

DR. NANCY DiTOMASO
DISTINGUISHED PROFESSOR
CURRICULUM VITAE – FEBRUARY, 2018

Office (Home address preferred):
Rutgers Business School—Newark and New Brunswick
Department of Management & Global Business
E-mail: ditomaso@business.rutgers.edu

Home (preferred address):
143 South Martine Avenue
Fanwood, New Jersey 07023-1621
Voice: (908) 889-7457
Fax: (908) 889-2291
Cell: (908) 578-3627

EDUCATION:

University of Wisconsin--Madison, Ph.D., Sociology, May, 1977
University of Wisconsin--Madison, M.S., Sociology, August, 1971
Ohio State University, Columbus, B.A., Sociology, with distinction, June, 1969
The Wharton School, University of PA, Certificate in Business Administration, Summer, 1982
Proyecto Linguistico, Quetzaltenango, Guatemala, Intensive Spanish Training, November, 1978

POSITIONS HELD:

Rutgers Business School—Newark and New Brunswick:
Distinguished Professor, Management and Global Business, July, 2015-present
Professor, 1993-2015; Associate Professor, 1985-1993; Assistant Professor, 1983-1985
Vice Dean for Faculty and Research, July, 2012-December, 2014
Chair, Department of Management & Global Business, January, 2005-June, 2012, 1990-1996;
Director, Ph.D. in Management Program, 2000-2002;
Member of the Graduate Faculty, Newark and New Brunswick.
New York University, Graduate School of Public Administration, Assistant Professor, 1982-1983.
Northwestern University, Department of Sociology and Center for Urban Affairs and Policy Research,
Assistant Professor, 1976-1982.
University of Wisconsin, Department of Sociology, Lecturer, selected terms, 1972-1976

AWARDS, HONORS, STIPENDS, AND RESEARCH SUPPORT:

Academy of Management Division on Gender and Diversity in Organizations, 2016 Sage Award for Scholarly Achievement (Lifetime Scholarly Achievement Award)
Minigrant, from NSF ADVANCE grant, to develop a resource guide and a workshop to facilitate decision-making on hiring and promotion in the university. Two panel discussions on related topics held April and May of 2010, \$15,375.
NSF Grant, "Leveraging Thought Diversity," February 15, 2009-February 14, 2011, \$143,018
Collaborative with Corinne Post, Lehigh University, \$122,318, Total grant award \$265,336
Academy of Management, Organization Behavior Division, Making Connections Award, for Symposium, "How, Where, and Why Diversity Matters: A Contextualized Agenda for Future Research," given to recognize symposium that best creates a bridge across boundaries between individuals or groups, August 2007
Academy of Management Learning and Education Journal, Outstanding Reviewer Award, 2007, 2008, and 2009, 2012, 2015, Chosen by Associate Editors
Technology Management Research Center, Faculty Merit Award, 2008-2010, \$10,000
Technology Management Research Center, Research Support Award, 2007-2008, \$7500
Russell Sage Foundation, Visiting Scholar, 2003-2004, Rutgers Competitive Fellowship Leave
Visiting Scholar, Vanderbilt University, Olin Graduate School of Management, Summer, 2000
Russell Sage Foundation, Research Grant, \$174,588, January 1, 1999-August 31, 2001,
"The American Non-dilemma: The Social Reproduction of Racial Inequality Without Racism," Supplemental grant, \$42,358, October 1, 2001-October 31, 2002

AWARDS, HONORS, STIPENDS, AND RESEARCH SUPPORT CONTINUED:

Russell Sage Foundation, Research Grant, \$22,288, Summer, 1996, "The Ethics of Inequality and the Politics of Difference"

Alfred P. Sloan Foundation, Research Grant, \$127,291, June 1, 1993-December 31, 1995, "A Comparison of the Careers, Commitment, and Contributions of U.S. Born and Immigrant Scientists and Engineers in U.S. Industrial Laboratories," with George F. Farris

Center for Innovation Management Studies, Lehigh University, \$48,148, January-December, 1990, "Managing a Diverse Technical Workforce"

Out-of-Cycle Salary Increase, 1987-88.

Horace J. DePodwin Research Award for Non-tenured Faculty, 1987.

Coordinating Council of Business Studies Research Grant, \$3500, 1988-1989, "The Determinants and Effects of Organizational Culture," with George Gordon

New Faculty Research Grant, Rutgers, the State University of New Jersey, University Research Council, 1983-84, \$900

Supplementary grants to expand the sample for Job Adaptation and Job Search Study, U.S. Department of Labor, \$17,724, and Rockefeller Foundation, \$33,643, June, 1980 through December, 1982.

U.S. Department of Labor, "Job Adaptation of Hispanic, Black, and White, Male and Female Employees," January, 1979 to June, 1980, for \$86,900. With Professor Marcus Alexis, Department of Economics, Northwestern University Faculty Research Grant, Office of Research and Sponsored Projects, Northwestern University, \$500, 1978-1979; \$1400, 1977-1978.

Small Grants, Social Organization Training Program, University of Wisconsin, 1975 and 1976.

Small Grants Award, University of Wisconsin, Department of Sociology, 1974.

National Institute of Mental Health Trainee in Social Organization, University of Wisconsin, 1969-1973.

President's Scholarship Award, Ohio State University, 1969.

Undergraduate Research Fellowship, Ohio State University, 1968-1969.

Phi Beta Kappa, 1969.

OFFICES AND APPOINTMENTS:

Nominated for President, Eastern Sociological Society, for 2018-2019

Nominated for Chair, Section on Inequality, Poverty, and Mobility, American Sociological Association for 2017-2018

Chair, Section on Economic Sociology, American Sociological Association, 2016-2017

Elected, Committee on Nominations, American Sociological Association, 2005-2006

Nominated for Chair, Section on Race and Ethnic Minorities, American Sociological Association

Nominated for Committee on Committees, American Sociological Association [election suspended because of change in organizational structure of the association]

Nominated for Chair, Organization and Management Theory Division, Academy of Management,

President, Society for the Advancement of Socio-Economics, for 1994-95

Vice President, Society for the Advancement of Socio-Economics, for 1993-94.

Steering Committee, Careers Division, Academy of Management, 1990-91

Nominated for Chair, Political Sociology Section of the American Sociological Association, term for 1992-93.

Chair, Organizations and Occupations Section of the American Sociological Association, 1990-91.

Council, American Sociological Association, 1986-88

Council, Sociological Practice Section, American Sociological Association, 1989-91.

Council, Political Sociology Section, American Sociological Association, 1985-87.

Chair, Editorial and Publications Committee, Society for the Study of Social Problems, 1983-1984; elected to Committee, 1981-1984.

Committee on Committees, District 2, American Sociological Association, 1982-1983.

Chair, International Conflict and Cooperation Division, Society for the Study of Social Problems, 1982-1984.

Chair, Labor Studies Division, Society for the Study of Social Problems, 1979-1981.

PUBLICATIONS, BOOKS:

Nancy DiTomaso. 2013. *The American Non-dilemma: Racial Inequality without Racism*. New York: The Russell Sage Foundation.

- Winner, C. Wright Mills Award, Society for the Study of Social Problems, 2013
From SSSP website: "The Society for the Study of Social Problems established the C. Wright Mills Award in 1964. The C. Wright Mills Award is one of the most prestigious awards given in the area of social science research." (77 books nominated)
- Winner, Inequality, Poverty, and Mobility Section of American Sociological Association, Outstanding Book Award, 2014 (17 books nominated)
- Runner-Up, George R. Terry Award, Academy of Management Book Award for Outstanding Contribution to Advancement of Management Knowledge, 2014 (2nd of 65 books nominated)
- Honorable Mention, Max Weber Book Award, Organizations, Occupations, and Work Section, American Sociological Association, 2015 (2nd of 32 books nominated)
- Bright Idea Award, 2014, New Jersey Policy Research Organization (NJPRO)

Nancy DiTomaso and Corinne Post (Eds.). 2004. *Diversity in the Workforce*. Vol. 14, *Research in the Sociology of Work*, Kidlington, Oxon, UK: Elsevier. [two chapters in volume]:

Corinne Post and Nancy DiTomaso, "Workforce Diversity: Why, When and How."

