

NICOLE BEDERA, Ph.D.

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EDUCATION

Ph.D. Program in Sociology, University of Michigan at Ann Arbor, 2021

Dissertation - *Settling for Less: How Organizations Shape the Experience of College Sexual Assault*

Using triangulated qualitative methods, this dissertation explores how organizational responses to sexual violence shape survivors' ideologies about gender and law. Findings indicate that organizations can subtly control the trajectories of sexual assault complaints to ensure desirable (for the institution) outcomes and manage survivors' reactions to organizational inaction. More specifically, all actors—including administrators, perpetrators, and survivors—will come to blame survivors for institutional failures and, accordingly, reinforce the gender ideologies that are known to make sexual violence more likely to occur in the future.

Committee: Fatma Müge Göçek, Alford Young Jr., Erin Cech, and Lilia Cortina

M.A. in Sociology, University of Maryland at College Park, 2016

B.S. in Sociology & Honors, Westminster College in Salt Lake City, 2014

RESEARCH INTERESTS

Sexual Violence, Gender Inequality, Masculinity, LGBTQ Studies, Critical Sociology, Sociology of Law and Society, Organizational Sociology, Qualitative Methods

PUBLICATIONS

Peer-Reviewed Articles

- 2022 Bedera, Nicole, Kristjane Nordmeyer, and Kathryn Holland. "I Could Never Tell My Parents': Barriers in Queer Women's Disclosure College Sexual Assault Disclosure to Family Members." *Violence Against Women*. Forthcoming.
- 2021 Cipriano, Allison E., Kathryn J. Holland, Nicole Bedera, Alex Diede, and Sarah R. Eagan. "Severe and Pervasive? Centering Survivors' Experiences in Determining the Impact of Sexual Harassment." *Feminist Criminology*. doi:10.1177/15570851211062579
- 2021 Bedera, Nicole. "Moaning and Eye Contact: Men's Use of Ambiguous Signals in Attributions of Consent to their Sexual Partners." *Violence Against Women* 27(15/16): 3093-3113.
Featured in the *New York Times*, *New York Times Magazine*, *Inside Higher Ed*, *Teen Vogue*, and the book *Boys & Sex*; adapted into a sexual assault prevention exercise by Planned Parenthood

- 2021 Bedera, Nicole, and Kristjane Nordmeyer. "An Inherently Masculine Practice: Understanding the Sexual Victimization of Queer Women." *Journal of Interpersonal Violence*. 36(23/24): 11188-11211.
- 2021 Bedera, Nicole. "Beyond Trigger Warnings: A Survivor-Centered Approach to Teaching on Sexual Violence and Avoiding Institutional Betrayal." *Teaching Sociology* 49(3): 267-277.
- 2020 Holland, Kathryn, Nicole Bedera, and Aliya Webermann. "The Selective Shield of Due Process: An Analysis of the U.S. Department of Education's 2020 Title IX Regulations on Live Cross-Examination." *Analyses of Social Issues and Public Policy* 20(1): 584-612.
- 2020 Holland, Kathryn, and Nicole Bedera. "'Call for Help Immediately': A Discourse Analysis of Resident Assistants' Responses to Sexual Assault Disclosures." *Violence Against Women* 26(11): 1383-1402.
- 2017 Nordmeyer, Kristjane, Trisha Teig, and Nicole Bedera. "Gender Utopias? US Student Reflections on Studying Abroad in Norway and Sweden." *Teaching Sociology* 45(4) 324-333.
- 2015 Bedera, Nicole and Kristjane Nordmeyer. "'Never Go Out Alone': An Analysis of College Rape Prevention Tips." *Sexuality & Culture* 19(3): 533-542.
Featured in *Slate*, *The Daily Beast*, and adapted into a play

Book Chapters

- 2020 Bedera, Nicole. "Finding the Strength to Speak Out, Waiting to be Heard: #MeToo on College Campuses." *Institutional Sexual Abuse in the #MeToo Era*, edited by J. Spraitz and K. Bowen. Carbondale, IL: Southern Illinois University Press.
- 2018 Bedera, Nicole, and Kristjane Nordmeyer. "Supporting Queer Survivors of College Sexual Assault." *A Guide to LGBTQ+ Inclusion on Campus, Post-PULSE*, edited by V. Stead. New York, NY: Peter Lang Publishing, Inc.
- 2017 Bedera, Nicole. Multiple contributions. *Gender, Sexuality, and Intimacy: A Contexts Reader*, edited by J. O'Brien and A. Stein. Los Angeles, CA: Sage Publications, Inc.

