



## Jennifer M. Krebsbach

Gender Equity Researcher  
PhD Student | Teaching Assistant  
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### Contact

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### Certificates and Professional Development

#### November 2023

Creating Community and Connections

#### October 2023

Creating Inclusive Classrooms

#### September 2023

Reproducible and Collaborative Research Practices

#### November 2021

Python Specialization

#### November 2021

Using Databases with Python

#### November 2021

LaTeX for Students, Engineers, and Scientists

#### October 2021

Using Python to Access Web Data

#### August 2021

Social Change Ambassador

#### August 2021

Python Data Structures

#### Renewed Biannually

Board Certified Behavior Analyst

### Education

#### PhD in Sociology

University of California, Davis

in progress

#### MA in Sociology

University of California, Davis

2024

#### MA with Distinction in Education

*Behavioral Sciences- Gender Equity Studies*  
California State University, Sacramento

2021

#### MS in Applied Behavior Analysis

*Autism Studies*  
The Sage Colleges

2013

#### BS in Psychology

California State University, Sacramento

2010

### Research Interests

- Sex and Gender
- Organizations, Occupations, and Work
- Inequality

### Publications and Papers

**Krebsbach, J. M.** (Forthcoming, January 2025). Increasing online attendance using insignificantly impactful extra credit as positive reinforcement. *Journal of Educators Online*. (Preprint doi:10.31235/osf.io/rw978).

**Krebsbach, J. M.** (In review). Examining the role of employed identity markers in the forms of capital. *Frontiers in Sociology*. (Preprint doi:10.31235/osf.io/fuycw).

Hobbs, S. D., **Krebsbach, J. M.**, Larson, R. P., Wells, C. R., & Saywitz, K. J. (2024). *Voices of foster youth: Experts on their own lives*. Routledge.

**Krebsbach, J. M.** (2024, February 17). Some glass in need of smashing. *Rights of Equality*. <https://www.rightsofequality.com/some-glass-in-need-of-a-good-smashing/>

**Krebsbach, J. M.** (2022). Women in academia: Representation, tenure, and publication patterns in the STEM and social sciences fields. *Journal of International Women's Studies*, 24(5). <http://doi.org/10.31235/osf.io/yjbxw>.

**Krebsbach, J. M.** (2022). The impact of academic publication: Publication patterns of women in behavior analytic journals. *Frontiers in Sociology*, 7:782914. doi: 10.3389/fsoc.2022.782914.

**Krebsbach, J. M.** (2021). *Participation by women in behavior analytic journals* (Publication No. 28492734) [Master's thesis, California State University Sacramento]. ProQuest ETD.

## Research Skills

SPSS  
 LaTeX  
 Basic Python  
 Report Writing  
 Basic Statistical Analysis  
 Data Collection  
 Quality Analysis  
 Qualitative Theming  
 Quantitative Coding  
 Basic EndNote

## Professional Memberships

American Sociological Association  
 ASA Organizations, Occupations, and Work  
 ASA Sociology of Sex and Gender  
 Sociologists for Women in Society  
 American Association of University Women, Davis  
 American Association of University Women, Sacramento  
 American Association of University Women, California  
 American Association of University Women, National

## Presentations

### Paper Presentations

**Krebsbach, J. M.** (June 7, 2024). *AI's hidden agenda: Deconstructing algorithmic bias in job description language* [Paper presentation]. 2024 SocGrad Research & Development Mini-Conference. University of California, Davis.

**Krebsbach, J. M.** (May 4, 2024). *How might someone's politics show in their online rhetoric? Theory and evidence of employed identity markers* [Panel presentation]. Comm Horizons @ UCD 2024: Information Integrity. University of California, Davis.

**Krebsbach, J. M.** (April 15, 2022). *ERI skill-building workshop: Engaging students in research* [Panel presentation]. California State University, Sacramento, CA.

**Krebsbach, J. M.** (April 9, 2022). *Intersectionality, unconscious bias, and allyship* [Paper presentation]. American Association of University Women- Glendale Branch, Folsom, CA.

