

Tessa Holtzman

Stanford University
450 Jane Stanford Way, Bldg. 120
Stanford, CA 94305

Phone: 575-621-7787
Email: tessamh@stanford.edu

Education

Ph.D. Sociology, Stanford University, Expected 2028
Dissertation Committee: Shelley Correll, Michelle Jackson, Barbara Kiviat

M.A. Public Policy, Harvard Kennedy School, 2022

B.A. Politics (*magna cum laude*), Bates College, 2017

Publications

*Equal Authorship

Peer-Reviewed Papers

Florencia Torche, **Tessa Holtzman**, and Tyler McDaniel. 2025. [title removed for anonymous peer review] (under review at Social Science Research)

Tessa Holtzman and Aliya Saperstein. 2025. [title removed for anonymous peer review] (under review at Demographic Research)

Working Papers

Tessa Holtzman, “(Un)leveling the Playing Field: Paid Family and Medical Leave and Employer Discrimination.”

Tessa Holtzman, “Exploring Cultural Understandings of Work and Family Through a Textual Analysis of Collective Bargaining Agreements”

Tessa Holtzman* and Christin Munsch*, “Flexible Work, Flexible Penalties Revisited”

Tessa Holtzman* and Christin Munsch*, “Realities and Ideals: Flexible Work Arrangements in the Post-COVID Era”

Conferences and Presentations

- 2025 “Realities and Ideals: Flexible Work Arrangements in the Post-COVID Era,” American Sociological Association Annual Meeting (regular session)
- 2025 Guest Lecture, “Measuring the Impact of Paid Family Leave using Survey Experiments”, Foundations of Social Science Research, Stanford University
- 2019 “Campus Childcare and the Promises of Head Start-College Partnerships,” Student Parent Symposium at The Ohio State University.

Grants and Fellowships

2025 Ric Weiland Graduate Fellowship in the Humanities & Sciences (\$4,000)

2025 Stanford Institute for Research in the Social Sciences, American Democracy Fellowship (\$2,000)

2024 Time-Sharing Experiments in the Social Sciences (TESS), Special Competition on Replications. 2024. “Flexible Work, Flexible Penalties Revisited” with Christin Munsch. TESS is funded by the National Science Foundation.

2024 Stanford Institute for Research in the Social Sciences, Research Data Grant (\$1,500)

Teaching

2025 Teaching Assistant for “Foundations of Social Science Research” (SOC180A0), Prof. Barbara Kiviat (winter)

2024 Teaching Assistant for “Introduction to Data Analysis” (SOC180B), Prof. Colin Peterson (spring)

2023 Teaching Assistant for “Inequality in American” (SOC3), Prof. David Grusky (fall)

2022 Teaching Assistant for “Quantitative Analysis and Empirical Methods II” (API-202Z), Prof. Teddy Svoronos (spring)

2022 Head Teaching Assistant for “Advanced Workshop in Multi-party Negotiations and Conflict Resolution” (MLD-280M), Prof. Brian Mandell (winter)

2021 Teaching Assistant for “Fundamentals of Negotiation Analysis” (MLD-220M), Prof. Brian Mandell (fall)

2021 Teaching Assistant for “Science of Behavior Change” (MLD-304), Prof. Todd Rogers (fall)

Service

2024-2025 Co-chair, Association of Sociology Graduate Student, Stanford University, Stanford CA

2023-2024 Co-chair for Admitted Students, Association of Sociology Graduate Student, Stanford University, Stanford CA

2021-2022 Co-chair, Women’s Caucus, Harvard Kennedy School, Boston MA

2014-2017 Peer Tutor, Bates College, Lewiston, ME

Professional Associations

Member of the American Sociological Association. Section member of Sociology of Sex and Gender.

Other Writing

2021 Lindsey Reichlin Cruse and **Tessa Holtzman**. “Leveraging Head Start for Student Parent Families.” *Institute for Women’s Policy Research*. August 16, 2021. [Link](#).

2021 Susana Contreras-Mendez, **Tessa Holtzman**, and Lindsey Reichlin Cruse. “Child Care Access for Student Parents in Oregon: Challenges and Opportunities for Improving Educational and Economic Success.” *Institute for Women’s Policy Research*. April 8, 2021. [Link](#).

2020 Barbara Gault, **Tessa Holtzman**, and Lindsey Reichlin Cruse. “Understanding the Student Parent Experience: The Need for Improved Data Collection on Parent Status in Higher Education.” *Institute for Women’s Policy Research*. October 16, 2020. [Link](#).

2019 Reichlin Cruse, Lindsey, Jessica Milli, Susana Contreras-Mendez, **Tessa Holtzman**, and Barbara Gault. “Investing in Single Mothers’ Higher Education.” *Institute for Women’s Policy Research*. December 18, 2019. [Link](#).

2019 **Tessa Holtzman**, Anna Bernstein, and Lindsey Reichlin Cruse. “Reproductive Health and Community College Students: Building Momentum toward Holistic Approaches to Student Success.” *Institute for Women’s Policy Research*. November 4, 2019. [Link](#).

2019 Barbara Gault, Lindsey Reichlin Cruse, **Tessa Holtzman**, and Susana Contreras-Mendez. “Head Start-College Partnerships as a Strategy for Promoting Family Economic Success: A Study of Benefits, Challenges, and Promising Programs.” *Institute for Women’s Policy Research*. October 30, 2019. [Link](#).

2019 **Tessa Holtzman**, Lindsey Reichlin Cruse, Barbara Gault. “Making “Free College” Programs Work for College Students with Children.” *Institute for Women’s Policy Research*. June 25, 2019. [Link](#).

Research Experience

Current	Research Assistant to Dr. Shelley Correll (Sociology)
2025	Research Assistant to Dr. Aliya Saperstein (Sociology)
2023-2024	Research Assistant to Dr. Florencia Torche (Sociology)
2021-2022	Research Assistant to Dr. Hannah Riley Bowles (Public Policy)
2020-2022	Research Assistant to Dr. Todd Rogers (Public Policy)
2018-2020	Research Assistant, Institute for Women’s Policy Research, Washington DC
2017-2018	Legal Assistant, GLBTQ Legal Advocates and Defenders, Boston MA