Under Review

Bedera, Nicole. "The Illusion of Choice: Complicated Campus Sexual Misconduct Policies Reinforce Organizational Power"

Bedera, Nicole. "Settling for Less: How Organizations Shape Sexual Assault Survivors' Views of Legal Rights"

Bedera, Nicole. "'I Believe She Believes She Was Assaulted': College Administrators' Rationalizations of Institutional Betrayal"

Bedera, Nicole and Kristjane Nordmeyer. "Doing Trauma-Informed and Survivor-Centered Research: Reflections on Interviews with Queer Sexual Assault Victims."

In Preparation

Bedera, Nicole. *On the Wrong Side: How Universities Betray Survivors to Protect Perpetrators of Sexual Assault*. Book manuscript.

Bedera, Nicole and Kristjane Nordmeyer. "Forced Back into the Closet: The Impact of Sexual Violence on Sexual Identity Expression"

Bedera, Nicole. "'I Don't Like How Men are Usually the Victims': College Men's Concerns about False Allegations of Rape and the Ramifications for Teaching Consent"

Op-Eds, Reviews & Blogs

2021 "The Fight to Refocus Title IX on Survivors." *Women's Media Center*. March 9.

2020 "A New Title IX Rule Essentially Allows Accused Sexual Assailants to Hide Evidence Against Them." *TIME Magazine*. August 14, with Sage Carson (Know Your IX) and Seth Galanter (former Assistant Acting Secretary in the Department of Education's Office for Civil Rights)

2020 "Book Review: Resisting Rape Culture through Pop Culture: Sex After #MeToo." *Men & Masculinities*.

2020 "Trump's New Rule Governing College Sexual Assault is Nearly Impossible for Survivors to Use. That's the Point." *TIME Magazine*. May 14.

2020 "Preparing Your Daughter for the Realities of College Sexual Assault." *Slate*. March 2.

2019 "Sexual Violence." Introduction to a co-edited virtual issue of *Social Problems*, with Trenton N. Haltom.

2018- Regular contributor. *scatterplot*. (www.scatter.wordpress.com)

2018 "A Sociological Take on the Kavanaugh Hearing." *scatterplot*. September 29.
Featured by *BBC Radio*, *UpFront KPFA* & *The Annex – A Sociology Podcast*

2017 "Supporting Queer Survivors on Campus." *Inside Higher Ed*. December 1, with Kristjane Nordmeyer.

2017 "Who Gets to Define Campus Rape?" *The New York Times*. September 18, with Miriam Gleckman-Krut.
Featured by *NPR State Side & No Jargon*

2016 "When Your Work Becomes a Facebook Fight." *Inside Higher Ed*. November 11.

2016 "Book Review: Missoula: Rape and the Justice System in a College Town," *PsychCRITIQUES*.

2015 "Is Barbie a Feminist Now?" *Sociological Images*, November 4.
Featured by *NPR*

2015 "Dads in the Ads: Are Times Changing?" *Sociological Images*, February 19.

2014 Regular contributor. *Contexts & Contexts Blog* (www.contexts.org)

HONORS AND AWARDS

Fellowships & Grants

- 2019 Rackham Doctoral Research Grant (\$3,000)
- 2018 University of Michigan Student Academic Multicultural Initiative Grant (\$625)
- 2017 University of Michigan Sociology Department Small Grants (\$1,600)
- 2017 Rackham Predoctoral Research Grant (\$1,500)
- 2015 National Science Foundation Graduate Research Fellowship (\$100,000)
- 2015 University of Maryland Dean's Research Initiative Award (\$500)
- 2013 Kim T. Adamson International Study Award (\$2,500)
- 2013 Westminster College Honors Independent Research Grant (\$3,750)

Honors & Acknowledgements

- 2019 Finalist, Linda Saltzman New Investigator Award
- 2018 University of Michigan UROP Outstanding Research Mentor Award
- 2014 Westminster College Trustee's Character Award
- 2009 Distinguished Advocate & Ally of the Northern Nevada LGBT Community

