

Curriculum Vitae

Nelson Lim

Address

1374 Drayton Ln
Wynnewood, PA 19086

Education

B.A. (cum laude) in Economics, UCLA, 1992
M.A. in Sociology, UCLA, 1994
Ph.D. in Sociology, UCLA, 2000

Areas of Competence for Research and Teaching

Data Science, Diversity and Inclusion, Data Enabled Human Resource Management, Policy analysis, Social inequality, Research Methodology, Military Manpower and Personnel Analysis

Grants and Contracts

Capacity Building in Developing Countries

Principal Investigator, “Developing the Security Research and Studies Center–Abu Dhabi Police.” August 2011–April 2012. Abu Dhabi Police General Headquarters, \$1,488,000.

Diversity and Inclusion

Co-Principal Investigator, “Officer Branching Decisions and Implications for Racial/Ethnic Diversity.” March 2017-March 2019, Office of Secretary of Defense, \$400,000.

Co-Principal Investigator, “Demographic Diversity in Operational Career Fields and Retention of Female Service Members.” October 2015-November 2016, U.S. Air Force, \$ 617,273.

Co-Principal Investigator, “Barriers to Employment Within DoD Civilian Workplace Among Persons with Disabilities.” May 2014-May 2018. Office of Secretary of Defense, \$ 625,000.

Co-Principal Investigator, “Demographic Diversity in Operational Career Fields.” October 2014-September 2015, U.S. Air Force, \$611,884.

Co-Principal Investigator, “Impact of Drawdown on Demographic Diversity.” October 2014-September 2015, U.S. Air Force, \$535,399.

Co-Principal Investigator, “Force Drawdown and the Impact on Diversity.” May 2013-November 2014. Office of Secretary of Defense, \$526,822.

Co-Principal Investigator, “Understanding the Trends Affecting Increased Formal EEO Complaint Activity Within DoD.” February 2013-August 2014. Office of Secretary of Defense, \$401,541.

Principal Investigator, “Improving the Diversity of the Officer Force Using Geographical Information System (GIS) Tools.” August 2012–July 2013. U.S. Air Force, \$352,063.

Research Director, Military Leadership Diversity Commission. July 2009–October 2011. Office of Secretary of Defense, \$2,600,000.

Principal Investigator, “In-Depth Analysis of Diversity in Air Force Military and Civilian Forces.” October 2008–September 2009. U.S. Air Force, \$1,004,625.

Principal Investigator, “Racial/Ethnic Outcomes in Accessions, Hiring, and Promotions.” October 2007–September 2008. U.S. Air Force, \$608,137.

Principal Investigator, “Helping the DoD Increase Diversity Among Its Active-Duty and Civilian Leadership.” September 2006–June 2008. Office of Secretary of Defense, \$300,000.

Principal Investigator, “Improving Diversity Among Senior Active-Duty Personnel.” September 2005–September 2006. U.S. Air Force, \$450,000.

Principal Investigator, “Barriers to Equal Opportunity in the Air Force Civil Service Workforce.” September 2005–September 2006. U.S. Air Force, \$250,000.

Impact of Military Service on Military Spouses

Principal Investigator, “Measuring Prevalence of Underemployment Among Military Spouses.” March 2007–July 2009. Office of Secretary of Defense, \$190,000.

Principal Investigator, “Development and Facilitation of the Implementation of the Military Spouse Employment Index.” March 2004–July 2006. Office of Secretary of Defense, \$175,750.

Human Resource Management of Local Agencies

Principal Investigator, “Los Angeles Fire Department Recruiting.” September 2014-June 2015. City of Los Angeles, \$279,467.

Principal Investigator, “Evidence-Based Police Workforce Planning.” September 2014-June 2015. Santa Monica Police Department, \$50,000.

Principal Investigator, “LAPD Recruiting Practices.” June 2007–April 2009. Ralph M. Parsons Foundation, \$190,000.

Co-Principal Investigator, “Analysis of Recruiting in the San Diego Police Department.” June 2007–September 2008. City of San Diego, \$160,000.

