

June 2009

**Pamela S. Tolbert**

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School of Industrial and Labor Relations  
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**Education**

Ph.D., 1983	Sociology, University of California, Los Angeles
M.A., 1979	Sociology, University of California, Los Angeles
B.A., 1975	Sociology, University of Tulsa (summa cum laude)

**Positions Held**

Chair, January 1992 - December 1994, January 1997 - present  
Department of Organizational Behavior  
New York State School of Industrial and Labor Relations  
Cornell University

Acting Director, Sloan Work-Family Careers Institute, August 2002 – June 2003  
College of Human Ecology  
Cornell University

Professor, May 1998 – present  
Department of Organizational Behavior  
New York State School of Industrial and Labor Relations  
Cornell University

Associate professor, December 1990 – May 1998  
Department of Organizational Behavior  
New York State School of Industrial and Labor Relations  
Cornell University

Assistant professor, September 1983 - December 1990  
Department of Organizational Behavior  
New York State School of Industrial and Labor Relations  
Cornell University

Research associate, September 1980 - December 1980  
Bureau of Social Science Research  
Washington, D.C.

Research associate, May 1979 - September 1979  
National Academy of Sciences  
Washington, D.C.

### **Areas of Teaching and Research**

Organization theory  
Entrepreneurship  
Interorganizational/environment relations  
Professions and occupations  
Stratification and organizations

### **Awards and Honors**

Distinguished Speaker, Strategy and Organization Theory Divisions, Administrative Sciences Association of Canada meetings, 2009

ILR Robert Stern Award for Graduate Student Teaching and Mentorship, 2008

Institute for Social Sciences, Cornell University. Conference grant, "Law and Social Sciences: Using Theory and Research on Discrimination in Title VII Class Action Litigation," January 31-February 1, 2008, New York City. Quinetta Roberson and Esta Bigler, co-recipients

National Science Foundation. "The effects of status processes and tokenism on organizational diversity." August 2007-July 2008. Faculty mentor on dissertation grant to Michelle Duguid

Prix d'Excellence, 2006. Administrative Sciences Association of Canada. "Institutions in action: Use of tenure systems for faculty employment," (co-authored with Wesley Sine and Sangchan Park)

National Science Foundation. "Genesis of organizational forms in virgin niches." July 1999-July 2000. Faculty mentor on dissertation grant to Wesley Sine

Center for Advanced Human Resource Studies. "Expanding the boundaries of employment: Professional work at home." July 1992 - June 1993. (Tal Simons, co-PI)

Cornell Interfraternity and Panhellenic Council. "Outstanding Professor" Award, 1990

National Science Foundation, "Processes of curriculum change in colleges and universities: A comparison of population ecology and institutional theories." July 1990 -

December 1992

National Science Foundation, "Sources of change in organizational populations: A comparison of population ecology and institutional theories of organizations." July 1988 - July 1989

American Sociological Association/European Group on Organizational Studies Award for Best Paper, 1987

## Publications

### *Books*

Tolbert, Pamela S. and Richard Hall. 2008. Organizations: Structure, Process and Outcomes (9<sup>th</sup> edition). Englewood Cliffs: Prentice Hall.

Hall, Richard and Pamela S. Tolbert. 2004. Organizations: Structure, Process and Outcomes (8<sup>th</sup> edition). Englewood Cliffs: Prentice Hall.

Stephen Ackroyd, Rose Batt, Paul Thompson and Pamela S. Tolbert (eds.). 2004. Handbook of Work and Organisation. Oxford: Oxford University Press.

Pamela S. Tolbert, Peter Bamberger and David Torres (eds.). 1993. Research in the Sociology of Organizations: Collective Bargaining. Greenwich CT: JAI Press.

Samuel Bacharach and Pamela S. Tolbert. 1992. Research in the Sociology of Organizations: Organizational Demography and Current Research Issues. Greenwich CT: JAI Press.

Pamela S. Tolbert, Richard Majuka and David Torres (eds.). 1991. Research in the Sociology of Organizations. Greenwich CT: JAI Press.

Pamela S. Tolbert and Stephen R. Barley. 1990. Research in the Sociology of Organizations: Professions and Organizations. Greenwich, CT: JAI Press.

