

## ALEXANDRE FRENETTE

DEPARTMENT OF SOCIOLOGY  
VANDERBILT UNIVERSITY  
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### EMPLOYMENT

2018 – present	Vanderbilt University, Nashville, TN Assistant Professor, Sociology
2018 – 2022	Associate Director, The Curb Center for Art, Enterprise and Public Policy
Fall 2021	Acting Director, The Curb Center for Art, Enterprise and Public Policy
2014 – 2018	Arizona State University, Tempe, AZ Postdoctoral Scholar, Herberger Institute for Design and the Arts

### EDUCATION

2014	Ph.D., Sociology, The Graduate Center, City University of New York M.A., Sociology, Queens College, City University of New York B.A. Honors, Psychology, Concordia University (Montréal, Canada)
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Dissertation: “The intern economy: Laboring to learn in the music industry”

- Winner of the 2013 Labor and Employment Relations Association’s Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award.

### RESEARCH AND TEACHING INTERESTS

Sociology of Work	Sociology of Culture	Social Inequality
Sociology of Organizations	Sociology of Education	Qualitative Methods

### PUBLICATIONS

#### *Books*

Frenette, A. (In press). *Blame the intern: On (not) breaking into the creative economy*. Princeton University Press.

#### *Edited Volumes*

Frenette, A. (Ed.). (2017). Arts graduates in a changing economy. *American Behavioral Scientist* 61(12).

#### *Refereed Articles*

Martin, N. D., **Frenette, A.**, and Gualtieri, G. (2023). “Campus connections for creative careers: Social capital, gender inequality, and artistic work.” *Poetics: Journal of Empirical Research on Culture, the Media, and the Arts*. <https://doi.org/10.1016/j.poetic.2023.101763>.

Miller, A. L., Martin, N. D., & **Frenette, A.** (2022). “Unpacking high-impact practices in the arts: Predictors of college, career, and community engagement outcomes.” *The Journal of Arts Management, Law, and Society* 52(3), 190-210.

**Frenette, A.** (2019). Leveraging youth: Overcoming intergenerational tensions in creative production. *Social Psychology Quarterly* 82(4), 386-406.

- Frenette, A. & Ocejó, R. E.** (2019). Sustaining enchantment: How cultural workers manage precariousness and routine. *Research in the Sociology of Work* 32, 35-60.
- Frenette, A. Martin, N. D., & Tepper, S. J.** (2018). Oscillate wildly: The under-acknowledged prevalence, predictors, and outcomes of multi-disciplinary arts practice. *Cultural Trends* 27(5), 339-352.
- Frenette, A.** (2017). The rise of creative placemaking: Cross-sector collaboration as cultural policy in the US. *The Journal of Arts Management, Law, and Society* 47(5), 333-345.
- Martin, N. D. & Frenette, A.** (2017). Lost in transition: College resources and the unequal early-career trajectories of arts alumni. *American Behavioral Scientist* 61(12), 1487-1509.
- Frenette, A.** (2015). From apprenticeship to internship: The social and legal antecedents of the intern economy. *tripleC: Communication, Capitalism & Critique* 13(2), 351-360.
- Frenette, A.** (2013). Making the intern economy: Role and career challenges of the music industry intern. *Work and Occupations* 40(4), 364-397. [Lead article]
- Winner of the 2013 Society for the Study of Social Problems Labor Studies Division's Harry Braverman Award.