Sheryl Skaggs and Nancy DiTomaso, "Understanding the Effects of Workforce Diversity on Employment Outcomes: A Multidisciplinary and Comprehensive Framework."

Nancy DiTomaso, Daria Kirby, Frances Milliken, and Harry Triandis, 1998. *Effective and Inclusive Learning Environments*, Task Force on Effective and Inclusive Learning Environments, St. Louis, MO: American Assembly of Collegiate Schools of Business - The International Association for Management Education.

Donna E. Thompson and Nancy DiTomaso, *Ensuring Minority Success in Corporate Management*. (Eds.) New York: Plenum, 1988 [seven chapters by co-editors]:

Nancy DiTomaso and Donna E. Thompson, "Minority success in corporate management," Pp. 3-20.

Nancy DiTomaso, Donna E. Thompson, and David H. Blake, "Corporate perspectives on the advancement of minority managers," Pp. 119-136.

Nancy DiTomaso and Donna E. Thompson, "A summary of small-group discussions on the advancement of minority managers: Perspectives of academics and experienced managers," Pp. 137- 147.

Nancy DiTomaso and Donna E. Thompson, "Perspectives of current and recent minority MBA students on advancement in management careers," Pp. 149-167.

Donna E. Thompson, Nancy DiTomaso, and David H. Blake, "An overview of corporate policies and practices," Pp. 303-319.

David H. Blake, Nancy DiTomaso, and Donna E. Thompson, "Action steps for corporations and graduate schools of management," Pp. 347-362.

PUBLICATION, BOOKS CONTINUED:

Donna E. Thompson and Nancy DiTomaso, "Toward the benefits of multicultural management," Pp. 363-378.

Samuel B. Bacharach and Nancy DiTomaso (Eds.) *Research in the Sociology of Organizations*. Vol. 6. Greenwich, Conn.: JAI Press, 1988. [One article from this volume]:

Nancy DiTomaso and Donna E. Thompson, 1988. "The advancement of minorities into corporate management: An overview," Pp. 281-312.

Samuel B. Bacharach and Nancy DiTomaso (Eds.) *Research in the Sociology of Organizations*. Vol. 5. Greenwich, Conn.: JAI Press, 1987. [One article from this volume]:

Nancy DiTomaso, 1987. "Symbolic media and social solidarity: The foundations of corporate culture," Pp. 105-134.

Michael Aiken, Robert Dewar, Nancy DiTomaso, Jerald Hage, and Gerald Zeitz, 1975. *Coordinating Human Services: Strategies for the Development of Service Delivery Systems*. San Francisco: Jossey-Bass, Inc.

Nancy DiTomaso, *Social Disorganization*. 1975. A Three-Hour College Course for Independent Study. Madison, Wisconsin: University of Wisconsin-Extension. Copyright held by the Regents of the University of Wisconsin.

PUBLICATIONS, ARTICLES AND CHAPTERS:

Nancy DiTomaso, Forthcoming, "Inclusion in a Multi-cultural Society," in Bernardo M. Ferdman, Jeanine Prime, and Ronald E. Riggio, Eds., *Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies*. NY: Routledge.

Nancy DiTomaso and Yanjie Bian, 2018. "The Structure of Labor Markets in the US and China: Social Capital and Guanxi," *Management and Organization Review*. March.

Corinne Post and Nancy DiTomaso, 2018. "The Effects of Technical Autonomy, Gender, and Family Structure on Innovativeness among Scientists and Engineers." Forthcoming in David Embrick, Sharon Collins, and Michelle Dodson, Eds., *Underneath The Thin Veneer: Critical Diversity, Multiculturalism, and Inclusion in the Workplace*. Netherlands: Brill Academic Publications.

Nancy DiTomaso and Catrina Palmer, 2017. "Mentors, Sponsors, and Diversity in Work Organizations: Who Helps Whom and What Difference Does It Make?" Pp. 55-84 in Terri A. Scandura and Edwin Mourino-Ruiz, Charlotte, NC: Information Age Publishing, Inc.

Nancy DiTomaso, 2017. "Gunnar Myrdal." In Bryan S. Turner, Ed., *Encyclopedia of Social Theory*. Hoboken, NJ: Wiley-Blackwell.

Nancy DiTomaso, 2015. "Racism and Discrimination versus Advantage and Favoritism: Bias For versus Bias Against," *Research in Organization Behavior*, 35: 57-77.

Nancy DiTomaso and Rochelle Parks-Yancy, 2014. "The Social Psychology of Inequality at Work: Individual, Group, and Organizational Dimensions." Pp. 437-58 in Jane D. McLeod, Michael Schwalbe, and Edward J. Lawler, *Handbook of the Social Psychology of Inequality*. Heidelberg, Germany: Springer.

PUBLICATIONS, ARTICLES AND CHAPTERS CONTINUED:

Cordero, Rene, George F. Farris, and Nancy DiTomaso. 2013. "Weekly, technical, and administrative work hours: Relationships to the extent R&D professionals innovate and help manage the innovation process." *Journal of High Technology Management Research*. 24(1): 64-75.

Nancy DiTomaso, Rochelle Parks-Yancy, and Corinne Post. 2011. "White views of equal opportunity and affirmative action." *Critical Sociology*. 37(5): 615-30.

Nancy DiTomaso, 2010. "A Sociocultural Framework on Diversity Requires Structure As Well As Culture and Social Psychology." *Psychological Inquiry*, 21(2): 100-107.

Corinne Post, Nancy DiTomaso, George Farris, and Rene Cordero. 2009. "Sources of Differences between Asian and White Scientists & Engineers in Evaluations of Their Management Potential," *Journal of Engineering and Technology-Management*, 26(4): 225-246.

Corinne Post, Emilio De Lia, Nancy DiTomaso, Thomas M. Tirpak, and Rajendra Borwanka. 2009. "A winning composition: Teams' thought diversity and innovation." *Research-Technology Management*, 52(6): 14-25.

Rochelle Parks-Yancy, Johanna Shih, and Nancy DiTomaso. 2009. Talking about immigration and immigrants: A qualitative exploration of white Americans' attitudes." *International Review of Modern Sociology*, 35(2, Autumn): 285-306.

Parks-Yancy, Rochelle, Nancy DiTomaso, & Corinne Post. 2009. "How does tie strength affect access to social capital resources for the careers of working and middle class African-Americans?" *Critical Sociology*, 35(4): 541-63.

Post, Corinne, Nancy DiTomaso, Sarah Ryan Lowe, George F. Farris, and Rene Cordero. 2009, "A Few Good Women: Gender Differences in Evaluations of Promotability in Industrial Research and Development," *Journal of Managerial Psychology*, 24(4): 348-371.

Corinne Post, Nancy DiTomaso, George F. Farris, and Rene Cordero. 2009. "Work-family Conflict and Turnover Intentions Among Scientists and Engineers Working in R&D," *Journal of Business and Psychology*. Vol 24(1): 19-32.

Parks-Yancy, R., N. DiTomaso, and C. Post. 2008. Reciprocal obligations in the social capital resource exchanges of diverse groups. *Humanity & Society*, 32(3): 238-62.

Nancy DiTomaso and Corinne Post. "Diversity." 2007. *International Encyclopedia of Organization Studies*. Thousand Oaks, CA: Sage.

