

CURRICULUM VITAE
Waverly Duck

Department of Sociology
University of Pittsburgh
2619 Wesley W. Posvar Hall
Pittsburgh, PA 15260
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ACADEMIC TRAINING

Post-Doctoral Associate Certificate, 2007-2009, Yale University in New Haven, CT.
Ph.D., 2005, Sociology, Wayne State University in Detroit.
M.Sc., 2002, Community Health Services, Wayne State School of Medicine in Detroit.
M.A., 2001, Sociology, Wayne State University in Detroit.
Graduate Certificate, 2002, Gerontology, Wayne State University in Detroit
B.A., 1995-1997 Connecticut College, 1998, Sociology, Wayne State University in Detroit.

SCHOLARLY AND TEACHING INTERESTS

Urban Ethnography
Qualitative methods
Gender
Race and ethnicity
Social gerontology and life course
Social Theory
Ethnomethodology
Deviance

PROFESSIONAL EXPERIENCE

Visiting Associate Professor/Postdoctoral Fellow, Center for African American Urban Studies & the Economy, Carnegie Mellon University. August 2017 to May 2018.

Director of Urban Studies, Urban Studies, University of Pittsburgh. Beginning January 2018.

Associate Professor, Department of Sociology, University of Pittsburgh. 2016 to Present.

Assistant Professor, Department of Sociology, University of Pittsburgh. 2010 to 2016.

Associate Fellow, Yale Ethnography Project. Yale University. 2014 to present.

Associate Fellow, Center on Race and Social Problems, University of Pittsburgh. 2010 to present.

Visiting Assistant Professor, Honorary Fellow Department of Sociology, University of Wisconsin-Madison. 2013 to 2016.

Visiting Postdoctoral Fellow, Wesleyan University Center for Prison Education, Cheshire Correctional Institution. 2009.

Associate Director, Urban Ethnography Project, Center for Research on Inequalities and the Life Course (CIQLE) Affiliate, Yale University. 2007 to 2010.

PROFESSIONAL EXPERIENCE (continued)

Postdoctoral Associate, Sociology, Yale University. 2007 to 2010.

Assistant Professor, Social Science, Community College of Philadelphia. 2006 to 2008.

Visiting Scholar Appointment, Department of Sociology, University of Pennsylvania. 2004 to 2008.

Part-time Faculty, Department of Sociology, Wayne State University. 2003.

Adjunct Professor, Department of Sociology, Henry Ford Community College. 2002 to 2003.

Pre-doctoral Trainee, National Institute on Aging, Wayne State University. 2000 to 2004.

Senior Research Program Evaluator, Family Independence Agency, Detroit, MI. 2000.

Research Assistant, Center for Urban Studies, Wayne State University. 1997 to 1998.

Social Worker, Catholic Social Services of Wayne County, Detroit. 1998 to 1999.

Researcher/Grant Writer, Detroit Hispanic Development Corporation, Detroit. 1997 to 1999.

BOOKS

Duck, Waverly. 2015 *No Way Out: Precarious Living in the Shadow of Poverty and Drug Dealing*. Chicago: University of Chicago Press.

**Selected by the *American Sociological Association for Author Meets the Critics* at the American Sociological Association Annual Meeting in Seattle Washington 2016.

**Finalist for Society for the Study of Social Problems C. Wright Mills Book Award

** Selected by the *Eastern Sociological Society for Author Meets the Critics*

at the Eastern Sociological Society Annual Meeting in Seattle Washington 2017.

No Way Out: Precarious Living in the Shadow of Poverty and Drug Dealing, is based on ethnographic data collected over a seven-year period in a poor urban neighborhood in “Bristol Hill” (all place names and proper names are pseudonyms), a small city in the northeastern United States where drug dealing is a principal occupation. In this study I examine the role that drug dealing plays in this impoverished community with limited resources. Rather than viewing drug dealing, along with graffiti, vacant lots, violence, and decaying housing, as signs of disorder, I claim that the local code of conduct that develops around drug dealing is actually ordered in ways that shape the character of the community for all of its residents. In this small urban space, drug dealers are not outsiders; they are long-term residents and established insiders who are well integrated into community life. As such, their work practices and the requirements they place on behavior in public spaces impact the neighborhood in comprehensive ways. In this community, the constraints are multiple, overlapping, and to an unfortunate extent mutually reinforcing: the absence of decent jobs and schools, the radical contraction of the social safety net, a criminal justice system that makes everything more insecure, child-support laws that backfire on people with limited resources and job prospects. The few available economic opportunities carry real dangers. With no legal jobs nearby, you need to drive to work; but if you have been unable to pay traffic fines or car insurance, even minor traffic infractions can get you jailed. If you have no resources, managing child care and earning the income to support your family seriously impede each other. The multiple risks of the drug trade affect the whole community, not just users and sellers.

