Research
2002	B.A. - New York University

Areas of Specialization

Substantive Research: Organizational determinants of income inequality, race and gender pay gaps, employment discrimination, wealth inequality.

Fields: Economic Sociology, Stratification, Quantitative Methods.

Publications

Peer-Reviewed Articles

- 2020 Tali Kristal, Yinon Cohen, and **Edo Navot**. “Workplace Compensation Practices and the Rise in Benefit Inequality.” *American Sociological Review* 85, no. 2: 271-297
- 2018 Tali Kristal, Yinon Cohen, and **Edo Navot**. “Benefit Inequality among American Workers by Gender, Race, and Ethnicity, 1982–2015.” *Sociological Science*. Vol. 5: Num. 20, pgs. 461-488.
- 2018 Zachary Sheaffer, Levy Shalom, and **Edo Navot**. “Fears, discrimination and perceived workplace promotion.” *Baltic Journal of Management*, Vol. 13 Issue: 1, pp.2-19.
- 2018 Tod Van Gunten and **Edo Navot**. “Varieties of Indebtedness: Financialization and mortgage market institutions in Europe.” *Social Science Research*, Volume 70, Pages 90-106.
- 2012 Nate Ela, **Edo Navot**, and Emanuel Ubert. “Reviewing Governor Walker’s First Year” *Social Policy*, 42(1), pg. 12-19.

Working Papers

Donald Tomaskovic-Devey, **Edo Navot**, and Fidan Kurtulus. “EEO-1 Component 2 Pay Data: Analysis of Potential Utility for Describing Population and Workplace Level Earnings Inequalities.”

Edo Navot. “Apples to Apples: The Influence of Economic Expertise on Employment Discrimination Jurisprudence.”

Manuscripts Under Confidentiality Review

Edo Navot. “Taking Systemic Discrimination to Court: Confronting Structural Bias in Economics and Employment Discrimination Cases.”

Edo Navot. “Rationalizing Stratification: How HR practices and policies produce and justify racial pay disparities in the finance industry.”

Works in Progress

“Workplace Characteristics and Race and Gender Pay Gaps: An analysis using the EEO-1 component 2 data” with Donald Tomaskovic-Devey, and Fidan Kurtulus.

“Decomposing The Distribution of Pay Gaps: Isolating the pay effects of race and gender on workplace, occupation, and industry-level determinants of pay disparities using RIF and IPW regression.”

“Machine Learning Tools for Occupational Classification: Testing multiple learners using the American Community Survey.”

“A Solution to the dilemma of tainted variables in Equal Employment Opportunity cases: a control function approach.”

“Improving the forensic analysis of discrimination in bonus pay: An application of zero-inflated Poisson (ZIP) models.”

Conference Presentations

“Taking Systemic Discrimination to Court: Building a Statistical Method that Accounts for Structural Bias in Employment Discrimination Cases.” 1st Annual Sociological Science Conference. Duke University, May 2024.

“Machine Learning Tools for Occupational Classification: The case of LEE data with missing occupational identification.” Conference of the Comparative Organizational Inequality Network (COIN). Madrid ESP, June 2024.

“Within-employer Race-based pay disparities in the financial sector: the role of internal labor markets and HR practices.” COIN Conference. Budapest HU, June 2023.

“A class conflict/compromise model of the labor share of GDP” New York University, Economic and Political Sociology Conference, May 2023.

“Life-course income curves in the era of middle class retrenchment, 1970-2011: has aggregate income stagnation coincided with individual income stagnation?” Annual Meeting of the American Sociological Association, August 2015, Chicago, IL.

“The class distribution of labor income around the world, 1983-2008.” 38th Annual Meeting of the Social Science History Association, November 2013, Chicago, IL.

“Class structure and the distribution of national income between classes: the U.S. 1948-2010.” Annual Meeting of the American Sociological Association, August 2013, New York City, NY.

“The wage share of GDP, class compromise and macroeconomic stability.” Annual Meeting of the American Sociological Association, August 2012, Denver, CO.

“Labor’s share of income and macroeconomic stability.” presented at Annual Meeting of the American Sociological Association, August 2011, Las Vegas, NV.

“Positional power: a bargaining power theory of inter-industry wage differentials.” presented at Annual Meeting of the Eastern Economics Association, February 2011, New York City, NY.

