

# ONEYA F. OKUWOBİ



Religion and Public Life Program  
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## ACADEMIC POSITIONS

**Rice University Academy Junior Fellow**  
Religion and Public Life Program  
Department of Sociology

## EDUCATION

### **Ph.D. Sociology**

The Ohio State University, Columbus, Ohio  
Advisor: Dr. Korie Little Edwards

Dissertation Title: “How Does it Feel to be a Commodity?: How Pastors, Professors, and Professionals Experience Diversity Ideology in Multiracial Organizations”

### **M.A. Sociology**

The Ohio State University

### **M.Div. Practical Theology**

Regent University, School of Divinity

### **B.A. Economics**

University of Virginia

## RESEARCH AND TEACHING INTERESTS

Diversity, Organizations, Race and Ethnicity, Religion, Group Processes, Stratification and Inequality, Qualitative Methods

## PUBLICATIONS

Peer-Reviewed Journal Articles and Book Chapters (\*equal authorship):

**Okuwobi, Oneya F.**, Deborwah Faulk, and Vincent Roscigno. Forthcoming. “Diversity Displays & Organizational Messaging: The Case of Historically Black Colleges and Universities” *Sociology of Race and Ethnicity*

**Okuwobi, Oneya F.**, Ruth Powell, and Miriam Pepper. Forthcoming. “Ethnic Diversity and Leadership Roles among Australian Protestant Churchgoers in Mono-ethnic and Multi-ethnic Congregations.” *Research in the Social Scientific Study of Religion*.

Melamed, David, Leanne Barry\*, Bradley Montgomery\*, and **Oneya F. Okuwobi\***. Forthcoming. " Measuring Racial Status Beliefs with Implicit Associations." *American Sociological Review*.

Melamed, David, Christopher W. Munn, Leanne Barry\*, Bradley Montgomery\*, and **Oneya F. Okuwobi\***. 2019. "Status Characteristics, Implicit Bias, and the Production of Racial Inequality." *American Sociological Review* 84(6): 1013-1036.

**Okuwobi, Oneya F.** 2019. "Everything that I've Done has Always been Multiethnic': Biographical Work Among Leaders of Multiracial Churches" *Sociology of Religion* 80(4): 478-495.

**Okuwobi, Oneya F.** 2017. "How Great is Our God'- Multicultural Worship as a Reflection of Contemporary Diversity Discourse." in *Contemporary Christian Culture: Messages, Missions, and Dilemmas*. edited by O. O. Banjo and K. M. Williams. Lanham, MD: Lexington Books.

Manuscripts Under Review:

**Okuwobi, Oneya F.**, Christopher W. Munn, and Korie L. Edwards, "Is Diversity Still Progress? The Process of Diversity Commodification in Interracial Organizations

**Okuwobi, Oneya F.** "Diversity as Philanthropy: Diversity Ideology and Employees of Color."

**Okuwobi, Oneya F.** and Korie L. Edwards. "'Keep Race on the Table': Effective Leadership of Multiracial Organizations."

Public Sociology:

DeYmaz, Mark\* and **Okuwobi, Oneya F.\*** 2016. *Multiethnic Conversations: An Eight-Week Journey toward Unity in Your Church*. Wesleyan Publishing House.

Top Selling Publication of 2020 for Wesleyan Publishing House.

Manuscripts in Preparation:

**Okuwobi, Oneya F.**, *Anti-Diversity: How Diversity Ideology Stands in the Way of Racial Justice* (Book Proposal Available)

**Okuwobi, Oneya F.**, Ruth Powell, and Miriam Pepper. "Gendered Leadership Roles among Australian Protestant Churchgoers."

**Okuwobi, Oneya F.** and Vincent Roscigno. "Symbolic Diversity Displays in a Pluralistic Institution."

Roscigno, Vincent and **Oneya F. Okuwobi**. "The Social Roots of Workplace Dignity, Satisfaction and Fairness."

Crowley, Martha, Vincent J. Roscigno, **Oneya F. Okuwobi** and Amanda Wyant. "Job Insecurity, Managerial Incompetence and Employee Health and Well-being."

**AWARDS/ HONORS**

2020	Louisville Institute Dissertation Fellowship (\$25,000)
2020	Ohio State University Graduate Associate Teaching Award (\$1,500)
2019	Society for the Scientific Study of Religion Student Research Grant (\$2,910)
2019	Department of Sociology Silverman Research Award (\$1,800)
2018	Council of Graduate Students Career Development Grant (\$350)

- 2018 Ford Foundation Predoctoral Fellowship Honorable Mention
- 2017 Department of Sociology Methods Training Award (\$1,500)
- 2016 Society for the Scientific Study of Religion Student Travel Award (\$300)
- 2016 NSF GRFP Honorable Mention
- 2015 Ohio State University Graduate Enrichment Fellowship (\$20,808)

## CONFERENCE PRESENTATIONS

**Okuwobi, Oneya F.\*** Christopher W.Munn\*, and Korie L. Edwards, “Is Diversity Still Progress? The Process of Diversity Commodification in Interracial Organizations.” Virtual Panel Presentation, Academy of Management Annual Meeting. Online: 2020.