BOOKS IN PROGRESS

Duck, Waverly. *Ethnographies: A Multicultural History of Urban Ethnography*

Ethnographies: A Multicultural History of Urban Ethnography, is a short introduction to the history, epistemology, and practice of ethnography. Ethnography is an inductive research method in which fieldworkers submerge themselves in a setting to systematically study its culture. It is a method with a long theoretical tradition, and this book aims to explore its historical development and highlight its origins. Rather than rehashing old discussions about theory and methods, this manuscript provides readers with a clear and concise history of ethnography – from its largely-overlooked premodern roots to important debates. Further, it addresses such important topics as ethics, controversies, and the notable contributions of women, queer scholars, and people of color. Equally, the manuscript deconstructs the methods, theories, and cultures of scholarship that have alternately enhanced and blurred the contributions of ethnographic research. Under Contract. Planned Completion December 2017.

Anne Rawls and Waverly Duck. *Race as an Interaction Order*

This is a study of interactions between Americans who self-identify as Black and White that reveals underlying expectations in everyday life. The argument of this book will be that the social phenomena of “race” are constructed at the level of interaction whenever Americans self-identified as Black and White. In Goffman’s words, “the interaction order can easily be viewed as the consequences of a system of enabling conventions, in the sense of the ground rules for a game, the provisions of a traffic code or the rules of syntax of a language.” We argue if communication is to be successful, meaningful interactions require, at minimum, a basic level of trust and reciprocity between participants (Garfinkel 1963); each must recognize and support the self-identity that the other projects (Goffman 1963). In a situation where trust is precarious at best, Americans improvise a set of interactional strategies that give the local interaction order characteristics that differ from setting to setting. This book illustrates how race as an interaction order work within institutional as well as neighborhood settings. Several topics are explored including: race in everyday interaction, policing, institutional racism, mass incarceration, segregation, employment, welfare reform, racial formation and education. Planned Completion-August 2017. (Proposal and six chapters are under review).

REFEREED ARTICLES

- Duck, Waverly. 2017. *Forthcoming*. Submissive Civility as a Citizen Response to Excessive Surveillance in an Urban Black Community. *The ANNALS of the American Academy of Political and Social Science*.
- Rawls, Anne and Waverly Duck. 2017. *Forthcoming*. Fractured Reflections of High Status Black Male Presentations of Self: Non-Recognition of Identity as a Barrier to Exercising Legitimate Authority. *Sociological Focus*.
- Stickle, Trini, Waverly Duck, and Douglas Maynard. 2017. *Forthcoming*. Children’s Use of I Don’t Know During Clinical Evaluations for Autism Spectrum Disorder: Responses to Emotion Questions. Edited by Michelle O’Reilly. *A Practical Guide to Doing Social Interaction Research in Autism Spectrum Disorders (ASD): Communication, Discourse, and Conversation Analysis*. Palgrave Macmillian.
- Zuberi, Anita, Waverly Duck, Robert Graddeck, Richard Hopkinson. 2016. *Forthcoming*. Neighborhoods, Race, and Health: Assessing the Relationship between Health Disparities and Neighborhood Distress in the City of Pittsburgh. *Journal of Urban Affairs* 38 (4) 546-563.
- Duck, Waverly and Karl Gibson. 2015. “Health and Wellness for Young Men of Color.” *Contemporary Issues for People of Color: Surviving and Thriving in the U.S.*

Today, Volume 4: Health and Wellness. Edited by Valire Carr Copeland. Greenwood Publishers.

