

# Bas Hofstra

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<b>Academic Positions</b>	<b>Assistant Professor</b> <span style="float: right;"><b>2020-now</b></span> ◇ Radboud University, Department of Sociology
	<b>Postdoctoral Research Fellow</b> <span style="float: right;"><b>2013-2017</b></span> ◇ Stanford University, School of Education ◇ Faculty sponsor: Daniel A. McFarland ◇ 2018-2019: Self-sponsored through Rubicon award
	<b>PhD Candidate</b> <span style="float: right;"><b>2013-2017</b></span> ◇ Utrecht University, Department of Sociology ◇ Online Social Networks: Essays on Membership, Privacy, and Structure ◇ Supervisors: Rense Corten and Frank van Tubergen ◇ Committee: Mariette de Haan, Delia Baldassarri, Arnout van de Rijt, Justus Uitermark, Rens Vliegthart
	<b>Coordinator data collection</b> <span style="float: right;"><b>2013-2017</b></span> ◇ Utrecht University, Department of Sociology ◇ Children of Immigrants Longitudinal Survey in the Netherlands (CILSNL) ◇ CILSNL online network data mining (Facebook, Twitter, and Hyves)

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<b>Education</b>	<b>Research Master Sociology and Social Research</b> <span style="float: right;"><b>2011-2013</b></span> ◇ Utrecht University, Department of Sociology ◇ Cum laude (with distinction) <span style="float: right;">GPA 8.4/10</span> ◇ Peter G. Swanborn Research Master Thesis Award <span style="float: right;">Thesis 9/10</span> ◇ Best student award ◇ ECPR Summer School Experimental Methods
	<b>Bachelor Sociology</b> <span style="float: right;"><b>2008-2011</b></span> ◇ Utrecht University, Department of Sociology <span style="float: right;">GPA 7.5/10</span> ◇ Peter G. Swanborn Bachelor Thesis Award second prize <span style="float: right;">Thesis 8.5/10</span> ◇ Minor economics & Exchange Program Cologne University

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<b>Publications</b>	<b>English</b> Rozer, J.J. Hofstra, B., Brashears, M., & Volker, B. (2020). <a href="#">Does Unemployment Lead to Isolation? The Consequences of Unemployment For Social Networks</a> <i>Social Networks</i> , 63, 100-111.
	Hofstra, B., Corten, R., & Van Tubergen, F. (2020). <a href="#">Beyond the Core: Who Has Larger Social Networks?</a> <i>Social Forces</i> , Online first.

- Hofstra, B., Kulkarni, V.V., Munoz-Najar Galvez, S., He, B., Jurafsky, D., & McFarland, D. (2020). [The Diversity-Innovation Paradox in Science](#). *Proceedings of the National Academy of Sciences of the United States of America*, Online first.
- Bayer, J.B. & Hofstra, B. (2019). [Toward Curation and Personality-Driven Social Networks](#). *Nature Human Behaviour*, 4(2), 123-125.
- Hofstra, B. & De Schipper, N.C. (2018). [Predicting Ethnicity with First Names in Online Social Media Networks](#). *Big Data & Society*, 5(1), 1-14.
- Hofstra, B. (2017). *Online Social Networks: Essays on Membership, Privacy, and Structure*. Utrecht: ICS-Dissertation Series.
- Hofstra, B., Corten, R., Van Tubergen, F., & Ellison, NB. (2017). [Sources of Segregation in Social Networks: A Novel Approach Using Facebook](#). *American Sociological Review*, 82(3), 625-656. (Feature paper of the 82<sup>nd</sup> issue of ASR)
- Hofstra, B., Corten, R., & Van Tubergen, F. (2016). [Understanding the Privacy Behavior of Adolescents on Facebook: The Role of Peers, Popularity and Trust](#). *Computers in Human Behavior*, 60, 611-621.
- Hofstra, B., Corten, R., & Van Tubergen, F. (2016). [Who was first on Facebook? Determinants of Early Adoption Among Adolescents](#). *New Media & Society*, 18(10), 2340-2358.
- Hofstra, B., Corten, R., & Buskens, V. (2015). [Learning in Social Networks: Selecting Profitable Choices Among Alternatives of Uncertain Profitability in Various Networks](#). *Social Networks*, 43, 100-112.

