

Head of People Analytics & Employee Listening, Plaid  
Remote Office  
Seattle, WA  
[jagnone@plaid.com](mailto:jagnone@plaid.com)  
<https://www.linkedin.com/in/jonagnone/>

Affiliate Assistant Professor  
Department of Sociology  
211 Savery Hall, Box 353340  
Seattle, Washington 98194  
[agnone@uw.edu](mailto:agnone@uw.edu)

### University of Washington Department Affiliations

Faculty Affiliate, Center for Social Science Statistics (CSSS), University of Washington. February 2026 to Present.

Faculty Associate, Harry Bridges Center for Labor Studies, University of Washington. October 2015 to Present.

Faculty Affiliate, eScience Institute, University of Washington. October 2017 to Present.

### Education

- 2010     PhD., Sociology, University of Washington  
          Thesis Title: "Racial Inequality in Wealth: Do Labor Unions Matter?"
- 2004     M.A., Sociology, University of Washington  
          Thesis Title: "Explaining Federal Environmental Policy: The Impact of the U.S. Environmental Movement."
- 2000     B.A. (Magna Cum Laude & With Distinction), Sociology and Psychology, The Ohio State University  
          Thesis Title: "The Development of the Civil Rights Movement: Relative Deprivation, Resources and Political Opportunities"

### Certifications

SQL Database Administration, University of Washington, 2011

Certification in Social Science Statistics, University of Washington, 2010

Human Subjects Certification by National Institute of Health, University of Washington, 2002

### Research and Teaching Interests

Labor History, Social Movements & Political Sociology, Stratification/Race & Ethnicity, Environmental Policy, Methods and Statistics, Survey Design and Administration, and Data Visualization.

### Teaching Experience

Instructor

- Labor Research
- Educational Stratification Practicum
- Teaching Assistant
- Social Problems
- Social Movements
- Race Relations
- Introduction to Sociology
- Introduction to Deviance
- Introductory Research Methods

### Academic Manuscripts in Preparation and Under Review

None at this time.

### Academic Publications

Erik Johnson and Jon Agnone. 2022. "Policy and Legislative Outcomes of Environmental Movements." Invited chapter (30) in the [\*Routledge Handbook of Environmental Movements\*](#), edited by Maria Grasso and Marco Giugni.

Yohei Katano, Pierce Greenberg, and Jon Agnone. 2020. "Traditional or Economic Values? Analyzing Absentee Landowner Attitudes Amid Social and Agricultural Transformation in Japan." *Rural Sociology*, 85,3: 683-705.

Erik Johnson, Jon Schneller and Jon Agnone. 2016. "Methodological Inquiry: The Effect of *New York Times* Event Coding Techniques on Social Movement Analyses of Protest Data." *Research in Social Movements, Conflicts and Change*, 40: 263-291.

Erik Johnson, **Jon Agnone** and John McCarthy. 2010. "Movement Organizations, Synergistic Tactics and Environmental Public Policy." *Social Forces* 88, 5: 2267-2292. ([PDF](#))

Debra Minkoff and **Jon Agnone**. 2010. "Consolidating Social Change: The Consequences of Foundation Funding for Developing Movement Infrastructures." *American Foundations: Roles and Contributions*. David C. Hammack and Helmut K. Anheier, eds., Brookings Institution Press.

Margaret Levi, David Olson, **Jon Agnone** and Devin Kelly. 2009. "Union Democracy Reexamined." *Politics & Society*, 37: 203-228. ([PDF](#))

Debra Minkoff, Silke Aisenbrey, and **Jon Agnone**. 2008. "Organizational Diversity in the U.S. Advocacy Sector." *Social Problems*, 55: 525-548. ([PDF](#))

**Jon Agnone**. 2007. "Amplifying Public Opinion: The Policy Impact of the U.S. Environmental Movement." *Social Forces*, 85: 1593-1620. ([PDF](#))

- 2007 Herbert L. Costner Distinguished Graduate Student Paper Award, UW Sociology
- 2006 Outstanding Student Paper Award from ASA Section on Political Sociology
- 2006 Honorable Mention, Outstanding Student Paper Award from ASA Section on Collective Behavior/Social Movements

Craig Jenkins, David Jacobs and **Jon Agnone**. 2003. "The Development of Civil Rights Protest, 1947-1997: Collective Grievances, Mobilizing Structures and Political Opportunities." *American Journal of Sociology*, 109: 277-303. ([PDF](#))

- Reprinted in *Readings on Social Movements: Origins, Dynamics, and Outcomes*, Doug McAdam and David Snow, eds, Oxford University Press (2009).