Parks-Yancy, Rochelle, Nancy DiTomaso, & Corinne Post. 2007. The mitigating effects of social and financial capital resources on hardships. *Journal of Family and Economic Issues* 28: 429-448.

Nancy DiTomaso, Corinne Post, D. Randall Smith, George F. Farris, and Rene Cordero. 2007. "Effects of Structural Position on Allocation and Evaluation Decisions for Scientists and Engineers." *Administrative Science Quarterly* 52(2, June): 175-207.

Nancy DiTomaso, Corinne Post, and Rochelle Parks-Yancy. 2007. "Workforce Diversity and Inequality: Power, Status, and Numbers." *Annual Review of Sociology* 33: 473-501.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2006. "The Social Capital Resources of Gender and Class Groups." *Sociological Spectrum*. 26 (1, January-March): 85-113

PUBLICATIONS, ARTICLES AND CHAPTERS CONTINUED:

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2005, "Social Capital Resources and Social Programs: Advancement Mechanisms for Disadvantaged Groups." *Michigan Sociological Review*, 19: 115-137.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2005. "The Cumulative Effects of Social Capital Resources on (Dis)advantages, *Sociological Imagination*. 41(1): 47-70.

Rene Cordero, George Farris, and Nancy DiTomaso. 2004. "Supervisors in R&D Laboratories: Using Technical, People, and Administrative Skills Effectively." *IEEE Transactions in Engineering Management*. 51(1): 19-30.

Nancy DiTomaso, Rochelle Parks-Yancy, and Corinne Post, 2003. "Structure, relationships, and community responsibility." *Management Communication Quarterly*, 17(1): 143-150.

Nancy DiTomaso, Rochelle Parks-Yancy, and Corinne Post. 2003. "White views of civil rights: Color blindness and equal opportunity." Pp. 189-198 in Woody Doane & Eduardo Bonilla-Silva, eds., *Whiteout: The Continuing Significance of Racism*. NY: Routledge.

Reprinted in Segal, Marcia Texler and Theresa Martinez, 2006. *Gender, Race, and Class: Central Issues in a Changing Landscape*. Los Angeles: Roxbury Publishing Co.

D. Randall Smith, Nancy DiTomaso, George F. Farris, and Rene Cordero. 2001. "Favoritism, bias and error in performance ratings of scientists and engineers: The effects of power, status, and numbers," *Sex Roles*, 45(September, 4/5): 337-358.

Nancy DiTomaso, "The loose coupling of jobs: The subcontracting of everyone?" 2001. Pp. 247-270 in Ivar Berg and Arne L. Kalleberg, *Sourcebook on labor markets: Evolving structures and processes*. NY: Plenum Press.

Nancy DiTomaso, 1999. "Making choices about nature." Symposium on Manufacturing Nature: Examining the New Age of Fusion Between Biological and Technological Systems. *Organization & Environment*, Vol. 12 (4, December): 439-444.

Chao C. Chen, Nancy DiTomaso, and George F. Farris. 1999. "Attitudes toward organizational change: Effects of self interest, organizational values, favoritism, and ethnicity," *IEEE Transactions in Engineering Management*, 46(4): 399-406.

Rene Cordero, George F. Farris, and Nancy DiTomaso, 1998. "Technical professionals in cross-functional teams: Their quality of work life." *The Journal of Product Innovation Management*, 15(6): 550-563.

Rene Cordero, Nancy DiTomaso, and George F. Farris, 1996. "Gender and race/ethnic composition of technical work groups: Relationship to creative productivity and morale." *Journal of Engineering and Technology Management*, 13: 205-221.

Judith Friedman and Nancy DiTomaso. 1996. "Myths about diversity: What managers need to know about changes in the U.S. Labor Force." *California Management Review*, Vol. 38(4): 54-77. [One of three articles nominated for 1996 Andersen Consulting Award, for "the most important contribution to improving the practice of management"]

Nancy DiTomaso and Robert Hooijberg, 1996. "Diversity and the Demands of Leadership." Part 2 of Special Issue of *Leadership Quarterly*, on Diversity and Leadership, Vol. 7(2, Summer): 165-190.

Robert Hooijberg and Nancy DiTomaso, 1996. "Leadership in and of Demographically Diverse Organizations," Part 1 of Special Issue of *Leadership Quarterly*, on Leadership and Diversity, Vol. 7(1, Spring): 1-20.

PUBLICATIONS, ARTICLES AND CHAPTERS CONTINUED:

Nancy DiTomaso and Steven A. Smith. 1996. "Race and ethnic minorities and white women in management: Changes and challenges." Pp. 87-110 in Joyce Tang and Earl Smith (Eds.), *Minorities and women in American professions*, Albany, NY: SUNY Press.

Chao C. Chen and Nancy DiTomaso. 1996. "Performance appraisal and demographic diversity: Issues regarding appraisals, appraisers, and appraising." Pp. 137-163 in E. E. Kossek and S. A. Lobel (Eds.), *Human resource strategies for managing diversity*. Oxford: Blackwell.

Nancy DiTomaso, Rene Cordero, and George F. Farris. 1996. "Effects of group diversity on perceptions of group and self among scientists and engineers." Pp. 99-119 in M. N. Ruderman, M. W. Hughes-James, and S. E. Jackson (Eds.), *Diversity and Work Teams: Selected Research*. Greensboro, NC: APA and Center for Creative Leadership.

Phyllis Barnum, Robert C. Liden, and Nancy DiTomaso. 1995. "Double jeopardy for women and minority workers: Pay differences with age." *Academy of Management Journal*, Vol. 38(3), June: 863-880.

Nancy DiTomaso and Judith Friedman. 1995. "A sociological commentary on workforce 2000," Pp. 207-233 in David Bills (Ed.), *The New Modern Times: Factors Reshaping the World of Work*, Albany, NY: SUNY Press.

Rene Cordero, Nancy DiTomaso, and George F. Farris. 1994. "Career development opportunities and likelihood of turnover among r&d professionals." *IEEE Transactions on Engineering Management*, Vol. 41(3), August: 223-233.

Nancy DiTomaso, George F. Farris, and Rene Cordero. 1994. "Degrees and diversity at work." *IEEE Spectrum*, 31(4), April: 38-42.

Rene Cordero, Nancy DiTomaso, and George F. Farris. 1994. "Identifying and developing promotability in r&d laboratories." *Journal of Engineering and Technology Management*. 11, June: 55-72.

Nancy DiTomaso. 1993. "Weber's social history and Etzioni's structural theory of charisma in organizations: Implications for thinking about charismatic leadership." *Leadership Quarterly*, 4(3/4): 257-275.

Nancy DiTomaso, George F. Farris, and Rene Cordero. 1993. "Diversity in the technical work force: Rethinking the management of scientists and engineers." *Journal of Engineering and Technology Management*, Vol. 10.1/2, June: 101-127.

Nancy DiTomaso and George F. Farris. 1992. "Work and Career Issues for Women Scientists in Industrial Research and Development in the U.S." *Berlin Journal of Sociology*, Fall: 91-102.

George G. Gordon and Nancy DiTomaso. 1992. "Predicting corporate performance from the strength of organizational culture," *Journal of Management Studies*, Vol. 29 (6, November): 783-798.

Nancy DiTomaso and George F. Farris, 1992. "Diversity and Performance in R&D," *IEEE Spectrum*, 29 (6,June): 21-24.

George G. Gordon, Nancy DiTomaso, and George F. Farris, 1991. "Managing diversity in research and development groups," *Research-Technology Management*, 34(1, January-February): 18-23.

Nancy DiTomaso, George G. Gordon, and Ted H. Szatrowski, 1991. "Corporate culture and financial performance: A preliminary investigation," Pp. 275-290 in Paul Lawrence and Amitai Etzioni, Eds., *Perspectives on Socio-Economics*. Armonk, N. Y.: M. E. Sharpe, 1991.