#### Dutch

- Hofstra, B. (2017). [Soort Zoekt Soort op Facebook?](#) *Demos*, 33(9), 1-4.
- Quite\*, W., Hofstra\*, B., Knigge, A. & Schipper, de N.C. (2013). [De Werking van Sociaal Kapitaal in het Statusverwervingsproces in Nederland](#). *Mens en Maatschappij*, 88(4), 400-425. \* Shared first author

#### Papers in Progress

##### Submitted & Revisions

- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2019). Diversifying The Professoriate and Research Careers. *Revise and Resubmit at American Journal of Sociology*.
- Hofstra, B. (2019). Interethnic Weak Ties as a Vehicle to Reduce Prejudice? *Under Review*.

##### Working papers

- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2019). Interorganizational Exchange of People and Ideas. *In progress, draft available*.
- Hofstra, B. & McFarland, D. (2019). Disciplinary Hierarchies in Science Ideas. *In progress*.
- Kulkarni, V.V., Hofstra, B., McFarland, D., & Jurafsky, D. (2019). Diversity and Distal Versus Proximal Innovation and Impact. *In progress*.
- Kim, L., Hofstra, B. & McFarland, D. (2019). In-group Research Preferences and Market Dynamics. *In progress*.
- Munoz-Najar Galvez, S., Hofstra, B. & McFarland, D. (2019). Abstraction and Gender Bias in Dissertation Writing (1980-2010). *In progress*.
- McMahan, P., Hofstra, B. & McFarland, D. (2019). Effects of Comments and Replies in Science. *In progress*.

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<b>Teaching Experience</b>	<b>Mentor</b>	<b>2017-2020</b>
	<ul style="list-style-type: none"> <li>◊ Informal mentor to PhD students</li> <li>◊ Mentoring the data manager and assistants</li> <li>◊ Science of Science lab, Stanford University</li> </ul>	
	<b>Internet, Social Media, and Networks</b>	<b>2015-2017</b>
	<ul style="list-style-type: none"> <li>◊ Lecturer &amp; tutorial teacher</li> <li>◊ Master level</li> <li>◊ Department of Sociology, Utrecht University</li> </ul>	
	<b>Models for the Analysis of Social Interaction</b>	<b>2013-2016</b>
<ul style="list-style-type: none"> <li>◊ Tutorial teacher</li> <li>◊ Bachelor level</li> <li>◊ Department of Sociology, Utrecht University</li> </ul>		
	<b>Supervision of MA- and BA-theses</b>	<b>2013-2015</b>
	<ul style="list-style-type: none"> <li>◊ Master thesis: Roos Peters, 2015, consultant at Codam Amsterdam, 2015.</li> <li>◊ Bachelor thesis: Eva Vriens, 2014, PhD candidate ICS, nominated thesis prize.</li> <li>◊ Department of Sociology, Utrecht University</li> </ul>	
	<b>Teaching Assistant</b>	<b>2011-2013</b>
	<ul style="list-style-type: none"> <li>◊ Utrecht University: Methods and Statistics 1 ◊ Research Practicum 1 ◊ Research Practicum 2 ◊ Criminal Behavior ◊ MA-theses grader</li> </ul>	

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<b>Grants &amp; Awards</b>	<b>NWO Rubicon Grant</b>	<b>2018</b>
	<ul style="list-style-type: none"> <li>◊ Principal investigator: Bas Hofstra</li> <li>◊ Title: Broken Through But Ignored?</li> </ul>	€67,193
	<b>NSF Grant</b>	<b>2018</b>
	<ul style="list-style-type: none"> <li>◊ Principal investigator: Daniel A. McFarland</li> <li>◊ Title: Glass Ceilings to Diversity</li> <li>◊ Involvement: co-wrote the grant proposal</li> </ul>	\$540,407
	<b>Dissertation Support Award</b>	<b>2017</b>
	<ul style="list-style-type: none"> <li>◊ J.E. Jurriaanse Stichting</li> </ul>	€1,500
	<b>CITP/MILAB Workshop Travel Award</b>	<b>2016</b>
	<ul style="list-style-type: none"> <li>◊ Princeton University/Vienna University</li> </ul>	€500
	<b>Peter G. Swanborn Research Master Thesis award</b>	<b>2013</b>
	<ul style="list-style-type: none"> <li>◊ Utrecht University</li> </ul>	€1,000
	<b>Best Master Student Award</b>	<b>2013</b>
	<ul style="list-style-type: none"> <li>◊ Utrecht University</li> <li>◊ Sociology and Social Research, based on highest GPA</li> </ul>	
	<b>NWO PhD Talent Grant</b>	<b>2013</b>
	<ul style="list-style-type: none"> <li>◊ Principal Investigator: Frank van Tubergen</li> </ul>	€169,000