### Book Sections and Reviews

**Jon Agnone**. 2021. Review of *Collective Bargaining and Collective Action: Labour Agency and Governance in the 21st Century?*, edited by Julia Lopez Lopez, *International Journal of Comparative Sociology* 62, 3: 245-247.

Levi, Margaret, **Jon Agnone**, and Amanda Clayton. 2012. "Trade Unions." *The Oxford Companion to American Politics*. Oxford University Press.

**Jon Agnone**. 2009. Review of *Assets, Livelihoods, and Social Policy*, edited by Caroline Moser and Anis A. Dani, *Contemporary Sociology* 38, 4: 366-367. ([PDF](#))

### Policy Reports

**Jon Agnone** and Tyler Corwin. 2013. *Entry-Level Job Requirements: An Assessment of Seattle-Area Employers*. Seattle Jobs Initiative. Seattle, WA. ([PDF](#))

**Jon Agnone**, Tina Bloomer and Coral Garey. 2012. *Aerospace Manufacturing Skills: Supply, Demand and Outcomes for Washington's Aerospace Training Programs, Annual Report*. Washington State Workforce Training and Education Coordinating Board. Olympia, WA. ([PDF](#))

**Jon Agnone**. 2012. "Labor Force Participation." *2011-2012 Washington State Latino/Hispanic Assessment Report*. Washington State Commission on Hispanic Affairs. Olympia, WA. ([PDF](#))

**Jon Agnone** and Tyler Corwin. 2012. *Changes in Entry-Level Jobs over the Past Decade*. Seattle Jobs Initiative. Seattle, WA. ([PDF](#))

**Jon Agnone** and Devin Kelly. 2009. *ILWU Contract Negotiations: The Confluence of Politics, Economics and Labor*. Report for the Washington State Legislature funded by Washington State Labor Research Grant, 2008-2009.

Margaret Levi, David Olson, **Jon Agnone** and Devin Kelly. 2008. *Union Democracy Reexamined*. Report for the Washington State Legislature funded by Washington State Labor Research Grant, 2007-2008.

Lori Pfingst, Erin Maher, **Jon Agnone**, Heidi Berman. 2007. *A Closer Look: A Regional Snapshot of Women & Girls in Western Washington*. Women's Funding Alliance/Human Services Policy Center. Seattle, WA: University of Washington.

### Selected Academic Presentations & Guest Lectures

"People Analytics: Who? Where? What? Why? How?" Invited guest lecture for David Shoultz, University of Washington Epidemiology. August 2025.

"You have a Ph.D./M.A. in Sociology...and Options: Participant Observations & Musings from HR People Analytics." Presented at annual meeting of the American Sociological Association, Sociology in Practice Settings Symposium. August 2019.

"Absentee Landowner Attitudes in Japan: Analyzing Traditional Values About Agricultural Land" (with Yohei Katano and Pierce Greenberg). Paper presented at annual meeting of the American Sociological Association, section on Environmental Sociology Roundtables. August 2019.

"Social Movements & Advocacy in the U.S." Invited guest lecture at Antioch University - New England. October 2015.

"The Effect of New York Times Event Coding Techniques on the Analysis of Protest Data" (with Erik Johnson and Jonathan Schreiner). Paper presented at annual meeting of the American Sociological Association, San Francisco, California. August 2014.

"Changing Beliefs: ILWU Survey Results" (with Margaret Levi). Invited panel presentation at the regional spotlight session on the San Francisco General Strike at annual meeting of the American Sociological Association, San Francisco, California. August 2009.

"ILWU Contract Negotiations: The Confluence of State-Level Politics, Economics and Labor" (with Devin Kelly). Paper presented at annual meeting of the American Sociological Association, San Francisco, California. August 2009.