**Krebsbach, J. M.** (February 12, 2022). *Examining privilege: What's next?* [Paper presentation]. American Association of University Women- Citrus Heights American River Branch, Folsom, CA.

**Krebsbach, J. M.** (January 9, 2022). *Social change, intersectionality, and unconscious bias* [Paper presentation]. American Association of University Women- Los Angeles Branch, Folsom, CA.

**Krebsbach, J. M.** (November 18, 2021). *Social change, intersectionality, and unconscious bias* [Paper presentation]. American Association of University Women- Sacramento Branch, Folsom, CA.

**Krebsbach, J. M.** (November 12, 2021). *Reimagining: Conversations with scholars part 2* [Panel presentation]. California State University, Sacramento, CA.

**Krebsbach, J. M.** (July 29, 2021). *The current state of women in behavior analysis* [Paper presentation]. Women in Behavior Analysis Conference, Nashville, TN.

**Krebsbach, J. M.** (May 21, 2021). *The impact of academic publication: Publication patterns of women in behavior analytic journals* [Paper presentation]. World Conference on Women's Studies 2021, Pita Kotte, Sri Lanka.

**Krebsbach, J. M.** *Women are disproportionately represented, but it could be worse* [Paper presentation].

- May 6, 2021. CSU-wide Grad Slam 2021, San Jose State University, CA.
- April 20, 2021. CSU Sacramento Grad Slam Competition, finals, Sacramento, CA.
- April 9, 2021. CSU Sacramento Grad Slam Competition, semi-finals, Sacramento, CA.
- March 12, 2021. CSU Sacramento Grad Slam Competition, quarter finals, Sacramento, CA.

**Krebsbach, J. M.** *Participation by women in behavior analytic journals* [Paper presentation].

- April 30, 2021. CSU-wide Student Research Competition 2021, Cal Poly Pomona, CA.
- March 12, 2021. CSU Sacramento Student Research & Creative Activity Spring Symposium, Sacramento, CA.

**Krebsbach, J. M.** (August 12, 2019). *Multicultural competence* [Paper Presentation]. Positive Behavior Supports Corporation, Sacramento, CA.

### Poster Presentations

**Krebsbach, J. M.** (upcoming: September 27, 2024). *Increasing online attendance using insignificantly impactful extra credit as positive reinforcement.* [Poster presentation]. The BIG Behavior Analytic Tech Conference and Annual Gathering Event.

## Honors and Awards

### August 2024

Best Poster Award  
APA Division 37

### August 2024

Scholarship Recipient  
Folds of Honor

### May 2024

Travel Grant Recipient  
Sociology Department,  
University of California

### December 2023

Scholarship Recipient  
Folds of Honor

### May 2023

Scholarship Recipient  
Disabled American Veterans  
Auxiliary

### Winter 2023

Outstanding Graduate Student  
Teaching Award  
(Nomination)  
UC Davis

### July 2022

Scholarship Recipient  
Folds of Honor

### May 2022

Scholarship Recipient  
Disabled American Veterans  
Auxiliary

### May 2021

Semi-Finalist  
Inaugural Statewide CSU Grad  
Slam Competition

### Apr 2021

First Place Winner  
35th Annual Statewide CSU  
Student Research Competition

### Apr 2021

First Place Winner  
Inaugural Grad Slam, CSU  
Sacramento

### Apr 2021

Student Research and Creative  
Activities Grant Recipient  
CSU Sacramento

### Apr 2021

First Place Winner  
Student Research and Creative  
Activities Spring Symposium,  
CSU Sacramento

### Mar 2021

Special Recognition  
California Association for  
Behavior Analysis

**Krebsbach, J. M.** (July 18, 2024). *How might someone's politics show in their online rhetoric? Theory and evidence of employed identity markers* [Poster presentation]. International Conference on Computational Social Science 2024, Philadelphia, PA.

**Krebsbach, J. M.** (July 29, 2021). *Publications by women in behavior analytic journals* [Poster presentation]. Women in Behavior Analysis Conference, Nashville, TN.