- ◊ Title: Ethnic segregation of on-line social networks and its relationship to off-line networks and prejudice
- ◊ Involvement: co-wrote the grant proposal

<b>Activities &amp; Service</b>	<p><b>Student-assistantships</b> <span style="float: right;"><b>2011-2013</b></span></p> <ul style="list-style-type: none"> <li>◊ Utrecht University: CILS4EU/ELSE laboratory</li> </ul> <p><b>Faculty Council</b> <span style="float: right;"><b>2011-2012</b></span></p> <ul style="list-style-type: none"> <li>◊ Utrecht University, Faculty Council Social and Behavioral Sciences</li> </ul> <p><b>Memberships</b></p> <ul style="list-style-type: none"> <li>◊ American Sociological Association <span style="float: right;">2018-now</span></li> <li>◊ Science of Science Seminar, Stanford University <span style="float: right;">2017-now</span></li> <li>◊ International Network for Social Network Analysis (INSNA) <span style="float: right;">2014-now</span></li> <li>◊ James Coleman Association <span style="float: right;">2017-now</span></li> <li>◊ Nederlandse Sociologie Vereniging (NSV) <span style="float: right;">2013-now</span></li> <li>◊ Migration and stratification seminar (MaSS), Utrecht University <span style="float: right;">2013-2017</span></li> </ul> <p><b>Ad-hoc reviewer</b></p> <ul style="list-style-type: none"> <li>◊ American Sociological Review ◊ American Journal of Sociology ◊ Social Forces ◊ European Sociological Review ◊ Rationality &amp; Society ◊ Socius ◊ New Media &amp; Society ◊ Social Science Computer Review ◊ Political Behavior ◊ International Conference on Social Informatics ◊ 5<sup>th</sup> International Conference on Computational Social Science</li> </ul>
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<b>Media</b>	<p><b>Media and popular publications</b></p> <p>The Hill. (2020). <a href="#">Inclusion is our roadmap back to global science dominance</a> [our PNAS study discussed]</p> <p>Forbes. (2020). <a href="#">New #BlackInNeuro Campaign Connects Bright Minds From Around The World</a> [our PNAS study cited]</p> <p>Times Higher Education. (2020). <a href="#">The Scientific Community Needs Constant Self-Assessment on Race and Gender</a> [opinion on our PNAS study]</p> <p>Scientific American. (2020). <a href="#">For Scientific Institutions, Racial Reconciliation Requires Reparations</a> [quotes our PNAS study]</p> <p>Smithsonian Magazine. (2020). <a href="#">Deep Biases Prevent Diverse Talent from Advancing</a> [PNAS interview re-published in Smithsonian Magazine]</p> <p>AGU's EOS. (2020). <a href="#">Deep Biases Prevent Diverse Talent from Advancing</a> [news and interview about our PNAS study]</p> <p>Venture Beat. (2020). <a href="#">A Fight For the Soul of Machine Learning</a> [our PNAS quoted]</p> <p>Science. (2020). <a href="#">Does Diversity Breed Innovation?</a> [our PNAS study is an editor's choice at the "In other journals" section in Science]</p> <p>Nature Research Behavioural &amp; Social Sciences. (2020). <a href="#">Behind "The Diversity-Innovation Paradox in Science"</a>. [behind the paper feature of our PNAS study]</p> <p>Venture Beat. (2020). <a href="#">Nvidia apologizes and removes Did it work meme tweet.</a> [quotes our PNAS study]</p> <p>Chemistry World. (2020). <a href="#">While Female and Minority Science PhDs Ideas Are More Novel Theyre Often Overlooked.</a> [news and interview about our PNAS study]</p>
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- StukRoodVlees. (2020). [De Diversiteit-Innovatie Paradox in de Wetenschap](#). [blog about our PNAS study]
- Stanford GSE. (2020). [Stanford Study Provides Evidence of the Diversity-Innovation Paradox in Academia](#). [interviewed about our PNAS study]
- Gizmodo. (2020). [The Trouble With Stephen Wolframs New 'Fundamental Theory of Physics'](#). [quotes our PNAS study]
- InsideHigherEd. (2020). [Risk Without Reward](#). [news about our PNAS study]
- NPO Radio 1. (2018). [Zijn er Ook Glazen Plafonds in de Wetenschap?](#) [interview about my research at Stanford University]
- SocialeVraagstukken.nl. (2018). [Vrienden en Privacy Vormen op Facebook een Ongelukkige Combinatie](#). [blog and research cited]
- Contexts Magazine. (2017). [Segregation in Social Networks on Facebook](#). [about our 2017 ASR study]
- Informatie Professional. (2017). [Promotie over online sociale netwerken en hun gebruikers](#). [about my Ph.D.-thesis]
- Flevopost (2017). [Bas Hofstra promoveert](#). [about my Ph.D.-thesis defense]
- Hofstra, B. (2017). [Oorzaken van Homogeniteit in Sociale Netwerken: Kansen voor Sociologisch Onderzoek met Digitale Voetsporen](#). *Mens en Maatschappij*. [our 2017 ASR study “In the spotlight”]
- Sociologie Magazine (2017). [Facebook: Goudmijn Voor Sociologen?](#) [interview and research cited]
- DeCorrespondent (2016). [Facebook de schuld geven van Trump. Dt is pas elitair](#). [research mentioned]
- StukRoodVlees.nl (2016). [De kwade invloed van Facebook op de Amerikaanse verkiezingen: broodnodige nuance](#). [blog and research cited]
- Yesonderzoek.nl. (2016). [Is jouw Facebook-profiel openbaar?](#) [interview and research cited]
- Bitescience.com. (2016). [Imitation game: Teens copy each others' privacy settings on Facebook](#). [research cited and discussed]
- Hofstra, B. (2014). [Online Social Networks: Social Inequality and Social Cohesion](#). [blog]