- Duck, Waverly. 2016. "Becoming a Neighborhood Drug Dealer: Local Interaction Orders and Criminal Careers." *Critical Sociology* 42 (7-8), 1069-1085.
- Duck, Waverly. 2012. "Precarious Living: Getting by on Even Less." *The American Academy of Political and Social Science* 642 (1), 124-138.
- Duck, Waverly and Anne Rawls. 2012. "Interaction Orders of Drug Dealing Spaces: Local Orders of Sensemaking in a Poor Black American Place." *Crime, Law and Social Change* 1 (57), 33-75.
- Ly, Carolyn and with introduction by Waverly Duck. 2010. "The West Brach, More Than a Library: Understanding a Neighborhood Library's Local Relevance." *Perspectives on Urban Education* 7 (10), 22-30.
- Duck, Waverly. 2009. "'Senseless' Violence: The Sense to be Made of Murder." *Ethnography* 10 (4), 417-434.
- Duck, Waverly. 2009. "Black Male Sexual Politics: Avoidance of HIV/AIDS Testing as a Masculine Health Practice." *Journal of African American Studies* 13 (3), 283-306.
****Findings appeared in USA Today and United Press International.
- Waverly Duck. 2008. Young, Black, and Male: The Life History of an American Drug Dealer Facing the Death Penalty." Pp.33-54. *Against the Wall: Young, Black, Poor, and Male.* Edited by Elijah Anderson. University of Pennsylvania Press.

OTHER PUBLICATIONS

- Zuberi, A, Rick Hopkinson, Bob Gradeck, & Waverly Duck. 2015. "The Pittsburgh Neighborhood Distress and Health Study: Neighborhood Profiles." A Technical Report of the Center on Race and Social Problems, School of Social Work, University of Pittsburgh.

WORK IN PROGRESS

- Duck, Waverly and Charles Lemert. Intersectional Confusion: The Sociology of Anna Julia Cooper. Anticipated completion April 2017. Planned submission *Sociology of Race and Ethnicity*.
- Duck, Waverly, Trini Stickle and Doug Maynard. Autistic Spectrum Disorder: Responses to Standardized Emotion Questions. Anticipated completion May 2017.
- Duck, Waverly and Jeffrey Zikmund. Du Bois Urban Sociology Contribution Revisited: The

Impact of Du Bois' scholarship on James, Simmel, Park and Weber. Anticipated completion December 2017. Planned submission to *Social Theory*.

Duck, Waverly. The Social Organization of a Food Oasis in Pittsburgh East End. Anticipated Completion March of 2017. Planned submission to *City and Community*.

BOOK REVIEWS

Duck, Waverly. 2017. "The Hero's Fight: African Americans in West Baltimore and the Shadow of the State." *American Journal of Sociology*.

Duck, Waverly. 2015. "This Ain't Chicago: Race Class, and Regional Identity in the Post Soul South." *American Journal of Sociology* 121 (1) 301-303.

Duck Waverly. 2014. "The Stickup Kids: Race, Violence, and the American Dream." *Sociological Forum* 29 (4) 1024-1026.

Duck, Waverly. 2013 Book Review. "Stuck in Place: Urban Neighborhoods and the End of Progress toward Racial Equality." *Journal of Comparative Policy Analysis* 14 (5) 475-476.

Duck, Waverly. 2013. "Living the Drama: Community, Conflict, and Culture among Inner-City Boys by David Harding." *City and Community* 12 (2) 180-181.

Duck, Waverly. 2012. "Through Our Eyes: African American Men's Experience of Race, Gender, and Violence." *Contemporary Sociology* 41 (2) 210-212.

Duck, Waverly. 2010. "Wrong Place, Wrong Time: Trauma and Violence in the Lives of Young Black Men." *The Griot* 12-13.

GRANTS

University of Pittsburgh, School of Social Work. Awarded stipend and research assistant. \$500. 2012.

University of Pittsburgh. Third Term Type II Research Stipend. \$3,400. 2012.

"Neighborhoods, Race, and Health: Assessing the Relationship between Health Disparities and Neighborhood Distress in the City of Pittsburgh University of Pittsburgh." Center on Race and Social Problems. Pilot Award. Co-Investigator with Anita Zuberi. \$8,000. 2012.

University of Pittsburgh, School of Social Work. Award and research assistant. \$500. 2011.

University of Pittsburgh, School of Arts and Sciences. Third Term Research Stipend. \$4,000.

2011.

“Interaction Orders of Drug Dealing Spaces: Local Orders of Sensemaking in a Poor Black American Place.” University of Pittsburgh, Center on Race and Social Problems. Pilot Grant Award. \$10,000. 2011.