**Krebsbach, J. M.** *Women are disproportionately represented, but it could be worse* [Poster presentation].

- March 5, 2021. California Association for Behavior Analysis, Sacramento, CA.
- November 2, 2021. CSU Sacramento Student Research & Creative Activity Fall Poster Forum, Sacramento, CA.

## Research Experience

### Employed identity markers across online spaces

Jul 2024 - Present

UC Davis

Using comparative historical methods, I am comparing the use of employed identity markers (EIMs) in different spaces and how they are used in different ways. Specifically, I am studying variations between YouTube and Reddit in polarized political spaces (i.e., highly liberal vs highly conservative) and comparing within political spaces and across community centers.

### Algorithmic gender bias in large language models

Jan 2024 - Present

UC Davis

As the lead author on a multidisciplinary, collaborative research team, I am responsible for ensuring that all members are consistently working toward the same goals, contributing during our weekly meetings, and making progress in our research. Our research surrounds LLMs and how, if given a gendered job description versus a gender neutral one, the LLM will convert the name of the gendered job description to that of a gender neutral one, but keep the salary, narrative, and responsibilities gendered. This is problematic as more people are turning to LLMs to do everyday tasks for them in the workplace. We will be testing this idea with a sample of over 70 different job descriptions and more than 1,000 iterations.

### Perceptions of gender discrimination in the workplace

Apr 2023 - Present

UC Davis

I am currently working on my qualifying project which aims to better understand not the formal reports of discrimination in the workplace that other studies have examined, but the perceptions of discrimination directly from the individuals experiencing it firsthand. More specifically, I ask is there a gendered relationship to the perception of discrimination in the workplace and, if so, does that change over time? I further inquire as to the joint effects of gender, supervisory status, and the size of the organization in maintaining gender discrimination in the workplace over time.

### Employed identity markers in YouTube Comments

Oct 2023 - Dec 2023

UC Davis

I studied the way that YouTube commenters purposefully employed their identities in order to legitimize their comments and gain authority in conversations. I then trained ChatGPT4 to identify these employments and use the employed identity markers (EIMs) to contextualize their statements to better categorize them by political affiliation. I found that when statements contained explicit EIMs, ChatGPT4 had a higher success rate of correctly categorizing the statement by political affiliation than when the statement did not contain an EIM.

**Mar 2021**

Provost's Award for Research  
Excellence Recipient  
*CSU Sacramento*

**Mar 2021**

Outstanding Graduate Student  
(Nomination)  
*CSU Sacramento*

**Mar 2021**

Graduate Equity Fellowship  
Recipient  
*CSU Sacramento*

**Fall 2020**

Faculty Senate Endowment for  
Student Scholarships Award  
(Nomination)  
*CSU Sacramento*

### **Foster youth perspectives about foster care: Experts on their own lives**

**Jan 2021 - Dec 2023**

I worked with three other researchers to write a book that provides the perspectives of foster youth from more than 20 countries. It addresses a wide variety of topics (e.g., sense of belonging and security, knowledge of the foster care system, relationships with caregivers, and feelings about placement changes) in one easy-to-access location. In addition, we included a meta-analysis on contact with birth parents. Our major finding was that foster youth desired to be included in decisions made about their lives.

### **Participation by women in ABA leadership**

**Jul 2021**

WIBA

I conducted a content analysis of 86 companies registered as an ABA company in the Sacramento region. I studied their websites for information related to their leadership by sex and analyzed which roles held a higher or lower proportion of women compared to men.

### **Participation by women in ABA fellowships and national awards**

**Jul 2021**

WIBA

I conducted a content analysis of 55 national and state ABA professional associations for their list of fellows and other award recipients. Most awardees were male in all but one organization.

### **Participation by women in ABA textbooks**

**Jul 2021**

WIBA

I conducted a content analysis of the authors of 22 most highly recommended ABA books and the textbook list at one of the largest university ABA programs. Most of the books were authored by men, contributors were a mix of men and women (the proportions differed by text), and that men were more likely to be first author, while women were more likely to be in the last authorship position.

### **Effectiveness of attachment-based foster care programs**

**Jun 2021**

CSUS

I helped conduct a literature review of attachment-based foster care programs on behalf of a foster youth advocate to present evidence to reverse the state of California's plan to close a local program. Our review and the advocate's report led to a reversal of the decision to close the facility.