#### *Book Chapters*

- Tepper, S. J. & Frenette, A.** (2019). Cultural policy. In L. Grindstaff, J. R. Hall, & M.-C. Lo (Eds.), *Handbook of cultural sociology, 2<sup>nd</sup> edition* (pp. 378-386). New York: Routledge.
- Frenette, A.** (2016). 'Working at the candy factory': The limits of nonmonetary rewards in record industry careers. In B.J. Hracs, M. Seman, & T. Virani (Eds.), *The production and consumption of music in the digital age* (pp. 85-98). New York: Routledge.
- Frenette, A. & Tepper, S. J.** (2016). What difference does it make? Assessing the effects of arts-based training on career pathways. In R. Comunian & A. Gilmore (Eds.), *Higher education and the creative economy: Beyond the campus* (pp. 83-101). New York: Routledge.
- Frenette, A.** (2013). Media workers. In V. Smith (Ed.), *Sociology of work: An encyclopedia*. (pp. 578-581). Thousand Oaks, CA: SAGE Publications, Inc.
- Ramadier, T., Lee-Gosselin, M. E. H., & Frenette, A.** (2005). Conceptual perspectives for explaining spatio-temporal behaviour in urban areas. In M. E. H. Lee-Gosselin & S. T. Doherty (Eds.), *Integrated land-use and transportation models: Behavioural foundations* (pp. 87-100). Oxford: Elsevier.

#### *Book Reviews*

- Frenette, A.** (2014). [Review of the book *Climbing the charts: What radio airplay tells us about the diffusion of innovation*, by G. Rossman]. *Sociologica* 8(2).
- Frenette, A.** (2011). [Review of the book *The opera fanatic: Ethnography of an obsession*, by C. E. Benzecry]. *Canadian Journal of Sociology* 36(4), 404-407.
- Frenette, A.** (2009). [Review of the book *Telling about society*, by H. S. Becker]. *Canadian Journal of Sociology* 34(4), 1142-1144.

Frenette, A. (2006, January). [Review of the book *Doormen*, by P. Bearman]. *Canadian Journal of Sociology Online*.

Frenette, A. (2006). [Review of the book *Only hope: Coming of age under China's one-child policy*, by V. Fong]. *Contemporary Sociology: A Journal of Reviews*, 35(1), 24-25.

#### *Reports and Other Publications*

**Frenette, A., Martin, N. D., & Gualtieri, G. (2024).** *Breaking in (or not): Internships and growing inequalities in the transition from college to career*. Nashville, TN: Vanderbilt University, National Endowment for the Arts: Grant# 1891792-38-22

Cornfield, D., **Frenette, A., & Rainock, M. (2022).** *Diversity, equity and inclusion policies and practices in local arts agencies in the United States*. Nashville, TN: Vanderbilt University, The Curb Center for Art, Enterprise and Public Policy.

**Frenette, A., Gualtieri, G., & Robinson, M. (2021).** *Growing divides: Historical and emerging inequalities in arts internships*. Bloomington, IN: Indiana University, Strategic National Arts Alumni Project.

**Frenette, A., & T. J. Dowd (equal lead authors) with R. Skaggs & T. Ryan. (2020).** *Careers in the arts: Who stays and who leaves?* Strategic National Arts Alumni Project Special Report. Bloomington, IN: Indiana University, Strategic National Arts Alumni Project.

Wynn, J. R. & **Frenette, A. (2019).** Fyre debacle shows how smaller acts can get burned in modern music festival economy. *The Conversation* (March 4).

**Frenette, A. (2017).** Arts graduates in a changing economy. *American Behavioral Scientist* 61(12), 1455-1462.

Skaggs, R., **Frenette, A., Gaskill, S., & Miller, A.L. (2017).** *Artists in their communities: SNAAP annual report*. Bloomington, IN: Center for Postsecondary Research, Indiana University, School of Education.

Skaggs, R., **Frenette, A., Gaskill, S., & Miller, A.L. (2017).** *Career skills and entrepreneurship training for artists: Results of the 2015 SNAAP survey module*. Bloomington, IN: Center for Postsecondary Research, Indiana University, School of Education.

**Frenette, A., Miller, A. L., Martin, N. D., Gaskill, S., & Tepper, S. J. (2016).** *Institutional connections, resources, and working across disciplines: What arts alumni are saying*. Bloomington, IN: Indiana University and Arizona State University, Strategic National Arts Alumni Project.