Human Resource Management of Federal Agencies

Co-Principal Investigator, “Staffing Models for Operational Mission-Support and Administrative, Professional, and Technical (APT) Workforce.” August 2018-August 2019. U.S. Secret Service, \$571,048.

Human Resource Management of the U.S. Military

Co-Principal Investigator, “Examining Impact of Air Force Strategic Personnel Policy Changes on Diversity and Inclusion.” January 2019-January 2020. U.S. Air Force, \$560,250.

Co-Principal Investigator, “Developing Data-Enabled Total Force Recruiting Strategies and Practices to Improve Recruiting and Retention.” October 2018-September 2019. U.S. Air Force, \$959,808.

Investigator, “Process Evaluation of Youth Aviation Programs.” July 2018-May 2019. U.S. Air Force, \$130,000.

Co-Principal Investigator, “Shaping Policy to Improve Recruiter Access to Secondary Schools.” July 2018-January 2020. Office of Secretary of Defense, \$425,000.

Co-Principal Investigator, “U.S. Air Force Academy Honor Review 2016-2017.” November 2016-July 2017. U.S. Air Force, \$175,000.

Co-Principal Investigator, “Recruiting Lab Study: Leveraging Data Technology and Best Practices for Youth Markets to Improve Microtargeting and Recruiting Outcomes.” July 2016-July 2018. Office of Secretary of Defense, \$670,000.

Co-Principal Investigator, “Strategic Approach to ROTC Unit Sizing and Investment to Ensure ROTC Commissions the Required Number of Highly Qualified Officers.” April 2016-October 2017. Office of Secretary of Defense, \$450,000.

Co-Principal Investigator, “Developing a Common DoD Framework for Prevention and Modification of Problematic Behaviors Among Military Personnel.” May 2014-October 2015. Office of Secretary of Defense, \$750,000.

Co-Principal Investigator, “Defining Hazing in the Armed Forces and Identifying Best Preventive Practices and Effective Responses to Hazing.” May 2013-November 2014. Office of Secretary of Defense, \$361,387.

Co-Principal Investigator, “Managing the Force - The Role of Development Teams.” October 2012-September 2013. U.S. Air Force, \$741,057.

Principal Investigator, “Enhancing Force Management and Development.” September 2011-September 2012. U.S. Air Force, \$1,804,732.

Principal Investigator, “Enhancing Force Management and Development.” September 2010-September 2011. U.S. Air Force, \$1,640,665.

Principal Investigator, “Examine Recruiting Policies and Entry Level Standards.” October 2008–September 2009. U.S. Army, \$585,893.

Principal Investigator, “Recruiting and Retention for an Operational Reserve in an Environment of Persistent Conflict for an All Volunteer Force.” October 2008–September 2009. U.S. Army, \$357,328.

Principal Investigator, “Examine Recruiting Policies and Entry Level Standards.” October 2008–September 2009. U.S. Army, \$585,893.

Principal Investigator, “Manning the All Volunteer Force from a Changing Youth Market.” September 2006–September 2008. U.S. Army, \$1,154,024.

Principal Investigator, “Optimizing Production of ROTC Army Officers and Enlisted Production Processes Performed by MEPCOM.” July 2006–September 2008. U.S. Army, \$1,331,100.

Co-Principal Investigator, “Determine Incentives That Would Influence Today’s Youth to Join ROTC.” September 2007–September 2008. U.S. Army, \$377,145.

Analysis of Victim Service Organizations

Co-Principal Investigator, “Evaluation of Violence Against Women's (OVW) Sexual Assault Justice Initiative.” January 2016-December 2018. National Institute of Justice, \$999,724.

Principal Investigator, “National Survey of Victim Service Organizations.” October 2012-September 2017. Office of Justice Programs, \$1,999,588.

Targeted Violence Prevention

Investigator, “Targeted Violence Prevention.” August 2018-August 2019. U.S. Secret Service, \$1,523,583.