## Data & Code

### Datasets & code

- Hofstra, B., Kulkarni, V.V., Munoz-Najar Galvez, S., He, B., Jurafsky, D., & McFarland, D. (2020). The Diversity-Innovation Paradox in Science. [Github Repository of our PNAS study](#).
- Hofstra, B., Corten. R., & Van Tubergen, F. Dutch Facebook Survey: Wave 1 [dataset and codebook]. Utrecht University. 2015. [DANS link](#).
- Hofstra, B., Corten. R., & Van Tubergen, F. Dutch Facebook Survey: Wave 2 [dataset and codebook]. Utrecht University. Forthcoming.
- Hofstra, B., Corten. R., & Van Tubergen, F. Dutch Hyves Survey [dataset and codebook]. Utrecht University. Forthcoming.
- Hofstra, B., Corten, R., & Buskens, V. Learning in Social Networks: A Laboratory Experiment [dataset and codebook]. Utrecht University. Available upon request.

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## Skills

### Software

- ◇ R, Python, Stata, SQL, SPSS, RSiena, Z-Tree, Gephi, LaTeX

### Languages

- ◇ Dutch: Native speaker, excellent in both word and writing
- ◇ English: Excellent in word and writing: IELTS score 8 out of 9 (2011). Course “English for Academic purposes” (2012). English research master program (2011-2013). English publications in international scientific journals (2013-now). Stanford University Postdoc (2017-now).

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## Presentations

### Invited presentations

- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2018). Diversifying Intellectual Reproduction. *Sociology Colloquium, University of Groningen, the Netherlands.*
- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2018). Diversifying Intellectual Reproduction. *Sociology Colloquium, Utrecht University, the Netherlands.*
- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2018). Diversifying Intellectual Reproduction. *IIL Seminar, University of Amsterdam, the Netherlands.*
- Hofstra, B. (2017). Online Social Networks: Essays on Membership, Privacy, and Structure. *Sociology Colloquium, Utrecht University, the Netherlands.*
- Hofstra, B. (2016). Online Social Networks and Data Collection. *Police Academy, the Netherlands.*
- Hofstra, B. (2016). The Influence of Social Networks. *KPN Management Trainees, Zoetermeer, the Netherlands.*
- Hofstra, B. (2016). Facebook research: Findings, Challenges, and Opportunities. *Student Sociology Conference, Utrecht, the Netherlands.*
- Hofstra, B. (2015). Online and Offline Social Networks: Challenges and Opportunities for the Social Sciences [keynote]. *Mini-conference Sociology and Social Research, Utrecht University, the Netherlands.*
- Hofstra, B. (2015). Offline and Online Social Networks. *Social Media Research Lab, University of Michigan, USA.*