"ILWU Union Democracy in the Pacific Northwest." Invited panel presentation at Annual Conference of The Pacific Northwest Labor History Association, Olympia, Washington. June 2009.

"Racial Inequality in Wealth: Do Labor Unions Matter?" Paper presented at annual meeting of the American Sociological Association, Boston, Massachusetts. August 2008.

"Making Change from Foundation Dollars: Predicting Social Movement Philanthropy, 1955-1980" (with Debra Minkoff). Paper presented at annual meeting of the American Sociological Association, New York, New York. August 2007.

"Consolidating Social Change: The Consequences of Foundation Funding for Developing Movement Infrastructures" (with Debra Minkoff). Paper presented at annual ARNOVA Conference, Chicago, Illinois. November 2006.

"Where and How Do Movements Matter? The United States Environmental Movement and Congressional Hearings and Laws, 1961-1990" (with Erik Johnson & John McCarthy). Paper presented at annual meeting of the American Sociological Association, Montreal, Canada. August 2006.

"ILWU Democracy Reexamined" (with Devin Kelly). Invited panel presentation at Annual Conference of The Pacific Northwest Labor History Association, Olympia, Washington. June 2006.

"Explaining Federal Environmental Policy: The Impact of the U.S. Environmental Movement." Paper presented at annual meeting of the American Sociological Association, San Francisco, California. August 2004.

"Back to Basics: Service Learning as Civic Engagement" (with Bruce Hoffman). International Conference on Civic Education Research, New Orleans, Louisiana. November 2003.

"Protest Potential in the US Social Movement Sector" (with Debra Minkoff). Paper presented at annual meeting of the American Sociological Association, Atlanta, Georgia. August 2003.

"The Development of the Civil Rights Movement: Relative Deprivation, Resources and Political Opportunities." Paper presented at annual meeting of the American Sociological Association, Chicago, Illinois. August 2002.

"The Development of Civil Rights Protest, 1947-1997: Collective Grievances, Mobilizing Structures and Political Opportunities" (with Craig Jenkins & David Jacobs). Paper presented at Authority in Contention: Collective Behavior and Social Movement Workshop, Notre Dame, Indiana. August 2002.

### **Selected Non-Academic Presentations & Lectures**

"Emphasizing the AI in Engagement Survey Action Planning." Presentation to the Seattle People Analytics Meetup, Zillow HQ, Seattle, WA. October 2025.

"Tableau User Group Dashboard Accelerators." Presentation to the Seattle Tableau User Group (TUG). Tableau HQ, Seattle, WA. March 2025.

"Robots, Risk and Recruiting: A Human Capital Opportunity" (with Ernest Ng). Presentation to the International Institute of Analytics Leadership Forum, Portland, OR. January 2024.

"How Salesforce Drives Impact with Talent Dashboards" (with Melissa Huntley, Leslie Golay and Darien Wolliston). Presentation at Salesforce's Dreamforce Conference, San Francisco, CA. September 2022.

"From Kanjoya to Perception: Reflections and Reverie from Three Years with Surveys 2.0" (with Sarah Hagan). Invited presentation at Ultimate Software's Connections Conference, Las Vegas, NV. April 2019.

"Feedback is a Gift: How the Gates Foundation Leverages AI Algorithms to Improve Manager Effectiveness" (with Sarah Hagan). Invited presentation at the Perception Consortium at Ultimate Software's Connections Conference, Las Vegas, NV. April 2019.

"You have a Ph.D. (or M.A.) in Sociology...and Options: Participant Observations & Musings." Invited talk at University of Washington's Department of Sociology, Pullman, Washington. November 2017.

"You have a Ph.D. (or M.A.) in Sociology...and Options: Participant Observations & Musings." Invited talk at Washington State University's Department of Sociology, Pullman, Washington. February 2017.

"Employee Surveys before & after Perception: Observations, Lessons Learned, and Nice to Haves" (with Deanna Haney-Loehlein and Venise Cunningham). Presentation at the d3 (Data Driven Decisions) Analytics Conference, Seattle, WA. May 2017.

"HR has Data Scientists? How Tableau can add value to Workday and other People Data Sources" (with Jacob Boysen). Presentation at Tableau Conference, Austin, Texas. November 2016.