PUBLICATIONS, ARTICLES AND CHAPTERS CONTINUED:

Nancy DiTomaso, 1989. "Sexuality in the workplace: Discrimination and harassment." Pp. 71-90 in Jeff Hearn, Gibson Burrell, Deborah Sheppard, and Peta Tancred-Sheriff (Eds.), *The Sexuality of Organizations*. London: Sage Publications.

Nancy DiTomaso, 1988. "Income determination in three internal labor markets," Pp. 217-242 in George Farkas and Paula England (Eds.), *Industries, Firms, and Jobs: Sociological and Economic Approaches*, Plenum.

Nancy DiTomaso, 1986. "Sociologists teaching in business schools: Prospects and opportunities," *Clinical Sociology Review*, Vol. 4, Summer: 140-155.

Nancy DiTomaso, 1985. "The managed state: Governmental reorganization in the first year of the Reagan administration," Pp. 141-165 in Richard G. Braungart and Margaret M. Braungart (Eds.) *Research in Political Sociology*, Greenwich, Conn.: JAI Press.

Marcus Alexis and Nancy DiTomaso, 1983. "Transportation, race, and employment: In pursuit of the elusive triad," *Journal of Urban Affairs*, Vol. 5, No. 2, Spring: 81-94.

Nancy DiTomaso, 1982. "'Sociological reductionism' from Parsons to Althusser: Linking action and structure in social theory," *American Sociological Review*, Vol. 47, February: 14-28.

Nancy DiTomaso, 1980. "The contributions of organization sociology to power structure research," *Critical Sociology* (formerly *Insurgent Sociologist*), Vol. 9, No. 2-3, Fall, 1979-Winter, 1980: 136-142.

Reprinted as chapter under title, "Organization theory and power structure research," Pp. 255-68 in G. William Domhoff (Ed.), *The Power Structure*, Beverly Hills, Calif.: Sage, 1980.

Nancy DiTomaso, 1979. "A comparison of the compensation in public and private employment and the effects of unionization in the public sector," *Journal of Political and Military Sociology*, Spring, 1979: 53-69.

Nancy DiTomaso, 1979. "Class politics and public bureaucracy: The case of the U. S. Department of Labor," Pp. 135-52 in Maurice Zeitlin (ed.), *Classes, Class Conflict, and the State*, Winthrop.

Nancy DiTomaso, 1978. "The expropriation of the means of administration: Class struggle over the U.S. Department of Labor," *Kapitalistate*, No. 7, 1978: 81-105.

Revised and reprinted under title, "Class and politics in the organization of public administration: The U.S. Department of Labor," Pp. 335-55, in Frank Fischer and Carmen Sirianni (eds.), *Critical Studies in Organization and Bureaucracy*, Philadelphia: Temple University Press, June, 1984.

Nancy DiTomaso, 1978. "The organization of authority in the capitalist state," *Journal of Political and Military Sociology*, Vol. 6, Fall: 189-204.

Nancy DiTomaso, 1978. "Public employee unions and the urban fiscal crisis," *Critical Sociologist* (formerly *Insurgent Sociologist*), Vol 8(November): 191-205.

OTHER PUBLICATIONS:

Nancy DiTomaso. 2015. "Speaking Truth to Power." Work in Progress, Blog of the American Sociological Association, Section on Organizations, Occupations, and Work. August 3. Response to Gerald F. Davis, "What is organizational Research For?"

Nancy DiTomaso, 2013. "Don't Forget the Social Context of the 1960s." Work in Progress, Blog of the American Sociological Association, Section on Organizations, Occupations, and Work. June 12. Panel on Occupational Segregation and Kevin Stainback and Donald Tomaskovic-Devey, *Documenting Desegregation*, 2012, NY: Russell Sage Foundation.

Nancy DiTomaso and Donald McCabe, "A Commentary on Corporate Social Responsibility," *American Wine Society Journal*, Vol. 22, No. 3 (Fall), 1990: 76-78.

Nancy DiTomaso, Autobiographical Selection in *Teaching and Beyond: Nonacademic Career Programs for Ph.D.'s*, Albany, New York: Regents of the State of New York, October, 1984, pp. 115-118.

BOOK REVIEWS:

What Works for Workers? Public Policies and Innovative Strategies for Low-Wage Workers by Stephanie Luce, Jennifer Luff, Joseph A. McCartin, and Ruth Milkman, Editors. New York, NY: Russell Sage Foundation, 2014. For *Contemporary Sociology*, 2016, 45(5): 631-633.

The Color Bind: Talking (and Not Talking) About Race at Work, by Erica Gabrielle Foldy and Tamara R. Buckley. New York: Russell Sage Foundation, 2014. For *Contemporary Sociology*, 2016, 45(2): 172-174.

Good White People: The Problem with Middle-class White Anti-racism, by Shannon Sullivan, Albany, NY: SUNY Press. For HNet, Humanities & Social Sciences Online. 2015, August.

Documenting Desegregation: Racial and Gender Segregation in Private-sector Employment since the Civil Rights Act, Kevin Stainback and Donald Tomaskovic-Devey, New York: Russell Sage Foundation, 2012, for *Administrative Science Quarterly*, 59(3): NP15-NP17.

White Bound: Nationalists, Antiracists, and the Shared Meanings of Race, Matthew W. Hughey, Stanford, CA: Stanford University Press. 2014, for *Contemporary Sociology*, 43(4): 538-40.

Racing for Innocence: Whiteness, Gender, and the Backlash Against Affirmative Action, Jennifer Pierce, Stanford, CA: Stanford University Press, 2013, for *Work and Occupations*, 40(3): 318-20.

Women and Men in Management, Gary N. Powell and Laura M. Graves, 3rd Edition. Thousand Oaks, CA: Sage Publications, 2003, for *Organization Studies*, 25(1): 151-156.

Rosabeth Moss Kanter on the Frontiers of Management, Rosabeth Moss Kanter, Boston: Harvard Business School Press, for *Journal of Organizational Behavior*, 1998, Vol. 19(3): 321-322.

Social Contracts and Economic Markets, Judith R. Blau, NY: Plenum Press, 1993, for *Administrative Science Quarterly*, 41(2), June, 1996: 323-324.

Engineering Culture: Control and Commitment in a High-Tech Corporation, Gideon Kunda, for *Social Forces*, 1995, Vol. 74(1), 369-370.

BOOK REVIEWS CONTINUED:

The Work of Nations: Preparing Ourselves for 21st Century Capitalism, Robert B. Reich. New York: Vintage Books, 1991, for *Academy of Management Review*, 19(3), July, 1994: 585-588.

The New Leaders: Guidelines on Leadership Diversity in America, Ann M. Morrison. San Francisco: Jossey-Bass, 1992, for *Leadership Quarterly*, Fall-Winter, 1993.

Challenges and Choices Facing American Labor. Thomas A. Kochan (Ed.), Cambridge, Massachusetts: MIT Press, 1985. for *Contemporary Sociology*, Vol. 15, No. 3, May, 1986.

Wage Restraint by Consensus: Britain's Search for an Incomes Policy Agreement, 1965-79, Warren H. Fishbein, Routledge & Kegan Paul, 1984, for *Work and Occupations*, Vol. 13, No. 4, November, 1986.

Managing Without Managers: Alternative Work Arrangements in Public Organizations. Shan Martin, Sage, 1983. for *Contemporary Sociology*, Vol. 13, No. 1, January, 1985

Women's Claims: A Study in Political Economy. Lisa Peattie and Martin Rein, Oxford University Press, 1983. for *Sociology and Social Research*, Vol. 69, No. 2, January, 1985.

Worker Capitalism, The New Industrial Relations, Keith Bradley and Alan Gelb, The MIT Press, 1983 for *Contemporary Sociology*, Vol. 13, No. 2, July, 1984.