### *Journal Articles, Chapters, and Monographs*

Tolbert, Pamela S., Robert David and Wesley D. Sine. 2010. "Institutional theory and entrepreneurship research: Studying choice and change." Organization Science (forthcoming)

Hiatt, Shon, Wesley D. Sine and Pamela S. Tolbert. 2009. "From Pabst to Pepsi: The deinstitutionalization of social practices and the creation of entrepreneurial

opportunities.” Administrative Science Quarterly (forthcoming)

Tolbert, Pamela S. and Shon Hiatt. 2009. “On organizations and oligarchies: Michels in the 21<sup>st</sup> century.” Pp. 174-199 in P. Adler (ed.), Sociological Classics and Organizational Research. London: Oxford University Press.

Hinings, C.R. and Pamela S. Tolbert. 2008. “Organizational institutionalism and sociology: A reflection.” Pp. 473-491 in R. Greenwood, C. Oliver, K. Sahlin-Andersson, R. Suddaby (eds.), Handbook of Organizational Institutionalism. New York: Sage Publications.

Lawrence, Barbara and Pamela S. Tolbert. 2007. “Structure, norms and outcomes: Organizational demography and individual careers.” Pp. 399-421 in H. Gunz and M. Peiperl (eds.), Handbook of Career Studies. New York: Sage Publications.

Sine, Wesley D., Heather A. Haveman and Pamela S. Tolbert. 2005. “Risky business? Entrepreneurship in the new independent-power sector.” Administrative Science Quarterly 50: 200-232.

Danko, Sheila, Supaporn Vithayathawornwong and Pamela S. Tolbert. 2003. “The role of the physical environment in supporting organizational creativity.” Journal of Interior Design 29: 18-35.

Valcour, P. Monique and Pamela S. Tolbert. 2003. “Gender, family and career in the era of boundarylessness: Determinants and effects of intra- and interorganizational mobility.” International Journal of Human Resource Management 14: 768-787.

Marler, Janet and Pamela S. Tolbert. 2003. “Alternative employment arrangements: Are they a successful strategy for working couples?” Chapter 11 in P. Moen and S. Sweet (eds.), It’s About Time: Work and Family Relations in Dual Career Couples. Ithaca, NY: Cornell University Press.

Tolbert, Pamela S., Mary Graham and Alice Andrews. 1999. “Causes and consequences of variations in groups’ gender composition.” Pp. 179- 202 in G. Powell (ed.), Handbook of Gender Studies. Thousand Oaks, CA: Sage.

Tolbert, Pamela S. 1998. “Two-tiered faculty systems and organizational outcomes.” New Directions for Higher Education 104 (Winter): 71-80.

Tolbert, Pamela S. and Phyllis E. Moen. 1998. “Men’s and women’s definitions of “good” jobs: Similarities and differences by age and across time.” Work and Occupations 25: 147-162.

Barley, Stephen R. and Pamela S. Tolbert. 1997. "Institutionalization and structuration:

Studying the links between action and institution." Organization Studies 18: 93-118.

Tolbert, Pamela S. 1996. "Occupations, organizations and boundaryless careers." Pp. 91-107 in M. Arthur and D. Rousseau (eds.), Boundaryless Careers. NY: Oxford University Press.

Tolbert, Pamela S. and Lynne G. Zucker. 1996. "The institutionalization of institutional theory." Pp. 175-190 in S. Clegg, C. Hardy and W. Nord (eds.), Handbook of Organization Studies. London: Sage.

Tolbert, Pamela S., Tal Simons, Alice Andrews and Jaehoon Rhee. 1995. "Effects of gender composition on faculty turnover." Industrial and Labor Relations Review 48: 562-579.

Tolbert, Pamela S., Alice Andrews and Tal Simons. 1995. "Effects of group proportions on intergroup relations." In S. Jackson and M. Ruderman (eds.), Work Team Diversity: Perspectives and Paradigms. Washington, DC: APA Press.

Tolbert, Pamela S. 1992. "Future status of women in white collar and professional occupations." Pp. 1-7 in Breaking the Barriers: White Collar Women on the Move, edited by P. Wilson. Washington, DC: Department of Professional Employees, AFL-CIO.