### **Student research fellowship: College of Education**

**2020 - 2021**

CSUS

I worked with Dr. Sue Hobbs conducting a systematic literature review and meta-analysis of qualitative and quantitative research pertaining to the perspectives and experiences of foster youth. We selected, coded, and themed more than 80 articles.

### **Participation by women in behavior analytic journals**

**2018 - 2021**

CSUS

My thesis involved creating a methodology for systematically extracting and coding more than 8700 research articles in the field of behavior analysis. From this work I am writing one manuscript and have submitted three manuscripts for publication.

## Teaching Certifications

2018

Enhanced Teaching and Learning Strategies  
National University

2017

Faculty Preparation:  
Teaching in Higher Education  
Humboldt State University

## Courses Taught

Basics of Behavior Analysis

Assessment in ABA

Processes of ABA

Applications of ABA

Functional Behavior Assessment

Ethics for Behavior Analysts

Positive Behavior Interventions and Supports

Behavioral Consultation

## Teaching Skills

Canvas

Blackboard

Zoom

PollEverywhere

Kahoot!

Microsoft 365/Office

Google Suite

Adobe Suite

### Informal analysis of pay by gender

PBS, Corp

Mar 2018

I conducted a content analysis of the pay rate of 29 staff across two regional teams in CA. I submitted this information to the owner of the organization and this led to a nation-wide pay rubric implemented within six months of my informal report which significantly reduced pay inequity nationwide.

### Improving social initiations between an individual with autism and her peers

The Sage Colleges

2011 - 2013

My research study involved a case study designed for a client I had worked with at an applied behavior analytic company. My aim was to test a novel way to teach my client to initiate interactions with her peers by using a peer as the deliverer of prompts and reinforcement.

## Teaching Experience

### Lead Teaching Assistant

CMN/POL/PSC/SOC 12Y - Data Visualization, UC Davis

Spr 2024

I lead two lab sections, lead weekly TA meetings with three other TAs, grade assignments/papers/participation, hold weekly office hours, manage accommodations for all students across sections, and assist the instructor of record as needed.

### Teaching Assistant

CMN/POL/PSC/SOC 12Y - Data Visualization, UC Davis

Win 2024

I led two lab sections, graded assignments/papers/participation, held office hours, managed accommodations for all students across sections, and assisted the instructor of record as needed.

### Teaching Assistant

CMN/POL/PSC/SOC 12Y - Data Visualization, UC Davis

Fall 2023

I led two lab sections, graded assignments/papers/participation, held office hours, and assisted the instructor of record as needed.

### Teaching Assistant

SOC 003 - Social Problems, UC Davis

Spr 2023

I led two discussion sections, graded assignments/papers/participation, held office hours, and assisted the instructor of record as needed.

### Teaching Assistant

SOC 002 - Self and Society, UC Davis

Fall 2022

I led two discussion sections, graded assignments/papers/participation, held office hours, and assisted the instructor of record as needed.

### Guest Teaching Assistant

CHAD 146 - Fostering Healthy Youth Development, CSU Sacramento

Nov 2 & 4, 2021

I helped the professor by mediating and facilitating breakout sessions in their book groups.

## Teaching Interests

Feminism  
 Intersectionality  
 Higher Educations  
 Organizations, Occupations, and Work  
 Women's Studies  
 Sociology of Women  
 Men and Masculinity  
 Psychology of Women  
 Sex Roles in Education and Family

## Professional Experience

### Winter 2023

Reader, Social Problems  
*UC Davis*

### Winter 2023

Reader, Criminalizing Asian and  
 Latinx Communities  
*UC Davis*

### 2014-2020

CEO | Behavior Analyst  
*Krebsbach Consulting Corporation*

### 2018-2020

CEO | Community Trainer  
*Better Behavior Club*

### 2014-2015/2018-2019

Regional Clinical Training  
 Coordinator | Behavior Analyst  
*Positive Behavior Supports, Corp.*

### 2010-2013

Case Manager | Facility Manager  
*Pacific Autism Center for  
 Education*

### Guest Lecturer

EDTE 250 – Educational Research, CSU Sacramento

Oct 7, 2021

I gave a lecture on the process of creating a research question, writing and revisions, the study design, and the results of my thesis to a group of graduate students in the education department. The students were in the process of creating their thesis proposals and we discussed several aspects of writing academically and preventing becoming overwhelmed.