Sociological Perspectives on Labor Markets. Ivar Berg, (ed.), Academic Press, 1981. for *Administrative Science Quarterly*, June, 1982.

Trends Toward Corporatist Intermediation. Philippe C. Schmitter and Gerhard Lehmbruch, (eds.) Sage, 1979. for *American Journal of Sociology*, November, 1982.

The Capitalist State and the Politics of Class. Albert Szymanski. Winthrop, 1978. for *Contemporary Sociology*, March, 1980.

On Synthesizing Marxism and Christianity. Dale Vree. Wiley-Interscience, 1976. for *Contemporary Sociology*, November, 1977.

PREVIOUS AND/OR OCCASIONAL REVIEWS FOR:

Journals	Journals Continued
Academy of Management Discoveries	Sociological Focus
Academy of Management Journal	Sociological Forum
Academy of Management Learning and Education	Sociological Inquiry
Academy of Management Review	Sociological Quarterly
American Journal of Sociology	Sociological Perspectives
American Sociological Review	Sociological Theory
Administrative Science Quarterly	Urban Affairs Quarterly
Canadian Journal of Administrative Sciences	Work and Occupations
Gender & Society	
Human Relations	Other
Human Resource Management Journal	Academy of Finland, Culture and Society
IEEE Transactions on Engineering Management	Addison-Wesley Publishing
Journal of Ethnic and Migration Studies	Blackwell Publishers
Journal of Management Inquiry	Cambridge University Press
Journal of Management Studies	Dorsey Press
Journal for the Theory of Social Behavior	European Research Council
Journal of Women and Minorities in Science and Engineering	National Science Foundation
Law and Society Review	Oxford University Press
Organization Behavior and Human Decision Processes	Penn State Press
Organization Science	Rose Monograph Series
Sex Roles, a Journal of Research	St. Martin's Press
Social Science Quarterly	Social Science and Humanities Research Council of Canada
Social Forces	Social Science Research Council
Social Psychology Quarterly	
Social Problems	

REPORTS:

Nancy DiTomaso, George F. Farris, and Rene Cordero, "Managing Diversity in R&D: Final Report to Companies." Technology Management Research Center, Rutgers Faculty of Management, July, 1994.

Nancy DiTomaso and Donna E. Thompson, "Executive Summary" of Ensuring Minority Success in Business Conference, Rutgers Graduate School of Management, January, 1985.

Marcus Alexis and Nancy DiTomaso, "Unemployed in Chicago," Northwestern University, Center for Urban Affairs and Policy Research, Evanston, Illinois, 1982.

Robert R. Alford and Nancy DiTomaso, "Interest Groups and the Potential Consequences of Federal Housing Subsidies to the States," the U.S. Department of Housing and Urban Development, 1973.

EDITORIAL EXPERIENCE:

Editorial Board, *Social Forces*, 2014-present
Editorial Board, *Administrative Science Quarterly*, 2009-present
Editorial Board, *Academy of Management Learning and Education*, January 2005-2016
Editorial Board, *American Sociological Review*, 2006-2008
Editorial Board, *Organization & Environment*, July 1996-June 2006
Editorial Board, *Leadership Quarterly*, September, 1994-2000
Editorial Board, *Gender, Work, and Organization*, May, 1993-2009
Editorial Board, *Journal of Political and Military Sociology*, 1985-88

Guest Editor, Nancy DiTomaso and Corinne Post, Elsevier Series, Vol. 14, *Workforce Diversity*, 2004
Co-editor, Special Issue of *Leadership Quarterly*, Vol. 7, Nos. 1 and 2, Spring and Summer, 1996 (with Ellen Van Velsor)
Co-editor, JAI series on *Research in the Sociology of Organizations*, Vols. 5 and 6

PROFESSIONAL PAPERS PRESENTED:

Nancy DiTomaso, 2018, "Organizational Church, Class Divisions, and the Management of Organizations in the Pursuit of Wealth and Power," American Sociological Association Meetings, Philadelphia, PA, August.

Nancy DiTomaso, 2018. "Inclusion in Organizations and Society." Society for the Advancement of Socio-economics Annual Meeting, Kyoto, Japan, June.

Nancy DiTomaso, 2017, "Parties, Political Coalitions, and the Democratic Party: Making Sense of the 2016 Election," American Sociological Association Meetings, Montreal, Canada, August.

Nancy DiTomaso, 2017, "The Structure of Labor Markets in the U.S. and China: Social Capital and *Guanxi*," Academy of Management Meetings, Atlanta, GA, August.

Nancy DiTomaso, 2017, "Diversity, Inequality, and the 'Rights of Man': Class, Race/ethnicity, Gender, and Citizenship," European Group on Organizational Studies, Stream on Institutional Logics, July.

Nancy DiTomaso, 2017, "Parties, Political Coalitions, and the Democratic Party: Making Sense of the 2016 U.S. Presidential Election," Society for the Advancement of Socio-Economics, Lyon, France, June.

Julia Eisenberg and Nancy DiTomaso, 2017, "Connectedness Across Distance: Virtual Team Configurations and Psychological Effects on Team Interactions," European Academy of Management, Glasgow, Scotland, June.

Nancy DiTomaso, 2017, "Making Sense of the 2016 Presidential Election in the U.S.: Demythologizing and Deconstructing." Eastern Sociological Association Meetings, Philadelphia, February.

Nancy DiTomaso, 2016, "The Structure of Labor Markets in the U.S. and China: Social Networks and Opportunity Hoarding," American Sociological Association Meetings, Seattle, WA, August.

Nancy DiTomaso and Catrina Palmer, 2016, "Understanding Inequality: Bias and Discrimination versus Privilege and Favoritism." Economic Sociology Section, Mini-conference, Seattle, WA, August.

Nancy DiTomaso, 2016, "Competency for Effectiveness in Diverse and Global Environments," Academy of Management, Anaheim, CA, August.

PROFESSIONAL PAPERS PRESENTED CONTINUED:

Nancy DiTomaso, 2016, "The Intersection of Diversity, Inequality, and Culture: Rights and Responsibilities in Race/Ethnicity, Gender, Class, and Citizenship," Society for the Advancement of Socio-economics, Berkeley, CA, June.

Nancy DiTomaso, 2016, "Competency for Effectiveness in Diverse and Global Environments," Rutgers University, Symposium on Diversity & Inclusion, April 15.

Nancy DiTomaso, 2015, "Racism and Discrimination versus Advantage and Favoritism: Diversity and Racial Inequality," Academy of Management Meetings, Vancouver, Canada, August 10.

Nancy DiTomaso, 2014. "The American Non-dilemma: Racial Inequality without Racism." Pacific Sociological Association Meetings, Portland, Oregon, March 29.

Julia Eisenberg, Corinne Post, and Nancy DiTomaso, 2013. "Overcoming Negative Effects of Geographical Isolation through Shared Team Leadership." Academy of Management Meetings, Orlando, Florida.

Julia Eisenberg, Corinne Post, and Nancy DiTomaso, 2013. "The Moderating Role of Geographical Dispersion on Team Cohesion." Society for Industrial and Organizational Psychology, Houston, Texas.

Nancy DiTomaso, 2012. "Myrdal's Dilemma and the American Non-dilemma." American Sociological Association meetings, Denver, CO.

Nancy DiTomaso, Corinne Post, and Marina McCarthy, 2012. "Categorical and Informational Diversity and Diversity of Thought." Academy of Management Meetings, Boston, MA.

Nancy DiTomaso. 2010. "Work With and Without a Future." Eastern Sociological Society Meetings, Boston, MA.

Corinne Post, Emilio De Lia, and Nancy DiTomaso. 2009. "The Ways Teams Think: Contributions of Team Thought Diversity to Innovation." Academy of Management Meetings, Chicago, IL.