“A ‘cyclical accumulation’ theory of economic crisis.” presented at Annual Meeting of the Eastern Economics Association, February 2011, New York City, NY.

“The institutional structures of knowledge production: Wikipedia, Citizendium, and Knol.” presented at Annual Meeting of the American Sociological Association, August, 2010, Atlanta, GA.

“Wikipedia as ‘Real Utopia’: Governance, knowledge production, and institutional structure.” presented at Wikimania, annual meeting of Wikimedia project contributors, July, 2008, Alexandria, Egypt.

Invited Presentations

“Thinking Systematically About Race and Gender Discrimination: Connecting theory, methods, and the needs of marginalized populations.” UF, PRISM: Center for Privacy and Security of Marginalized and Vulnerable Populations, May 2024.

“Machine Learning Tools for Occupational Classification: Testing the Random Forest Algorithm in the ACS” UF Artificial Intelligence and Data Science cluster, March 2024.

“Life-course income curves in the era of middle class retrenchment, 1970-2011: has aggregate income stagnation coincided with individual income stagnation?” University of Haifa, Economic inequality working group seminar series, March 2015.

“Interpretations of positional power: output multiplier or network centrality” presented at the University of Wisconsin-Madison, Economic Sociology Workshop, February 2011.

“Technical change in Macro-Social perspective” presented at the University of Wisconsin-Madison, Economic Sociology Workshop, March 2010.

“Institutions of the labor market in international comparative perspective” presented at the University of Wisconsin-Madison, Economic Sociology Workshop, April 2009.

“Positional power, collective bargaining agreements, and strike propensities in the U.S.” presented at the University of Wisconsin-Madison, Economic Sociology Workshop, December 2008.

“Positional Power: methodological issues with strikes, wages, and input-output data” presented at the University of Wisconsin-Madison, Economic Sociology Workshop, November 2008.

“Anatomy of the financial meltdown and economic crisis” presented at the University of Wisconsin-Madison, Politics, Culture, and Society Workshop, May 2008.

Teaching Experience

University of Florida

2022-	Social Inequalities (UG)
2023-	Quantitative Research Methods II (Grad)
Fall 2023	Economic Sociology (UG)

Previous

Spring 2019	Introduction to Econometrics (MA level), John Jay College of Criminal Justice, City University of New York.
Fall 2007	Teaching Assistant for Contemporary American Society, Professor Joel Rogers, University of Wisconsin-Madison.

Honors and Awards

- 2024-2027 National Science Foundation. “Polarization of Employment and Earnings in the U.S. 1996-2021.” PI: Edo Navot. NSF grant ID 2419108. \$395,000
Binational Science Foundation. PI: Tali Kristal. \$165,000.
(Note: Joint NSF-BSF grant with Navot and Kistal as Co-PIs but Navot listed as NSF PI and Kristal listed as BSF PI.)
- 2023-24 Grant from U.S. Dept. of Labor, “The Utility of the EEO-1 Component 2 Data for Analysis and Enforcement of Employment Discrimination.” \$35,000.
- 2023 NFCDD Faculty development grant, UF. \$4,300
- 2013 Graduate Research Fellow, Institute for Research on Poverty, U.W.-Madison
- 2013 *Honorable mention:* Ronald Burt award for outstanding student paper in economic sociology

Service and Associations

American Sociological Association (ASA), Labor and Employment Relations Association (LERA), Society for the Advancement of Socio-Economics (SASE).

Peer Reviewer

American Journal of Sociology, Social Forces, Social Currents

Departmental Service

Graduate Committee (2022), Quantitative Methods Curriculum Committee (2022-2025), Data Science Committee (2022-2025), Faculty Advisory Council (elected, 2023-2025), Code of Conduct Committee (elected, 2024-2025).

Graduate Advising

Hannah Jacobs	(Chair, PhD expected 2027)
Jingqin Ji	(Chair, PhD expected 2027)
Bhavna Sharma	(PhD expected 2025)
Ginelle Sukhu	(PhD expected 2026)
Luis Rondan-Vasquez	(PhD expected 2026)
Jacob Caldwell	(External, Poli Sci, PhD expected 2025)
Cassidy Gibson	(External, Computer Sci, PhD expected 2026)