Tolbert, Pamela S. 1992. "Comment on 'War and Peace'." In P. Frost and R. Stablein (eds.), Doing Exemplary Organizational Research. Beverly Hills, CA: Sage.

Tolbert, Pamela S. and Alice A. Oberfield. 1991. "Sources of organizational demography: Faculty sex ratios in colleges and universities." Sociology of Education 64: 317-330.

Barley, Stephen R. and Pamela S. Tolbert. 1991. "At the intersection of organizations and occupations." In P.S. Tolbert and S.R. Barley (eds.), Research in the Sociology of Organizations. Greenwich, CT: JAI Press.

Tolbert, Pamela S. and Robert N. Stern. 1991. "Governance structures in large law firms." In P. Tolbert and S. Barley (eds.), Research in Sociology of Organizations. Greenwich, CT: JAI Press.

Tolbert, Pamela S. and Robert N. Stern. 1990. "Inequality in a company of equals: Participation in large law firms." In R. Russell and V. Rus (eds.), International Handbook of Participation in Organizations. London: Oxford University Press.

Tolbert, Pamela S. 1990. "Negotiations in organizations: A sociological perspective." In M. Bazerman, B. Sheppard and R. Lewicki (eds.), Research on Negotiations in

Organizations, (V. 3). Greenwich, CT: JAI Press.

Tolbert, Pamela S. and Alice A. Oberfield. 1989. "Physicians' work." ILR Report 26: 8-13.

Rynes, Sara, Pamela Strausser, and Pamela S. Tolbert. 1988. "Aspirations to manage: A comparison of engineering students and working engineers." Journal of Vocational Behavior 32: 239-253.

Tolbert, Pamela S. and Jeffrey Arthur. 1988. "Institutionalization and negotiations in organizations." In B. Sheppard, R. Lewicki and M. Bazerman (eds.), Research on Negotiations in Organizations, (V. 2). Greenwich, CT: JAI Press.

Tolbert, Pamela S. 1988. "Institutionalization and organizational culture in major law firms." In L. Zucker (ed.), Institutional Patterns and Organizations: Culture and Environment. Boston, MA: Ballinger Press.

Tolbert, Pamela S. 1986. "Organizations and inequality: Sources of earnings differences between male and female faculty." Sociology of Education 59: 227-245.

Tolbert, Pamela S. 1985. "Institutional environments and resource dependence: Sources of administrative structure in institutions of higher education." Administrative Science Quarterly 30: 1-13.

Reprinted in M. Peterson (ed.), Organization and Governance in Higher Education. Washington, DC: Association for the Study of Higher Education.

Tolbert, Pamela S. and Lynne G. Zucker. 1983. "Institutional sources of change in the formal structure of organizations: The diffusion of civil service reform, 1880-1930." Administrative Science Quarterly 28: 22-39.

### *Book Reviews*

The Systems of Professions: An Essay on the Division of Expert Labor by Andrew Abbott. Administrative Science Quarterly (June, 1990).

Partners with Power: The Social Transformation of the Large Firm by Robert Nelson. American Journal of Sociology (November, 1990).

Strategy and Organization by Glenn Carroll and David Vogel. Administrative Science Quarterly (December, 1987).

Critical Studies in Organization and Bureaucracy by Frank Fischer and Carmen Sirianni. Contemporary Sociology (May, 1985).

Politics of Shopfloor Technology by Barry Wilkinson. Industrial and Labor Relations

Review (July, 1984).

### **Selected Conference Presentations**

Lee, Brandon, Wesley D. Sine and Pamela S. Tolbert. 2009. "Crescive standardization and its impact in the U.S. organic food industry." Presented at the Academy of Management meetings, August, Chicago Illinois.

Waismel-Manor, Ronit and Pamela S. Tolbert. 2009. "The impact of earnings differences in dual-earner couples on career and family satisfaction." Presented at the Academy of Management meetings, August, Chicago Illinois.

Banerjee, Mallika, Pamela S. Tolbert and Thomas DiCiccio. 2009. "Non-traditional work arrangements and traditional workers." Presented at the Academy of Management meetings, August, Chicago Illinois.