Nancy DiTomaso, 2009. "The White Working Class in the United States: Race, Class, and Politics." Society for the Advancement of Socio-Economics. Paris, France, July.

Nancy DiTomaso, 2009. "Party Realignment and the Search for an Emerging Majority in Post-Civil Rights Politics." American Sociological Association Meetings, San Francisco, CA. August.

Corinne Post, Emilio De Lia, Nancy DiTomaso, Thomas M. Tirpak, and Rajendra Borwankar, 2009. "From Thought Diversity to Innovation in R&D Teams: The Effects of Collaborative Learning, Psychological Safety, and Shared Mindset." International Academy of Management & Business (IAMB) Istanbul, Turkey.

Nancy DiTomaso, 2008, "Post-civil Rights Politics and Party Realignment: Race, Religion, Class, and Culture, American Sociological Association Meetings, Boston, MA.

Rochelle Parks-Yancy, Corinne Post, and Nancy DiTomaso, 2008, "Tie Strength and Access to Social Capital Resources for the Careers of African-Americans," Academy of Management Meetings.

Nancy DiTomaso, 2007. "American Dream: Individualism and Inequality," American Sociological Association meetings, New York City, August.

Johanna Shih, Nancy DiTomaso, Corinne Post, and Rochelle Parks-Yancy, 2007. "The symbolic politics of immigration for white Americans," American Sociological Association Meetings, New York City, August.

PROFESSIONAL PAPERS PRESENTED CONTINUED:

Nancy DiTomaso, panelist, 2007. "How, Where, And Why Diversity Matters: A Contextualized Agenda For Future Research," Academy of Management Symposium, Winner of Making Connections Award from the Organization Behavior Division. Organizer: Aparna Joshi, Other panelists: Robin Ely, Prithviraj Chattopadhyay, Luis Martins, and Guenter Stahl; Philadelphia, August.

Corinne Post, Emilio De Lia, Nancy DiTomaso, and Rochelle Parks-Yancy. 2007. "A Life-course Examination of Women's Career and Family Trajectories." Academy of Management Meetings, Philadelphia, PA.

Corinne Post, Nancy DiTomaso, George F. Farris, Rene Cordero, 2007. "Sources of Differences between Asians and Whites in Evaluations of Their Managerial Potential," Academy of Management Meetings, Philadelphia, PA, August.

Nancy DiTomaso, 2007. "White Views of Affirmative Action in the U.S.," Society for the Advancement of Socio-economics Meetings, Copenhagen, Denmark, June.

Nancy DiTomaso, 2006. "Community, Networks, and Social Capital," American Sociological Association meetings, Montreal, Canada, August.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post. 2006. "Career Pathways of Middle and Working Class African-Americans: The Role of Social Ties." Academy of Management Meetings, Atlanta, GA.

Nancy DiTomaso, 2005. "Hoarding Opportunities: What's Fair in Life?" American Sociological Association meetings, Philadelphia, PA, August.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2005. "The Effects of Social Capital Resources on the Careers of Gender and Class Groups," Academy of Management Meetings, Hawaii, August.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post. 2005. "Career Trajectories and the Social Capital Resources of Diverse Groups." Academy of Management Meetings, Honolulu, Hawaii, August.

Corinne Post, Nancy DiTomaso, George F. Farris, and Rene Cordero. 2005. "Promotability Perception Gaps between Female Engineers and Scientists and Their Managers." International Engineering Management Conference (IEMC). St. Johns, Newfoundland, Canada.

Nancy DiTomaso, Corinne Post, George F. Farris, Rene Cordero, 2005. "Race/ethnic Differences in Access to Favorable Work Experiences and the Impact on Performance among Scientists and Engineers." Industrial Relations Research Association Meetings, Philadelphia, PA, January.

Sheryl Skaggs and Nancy DiTomaso, 2004. "Understanding the Effects of Workforce Diversity on Employment Outcomes: A Multidisciplinary and Comprehensive Framework." American Sociological Association meetings, San Francisco, CA, August.

Corinne Post, Nancy DiTomaso, George Farris, and Rene Cordero. 2004. "The Ubiquity of U.S. Born White Men's Advantage in Allocation Processes across Organizational Settings." American Sociological Association meetings, San Francisco, CA, August.

Corinne Post, Nancy DiTomaso, Sarah Lowe, George Farris, and Rene Cordero. 2004. "Competence or Cooperation: Wherein Lies the Female Advantage?" Academy of Management Meetings, New Orleans, LA.

PROFESSIONAL PAPERS PRESENTED CONTINUED:

Nancy DiTomaso, 2004. "From Racial to Religious Politics: The Transformation of Post-Civil Rights Politics in the U.S.," Society for the Advancement of Socio-Economics, Washington, D.C., July.

Corinne Post, Nancy DiTomaso, George Farris, and Rene Cordero, 2004. "The Continuing Relevance of Favorable Work Contexts in Explaining Manager-Rated Performance of Scientists and Engineers." Eastern Academy of Management Meetings, Providence, RI, May.

Nancy DiTomaso, Rochelle Parks-Yancy, and Corinne Post. 2003. "Race/ethnicity and God: Religious Conservatives and Racial Politics," American Sociological Association meetings, Session on "Methods: Integrating Qualitative and Quantitative Approaches," Atlanta, Georgia, August.

Corinne Post, Nancy DiTomaso, George F. Farris, and Rene Cordero. 2003. "Work-family Conflict and Turnover Intentions among Scientists and Engineers Working in R&D." American Sociological Association Meetings, Atlanta, GA.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2003. "Reciprocal Obligations in Resources Exchanges among Social Groups and the Effects on Life Outcomes," Session on "Discrimination and Intergroup Relations in Organizations," Academy of Management Meetings, Seattle, WA, August.

Corinne Post, Nancy DiTomaso, George F. Farris, and Rene Cordero. 2003. "Gender, Family, & Work Contexts: Effects of Manager Rated Performance among Scientists & Engineers." Academy of Management Meetings, Seattle, WA.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post. 2003. "The Moderating Effects of Social and Financial Capital on Hardships." Academy of Management Meetings, Seattle, WA.

Nancy DiTomaso, Corinne Post, D. Randall Smith, George Farris, and Rene Cordero, 2002. "Three Forms of Inequality: Advantage, Lack of Advantage, and Disadvantage," American Sociological Association meetings, Session on "Profiling and Ascription in Employment," Chicago, Illinois, August.

Nancy DiTomaso, Rochelle Parks-Yancy, and Corinne Post, 2002. "White views of civil rights and equal opportunity: Colorblindness, qualifications, and quotas." Academy of Management Meetings, Denver, Colorado, August.

Nancy DiTomaso, 2002. "White Views of Immigrants and Blacks: Boundaries and Fences," Society for the Advancement of Socio-Economics, Minneapolis, Minnesota, August.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post. 2002. "Overcoming Setbacks through Access to Social Resources." Society for the Advancement of Socio-Economics Meetings, Minneapolis, MN.

Nancy DiTomaso, 2001. "The American Non-dilemma: White Views on Race and Politics." American Sociological Association Meetings, Anaheim, CA, August, 2001.

Corinne Post, Nancy DiTomaso, George F. Farris, and Rene Cordero. 2001. "The Effects of Family Structure on Access to Favorable Work Practices among Scientists and Engineers." American Sociological Association Meetings, Anaheim, CA.

Nancy DiTomaso, 2001, "White Views on Race, Ethnicity, and Multiculturalism," Society for the Advancement of Socio-Economics, Amsterdam, June, 2001.

PROFESSIONAL PAPERS PRESENTED CONTINUED:

Nancy DiTomaso, 2000, "Why anti-discrimination policies are not enough: The legacies and consequences of affirmative inclusion--for whites." American Sociological Association Meetings, Washington, D.C., August.