National Institute of Aging and National Institute of Nursing. “Masculinity and Health over the Life Span.” Co-Principal Investigator with Peter Lichtenberg. \$48,000. 2000-2001.

SELECTED PRESENTATIONS

Zuberi, Anita, Waverly Duck and Robert Gradeck. “Neighborhoods, Race, and Health: Assessing the Relationship between Neighborhood Distress and Maternal Health in Pittsburgh.” Urban Affairs Association. San Francisco, CA. April 2013.

Duck, Waverly. “From Black to White, From Middle Class to Poor: How an Urban Neighborhood Changed.” American Sociological Association Annual Meeting. Denver Colorado. August 2012.

Duck, Waverly. “Social Policy, the State, and the Poor: An Ethnographic Examination of Policy Intersections in an Impoverished Urban Neighborhood.” Urban Affairs Association National Conference, Pittsburgh, April, 2012.

Duck, Waverly and Anne Rawls. “‘Fractured Reflections’ of Self Presentation: Racialized Experience as Confrontation in Cooley’s Looking Glass.” American Sociological Association Annual Meetings. Las Vegas, August 2011.

Duck, Waverly. “Senseless Violence: Making Sense of Murder.” American Sociological Association Annual Meetings, San Francisco, August, 2009.

Duck, Waverly. “Ethnographic Portrait of a Neighborhood in the Era of Economic Decline.” Yale/Princeton Urban Ethnography Conference. Eastern Sociology Meetings, Baltimore, March, 2009.

Duck, Waverly and Anne Rawls. “The Orderliness of Neighborhood Disorder.” Eastern Sociology Annual Meetings, Baltimore, March, 2009.

Duck, Waverly. “Code of the Street Revisited: On Becoming a Drug Dealer.” Midwestern Sociology Annual Meetings, St. Louis, March, 2008.

Duck, Waverly. “The Social Situation of a Death Penalty Inmate.” Death Penalty Information Center Annual Conference, Pittsburgh, October, 2005.

2017 INVITED LECTURES/PRESENTATIONS: Yale, Harvard, Princeton, Carnegie-Mellon, University of Miami-Ohio, University of Illinois-Chicago, University of Michigan-Dearborn, and West Virginia University.

SELECTED INVITED LECTURES/PRESENTATIONS

“An Ethnographic Portrait of Drug Dealing and Policing in a Small Black Town.” University of Wisconsin. Madison. Department of Sociology, Social Psychology and Microsociology Workshop. Madison, Wisconsin. March 2015

“Understanding Ferguson: Black Men’s Survival Strategies in a Poor Black Neighborhood .” Wayne State University Department of Sociology. Detroit, Michigan. April 2015.

“Policing the Police: A panel on the Ground Level.” University of Missouri. Black Studies Fall Conference. Invited by the Department of Sociology. Columbia, Missouri. October 2014.

“Autism Spectrum Disorder: Responses to Standardized Emotions Questions.” Centre of Excellence in Intersubjectivity and Interaction. Helsinki, Finland. May 2014.

“Poor Women’s Coping Strategies in the Age of Welfare Reform.” Colloquium Speaker. Department of Women Studies. University of Wisconsin-Madison. Madison, Wisconsin. October 2013.

“Why Middle Class Residents Remain in Improvised Spaces?” Urban Ethnography Colloquium Speaker. Department of Sociology. University of Pennsylvania. Philadelphia, Pennsylvania. March 2012.

“Why Middle Class Residents Remain in Improvised Spaces?” Campus-wide lecture. National Conference on Inequality, Yale University. New Haven, Connecticut. September, 2012

“Why do Seniors Stay in Violent Urban Spaces.” Invited campus-wide lecture, Institute of Gerontology, Wayne State University, Detroit, Michigan. March 2012.

“Why do Middle Class People Stay in Violent Urban Spaces?” Southern Connecticut University. Campus-wide lecture. New Haven, Connecticut. November 2011.

“An Ethnographic Portrait of a Precarious Life.” National Conference on Ethnography in Urban Spaces. Yale University. New Haven, Connecticut. November. 2010.

“Ethnography and the Ironic Ghetto.” Stockholm University Stockholm, Department of Sociology. Stockholm, Sweden. April 2010.