PRESENTATIONS

Invited Talks

- 2022 "How to Teach Sexual Violence in Law School." Invited panel. Hosted by University of Michigan Law School. Ann Arbor, MI. Online.
- 2022 "The Illusion of Choice: Organizational Dependency and the Neutralization of University Sexual Assault Complaints." Problem Solving Sociology Coffee Hour, Northwestern University. Chicago, IL. Online.
- 2021 "Taught to Self-Blame: How Survivors Grapple With Institutional Betrayal." Center for Connecting Leaders, University of Michigan. Ann Arbor, MI. Online.
- 2021 "Moaning and Eye Contact: The Ambiguous Signals Men Use in Seeking Consent." Sexual Assault Prevention and Awareness Center, University of Michigan. Ann Arbor, MI. Online.
- 2021 "Fighting Fascism in the Centrist Era: What Students and Faculty Can Do." Invited panel. Suffolk University. Online. Spring 2021.
- 2020 "The Hard Part Isn't Over: Ensuring Title IX Reporting and Resources Do Not Harm Survivors." Keynote address. YWCA of Walla-Walla's Tri-College Virtual Summit on Sexual Violence on College Campuses. Walla-Walla, WA. Fall 2020.
- 2020 "DeVos, Men's Rights Activists, and Title IX." Invited webinar. Hosted by the Institute for Research on Male Supremacism. Online. Spring 2020.

- 2020 "Close to Home: Making Change on Our Own Campuses." Invited panel. Presented at Sociologists for Women in Society: San Diego, CA. Winter 2020.
- 2018 "Which Values Will Endure in Our Digital World?" Invited panel. Presented at the Westminster College Presidential Inauguration Symposium: Salt Lake City, UT. Fall 2018.
- 2018 "Thinking Sociologically About #MeTooPhD." Invited panel. Presented at the American Sociological Association Annual Conference: Philadelphia, PA. Summer 2018.
- 2014 "Living Without Fear: Empowerment in an Age of Sexual Violence." Keynote address. Presented at 'Not Alone': Confronting Sexual Violence on College Campuses: Salt Lake City, UT. Fall 2014.
- 2013 "Why You Want Your Campus to Have a 'Rape Problem'." Presented at Westminster Thinks Big: Salt Lake City, UT. Fall 2013.

Invited Trainings and Workshops

- 2021 "Ending Sexual Harassment in the Academy." Graduate Women in Biomedical Engineering, University of Utah. Salt Lake City, UT.
- 2021 "Title IX and Men's Rights Activists: The Resurgence of Male Supremacy on Campus." American Association of University Women, Salt Lake City Branch. Salt Lake City, UT. Online.
- 2021 "Empowering Sexual Assault Survivors." House of Hope. Salt Lake City, UT.
- 2018 "Moaning and Eye Contact: College Men's Negotiations of Sexual Consent in Theory and in Practice." Planned Parenthood Association of Utah. Salt Lake City, UT.

Expert Testimony for Legislation

- 2021 California AB-1467, Student safety: Sexual assault procedures and protocols: Sexual assault counselors
- 2021 Utah HB-177, Health education amendments

Selected Academic Conferences

- 2020 Bedera, Nicole. "The Illusion of Choice: Complicated Campus Sexual Misconduct Policies Reinforce Organizational Power." Presented at the American Sociological Association Annual Conference. Online. Summer 2020.
- 2020 Bedera, Nicole and Kristjane Nordmeyer. "Forced Back Into the Closet: The Impact of Sexual Violence on Sexual Identity Expression." Presented at Sociologists for Women in Society Annual Conference: San Diego, CA. Winter 2020.
- 2019 Bedera, Nicole, and Kristjane Nordmeyer. "Righteous Masculinity: Understanding the Sexual Victimization of Queer Women in College." Presented at the American Sociological Association Annual Conference: New York, NY. Summer 2019.