Hiatt, Shon, Wesley Sine and Pamela Tolbert. 2008. "The eeinstitutionalization of social practices and the creation of entrepreneurial opportunities." Presented at the Academy of Management meetings, August, Anaheim, California.

Banerjee, Mallika and Pamela S. Tolbert. 2007. "Use of non-standard workers and standard workers' perceptions of job security and attitudes towards work." Presented at the Academy of Management meetings, August, Philadelphia, Pennsylvania.

Banerjee, Mallika and Pamela S. Tolbert. 2007. "Use of non-standard workers and standard workers' perceptions of job security and attitudes towards work." Presented at the Labor Economics Research Association meetings, January (2008), New Orleans, Louisiana.

Sine, Wesley D., Pamela S. Tolbert and Sangchan Park. 2007. "Institutions in action: The use of tenure systems for faculty employment." To be presented at the European Group on Organization Studies, July, Vienna AUS.

Valcour, P. Monique, Janet Marler and Pamela S. Tolbert. 2006. "Work hours and work-family balance: The moderating effects of gender and control." Presented at the Academy of Management meetings, August, Atlanta, Georgia.

Sine, Wesley D., Pamela S. Tolbert and Sangchan Park. 2006. "Institutions in action: The use of tenure systems for faculty employment." Presented at the Administrative Sciences Association of Canada meetings, June 3-6, Banff, Alberta, CA.

Tolbert, Pamela S. and Heather G. Perratta. 2006. "More or less: Organizational demography and the hiring of women faculty in colleges and universities." Presented at

the Administrative Sciences Association of Canada meetings, June 3-6, Banff, Canada

Duguid, Michelle M., Pamela S. Tolbert and Quinetta Roberson. 2005. "Board diversity and firm performance." Presented at conference on "Diversity as a Competitive Advantage in the Global Economy," sponsored by Syracuse University and the Academy of Management. September 5-7, Bluemountain Lake, New York.

Tolbert, Pamela S. and Heather Geraci. 2003. "More or less: Organizational demography and the hiring of women faculty in colleges and universities." Presented at American Sociological Association meetings, August 16-19, Atlanta, Georgia.

Sine, Wesley D., Heather A. Haveman and Pamela S. Tolbert. 2003. "Institutional influences on founding variation in the emerging independent power industry." Presented at European Group on Organizational Studies conference, July 3-5, Copenhagen, DN.

Sine, Wesley D., Heather A. Haveman and Pamela S. Tolbert. 2003. "Institutional influences on founding variation in the emerging independent power industry." Presented at Society for the Advancement of Socio-economics conference, June 25-28, Aix-en-Provence, FR.

Tolbert Pamela S. and Heather Geraci. 2003. "More or less: Organizational demography and the hiring of women faculty in colleges and universities." Presented at Society for the Advancement of Socio-economics conference, June 25-28, Aix-en-Provence, FR.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2002. "Work schedules and women's perceived success in work and family life." Presented at the American Sociological Association meetings, August 16-19, Chicago, Illinois.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2002. Work schedules, work-family balance, and perceived success in work life and in family life." Presented at the Sloan Foundation Work-Family Conference, February 5-7, San Francisco, California.

Valcour, P. Monique and Pamela S. Tolbert. 2001. "Gender, family and career in the era of boundarylessness: Determinants and effects of intra- and interorganizational mobility." Presented at the European Group for Organizational Studies, July 5-7, Lyon, FR.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2001. "Part-time work as a career strategy." Presented at the Sloan Foundation for Working Families Conference, May 5-7, Ann Arbor, Michigan.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2000. "Career, family, and part-time work: Implications for women's success." Academy-wide symposium,

Academy of Management meetings, August 6-10, Toronto, Ontario, CA.

Sine, Wesley D. and Pamela S. Tolbert. 1999 "Processes of institutional change." Showcase symposium, Academy of Management meetings, August 9-12, Chicago, Illinois.

Tolbert, Pamela S. and Wesley D. Sine. 1999 "Determinants of organizational compliance with institutional pressure: Use of part-time faculty in higher education." Presented at the Academy of Management meetings, August 9-12, Chicago, Illinois.

Tolbert, Pamela S. and Wesley D. Sine. 1998. "The personal becomes professional (and vice versa): Strategies for managing work and family demands." Symposium, Academy of Management meetings, August 19-22, San Diego, California.