“Drug Dealing Careers and the Interactional Order of a Neighborhood.” Department of Sociology. University of California-Santa Barbara. Santa Barbara, California. March 2010.

“Drug Dealing and the Interactional Order of a Space.” Department of Sociology, Colloquium Speaker. University of California Riverside. Riverside, California. March 2010.

“Social Situation of Dealers and Addicts.” Invited Lecture. Psychiatric Fellows, Yale University School of Medicine. New Haven, Connecticut. March, 2009.

“Becoming a Drug Dealer and Code of the Street Revisited” Northeastern University. Department of Criminal Justice and Criminology.” Invited Lecture. Boston, Massachusetts. February 2009.

“Context of Choices, Rational Choice and the Death Penalty Young, Black, Male and Poor Conference, University of Pennsylvania Philadelphia, Pennsylvania. March 2006.

TEACHING and ADVISING

Courses Taught

Undergraduate:

Social Theory
Introduction to Sociology
Social Problems
Marriage and Family
Urban Sociology
Social Change
Qualitative Methods
Capstone in Research Methods

Graduate:

Urban Ethnography
Race and the City
Politics and Culture
Ethnography of the African American Experience
Ethnography of Race, Space and Inequality
Qualitative Methods

Mentorships/Advising:

Mentor, Yale Summer Scholar, Advised and assisted research project for William Scott, 2009.

Advised Arlene Brochin on her Senior Thesis, Yale University, 2009.

Academic Advisor to National Urban League Minority Adoption Initiative, 2006.

Undergraduate Mentoring/Faculty Advisor

Devin Rutan (2016)
Krystal Smith (2015)
Jayani Muniappan (2015)
Morgan Brenner (2015)

Luci Maracco (2015)
Alex Yawny (2015)
Connor Craston (2013)
Thomas McAuliffe (2013)
Jessica Phares (2013)
Margaret Simmons (2013)
Jeffrey Zikmund (2013)
Jennifer Burchart (2013)
Karl Whelen (2013)
Russell Ottalini (2013)
Maria Girardi (2012)
Pietra Bruni (2012)
Andrew Callahan (2012)
Thomas Helgerman (2012)
Christopher MacIntosh (2012)
Hetal Patel (2012)
Janel Terry (2012)
Abigail Phillips (2011)
Elizabeth Golbert (2011)
Dina Gold (2012)

Graduate Student MA Committees:

Ray Kanemoto-Defended
Samantha Plummer-Defended

Member of Ph.D. Committee:

Mitchell Keifer
Daniel Burridge
George Weddington
Carolyn Zook-Defended
John Cuda
Ervin Dyer-Chair-Defended
Hatem Hassan
Mohammad Mozumder
Jeffrey Tienes-Defended
Chandler Curry
Bryan Stephany
Ellen Eckert
Suzie Wagner
Ashley Hall—Communication-Defended
Daphane Henry--Education
Esther Kim (Yale University) Defended

PROFESSIONAL SERVICE

Committees: Co-Chair-Year of Diversity. Provost's University wide grants initiative to support and develop diversity and inclusion across the University of Pittsburgh Main and Five Extension Campuses. 2016-2017.

University of Pittsburgh, Urban Studies Advisory Committee, 2012 to present.

Undergraduate Advisory Committee. Department of Sociology. 2014 to Present

Chair: Economic Disparities Research Advisory Panel. Center Race and Social Problem 2014 to Present

Reviewer: IRB Scientific Review and Research Ethics Coordinator -Department of Sociology, University of Pittsburgh 2010 to Present.

Organizer: Co-Program Coordinator. Racial Democracy Criminal Justice Network. January 2016-2019.

Speaker Coordinator, "Presentations and Workshop on Power, Resistance and Social Change: Culture and Politics." Department of Sociology, University of Pittsburgh, 2012.

Associate Director, "Urban Ethnography Workshop." Yale University, 2009.

Organizer, "Urban Ethnography Conference." Yale University, 2008.

Organizer and Presenter, "Young Black, Male, and Poor: A Case for National Action?" Penn Institute for Urban Research, University of Pennsylvania, 2006.

Co-President, Sociology Graduate Student Organization. Wayne State University, 2004.

President, Sociology Graduate Student Organization. Wayne State University, 2001.

Discussant: Section on Urban Sociology. Annual meetings of the American Sociological Association, San Francisco, 2014.