**Frenette, A., Dumford, A. D., Miller, A. L., & Tepper, S. J. (2015).** *The internship divide: The promise and challenges of internships in the arts*. Bloomington, IN: Indiana University and Arizona State University, Strategic National Arts Alumni Project.

**Frenette, A. (2014, May 14).** The year of the intern [Blog post]. *Work in Progress: Sociology on the economy, work and inequality*.

*Manuscripts in Progress*

“The internship divide: Unequal pathways and payoffs among arts alumni” (Article, with Nathan D. Martin)

“Depreciating expertise: Cultural and economic processes of age discrimination in creative production” (Article)

“Passion regimes: How organizations attract eager newcomers and facilitate high job turnover” (Article, with Katherine V. Beekman)

“Who stays and who leaves? Understanding the career pathways of artists” (Article, with Tim Dowd)

**SELECTED PRESENTATIONS (\*INVITED PRESENTATIONS)**

2025      \*“Blame the intern: On (not) breaking into the creative economy.” Book talk at Department of Sociology Speaker Series, Vanderbilt University.

“Coping with devalued expertise: Age and contested legitimacy among cultural workers.”  
- Paper presented at the annual meeting of the Society for the Advancement of Socio-Economics, Montréal, QC, Canada.  
- Paper presented at the annual meeting of the Southern Sociological Society, Charlotte, NC.

“Passion regimes: How organizations attract eager newcomers and facilitate high job turnover.” Paper co-presented with Katherine V. Beekman at the annual meeting of the Eastern Sociological Society, Boston, MA.

\*“AI and the political economy of music and the arts.” Panelist, “Music in the Real World” Symposium, Blair School of Music, Vanderbilt University.

2024      “Passion regimes: How organizations attract eager newcomers and facilitate high job turnover.” Paper co-presented with Katherine V. Beekman at the annual meeting of the American Sociological Association, Montréal, QC, Canada.

2023      “Breaking in (or not): Internships and growing inequalities in the transition from college to career.” Paper co-presented with Nathan D. Martin at the annual meeting of the American Sociological Association, Philadelphia, PA.

“Precarious pathways: Internships in the transition from arts school to career.” Paper co-presented with Nathan D. Martin at the annual meeting of the Eastern Sociological Society, Baltimore, MD.

“Equal opportunity? Precarious arts workers and sexual harassment law.”  
- Paper co-presented with Gillian Gualtieri at the annual meeting of the Eastern Sociological Society, Baltimore, MD.  
- Paper co-presented with Gillian Gualtieri at the annual meeting of the American Sociological Association, Philadelphia, PA.

2022      “Campus connections for creative careers: Social capital, gender inequality, and artistic work.” Paper co-presented with Nathan D. Martin and Gillian Gualtieri at the annual meeting of the American Sociological Association, Los Angeles, CA.