Tolbert, Pamela S. 1997. "Non-tenure-track faculty and organizational outcomes." Presented at the Sloan Foundation Conference on Part-time Faculty, December 2-3, Arlington, VA.

Simons, Tal and Pamela S. Tolbert. 1997. "The costs of working at home on career outcomes." Presented at Amsterdam '97 International Conference on Teleworking, Amsterdam, Netherlands.

Tolbert, Pamela S., Phyllis E. Moen and Eleanor Bell. 1997. "Men's and women's definitions of 'good' jobs: Similarities and differences by age and across time." Presented at the Academy of Management meetings, Boston, Massachusetts.

Graham, Mary and Pamela S. Tolbert. 1996. "Social influences on organizational justice judgments: A theoretical model." Presented at the Academy of Management meetings, Cincinnati, Ohio.

Tolbert, Pamela S. and Lynne G. Zucker. 1995. "Institutional analyses of organizations: Legitimate but not institutionalized." Presented at the American Sociological Association meetings, Washington, D.C.

Simons, Tal and Pamela S. Tolbert. 1995. "Impact of working at home on professional employees' career outcomes." Presented at the Academy of Management meetings, Vancouver, British Columbia, CA

Tolbert, Pamela S. and Stephen R. Barley. 1995. "Institutionalization as structuration." Presented at the ESSEC-IMD Workshop on Action, Structure and Organization, May 5-7, Paris, FR.

Tolbert, Pamela S., Alice O. Andrews and Tal Simons. 1994. "Effects of group proportions on intergroup relations." Presented at American Psychological Association

Conference on Productivity and Interpersonal Relations in Work Teams, Durham, North Carolina.

Tolbert, Pamela S., Tal Simons, Alice O. Andrews and Jaehoon Rhee. 1994. "Gender composition and faculty turnover in academic departments." Presented at Conference on Role Models in Education, Ithaca, New York.

Tolbert, Pamela S., Tal Simons and Alice A. Oberfield. 1993. "In mixed company: Group proportions and group dynamics." Presented at the American Sociological Association meetings, Miami, Florida.

Tolbert, Pamela S. 1991. "Demographic changes and advancement of professional women in organizations." Presented at AFL-CIO Department for Professional Employees Conference, Washington, D.C.

Tolbert, Pamela S. 1991. "Implications of institutional theory for public administration." Presented at the Doctoral Consortium for Public Sector Studies, Academy of Management meetings, Miami, Florida.

Connelley, Debra and Pamela S. Tolbert. 1990. "Organizational socialization and survival: Making macro-micro linkages." Presented at the Academy of Management meetings, San Francisco, California.

Tolbert, Pamela S. and Samuel Bacharach. 1990. "Organizational demography and the revitalization of the workforce." Showcase symposium, Academy of Management meetings, San Francisco, California.

Tolbert, Pamela S. and Alice O. Andrews. 1989. "Sources of organizational demography: Faculty sex ratios in colleges and universities." Presented at the American Sociological Association meetings, San Francisco, California.

Tolbert, Pamela S. 1989. "Population ecology and institutional theories of population change: An application of cohort analysis to institutions of higher education." Presented at the European Group on Organizational Studies meetings, West Berlin, W. GER.

Tolbert, Pamela S. 1989. "Social movements and negotiations in organizations." Presented at National Center for Dispute Resolution Conference on Negotiations in Organizations, Evanston, Illinois.

Tolbert, Pamela S. and Caroline Weber. 1989. "Individual and organizational determinants of promotion chances." Presented at the Eastern Sociological Society meetings, Baltimore, Maryland.

Tolbert, Pamela S. and Jeffrey Arthur. 1988. "Organizational demography: A test of

tokenism and competition hypotheses." Presented at the American Sociological Association meetings, Atlanta, Georgia.

Tolbert, Pamela S. 1988. "Getting ahead: Determinants of promotion." Presented at the Academy of Management meetings, Anaheim, California.

Barley, Stephen R. and Pamela S. Tolbert. 1988. "Institutionalization and structuration: Methods and analytic strategies for studying links between action and structure." Presented at the National Science Foundation Conference on Longitudinal Field Research, Austin, Texas.