Publications

RAND Reports

Matthews, Miriam, David Schulker, Kimberly Curry Hall, Abigail Haddad, Bruce Orvis, and Nelson Lim. 2018. *Unequal Opportunity: Barriers to Employment in the Department of Defense Civilian Workforce*. Santa Monica, CA: RAND Corporation, RB-10017-OSD_2018.

Matthews, Miriam, David Schulker, Kimberly Curry Hall, Abigail Haddad, and Nelson Lim. 2018. *Representation of Persons with Targeted Disabilities: An Analysis of Barriers to Employment in the Department of Defense Civilian Workforce*. Santa Monica, CA: RAND Corporation, RR-2297-OSD.

Ausink, John A., Miriam Matthews, Raymond E. Conley, and Nelson Lim. 2018. *Improving the Effectiveness of Air Force Squadron Commanders: Assessing Squadron Commander Responsibilities, Preparation, and Resources*. Santa Monica, CA: RAND Corporation, RR-2233-AF.

- Keller, Kirsten M., Kimberly Curry Hall, Miriam Matthews, Leslie Adrienne Payne, Lisa Saum-Manning, Douglas Yeung, David Schulker, Stefan Zavislan, and Nelson Lim. 2018. *Addressing Barriers to Female Officer Retention in the Air Force*. Santa Monica, CA: RAND Corporation, RR-2073-AF.
- Schaefer, Agnes Gereben, Darrell D. Jones, Andrew M. Naber, Thomas Goughnour, and Nelson Lim. 2018. *An Assessment of Options for Increasing Gender Integration in Air Force Basic Military Training*. Santa Monica, CA: RAND Corporation, RR-1795-AF.
- Matthews, Miriam, Bruce R. Orvis, David Schulker, Kimberly Curry Hall, Abigail Haddad, Stefan Zavislan, and Nelson Lim. 2017. *Hispanic Representation in the Department of Defense Civilian Workforce: Trend and Barrier Analysis*. Santa Monica, CA: RAND Corporation, RR-1699-OSD.
- Jefferson P. Marquis, Coreen Farris, Kimberly Curry Hall, Kristy N. Kamarck, Nelson Lim, Douglas Shontz, Paul S. Steinberg, Robert Stewart, Thomas E. Trail, Jennie W. Wenger, Anny Wong, Eunice C. Wong. 2017. *Improving Oversight and Coordination of Department of Defense Programs That Address Problematic Behaviors Among Military Personnel*, Santa Monica, CA: RAND, RR-1352-OSD.
- Lim, Nelson, Bruce R. Orvis, Abigail Haddad, Christopher Maerzluft, Kenneth Kuhn, Henu Zhao, Sung-Bou Kim. 2017. *Strategic Planning Tools for the Army Senior Reserve Officers' Training Corps Program*, Santa Monica, CA: RAND, RR-1501-A.
- Marquis, Jeff, Coreen Farris, Kimberly Hall, Kristy N. Kamarck, Nelson Lim, Douglas Shontz, Paul S. Steinberg, Robert Stewart, Thomas E. Trail, Jennie W. Wenger, Anny Wong and Eunice C. Wong. 2017. *Improving Oversight and Coordination of Department of Defense Programs That Address Problematic Behaviors Among Military Personnel: Final Report*, Santa Monica, CA: RAND, RR-1352-OSD.
- Matthews, Miriam, Bruce R. Orvis, David Schulker, Kimberly Curry Hall, Abigail Haddad, Stefan Zavislan, Nelson Lim. 2017. *Hispanic Representation in the Department of Defense Civilian Workforce: Trend and Barrier Analysis*, Santa Monica, CA: RAND, RR-1699-OSD.
- Hanser, Lawrence M., Nelson Lim, Eric Cring, Douglas Yeung. 2015. *Improving development teams to support deliberate development of Air Force officers*, Santa Monica, CA: RAND, RR-1010-AF.
- Hardison, Chaitra M., Nelson Lim, Kirsten Keller, Jefferson P. Marquis, Leslie Payne, Robert Bozick, Louis T. Mariano, Jacqueline A. Mauro, Lisa Miyashiro, Gillian Oak, Lisa Saum-Manning. 2015. *Recommendations for improving the recruiting and hiring of Los Angeles Firefighters*, Santa Monica, CA: RAND, RR687.
- Keller, Kirsten, Miriam Matthews, Kimberly Curry Hall, Nelson Lim. 2015. *Hazing in the armed forces: recommendations for hazing prevention policy and practice*, Santa Monica, CA: RAND, RR-941-OSD.
- Lim, Nelson. 2015. *Air Force commander's guide to diversity and inclusion*, Santa Monica, CA: RAND, TL-189-AF.
- Lytell, Maria C., Kenneth D. Kuhn, Abigail Haddad, Jefferson P. Marquis, Nelson Lim. 2015. *Force drawdowns and demographic diversity: investigating the impact of force reductions on the demographic diversity of the U.S. military*. Santa Monica, CA: RAND, RR-1008-OSD.
- Matthews, Miriam, Kimberly Curry Hall, Nelson Lim. 2015. *A commander's guide to hazing prevention*, Santa Monica, CA: RAND, TL-168-OSD.