### Instructional Assistant

EDUC 266 - Women in Education- Gender Constructs  
 in Education, CSU Sacramento

Sum 2021

I worked with Dr. Carinci to create an updated version of the course reader that includes a more extensive look at inequity, more recent articles, and more relatable supplemental material (i.e., articles, videos, podcasts).

### Instructional Assistant

EDUC 104 - Issues of Diversity in Schools and  
 Workplace, CSU Sacramento

Sum 2021

I worked with Dr. Carinci to create an updated version of the course reader that includes a more extensive look at inequity, more recent articles, and more relatable supplemental material (i.e., articles, videos, podcasts). I also attended lectures and assisted in grading student assignments.

### Instructional Assistant

EDUC 114 - Theories and Practices of Multiculturalism  
 in Education and Organizations, CSU Sacramento

Sum 2021

I worked with Dr. Carinci to update supplemental material for the course, grade assignments, and troubleshoot issues with students as required.

### Guest Lecturer and Instructional Assistant

EDUC 165 - Sex Role Stereotyping in American  
 Education, CSU Sacramento

Sum 2021

I worked with Dr. Carinci throughout her course, attended lectures, assisted in grading student assignments, assisted in breakout rooms during student discussions, and guest lectured on APA style and the changes from 6th to 7th edition manual.

### Teaching Assistant

EDUC 114 - Theories and Practices of Multiculturalism  
 in Education and Organizations, CSU Sacramento

Sum 2021

I worked with Dr. Carinci in reading, grading, and giving feedback for discussion board posts. I also helped diversify a PowerPoint used for the Inequity in Technology lecture and found supplemental materials (articles, videos, and podcasts) for diverse topics in the curriculum including diversity in tech, inequity in gaming, intersectionality, and more resources for educators in developing a diversity focused curriculum.

### Guest Lecturer and Course Shadow

EDUC 165 - Sex Role Stereotyping in American  
 Education, CSU Sacramento

Spr 2019

I shadowed Professor Raines and taught students APA formatting in preparation for their upcoming paper; I utilized PollEverywhere to discuss my initial thesis findings; I gave examples from research to support several topics discussed throughout the semester.



## Short Term Service to the Community

### April 2024

Reviewer  
IC2S2 2024

### October 25, 2023

Panelist  
Disability Awareness Symposium  
UC Davis

### April 28, 2023

Volunteer  
Undergraduate Research,  
Scholarship, & Creative  
Activities Conference  
UC Davis

### February 26, 2019

Lobby Day Participant  
CalABA

## Media

[Click to View Links](#)

UCD Sociology Publication  
Announcement

CSUS College of Education Spotlight

CSUS Grad Slam Winning Entry

CSU Student Research Competition  
and CSUS Spring Symposium  
Winning Entry

CSUS Student Researcher Interview

### Special Projects Student

CSU Sacramento

Spr 2019

I modified and updated curriculum as part of a 299 course for Sex Role Stereotyping in American Education. I reformatted materials for future instructors, made materials available online, and supplemented materials with modern examples, videos, podcasts, etc. utilizing the full G Suite and cloud-based storage systems.

### Core Adjunct Professor

Department of Educational Administration and School  
Counseling/Psychology, National University

2016 - 2020

I was the instructor of record for several courses in the field of applied behavior analysis. I personalized and adapted syllabi, created assignment and rubrics, graded papers and assignments, lectured, facilitated discussions, held office hours, and submitted final grades.

### Teaching Assistant

Variations in Human Sexuality, San Francisco State  
University.

Spr 2004

Attended lectures, served on multiple discussion panels, graded and gave feedback on assignments and research papers, and held regular office hours to meet with students.