- \*“The new mailroom: How music industry interns become socialized into precarious work.” Paper presented at the Workshop in Cultural Affairs, Indiana University.
- 2021 \*“Strike while the iron is hot: How IATSE and others are using this moment to stand for labor.” Panelist, Wendland-Cook Program in Religion and Justice, Vanderbilt University.
- “The internship divides: Historical patterns and growing inequalities.” Paper presented at the Strategic National Arts Alumni Project Symposium, Indiana University.
- “Depreciating expertise: Cultural and economic processes of age discrimination in creative production.” Paper presented at the annual meeting of the American Sociological Association.
- “Growing divides: Historical and emerging inequalities in arts internships.”
- \*Presented with Gillian Gualtieri at the Student Success Conference, the annual meeting of the Association of Independent Colleges of Art & Design.
  - \*Presented with Gillian Gualtieri at International Council of Fine Arts Deans webinar.
- \*“Uneven experiences and rewards in the intern economy: The case of arts and design graduates.” Paper presented at the Center for College-Workforce Transitions, University of Wisconsin-Madison.
- “Degrees of precarity: Educational experiences and entrepreneurial careers of arts graduates.” Paper co-presented with Rachel Skaggs and Megan Robinson at the annual meeting of the Southern Sociological Society.
- 2020 “Sociology and the side hustle: A theory of work in and between the creative industries.” Paper co-presented with Richard E. Ocejo and Jonathan R. Wynn at the annual meeting of the American Sociological Association, San Francisco, CA.
- \*“Unpacking the entrepreneurial skills gap: Educational experiences and career outcomes among arts graduates.” Paper presented with Rachel Skaggs and Megan Robinson at the *Leveraging Creativity* symposium organized by the Arts, Entrepreneurship, and Innovation Lab, Indiana University Center for Cultural Affairs.
- “Welcome to the hip cubicle: How music industry interns become socialized into precarious work.” Paper presented at the annual meeting of the Eastern Sociological Society, Philadelphia, PA.
- 2019 \*“The internship divide, revisited.” Paper presented at the Annual Symposium on College Internship Research, University of Wisconsin-Madison.
- “Cool kids and wise dinosaurs: The paradoxes of youth and aging in the cultural industries.” Paper presented at the annual meeting of the American Sociological Association, New York, NY.
- “Cool kids and wise dinosaurs: Intergenerational tensions and synergies in creative production.” Paper presented at the annual meeting of the Society for the Advancement of Socio-Economics, New York, NY.

- \*“The rise of creative placemaking: Cross-sector collaboration as cultural policy.” Paper presented at the annual meeting of the Industry Studies Association, Nashville, TN.
- “Social networks and the career outcomes of arts alumni.” Paper co-presented with Nathan D. Martin at the annual meeting of the Industry Studies Association, Nashville, TN.
- “Career, side hustle, or hobby? Theorizing gigs through ethnographies of creative work.” Paper co-presented with Richard E. Ocejo and Jonathan R. Wynn at the annual meeting of the Eastern Sociological Society, Boston, MA.
- 2018 “Cool kids and wise dinosaurs: The paradoxes of youth and aging in the cultural industries.” Paper presented at the annual meeting of the Southern Sociological Society, New Orleans, LA.
- “Who stays and who leaves? Understanding the career trajectories of arts alumni.” Paper co-presented with Timothy Dowd at the annual meeting of the Southern Sociological Society, New Orleans, LA.
- 2017 “Lost in transition: College resources and unequal early-career trajectories of arts alumni.” Paper co-presented with Nathan D. Martin at the annual meeting of the American Sociological Association, Montréal, Canada.
- “The mailroom model: How to be the hip Horatio Alger Jr.” Paper presented at the annual meeting of the International Communication Association, San Diego, CA.
- “Social networks and the career outcomes of arts alumni.” Paper co-presented with Nathan D. Martin at the annual meeting of the Pacific Sociological Association, Portland OR.
- 2016 “The internship divide: Unequal pathways and payoffs among arts alumni.” Paper co-presented with Nathan D. Martin at the annual meeting of the American Sociological Association, Seattle, WA.
- \*“Internships and careers.” Paper presented at annual meeting of the Arts Schools Network, Charleston, SC.
- \*“The internship divide: The promise and challenges of internships in the arts.” Paper presented at Career Issues in Art and Design conference, New York, NY.
- “Sustaining enchantment: Work practice strategies among culture workers.” Paper co-presented with Richard E. Ocejo at the annual meeting of the Eastern Sociological Society, Boston, MA.
- 2015 “Working at the candy factory: The limits of nonmonetary rewards in record industry careers.” Paper presented at the annual meeting of the American Sociological Association, Chicago, IL.
- “Becoming jaded: Aging out and short careers in the music business.” Paper presented at the annual meeting of the Eastern Sociological Society, New York, NY.
- \*“Le marché des stagiaires: enjeux, embûches et perspectives d’aspirants dans l’industrie des arts à New York.” Paper presented at Nouveaux regards sur les pratiques artistiques et culturelles contemporaines conference, Keynote, Montréal, Canada.