- Matthews, Miriam, Nelson Lim. 2015. *Improving the timeliness of Equal Employment Opportunity complaint processing in Department of Defense*, Santa Monica, CA: RAND, RR680.
- Haddad, Abigail, Nelson Lim, Lisa Miyashiro, Henu Zhao, Gary Briggs. 2014. *Diversity outreach and recruiting event site selection (DORESS)*, Santa Monica, CA: RAND, TL130.
- Lim, Nelson, Sarah Michal Greathouse, Douglas Yeung. 2014. *The 2014 Technology Summit for Victim Service Providers : identifying challenges and possible solutions*, Santa Monica, CA: RAND, CF326.
- Lim, Nelson, Louis T. Mariano, Amy G. Cox, David Schulker, Lawrence M. Hanser. 2014. *Improving demographic diversity in the U.S. Air Force Officer Corps*, Santa Monica, CA: RAND, RR495.
- Nelson Lim, Abigail Haddad, Dwayne Butler, Kate Giglio. 2014. *First Steps Toward Improving STEM Workforce Diversity: Response to DOD 2012 STEM Diversity Summit*. Santa Monica, California: RAND, RR329.
- Kirsten Keller, Nelson Lim, Lisa M. Harrington, Kevin O'Neill, and Abigail Haddad. 2013. *The Mix of Military and Civilian Faculty at the United States Air Force Academy: Finding a Sustainable Balance for Enduring Success*. Santa Monica, California: RAND, MG-1237-AF.
- Abigail Haddad, Kate Giglio, Kirsten Keller, and Nelson Lim. 2012. *Increasing Organizational Diversity in 21st-Century Policing: Lessons from the U. S. Military*. Santa Monica, California: RAND, OP-385.
- Carl Matthies, Nelson Lim, and Kirsten Keller. 2012. *Identifying Barriers to Diversity in Law Enforcement Agencies*. Santa Monica, California: RAND, OP-370.
- Nelson Lim, Carl Matthies, and Kirsten Keller. 2012. *Workforce Development for Big-City Law Enforcement Agencies*. Santa Monica, California: RAND, OP-357.
- Anny Wong, Kirsten Keller, Carra S. Sims, Brian McInnis, Abigail Haddad, Kate Giglio, and Nelson Lim. 2012. *The Use of Standardized Scores in Officer Career Management and Selection*. Santa Monica, California: RAND, TR-952-OSD.
- Jessica Saunders, Nelson Lim, and Donald Prosnitz. 2010. *Enforcing Immigration Law at the State and Local Levels: A Public Policy Dilemma*. Santa Monica, California: RAND, OP-273.
- Nelson Lim and David Schulker. 2010. *Measuring Underemployment Among Military Spouses*. Santa Monica, California: RAND, MG-918-OSD.
- Nelson Lim, Jefferson P. Marquis, Kimberly Curry Hall, David Schulker, and Xiaohui Zhuo. 2009. *Officer Classification and the Future of Diversity Among Senior Military Leaders: Case Study of the Army ROTC*. Santa Monica, California: RAND, TR-731-OSD.
- Nelson Lim, Carl Matthies, Greg Ridgeway, and Brian Gifford. 2009. *To Protect and to Serve: Enhancing the Efficiency of LAPD Recruiting*. Santa Monica, California: RAND, MG-881-RMPF.