Nancy DiTomaso, 2000, "How do whites use racial advantage?" Society for the Advancement of Socio-economics Meetings, London, England, July.

Nancy DiTomaso, 1999. "Protecting against discrimination when the problem is favoritism," Symposium on the President's Initiative on Race, American Sociological Association, Chicago, IL, August.

Nancy DiTomaso, 1999. "Making choices about nature," Symposium on Manufacturing Nature, Naturalizing Machines: Examining the New Age of Fusion Between biological and Technological Systems. Organization and the Natural Environment Division, Academy of Management, Chicago, IL, August.

Nancy DiTomaso, 1999. "Structural, cultural, and social psychological influences on intergroup relations." American Sociological Association Meetings, Chicago, IL, August.

Nancy DiTomaso, 1999. "Identity, Inequality, and Intergroup Relations: Why Nice Guys Finish First," Society for the Advancement of Socio-Economics, Madison, WI, July, 1999.

Nancy DiTomaso, 1998. "The American Non-dilemma: The Social Construction of Racial Inequality without Racism," American Sociological Association Meetings, San Francisco, CA, August, 1998.

Nancy DiTomaso, 1998. "The Changing Nature of Employment Relationships: What's Won, What's Lost, and for Whom?" Society for the Advancement of Socio-Economics, Vienna, Austria, July.

Nancy DiTomaso, Daria Kirby, Frances Milliken, and Harry Triandis, 1997. "Effective Education in Diverse Environments," Management Education Division, Academy of Management meetings, Boston, MA, August.

Nancy DiTomaso, 1997. "The Loose Coupling of Jobs: Implications for Women," Symposium on the Transformation of Organizations and Work: Impact on Women's Careers, Women in Management Division, Academy of Management Meetings, Boston, MA, August.

Nancy DiTomaso, 1997. "Outcomes of Inclusion: Empowerment and Empathy," Society for the Advancement of Socio-Economics," Montreal, Canada, July.

Nancy DiTomaso, 1997. "The Politics of Competence," International Conference on Knowledge, Economy, and Society, Research Committee on Economy and Society, International Sociological Association, Montreal, Canada, July.

D. Randall Smith, Nancy DiTomaso, George F. Farris, and Rene Cordero, 1996. "An Examination of Bias in Performance Ratings of Scientists and Engineers," Academy of Management meetings, Cincinnati, Ohio, August.

Nancy DiTomaso, 1996. "The Loose Coupling of Jobs: The Subcontracting of Everyone?" American Sociological Association Meetings, New York City, August.

Nancy DiTomaso, 1996. "The Changing Role of Knowledge in a Just Society," Society for the Advancement of Socio-Economics, Geneva, Switzerland, July.

George F. Farris, Nancy DiTomaso, and Rene Cordero, 1995. "Over the Hill and Losing It? The Senior Scientist and Engineer." Academy of Management Meetings, Vancouver, British Columbia, Canada, August.

PROFESSIONAL PAPERS PRESENTED CONTINUED:

Nancy DiTomaso, 1995. "The Ethics of Inequality and the Politics of Difference." Society for the Advancement of Socio-Economics Meetings, Washington, D.C., April.

Nancy DiTomaso, 1994. "Ambiguities in the Role of Scientists and Engineers: Implications for the New Management of Knowledge Workers," International Sociological Association, Bielefeld, Germany, July.

Nancy DiTomaso, 1994. "The Transformation of Organizations: Implications for Management and Public Policy," Society for the Advancement of Socio-Economics, Paris, France, July.

George F. Farris, Nancy DiTomaso, and Rene Cordero, 1994. "Leadership in R&D Laboratories," ORSA/TIMS Meetings, Boston, April.

Rene Cordero, George F. Farris, and Nancy DiTomaso, 1994. "Group Composition and Perceptions on How Well R&D Groups Function," ORSA/TIMS Meetings, Boston, April.

Nancy DiTomaso, George F. Farris, and Rene Cordero, 1993. "Diversity Among Scientists and Engineers in Industrial R&D," ORSA/TIMS Meetings, Phoenix, November.

Nancy DiTomaso, George F. Farris, and Rene Cordero, 1993. "Diversity among Scientists and Engineers: Contributions, Careers, and Contingencies for the Foreign Born in the Technical Workforce," American Sociological Association Meetings, Miami, August.

Nancy DiTomaso, George F. Farris, and Rene Cordero, 1993. "Demographic Diversity in the Technical Workforce: Some Empirical Findings," ORSA/TIMS Meetings, Chicago, May.

Nancy DiTomaso, George F. Farris, and Rene Cordero, 1993. "The Changing Faces of Scientists and Engineers: Evaluating Contribution in a Diverse Workforce," Society for the Advancement of Socio-Economics Meetings, New York City, March.

Nancy DiTomaso, 1992. "What Managers Need to Know about Demography." Academy of Management, Pre-conference Workshop on Research on Diversity in Organizations, Las Vegas, Nevada, August.

Nancy DiTomaso, Chao C. Chen, and George F. Farris, 1992. "The Impact of Demographic Diversity on Preferences for Competitive Performance Appraisal." Academy of Management Meetings, Symposium on the Impact of Diversity Research, August.

Nancy DiTomaso, George F. Farris, and Rene Cordero, 1992. "Results of a Large-Scale Survey of Diversity in the Industrial R&D Workforce," American Association for the Advancement of Science, Chicago, Illinois, February.

Nancy DiTomaso and George F. Farris. 1992. "The Foreign Born Among Scientists and Engineers in Industrial R&D." Society for the Advancement of Socio-Economics, Irvine, California, March.

Nancy DiTomaso and George Farris, 1991. "Women Scientists in the United States Work Force," IREX Conference, USA-GDR Women and Work Committee, Berlin, May.

Nancy DiTomaso, George Gordon, and Ted H. Szatrowski, 1991. "The Economic Consequences of Innovative Values in Firms," Society for the Advancement of Socio-Economics and IAREP Conference, Stockholm, Sweden, June.

Nancy DiTomaso, 1990. "A Sociological Commentary on Workforce 2000," Organizations and Occupations Section of the American Sociological Association Annual Meetings, Washington, D.C., August.

PROFESSIONAL PAPERS PRESENTED CONTINUED:

Nancy DiTomaso, George G. Gordon, and George F. Farris. 1990. "Managing Diversity in R&D." Academy of Management Meetings, August.

Nancy DiTomaso, George Gordon, and Ted H. Szatrowski, 1990. "Corporate Values and Economic Performance," Annual Meetings of the Society for the Advancement of Socio-Economics, Washington, D. C., March.

Nancy DiTomaso, 1988. "How Jobs Differ from One Another: A Comparison of Sociology, Economics, and Psychology." Academy of Management Meetings, Careers Division, August, 1988.

Nancy DiTomaso, 1988. "How Jobs Differ from One Another: A Comparison of Sociology, Economics, and Psychology." Fourth Annual All Rutgers Business Faculty Conference. New Brunswick, New Jersey, April 15.

Nancy DiTomaso, Donna E. Thompson and David H. Blake, 1986. "Corporate Perspectives on Minority Advancement in Management Careers," Academy of Management, Careers Division, Chicago, August.

Nancy DiTomaso, 1986. "Income Determination in Three Internal Labor Markets," American Sociological Association, session on Economy and Society, New York City, August.

Nancy DiTomaso, 1984. "Unemployment and Inequality in the Chicago Labor Market," Society for the Study of Social Problems, International Conflict and Cooperation Division, session on Minority Participation in Business and Labor, San Antonio, Texas, August.

Nancy DiTomaso, 1984. "The Managed State: Governmental Reorganization in the First Year of the Reagan Administration," Academy of Management Meetings, Management History Division, Boston, Massachusetts, August.

Nancy DiTomaso, 1984. "Job Satisfaction in Internal Labor Markets," All Rutgers Management Faculty Conference," April, 13.