- 2014 “The degradation of unpaid work: Paying your dues as a music industry intern.” Paper presented at the annual meeting of the Society for the Study of Social Problems, San Francisco, CA.
- “Consuming labor: Charisma and identity in music industry work.” Paper presented at the annual meeting of the American Sociological Association, San Francisco, CA.
- “The chosen, the choosers, and the others: How unpaid internships lengthen the school-to-work transition and reproduce inequality.” Paper presented at The Young and the Jobless: Youth Unemployment in Times of Crisis Conference, Middlebury, VT.
- \*“Work without employment: Unpaid internships and the struggle for visibility.” Paper presented at the annual meeting of the Eastern Sociological Society, Special Presidential Session, Baltimore, MD.

## **TEACHING**

### **Courses taught**

#### Vanderbilt University

##### *New undergraduate course introduced:*

SOC 1020 Contemporary Social Issues: Work & Careers in the Creative Economy (Fall 2019, Spring 2020, Fall 2020, Spring 2021, Spring 2022, Fall 2023, Spring 2024, Fall 2024, Spring 2025, Fall 2025, and Spring 2026)

##### *Additional course taught:*

SOC 3615 Human Behavior in Organizations (Fall 2021, Fall 2023, Spring 2025, and Spring 2026)

#### John Jay College of Criminal Justice, City University of New York

Research Methods in the Behavioral Sciences, Department of Sociology (Spring 2014 as Adjunct Lecturer).

#### Baruch College, City University of New York

Introduction to Sociology (two sections), Department of Sociology (Fall 2005 as Adjunct Lecturer).

## **RESEARCH TRAINING AND DEVELOPMENT**

### **Dissertation Committees, Vanderbilt University**

Katherine V. Beekman, (Chair, 2025-present)  
 Adam Schoenbachler, (Committee member, 2022-25)  
 Hannah Ingersoll (Committee member, 2021-23)  
 Megan Jordan (Committee member, 2021-22)

### **Master's Thesis Committees, Vanderbilt University**

Adam Schoenbachler (Chair, 2019-20)

### **Special Area Exam/Paper Committees, Vanderbilt University**

Katherine V. Beekman, (Chair, Work and Culture, 2025)  
 Savannah Bastian (Second reader, Work, 2022)  
 Hannah Ingersoll (Second reader, Education, 2019)

### **Undergraduate Research Advising, Vanderbilt University**

Marco Fiebre-Ricot (Second reader, Sociology Honors Thesis, 2024-25)

Teresa Xu (Second reader, Sociology Honors Thesis, 2022-23)  
 Nancy Yuan (Second reader, Sociology Honors Thesis, 2021-22)  
 Fehintola Agboola (Second reader, Sociology Honors Thesis, 2021-22)  
 Cyrus Lloyd (Chair, Sociology Honors Thesis, 2020-21)

## **GRANTS, AWARDS, AND HONORS**

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| 2025-26 | Vanderbilt-Liverpool Joint Research Seed Grant, Vanderbilt University and University of Liverpool: “Comparing and Contrasting Models of Music Industry Internships in Nashville (USA) and Liverpool (UK).” PI, with Mathew Flynn (University of Liverpool PI). (£3,000) |
| 2023-25 | Cornelius Vanderbilt Dean’s Faculty Fellow, College of Arts and Science, Vanderbilt University.   |
| 2022-23 | National Endowment for the Arts, Research Grants in the Arts: “The Internship Divides: Historical Patterns and Growing Inequalities in the Transition from Arts School to Career.” PI, with co-PI’s Gillian Gualtieri and Nathan Martin. (\$25,000)                     |
| 2020-22 | National Endowment for the Arts, Research Grants in the Arts: “Diversity, Equity, and Inclusion Policies and Practices in Local Arts Agencies in the United States.” Co-PI with Daniel Cornfield. (\$17,000)  |
| 2016-18 | National Endowment for the Arts, Research: Art Works Grant. “Who Stays and Who Leaves the Arts.” Co-PI with Timothy Dowd and Steven Tepper. (\$15,000)  |
| 2017-18 | Arizona State University, Institute for Social Science Research, Seed Grant. “Creative Placemaking as Ambiguous Work: Role and Jurisdictional Challenges in Cross-sector Collaborations.” (\$3,000)   |
| 2017-18 | Arizona State University, Herberger Institute for Design and the Arts, Seed Grant. “Creative Placemaking as Ambiguous Work: Role and Jurisdictional Challenges in Cross-sector Collaborations.” (\$3,000)   |
| 2013    | Labor and Employment Relations Association, Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award.   |
| 2013    | Society for the Study of Social Problems, Labor Studies Division, Harry Braverman Award (Best Article).   |
| 2010-11 | City University of New York, Doctoral Students’ Council, Travel and Research Grant. (\$300)   |