- Greg Ridgeway, Nelson Lim, Brian Gifford, Christopher Koper, Carl Matthies, Sara Hajiamiri, and Alexis Huynh. 2008. *Strategies for Improving Officer Recruitment in the San Diego Police Department*. Santa Monica, California: RAND, MG-724-SDPD.
- Nelson Lim, Michelle Cho, and Kimberly Curry. 2008. *Planning for Diversity: Options and Recommendations for DoD Leaders*. Santa Monica, California: RAND, MG-743-OSD.
- Jefferson P. Marquis, Nelson Lim, Lynn Scott, Margaret C. Harrell, and Jennifer Kavanagh. 2007. *Managing Diversity in Corporate America: An Exploratory Analysis*. Santa Monica, California: RAND, OP-206-RC.
- Nelson Lim, Daniela Golinelli, and Michelle Cho. 2007. "Working Around the Military" Revisited: *Spouse Employment in the 2000 Census Data*. Santa Monica, California: RAND, MG-566-OSD.
- Nelson Lim and Daniela Golinelli. 2006. *Monitoring Employment Conditions of Military Spouses*. Santa Monica, California: RAND, TR-324-OSD.
- Harry J. Thie, Margaret C. Harrell, Roland J. Yardley, Marian Oshiro, Holly Ann Potter, Peter Schirmer, and Nelson Lim. 2005. *A Strategic Approach to Joint Officer Management*. Santa Monica, California: RAND, MG-306-OSD.
- Margaret C. Harrell, Nelson Lim, Laura Werber Castaneda, and Daniela Golinelli. 2004. *Working Around the Military: Challenges to Military Spouse Employment and Education*. Santa Monica, California: RAND, MG-196-OSD.

Articles in Journals

- Roger Waldinger, Thomas Soehl, and Nelson Lim. (2012). "Emigrants and the Body Politic Left Behind: Results from the Latino National Survey." *Journal of Ethnic and Migration Studies* 38(5): 711-736.
- Bing Han and Nelson Lim. 2010. "Estimating Conditional Proportion Curves by Regression Residuals." *Statistics in Medicine* 29(13):1443-1454.
- C. Jason Wang, Marc N. Elliott, Jeannette Rogowski, Nelson Lim, Jessica A. Ratner, and Mark A. Schuster. 2009. "Factors Influencing the Enrollment of Eligible Extremely-Low-Birth-Weight Children in the Part C Early Intervention Program." *Academic Pediatrics* 9(4):283-287.
- Brian K. Finch, Nelson Lim, William Perez, and D. Phuong Do. 2007. "Toward a Population Health Model of Segmented Assimilation: The Case of Low Birth-Weight in Los Angeles." *Sociological Perspectives* 50(3):445-468.
- Roger Waldinger, Nelson Lim, and David Anthony Cort. 2007. "Bad Jobs, Good Jobs, No Jobs? The Employment Experience of the Mexican American Second Generation." *Journal of Ethnic and Migration Studies* 33(1):1-35.

- Michael Seltzer, John Novak, Kilchan Choi, and Nelson Lim. 2002. "Sensitivity Analysis for Hierarchical Models Employing t Level-1 Assumptions." *Journal of Educational and Behavioral Statistics* 27:181–222.
- Edward E. Telles and Nelson Lim. 1998. "Does It Matter Who Answers the Race Question? Racial Classification and Income Inequality in Brazil." *Demography* 35(4):465–474.
- Valerie K. Oppenheimer, Matthijs Kalmijn, and Nelson Lim. 1997. "Men's Career Development and Marriage Timing During a Period of Rising Inequality." *Demography* 34(3):311–330.
- Petr Mateju and Nelson Lim. 1995. "Who Has Gotten Ahead After the Fall of Communism? The Case of the Czech Republic." *Czech Sociological Review* 3:117–136.
- M. Renneker, Nelson Lim, B. Wheatley, S. Collins, R. Pirkle, L. Beers, M. Rambo, J. Schleper, T. Jones, and Brittany T. Butler. 1994. "An Inner-City Cancer Prevention Clinic in West Oakland, California." *Cancer Practice* 2(6):427-437.