**Okuwobi, Oneya F.\*** Munn, Christopher W.\*, and Korie L. Edwards, “Is Diversity Still Progress? The Process of Diversity Commodification in Interracial Organizations.” Virtual Panel Presentation, American Sociological Association Annual Meeting. Online: 2020.

**Okuwobi, Oneya F.**, Deborwah Faulk, Danielle Evans, and Vincent Roscigno. “Erasing History and Embracing Diversity? Representations of Diversity by Historically Black Colleges and Universities.” Panel Presentation, American Sociological Association Annual Meeting. New York, NY: 2019.

**Okuwobi, Oneya F.** “Racial Justice and the Multiracial Church.” Pastoring the Multiracial Church: A Leadership Conference. Columbus, OH 2019

**Okuwobi, Oneya F.** and Korie L. Edwards “Multiracial Congregations and Imagining New Social Orders.” Society for the Scientific Study of Religion Annual Meeting. Las Vegas, NV: 2018.

**Okuwobi, Oneya F.** and David Melamed “Diversity, Status, and Influence: Testing Protective Effects of Racially Homogeneous Groups.”, Group Processes Preconference, American Sociological Association Annual Meeting. Philadelphia, PA: 2018.

**Okuwobi, Oneya F.** “The Importance of Biography: Paths to Leadership of Multiracial Churches,” Younger Scholars in the Sociology of Religion Conference. South Bend, IN: 2018

**Okuwobi, Oneya F.** “Keep Race on the Table: Racial Attitudes and Diversity Discourse in Leaders of Multiracial Organizations.” Panel Presentation, American Sociological Association Annual Meeting. Montreal, CA: 2017.

## TEACHING EXPERIENCE

The Ohio State University

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| Spring 2020 | Work, Employment, and Society (Undergraduate)- Independent Instructor |
| Autumn 2019 | Introductory Sociology (Undergraduate)- Independent Instructor        |
| Summer 2019 | Sociology of Sexualities (Undergraduate)- Independent Instructor      |
| Summer 2019 | Introduction to Teaching and Learning (Graduate)- Facilitator         |
| Autumn 2017 | Research Methods (Undergraduate)- Recitation Leader                   |
| Spring 2017 | Introduction to Sociology (Undergraduate)- Grader                     |

## RESEARCH EXPERIENCE

Researcher for Dr. Korie Edwards, Religious Leadership and Diversity Project (RLDP). Conducted qualitative data collection, coding, and analysis. Helped coordinate an academic conference.

GRA for Dr. Vincent Roscigno. Conducted quantitative data analysis, multiple imputation of data, content analysis, and semi-structured interviewing.

GRA for Dr. David Melamed. Facilitated experiments on race and status.

## SERVICE TO THE DISCIPLINE

Social Problems Student Advisory Board 2018-Present  
Graduate Student Ambassador- Society for the Scientific Study of Religion 2018  
Ad hoc Reviewer- Social Problems, Sociology of Religion, Sociology of Race and Ethnicity

## RESEARCH IN THE MEDIA

“Can Black Evangelicals Save the Whole Movement?” *New York Times*. April 20, 2019 by Molly Worthen.

“Encouraging Signs for Multiethnic Churches?” *Outreach Magazine*, August 9, 2018 by Mark DeYmaz.

## COMMUNITY INVOLVEMENT/ OUTREACH

### Leadership

Jeff Ruby Foundation Board Member 2019-Present  
Oversight for foundation with the goal of reducing childhood poverty

### (Selected) Invited Presentations

**Okuwobi, Oneya F.** “Race, Gender, and Teams.” Plenary Speaker for the Movement Leaders Collective Global Gathering, Online: 2020.

**Okuwobi, Oneya F.** “Racial Justice and Multiracial Churches.” Plenary Speaker for the Mosaix Conference, Dallas, TX: 2019.

**Okuwobi, Oneya F.** “Leading from the In-Between Places.” Plenary Speaker for the SheLeads Summit, Pasadena, CA: 2018.

**Okuwobi, Oneya F.** “Permission-Giving Leadership across Race and Gender Lines.” Plenary Speaker for the Exponential Regional Conference, Washington, D.C.: 2018.

## INDUSTRY EXPERIENCE

Financial Planning and Analysis Manager. Mars Petcare, Cincinnati, OH: 2014-2015

Group Finance Manager. The Procter and Gamble Company, Cincinnati, OH 2001-2014

## PROFESSIONAL MEMBERSHIPS

American Sociological Association

- Organizations, Occupations, and Work Section
- Racial and Ethnic Minorities Section
- Sociology of Religion Section

- Inequality, Poverty, and Mobility Section
- Social Psychology Section

Society for the Scientific Study of Religion

## REFERENCES

Korie Little Edwards, Associate Professor of Sociology, The Ohio State University

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Vincent J. Roscigno, Professor of Sociology, The Ohio State University

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