## Service to the Community

### Student Representative, Computational Social Sciences Designated Emphasis Committee

UC Davis

Apr 2024 — present

I serve as the graduate representative to the executive committee of the university's designated emphasis (DE) in computational social sciences. I provide insights from the student perspective to help the other committee members make decisions related to setting requirements for admissions, qualifying examinations, and dissertations; maintaining the curriculum for the DE; and nominating committee members to serve on qualifying exams and dissertation committees for DE students

### Chair, GSSA

UC Davis

Sep 2023 — present

I recruit committee representatives, hold GSSA meetings, check in with committee members and their subcommittee progress, and engage in ongoing communication with grad students and faculty.

### Member, Awards, Nominations, and Department Promotion Committee

UC Davis

Sep 2023 — present

I help identify awards for which faculty and grad students are eligible; facilitate the nomination process; respond to calls from Provost/Dean for faculty accomplishments; and communicate updates and additions to the departmental website to the webmaster.

**Member, Child and Family Care Administrative Advisory Committee**

Sep 2023 — present

UC Davis

I help to ensure appropriate and adequate programs for employees and students to be successful at work, school, and home by reviewing and evaluating campus child and family care activities, reviewing the Student Parent Child Care Funding Program, reviewing the Lactation Support Program, actively engaging in Take our Children to Work Day (TOC), and helping organize Parent Education workshops.

**Reviewer, NPGSRB**

Jan 2023 — present

Journal of Women and Gender in Higher Education

I am a peer reviewer for research articles submitted to the journal for publication. I work alongside expert mentors in the field to provide constructive feedback to authors on their work and allow them opportunities to resubmit after editing per our feedback.

**Chair, BAY Award | Program Planning Committee Member**

Aug 2021 — present

AAUW California

I chair the Branch Activity of the Year Award committee and create all monthly announcements, update award criteria annually, answer questions raised by applicants, create meeting agendas, create application rubrics, and organize application materials for committee review. As a committee we recognize and award branch projects and determine top choices accordingly. I also aid the program planning committee in scheduling, problem solving, and creating content as needed.

**Co-Chair, Scholarship Committee**

Aug 2021 — present

AAUW Sacramento

I aid the committee in raising money for, and awarding scholarships to, individuals who meet the specific criteria, residing in the local area.

**Administrative Chair, GSSA**

Sep 2022 — present

UC Davis

I work with the Graduate Student of Sociology Association chair/co-chairs to send communications and provide general administrative support. I assign office spaces to graduate students at the start of Fall quarter and on an as-needed basis and update computers in the Grad Student Lab in SSH Sociology Building as needed.

**Secretary | Board Member**

Aug 2021 — Aug 2022

Geek Girl Con

I aided the rest of the board in defining and guiding the mission, establishing priorities, and crafting strategies of the organization. We ensured that plans/programs are implemented, were involved in fundraising efforts, spread the word about our work, used our connections to gain access to potential donors, and actively participated in fundraising campaigns.

**Program Planning Committee Member**

Apr 2021 — Mar 2022

AAUW Sacramento

I aided in program planning which was responsible for planning all events including monthly meetings, outreach to potential speakers at events, and secured facilities for all branch meetings.



**Volunteer Raffle Manager**

Jun 2017 — Feb 2021

Rollercon

I coordinated raffle prizes, sales, distribution of prizes, managed all volunteers selling raffle tickets to attendees, and coordinated donation for local charities (about \$5k/year).

**Board Member**

Sep 2020 — May 2021

CSU Sacramento Research and Creative Activity  
Advisory Board

I consulted monthly with the Student Research Center leadership to discuss effectiveness of programs, workshopped ideas, and created research for the student body.

**Community Trainer**

Apr 2018 — Aug 2020

Better Behavior Club

I led community workshops (in underserved communities) to parents that described the basic principles of behavior and gave them strategies for addressing problem behavior with their own children.

**Board Member | Expo Coordinator**

Jun 2016 — Jun 2020

Sierra Moms

I prepared, organized, and ran a large family expo with an average of 250 families in attendance, 20+ sponsors, and 30+ vendors annually.