Chapters in Books

- Jessica Saunders, Carl Matthies, and Nelson Lim. 2012. "State and Local Law Enforcement Involvement in Immigration Enforcement: Point." In *Debates on U.S. Immigration*. Thousand Oaks, California: Sage Academic Publishing.
- Jessica Saunders, Carl Matthies, and Nelson Lim. 2012. "State and Local Law Enforcement Involvement in Immigration Enforcement: Counterpoint." In *Debates on U.S. Immigration*. Thousand Oaks, California: Sage Academic Publishing.
- Nelson Lim. 2004. "The Significance of Race in the Urban Labor Market: A Study of Employers." In *Immigrant Life in the US*, edited by Donna R. Gabaccia and Colin Wayne Leach. London: Routledge.
- Nelson Lim. 2001. "On the Back of Blacks? Immigrants and Fortune of African Americans." In *Strangers at the Gates: New Immigrants in Urban America*, edited by Roger Waldinger. Berkeley: University of California Press.

Book Reviews

- Nelson Lim. 2009. "Inheriting the City: The Children of Immigrants Come of Age, by Philip Kasinitz, John H. Mollenkopf, Mary C. Waters, and Jennifer Holdaway." *Social Service Review* 83(2):293–295.
- Nelson Lim. 2005. "The Impact of Immigration on African Americans, edited by Steven Shulman." *International Migration Review* 39(2):524–525.
- Nelson Lim. 2004. "Homefront: A Military City and the American 20th Century, by Catherine Lutz." *Armed Forces and Society* 30(4):687–689.
- Nelson Lim. 1997. "Engineering Labour: Technical Workers in Comparative Perspective, by P. Meiksins and Chris Smith." *Contemporary Sociology* 26(5):629–630.

Invited Presentations

- Nelson Lim. June 2015. Keynote speaker at “Diversity and Inclusion in Armed Forces 2015” hosted by German Ministry of Defense, Berlin, Germany
- Nelson Lim. October 2013. Keynote speaker at “Mission Critical: Transatlantic Security and Diversity” hosted by German Marshall Fund of the United States, Washington D.C.
- Nelson Lim. February 2013. Keynote speaker at “DoD Annual EEO/EO Symposium” hosted by Office of Diversity Military Equal Opportunity, Washington D.C.
- Nelson Lim. July 2009. Panel presenter for “The State of Diversity in the U.S. Military—Remaining Challenges” at the Freedom to Serve Forum presented by Servicemembers Legal Defense Network, Independence, Missouri.
- Nelson Lim and Jefferson Marquis. November 2008. Keynote speakers at “Game-Changing Diversity Strategy” presented by the HR Strategy Forum, California Affiliate of the Human Resource Planning Society, San Francisco, California.
- Nelson Lim. October 2008. Featured speaker at the “Diversity: The Way to Business Success? And What’s in the Way?” Forum hosted by the Institute of Politics, Pittsburgh, Pennsylvania.