### Conference presentations

- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2019). Scholar-Idea Migrations in Academia. *114th ASA Annual Meeting, New York, USA.*
- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2019). Scholar-Idea Migrations in Academia. *XXXIX Sunbelt, Montreal, Canada.*
- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2018). Sustainable Diversity in Academe: An Ecological Study of Scholar Reproductive Success. *XXXVIII Sunbelt, Utrecht, the Netherlands.*
- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2018). Sustainable Diversity in Academe: An Ecological Study of Scholar Reproductive Success. *Dag van de Sociologie 2018, Rotterdam, the Netherlands.*
- Hofstra, B., McFarland, D., Smith, S., & Jurgens, D. (2018). Sustainable Diversity in Academe: An Ecological Study of Scholar Reproductive Success. *INAS 2018, Stanford, USA.*
- Hofstra, B., Corten, R., & Van Tubergen, F. (2016). How Large Are Overall Personal Networks? *2nd CILS4EU Conference, Mannheim, Germany.*

- Hofstra, B., Corten, R., Van Tubergen, F., & Ellison, N.B. (2016). Segregation Beyond Core Networks. *Dutch Demography Day 2016, Utrecht, the Netherlands*.
- Hofstra, B., Corten, R., Van Tubergen, F., & Ellison, N.B. (2016). Segregation in Social Networks: A Novel Approach Using Facebook. Tilburg, the Netherlands, *Dag van de Sociologie 2016, Tilburg, the Netherlands*.
- Hofstra, B., Corten, R., Van Tubergen, F., & Ellison, N.B. (2016). Segregation in Social Networks: A Novel Approach Using Facebook. Utrecht, the Netherlands, *INAS 2016, Utrecht, the Netherlands*.
- Hofstra, B. (29.04.2016). Offline and Online Social Networks. Vienna, Austria, *CITP/MILAB Doctoral Workshop, Vienna, Austria*.
- Hofstra, B., Corten, R., Van Tubergen, F., & Ellison, N.B. (2016). Segregation in Social Networks: A Novel Approach Using Facebook. *XXXVI Sunbelt, Newport Beach USA*.
- Hofstra, B., Corten, R., Van Tubergen, F., & Ellison, N.B. (2015). Ethnic and Gender Segregation in Social Networks on Facebook. *1st CILS4EU Conference, Stockholm, Sweden*.
- Hofstra, B., Corten, R. & Van Tubergen, F. (2015). Understanding the Privacy Behavior of Adolescents on Facebook: The Role of Peers, Popularity and Trust. *XXXV Sunbelt, Brighton, UK*.
- Hofstra, B., Corten, R. & Van Tubergen, F. (2015). Understanding the Privacy Behavior of Adolescents on Facebook: The Role of Peers, Popularity and Trust. *Dag van de Sociologie 2015, Amsterdam, the Netherlands*.
- Hofstra, B., Corten, R. & Van Tubergen, F. (2014). Adolescents Privacy Behavior on Facebook: Evidence from Behavioral Data and Large-Scale Survey Data. *2nd Workshop on Internet Research, Utrecht, the Netherlands*.
- Hofstra, B., Corten, R. & Van Tubergen, F. (2014). Who was First on Facebook? Determinants of Early Adoption Among Adolescents. Barcelona, Spain, *EUSN 2014, Barcelona, Spain*.
- Hofstra, B., Corten, R. & Van Tubergen, F. (2014). Who is on Facebook? Determinants of Social Networking Site Membership. *Dag van de Sociologie 2014, Antwerp, Belgium*.

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## References

### **Prof. dr. Daniel A. McFarland**

- ◇ [dmcfarla@stanford.edu](mailto:dmcfarla@stanford.edu)
- ◇ Stanford University, Graduate School of Education

### **Prof. dr. Frank van Tubergen**

- ◇ [f.vantubergen@uu.nl](mailto:f.vantubergen@uu.nl)
- ◇ Utrecht University, Department of Sociology/ ICS

### **Dr. Rense Corten**

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- ◇ Utrecht University, Department of Sociology/ ICS