Section on "Ethnography Methodology," Annual meeting of the American Sociological Association, San Francisco, 2009.

Crime and Communities. American Society of Criminology Annual Meetings, Atlanta, 2008.

Member: American Sociological Association, American Society of Criminology, Society for the Study of Social Problems, American Anthropological Society.

Reviewer: American Journal of Sociology, American Journal of Cultural Sociology, Critical Sociology, Black Studies, Journal of Contemporary Ethnography, Social Problems, Sociological Forum, City and Community, Journal of Contemporary Sociology.

Editorial: Critical Sociology 2015-Present
Sociological Theory 2016-Present
Sociological Forum 2015-Present

HONORS AND AWARDS

Finalist, C. Wright Mills Book Award, Society for the Study of Social Problems, 2016.

University of Pittsburgh College of General Studies Student Choice Teaching Award, 2016.

One semester salary. National Science Foundation project #1257065, "A Sociology of Testing, Diagnosis, and Autism Spectrum Disorder." Prof. Doug Maynard, P.I. Spring Semester 2014.

Morse Fellowship. University of Wisconsin Madison. Honorary society of interdisciplinary researchers committed to the social scientific study of developmental psychopathology. 2014.

Man of Excellence Award for community service from the Pittsburgh Courier. 2012.

University of Pittsburgh College of General Studies Student Choice Teaching Award, 2012.

Lindback Minority Career Enhancement Research Fellow, 2005.

National Institute on Aging Pre-doctoral Trainee, Wayne State University Institute of Gerontology, 2002.

National Gerontological Society of America Doctoral Student Leadership

Development Fellow, 2001.

American Association of Higher Education (AAHE) Grant Award, 2001.

Wayne State University Medical School Research Competition, Second Place Poster Award, 2001.

King, Chavez, Parks Post Baccalaureate Fellow, Wayne State University, 2000.

Wayne State University Minority Top Achiever Award Recipient, 1998.

Wayne State University Post Baccalaureate Fellow, 1998.

National Science Scholar, 1995.

Connecticut College Unity Scholar Award Recipient, 1995.

TRAINING/WORKSHOPS

- 2012 Selected to participate in the Crime and Justice Research Institute at Ohio State. Funded by the National Science Foundation and Ohio State University, the institute is designed to promote successful research projects and careers among faculty from underrepresented groups working in areas of crime and criminal justice. Housing, office space, research expenses and stipend were provided over a three week residency period. During the institute, I revised and resubmitted the article "Becoming a Neighborhood Drug Dealer: Local Interaction Orders and Criminal Careers" to the journal *Symbolic Interaction*.
- 2012 Selected to participate in the Scholars Network on Black Masculinity works toward improving the well-being of African American Men. The network of scholars, through funding from the National Science Foundation, engage in workshops and conferences to engage in public outreach and the dissemination of research finding to government, media, and non-profits.
- 2012 Selected to participate in the University of Pittsburgh, Office of the Provost Faculty Diversity Seminar.
- 2011 Completed the University of Pittsburgh School of Arts and Sciences undergraduate studies faculty seminar entitled *Speaking in the Discipline* which focused on speaking in the classroom. I developed course materials incorporating oral communication for both urban sociology and social change.
- 2011 Attended a one-day workshop where I learned the basic essentials of GIS

(Geographic Information System). Training was provided New Urban Research, Inc. Developed a GIS component into urban sociology course using Pittsburgh Neighborhood and Community Information Systems (PNCIS) data.

- 2002 Schuessler Institute of Social Research, Indiana University. Selected to attend a two-week training workshop on Conversational Analysis and Ethnomethodology with Doug Maynard. The training focused on theory and the practical application of ethnomethodology and conversational analysis.
- 2001 Michigan Center for Urban African-American Aging Research (MCUAAAR). Selected to attend the two-day training workshop sponsored by Wayne State University and the University of Michigan. Topics included: qualitative and quantitative methods, grant writing techniques, recruitment of elders, and measurement issues.
- 2001 National Institute on Aging (NIA) Technical Assistance Workshop on Aging for Emerging Investigators and Students. Selected to attend the two-day training workshop sponsored by the National Institutes of Health, NIA, in Chicago. Participated in sessions focused on recruitment of aging researchers, methods, data analysis, and grant writing.