Conference Presentations

- Nelson Lim and Sara Hajiamiri. 2008. “Insensitivity of Underemployment to Business Cycles in the United States, 1994–2004.” Presented at the Annual Meeting of the Population Association of America, New Orleans, Louisiana.
- Nelson Lim, Yang Lu, and Greg Ridgeway. 2007. “Impact of Military Service on Employment Conditions of Civilian Spouses.” Presented at the Western Economic Association, Seattle, Washington.
- Bruce Orvis and Nelson Lim. 2004. “College Market Recruiting Models.” Presented at the USAAC Accessions Research Consortium, Hampton, Virginia.
- Brian Finch and Nelson Lim. 2004. “Assimilation and Its Discontents: The Case of Low Birth-Weight in Los Angeles.” Paper presented at the Annual Meeting of the Population Association of America, Boston, Massachusetts.
- Daniela Golinelli, Greg Ridgeway, and Nelson Lim. 2003. “Propensity Score Techniques for Surveys.” Paper presented at the Joint Meeting of the WNAR/IMS, Golden, Colorado.
- Nelson Lim. 2001. “Using Census Research Data Centers: A Report from Inside.” Paper presented at the Annual Meeting of the Population Association of America, Washington, D.C.
- Nelson Lim. 2000. “Immigrant Competition Hypothesis Revisited.” Paper presented at the Annual Meeting of the Population Association of America, Los Angeles, California.
- Nelson Lim. 1999. “On the Back of Blacks? Immigrants and Fortune of African Americans.” Paper presented at the Annual Meeting of the American Sociological Association, Chicago, Illinois.

- Nelson Lim, Roger Waldinger, and Mehdi Bozorgmehr. 1998. "The Subjective Side of the Glass Ceiling: Differences in Job Satisfaction Among Immigrant and Native-Born Engineers." Paper presented at the Annual Meeting of the American Sociological Association, San Francisco, California.
- Nelson Lim. 1997. "Young Men's Transition to Stable Work Roles." Paper presented at the Annual Meeting of the Population Association of America, Washington, D.C.
- William Roy and Nelson Lim. 1996. "Efficiency and Networks: The Determinants of Survival in the First Generation of American Corporations." Paper presented at the Annual Meeting of the Social Science History Association in New Orleans, Louisiana.
- Roger Waldinger, Mehdi Bozorgmehr, Nelson Lim, and Lucila Finkel. 1996. "In Search of the Glass Ceiling: The Career Trajectories of Immigrant and Native-Born Engineers." Paper presented at the Annual Meeting of the American Sociological Association, New York, New York.
- Nelson Lim. 1995. "Who Become Jobless in Post-Communist Eastern Europe?" Paper presented at the conference *The Market Transition Debate: Between Socialism and Capitalism*, Los Angeles, California.
- Nelson Lim. 1994. "Income Inequality in Post-Communist Eastern Europe." Paper presented at the workshop *Stability and Change in Post-Communist Europe*, Budapest, Hungary.

Present Employment

Senior Sociologist, RAND, June 2018 to present.

Professor of Policy Analysis, Pardee RAND Graduate School, September 2003 to present.

Work Experience

Executive Director, Fels Institute of Government, University of Pennsylvania, August 2015 to June 2018.

Associate to Senior Sociologist, RAND, September 2000 to August 2015.

Visiting Assistant Professor, Department of Sociology, UCLA, July 2012 to June 2013.

Research Director, Military Leadership Diversity Commission, July 2009 to March 2011.

Co-Group Manager, Behavioral and Social Sciences Group, RAND, April 2002 to May 2004.

Lecturer, Department of Sociology, UCLA, March 2000 to 2003.

Research Director of Los Angeles Family and Neighborhood Survey (www.lasurvey.rand.org), RAND, October 2000 to April 2002.

Research Associate (GS-12) (Administrator), California Census Research Data Center, Center for Economic Studies, Bureau of Census, February 1999 to October 2000.

Awards and Honors

RAND Bronze Medal Award, 2012.

RAND Bronze Medal Award, 2010.

RAND PAF Research Excellence Award, 2009.

IACP/Sprint Excellence in Law Enforcement Research Award, Honorable Mention, 2009.

RAND President's Award, 2004.

Dissertation Year Fellowship, Social Science Research Council, 1998–1999.

Dissertation Year Fellowship, University of California, 1998–1999.

Membership in Academic Organizations

Association for Public Policy Analysis & Management

References

Greg Ridgeway, Associate Professor, Department of Criminology, University of Pennsylvania, E-mail: gridge@sas.upenn.edu.

Roger Waldinger, Professor, Department of Sociology, UCLA, E-mail: waldinge@soc.ucla.edu.