Tolbert, Pamela S. 1987. "Population ecology and institutional theory: Sources of change in organizations." Presented at the American Sociological Association Conference on Institutional Change, Palo Alto, California.

Tolbert, Pamela S. and Jeffrey Arthur. 1987. "Institutionalization and negotiations in organizations." Presented at the National Center for Dispute Resolution Conference on Negotiations in Organizations, Columbus, Ohio.

Tolbert, Pamela S. and Robert N. Stern. 1986. "Clans and hierarchies: Governance structures of major law firms." Presented at American Sociological Association meetings, New York City, New York.

Tolbert, Pamela S. 1985. "The study of organizational demography." Presented at ORSA - TIMS meetings, Atlanta, Georgia.

Tolbert, Pamela S. 1985. "Institutionalization and organizational culture in major law firms." Presented at the American Sociological Association Conference on Institutional Theory, Los Angeles, California.

Tolbert, Pamela S. 1985. "Organizations and inequality: Differences in the earnings of male and female faculty." Presented at the Academy of Management meetings, San Diego, California.

Tolbert, Pamela S. 1984. "Institutional environments and resource dependence: Sources of administrative structure in colleges and universities." Presented at the American Sociological Association meetings, San Antonio, Texas.

Tolbert, Pamela S. 1983. "Organizational predictors of presidential turnover in institutions of higher education." Presented at the Academy of Management meetings, Dallas, Texas.

Tolbert, Pamela S. and Lynne G. Zucker. 1982. "Institutional sources of change in the formal structure of organizations: The diffusion of civil service reform, 1880-1930."

Presented at the American Sociological Association meetings, San Francisco, California.

Mickelson, Rosalyn and Pamela S. Tolbert. 1982. "Industrial labor force demands and the growth of community colleges: A time series analysis." Presented at the American Educational Research Association meetings, New York City, New York.

Tolbert, Pamela S. 1981. "Determinants of social movement participation." Presented at the American Sociological Association meetings, Toronto, Ontario, CA.

Tolbert, Pamela S. 1980. "Sources of progressivism: Uses and limitations of collective biography in historical research." Presented at the American Sociological Association meetings, New York City, New York.

### **Research in Progress**

Duguid, Michelle, Denise Loyd and Pamela S. Tolbert. "Dimensions of status: How categorical, numeric and work group status affect preferences for similar others." (Revision in process)

Sine, Wesley D., Pamela Tolbert and Sangchan Park. "Institutions in action: The use of tenure systems for faculty employment in colleges and universities." (Revision in process)

Tolbert, Pamela and Ronit Waismel-Manor. "She works hard for the money: Relative earnings of spouses and satisfaction with work and family." (Revision in process)

Banerjee, Mallika and Pamela Tolbert. "The impact of non-standard workers on standard workers' perceived job security and work attitudes." (Revision in process)

Perratta, Heather and Pamela Tolbert. "Dying to change? Causes and consequences of the transition from single-sex to coed college." (Data collection in process)

Duguid, Michelle, Pamela Tolbert and Jack Goncalo. "Conflicting conformity pressures and organizational decision-making." (Data collection in process)

### **Teaching**

#### *Courses Taught*

ILROB 122 Introduction to Organizational Behavior  
 ILROB 427 Professions: Organization and Control  
 ILROB 520 Organizational Behavior and Analysis  
 ILROB 626 Organizations and Social Inequality

ILROB 722 Macro-Organizational Behavior  
 ILROB 725 Analysis of Organizational Behavior Research

*Graduate Students' Committee Chair*

Birnbaum, Alan M.S. 1986  
 Arthur, Jeffrey Ph.D 1990  
 Oberfield, Alice M.S. 1990  
 Ibaraki, Sayoko MPS 1994  
 Connelley, Debra Ph.D 1994  
 Simons, Tal Ph.D 1994  
 Andrews, Alice Ph.D. 1995  
 Rhee, Jaehoon Ph.D 1996  
 Fuller, Beth M.S. 2000  
 Sine, Wesley Ph.D. 2001  
 Lee, Chang Kil Ph.D 2001  
 Valcour, Monique Ph.D 2003  
 Waismel-Manor, Ronit Ph.D 2005  
 Lee, Brandon Ph.D 2006  
 Patterson, Kelly M.S. 2006  
 Perratta, Heather Ph.D 2007  
 Park, Sangchan. Ph.D 2008  
 Michelle Duguid, Ph.D 2008