- 2019 Bedera, Nicole. "I Don't Like How Men Are Usually the Victims': Men's Fear of False Allegations and Misunderstandings about Rape." Presented at the Sociologists for Women in Society Annual Conference: Denver, CO. Winter 2019.
- 2019 Bedera, Nicole, Kristjane Nordmeyer, and Kathryn Holland. "I Could Never Tell My Parents': Barriers in Queer Women's Disclosure of College Sexual Victimization to Family Members." Presented at the Sociologists for Women in Society Annual Conference: Denver, CO. Winter 2019.
- 2018 Bedera, Nicole, and Kristjane Nordmeyer. "An Inherently Masculine Practice: Understanding the Sexual Victimization of Queer Women in College in the United States." Presented at the International Symposium on Gender Studies: London, UK, Summer 2018.
- 2018 Armstrong, Elizabeth A., Sandra Levitsky, Lanora Johnson, and Nicole Bedera. "Patterns in University Definitions of Sexual Consent: Analysis of the Sexual Misconduct Policies of 381 American Universities." Presented at the Sociologists for Women in Society Annual Conference: Atlanta, GA. Winter 2018.
- 2017 Bedera, Nicole. "Moaning and Eye Contact: Men's Negotiations of Sexual Consent in Theory and in Practice." Presented at the American Sociological Association Annual Conference: Montreal, Canada. Summer 2017.
- 2017 Nordmeyer, Kristjane, and Nicole Bedera. "Doing Trauma-Informed Research With Marginalized Groups." Presented at the Society for the Study of Social Problems Annual Conference: Montreal, Canada. Summer 2017.
- 2015 Bedera, Nicole. "Beyond Fraternities and Football: An Exploration of College Sexual Assault Without Traditional Masculine Institutions." Presented at the American Sociological Association Conference: Chicago, IL, Summer 2015.
- 2014 Nordmeyer, Kristjane and Nicole Bedera. "'Never Go Out Alone': Rape Prevention Tips and Their Effect on Women's Lives." Presented at the American Sociological Association Conference: San Francisco, CA, Summer 2014.
- 2014 Bedera, Nicole. "It Happens Here: The Realities of Sexual Assault on Small College Campuses." Presented at the Society for the Study of Social Problems Conference: San Francisco, CA, Summer 2014.
- 2013 Rubinfeld, Mark, Kristjane Nordmeyer, and Nicole Bedera. "Opportunities and Challenges: Advising the Popular Culture/Social Science Thesis." Presented at the Popular Culture/American Culture Association Conference: Washington D.C., Spring 2013.
- 2013 Bedera, Nicole. "How I Became the C*** on Reddit." Presented at the Popular Culture/American Culture Association Conference: Washington D.C., Spring 2013.

TEACHING EXPERIENCE

- 2018-2021 Adjunct Professor, Westminster College in Salt Lake City
Sociology of Sexual Violence, Introduction to Sociology, and Science, Power & Diversity (Honors)
- 2017-2018 Graduate Student Instructor, University of Michigan at Ann Arbor
Criminology and Terrorism, Torture & Violence
- 2014-2016 Teaching Assistant, University of Maryland at College Park
Human Societies, Sociological Theory, and Sociology & Gender
- 2013-2014 History Teaching Fellow, Clemente Program
The Clemente Program offers high school students who will be first generation college students the opportunity to learn about the humanities in a college seminar learning style; the history course focused on African American diaspora

COMMUNITY INVOLVEMENT

- 2021- Affiliated Educator, Center for Institutional Courage
- 2021- Board of Directors, Institute for Research on Male Supremacism
- 2020- SheSource Expert, Women's Media Center
- 2019-2020 Crisis Counselor Certification Facilitator, Utah Coalition Against Sexual Assault
- 2019 Board of Directors, Rape Recovery Center
- 2015-2016 Facilitator, University of Maryland Ten Man Plan & Ten Woman Plan
- 2014 Board of Directors, 'Not Alone' Symposium on College Sexual Violence
- 2013-2016 Hospital Response Team Advocate, Rape Recovery Center
- 2013-2015 Crisis Line Volunteer, Rape Recovery Center
- 2012-2014 Safe Zone Facilitator, University of Utah LGBT Resource Center
- 2008-2010 Director & Founder, Northern Nevada Gay Straight Alliance Leadership Summit

ACADEMIC SERVICE

- 2016- Peer Reviewer: *Contexts, Culture, Health & Sexuality, Family Relations, Gender & Society, Journal of Evidence-Based Social Work, Journal of Men's Studies, Journal of Sex Research, Psychology of Women Quarterly, Sex Roles, Sexualities, Sexuality & Culture, Social Currents, Social Problems, and Teaching Sociology*
- 2019-2021 OMBUDS Task Force, Sociologists for Women in Society (SWS)
- 2019-2020 Feminist Mentoring Award Committee, Sociologists for Women in Society (SWS)

- 2018 Facilitator, Westminster College Adjunct Faculty Reading Group on *Teaching Controversial Issues*
- 2017-2018 Planning Committee, Michigan Meeting: Ending Gender-Based Violence
- 2017-2018 Research Mentor, Undergraduate Research Opportunity Program (UROP)
- 2017 Mentor, University of Michigan Mentorship Program
- 2015-2016 President, University of Maryland Sociology Graduate Student Forum
- 2015-2016 Peer Mentor, University of Maryland Sociology Graduate Student Forum

PROFESSIONAL ORGANIZATIONS

- 2020- Institute for Research on Male Supremacism
- 2019- Du Boisian Scholars Network
- 2018- Sociologists for Women in Society
- 2017- Scholars Strategy Network
- 2014- American Sociological Association

CERTIFICATION

- 2013 Utah Coalition Against Sexual Assault (UCASA) Certified Sexual Assault Counselor and Advocate