"Data Disparities: Economic Opportunities for Women in Today's Economy." Invited talk at the Tableau Conference Data + Women Meetup, Austin, Texas. November 2016.

### Awards and Honors

- |           |                                                                                                                                                                                                         |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2009-2010 | Dissertation Fellowship from the West Coast Poverty Center at the University of Washington.                                                                                                             |
| 2009      | Winner of the Best Graduate Student Paper Prize for "Racial Inequality in Wealth: Do Labor Unions Matter?" from the Harry Bridges Center for Labor Studies, University of Washington                    |
| 2007      | Herbert L. Costner Distinguished Graduate Student Paper Award, Department of Sociology, University of Washington for "Amplifying Public Opinion: The Policy Impact of the U.S. Environmental Movement." |
| 2006      | Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Emerging Scholar Award.                                                                                               |
| 2006-2009 | Graduate Fellow, Center for American Politics and Public Policy, University of Washington.                                                                                                              |
| 2006      | Winner of the Outstanding Student Paper Award from Political Sociology section for Amplifying Public Opinion: The Policy Impact of the U.S. Environmental Movement."                                    |
| 2006      | Honorable Mention, Outstanding Student Paper Award from Collective Behavior/Social Movements section for "Amplifying Public Opinion: The Policy Impact of the U.S. Environmental Movement."             |

### Grants

- |      |                                                                                                                            |
|------|----------------------------------------------------------------------------------------------------------------------------|
| 2008 | \$1000 Travel Grant from Center for Statistics and the Social Sciences, University of Washington.                          |
| 2006 | \$500 Dissertation Improvement Grant, Department of Sociology, University of Washington.                                   |
| 2006 | \$2500 Dissertation Research Grant from Harry Bridges Center for Labor Studies.                                            |
| 2006 | \$1500 Grant from Nancy Bell Evans Center on Nonprofits & Philanthropy for project examining social movement philanthropy. |

### Research Experience

- |           |                                                                             |
|-----------|-----------------------------------------------------------------------------|
| 2005-2010 | Research Assistant to Prof. Margaret Levi, University of Washington.        |
| 2004-2007 | Research Assistant, Human Services Policy Center, University of Washington. |
| 2002-2006 | Research Assistant to Prof. Debra Minkoff, University of Washington.        |

## Service and Professional Activities

- 2006–Present      Reviewer, *National Science Foundation*, *Swiss National Science Foundation*, *American Sociological Review*, *Social Forces*, *Journal of Politics*, *Mobilization*, *Contemporary Sociology*, *Sociological Perspectives*, *Sociological Inquiry*, *Sociological Forum*, *Social Science Quarterly*, *The Sociological Quarterly*, *Nonprofit Management and Leadership*, *Industrial Relations*, *Research in Social Movements*, *Conflicts and Change*, *Interest Groups & Advocacy*, *Polity Books*, and DataDotOrg's Generative AI Skills Challenge.
- 2008–2010      Web designer and manager for ASA section on Race, Gender and Class.
- 2008      Presider, ASA Roundtables for Collective Behavior and Social Movements on Environmental Politics, and Race, Gender and Ethnicity on Stratification.
- 2007      Committee Member, Political Sociology Graduate Student Paper Award selection committee, American Sociological Association.
- 2005–2008      Graduate Student Association Representative, Department of Sociology, University of Washington.
- 2003 & 2004      Senior TA Facilitator for TA Conference on Teaching and Learning offered by the Center for Instructional Development and Research.
- 2002–2016      Member, American Sociological Association.

## References

Professor Margaret Levi  
Department of Political Science  
Stanford University  
(650) 736-0100  
[mlevi@stanford.edu](mailto:mlevi@stanford.edu)

Professor Craig Jenkins  
Department of Sociology  
Ohio State University  
(614) 292-5452  
[jenkins.12@sociology.osu.edu](mailto:jenkins.12@sociology.osu.edu)

Professor Erik Johnson  
Department of Sociology  
Washington State University  
(509) 335-8897  
[johnsone@wsu.edu](mailto:johnsone@wsu.edu)

Professor Debra Minkoff  
Department of Sociology  
Barnard College  
(212) 854-2279  
[dminkoff@barnard.edu](mailto:dminkoff@barnard.edu)