**Professional Activities**

*Editorships*

Guest co-editor, Organization Studies, special issue on careers (forthcoming)  
 Senior editor, Organization Science, 2008-present  
 Associate editor, Academy of Management Review, 2005-2008  
 Associate editor, Management Science, 2000-2003  
 Book review editor: Administrative Science Quarterly 1993-1997

*Editorial board memberships:*

Administrative Science Quarterly 1986-1992  
American Sociological Review 2004-2007  
Journal of Engineering Management and Technology 2003-present  
Organization and Environment 2002-2006  
Organization Science 2003-2005  
Sociological Forum, 1986-1993

*Professional Committees:*

Nominations Committee, Organizations, Occupations and Work Section, American

Sociological Association, 2006

National Science Foundation, ADVANCE Program, site review committee, 2004

W.R. Scott Best Published Paper Award Committee, American Sociological Association, 2003

George Terry Book Award Committee, Academy of Management, 2002

Section organizer, Organizations, Occupations and Work, for American Sociological Association annual meeting, 2002

Best Published Organizational Behavior Paper Award Committee, Academy of Management, 2001

James Thompson Best Graduate Student Paper Award Committee, American Sociological Association, 1991

*Reviewer for:* Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Educational Policy, Human Relations, Industrial and Labor Relations Review, Industrial Relations, Management Science, Organization Studies, Organizational Science, Sex Roles, Social Forces, Social Psychology Quarterly, Sociological Forum, Sociological Perspectives, Sociological Quarterly, Work and Occupations, National Science Foundation

*Other Professional Activities:*

Panelist, "Publishing entrepreneurship research." 2009 Entrepreneurship Research Exemplars Conference, Storrs, CT

Distinguished speaker. "Macro-HR: Prospects and Possibilities for New Theory and Research." 2009 Academy of Management meetings, August, Chicago IL

Panelist, All-Academy Symposium, "The questions we don't ask: Limitations and lessons from institutional theory." 2008 Academy of Management meetings, August, Anaheim, CA.

Panelist, Professional Development Workshop, "Publishing critical management studies: What do journals want?" 2008 Academy of Management meetings, August, Anaheim, CA.

Panelist, Cornell-McGill Conference, "Institutions and entrepreneurship: Points of

convergence and divergence.” July 2008, Montreal.

Organizer, “Law and Social Sciences: Using Theory and Research on Discrimination in Title VII Class Action Litigation,” Conference held January 31-February 1, 2008, New York City.

Panelist, Professional Development Workshop, “Rethinking the agency/structure interface in institutional theory,” 2007 Academy of Management meetings, August, Philadelphia, Pennsylvania

Panelist, Cornell-McGill Conference, “Institutions and entrepreneurship,” July 2007, Ithaca, NY

Symposium discussant, “Entrepreneurship in the context of institutional change,” 2007 Administrative Sciences of Canada meetings, June, Ottawa, CA

Author-Meets-Critics discussant, Work and Family in a 24/7 Economy, 2006 American Sociological Association meetings, Montreal, CA

Conference participant, 2001 Human Resource Development Council of Canada Advisory Meeting, Evaluating Unemployment Insurance Programs, January, Ottawa, CA

Session organizer, Organizations, Occupations and Work Section, 1998 American Sociological Association meetings, August, San Diego, California

Participant, 1993 Procter and Gamble/Cornell Partnership Conference on TQM, June, Cincinnati, Ohio

Chair/Organizer of Public Sector Track, 1992 International Association of Conflict Management meetings, June, Minneapolis, MN

Faculty presider, Public Sector Doctoral Consortium, 1991 Academy of Management meetings, August, Miami, Florida

Faculty presider, OMT Doctoral Consortium, 1985 Academy of Management meetings, August, San Diego, California

### **Other Activities**

Vice Chair, Board of the Women’s Opportunity Center, Ithaca NY (2001-2008)

Finance Officer, Board of Montessori School, Ithaca NY (1995-1997)