## **SERVICE**

### **Service to the profession**

*Work and Occupations*, Member of Editorial Board (2016-present)

*Poetics*, Member of Editorial Board (2025-present)

National Endowment for the Arts, Grant Panelist, FY23 Research Grants in the Arts (2022)

American Sociological Association:

Organizations, Occupations, and Work Section, Member, Nominations Committee (2025-26)  
Sociology of Culture Section, Co-Chair, Diversity and Inclusion Committee (2024-25)  
Sociology of Culture Section, Graduate Student Mentor (2021-22)

Society for the Study of Social Problems, Member of Joseph B. Gittler Award Committee, (2014-15)

Ad-hoc reviewer for:

*American Journal of Sociology; British Journal of Sociology; Cultural Sociology; Journal of Arts Management, Law and Society; Journal of Cultural Economics; Organization; Poetics; Qualitative Sociology; Research in the Sociology of Work; Social Forces; Social Psychology Quarterly; Sociological Forum; Sociological Perspectives; The Sociological Review; tripleC; Work and Occupations*

Conference Organizer, “Who stays and who leaves the arts: Findings from the Strategic National Arts Alumni Project” symposium (half-day conference). Arizona State University, Tempe, AZ. May 2017.

Conference Co-organizer, “Three million stories: Arts graduates in a changing economy” conference. Arizona State University, Tempe, AZ. (300+ attendees) March 2016.

**Service to the department**

Vanderbilt University, Department of Sociology

Undergraduate Program Committee (Fall 2018, 2019-21, 2024-25)  
Advisory Chair Selection Committee (2023-24)  
Speakers, Nominations, Website, and Publicity Committee (2023-24)  
Graduate Program Committee (Spring 2022, 2025-26)

**Service to the university**

Curb Center Advisory Group, Vanderbilt University (Fall 2022-present)

Associate Director, Vanderbilt University, The Curb Center for Art, Enterprise and Public Policy, August 2018-August 2022

Acting Director, Vanderbilt University, The Curb Center for Art, Enterprise and Public Policy, Fall 2021

**University service prior to Vanderbilt**

Arizona State University, Herberger Institute for Design and the Arts

Career and Professional Development Services Advisory Board, university-wide (2017-18)  
Admissions Committee, Creative Enterprise and Cultural Leadership (2015-18)  
Creative Enterprise Curriculum Task Group (2014-15)

The Graduate Center, City University of New York

Executive Committee, Department of Sociology (2008-9)  
Theory & Exams Committee, Department of Sociology (2006-7)

**Service to the community**

Strategic National Arts Alumni Project, Member of Research Advisory Board (2024-present)

Nashville Public Television, Member of Community Advisory Board (2021-24)

Alliance for the Arts in Research Universities and ArtPlace America, Member of Advisory Group  
(2020-22)

### **PROFESSIONAL AFFILIATIONS**

American Sociological Association  
Organizations, Occupations, and Work  
Sociology of Culture  
Aging and the Life Course  
Communication, Information Technologies, and Media Sociology  
Eastern Sociological Society  
Southern Sociological Society

### **LANGUAGES**

French: Speak, read, and write fluently