Nancy DiTomaso, 1983. "The Managed State: Government Reorganization under the Nixon and Reagan Administrations," American Political Science Association meetings, Chicago, Illinois, September.

Nancy DiTomaso, 1983. "Strategic Corporate Culture: The Value of Productivity through People," Society for the Study of Social Problems meetings, Labor Studies session, Detroit, Michigan, August.

Marcus Alexis, Nancy DiTomaso, and Charles Kyle, 1982. "Hispanic Adaptation in the Chicago Labor Market," National Economics Association meetings, New York, December.

Nancy DiTomaso, 1982. "The Problem of Organizing: Politics, Technology, Domination, and Negotiation," Northeast Political Science Association meetings, New Haven, Connecticut, November.

Nancy DiTomaso, 1982. "Sexuality in the Workplace: Discrimination versus Harassment," Society for the Study of Social Problems, Labor Studies session, San Francisco, California, September.

Nancy DiTomaso, 1981. "The Redlining of Jobs in the City," Society for the Study of Social Problems meetings, Intergroup Relations session, Toronto, Ontario, August.

Nancy DiTomaso, 1981. "Discrimination Against Women in Internal Labor Markets," Sociologists for Women in Society meetings, session on Equity for Women in Work Organizations, Toronto, Ontario, August.

PROFESSIONAL PAPERS PRESENTED CONTINUED:

Nancy DiTomaso, 1980. "The Organization of Power and Perceptions of Inequality," American Sociological Association meetings, Organizations and Occupations section, New York City, August.

Nancy DiTomaso, 1979. "Internal Labor Markets: What's Happening on the Job," Society for the Study of Social Problems meetings, Labor Studies session, Boston, Massachusetts, August.

Nancy DiTomaso, 1978. "The New Power of Public Employee Unions: An Introduction and an Analysis," American Sociological Association meetings, San Francisco, California, September.

Nancy DiTomaso, 1978. "Public Employee Unions and the Urban Fiscal Crisis," Society for the Study of Social Problems meetings, Labor Studies session, San Francisco, California, September.

Nancy DiTomaso, 1978. "The Over-socialized Conception of People: Sociology's Triumph and the Loss of Theory in the 1970s," Midwest Sociological Society meetings, Omaha, Nebraska, April.

Nancy DiTomaso, 1977. "The Department of Labor: Class Politics and Public Bureaucracy, 1869-1920," American Sociological Association, Historical Sociology session, Chicago, Illinois, August.

Nancy DiTomaso, 1977. "The Role of the Department of Labor in the Demise of OEO," Society for the Study of Social Problems meetings, Labor Studies session, Chicago, Illinois, August.

Nancy DiTomaso, 1976. "The Dialectical Approach As a Research Methodology," American Sociological Association meetings, Frontiers of Qualitative Analysis session, New York City, August.

Nancy DiTomaso and W. Lawrence Newman, 1976. "The Ideology of Economic Planning," American Sociological Association meetings, Social Policy and Social Planning session, New York City, August.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES:

Nancy DiTomaso, 2017, "Unconscious Bias," Tri-State Diversity Council Meeting, Horizon Blue Cross-Blue Shield Building, Newark, NJ, June 22.

Nancy DiTomaso, 2017, "Favoritism and Advantage versus Racism, Sexism, and Discrimination," Harmony Day, Macquarie University, Sydney, Australia, March 21.

Nancy DiTomaso, 2017, "Competency in a Diverse and Global World," Macquarie University, Faculty of Business and Economics, March 20.

Nancy DiTomaso, 2017, "Inclusion in a Multi-cultural Society," 25th Annual Kravis-de Roulet Conference, Inclusive Leadership—Transforming Diverse Lives, Workplaces, and Societies, Claremont, California, March 4.

Nancy DiTomaso, 2017, Panelist, Presidential Session: Trump 2016: How? Why? Implications?, Eastern Sociological Society, Philadelphia, Pennsylvania, February 26.

Nancy DiTomaso, 2016, "Race and Politics in the U.S.: The American Non-dilemma," Columbia University, Center for Wealth and Inequality Seminar, New York City, January 28.

Nancy DiTomaso, 2016, "Race and Politics in the U.S.: The American Non-dilemma," Ohio State University, Columbus, Ohio, October 23.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 2015, "Racism and Discrimination versus Advantage and Favoritism," Lehigh University, Social Justice Workshop, Bethlehem, PA, October 21.

Nancy DiTomaso, 2015, "The American Non-dilemma: Racial Inequality without Racism," Society for the Advancement of Socio-economics, London, July 3.

Nancy DiTomaso, 2015, "The American Non-dilemma: Racial Inequality without Racism," New York City Equal Employment Practices Commission, New York City, May 28.

Nancy DiTomaso, 2015, "Race and Politics in the U.S.: Racial Inequality without Racism," McGill University Conference on Inter-community Relations and Conflict, April 10.

Nancy DiTomaso, 2014, "Diversity, Inequality, and the 'Rights of Man': Class, Race/ethnicity, Gender, and Citizenship." University of Amsterdam, Erasmus Mundus, Joint Masters Program in International Migration and Social Cohesion, December 12.

Nancy DiTomaso, 2014, "Race and Politics in the U.S.: The American Non-dilemma," University of Amsterdam, Erasmus Mundus, MISOCO and Department of Sociology and Anthropology, December 11.

Nancy DiTomaso, 2014, "The American Non-dilemma: Methodological Issues of Research on Race/ethnicity." University College Dublin, Erasmus Mundus, Joint Masters Program in International Migration and Social Cohesion, December 4.

Nancy DiTomaso, 2014, "Race and Politics in the U.S.: The American Non-dilemma," University College Dublin, Erasmus Mundus, MISOCO and Department of Sociology, December 2.

Nancy DiTomaso, 2014. "Social Capital in the Structure of Labor Markets in the U.S. in Comparison to China: Social Networks and Opportunity Hoarding." International Association of Chinese Management Research Conference, Beijing, China, June 18-22.

Nancy DiTomaso, 2014, "The Role of Advantage in the Reproduction of Racial Inequality," Center for Health Equity, Louisville, Kentucky, April 26.

Nancy DiTomaso, 2014. "Gender, Diversity, and Inequality: Leadership Lessons." Rutgers University Women in Business, Rutgers University—Newark Undergraduate Program, Newark, N.J., April 17.

Nancy DiTomaso, 2014. "Advantage in the Reproduction of Racial Inequality in Jobs and Education: Rethinking Affirmative Action." New York University Law and Social Change Program, New York University Law School, New York City, April 4.

Nancy DiTomaso, 2014. Author Meets the Critic Session on *The American Non-dilemma: Racial Inequality without Racism*. Eastern Sociological Society Meetings, Baltimore, MD, February 21.

Nancy DiTomaso, 2014. "The American Non-dilemma: Racial Inequality without Racism." Cornell University, The Inclusive Excellence Academy, March 10.

Nancy DiTomaso, 2013. "The Virtuous Cycle of Art and Economic Development." Rutgers Business School event on Art, Poetry, and the 2007 Subprime Crisis, Sponsored by Management Science and Information Systems Department and featuring art installation by Jan Lourie.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 2013. "The American Non-dilemma: Racial Inequality without Racism." New Jersey School Development Council Meeting, Rutgers University, New Brunswick, November 14.

Nancy DiTomaso, 2013. "The American Non-dilemma: Racial Inequality without Racism," The Diversity Collegium, Washington, D.C., October 31.

Nancy DiTomaso, 2013. "The American Non-dilemma: Racial Inequality without Racism." Tennessee Employment Relations Research Association, Arnold Air Force Base, Nashville, Tennessee, October 16.

Nancy DiTomaso, 2013. "The American Non-dilemma: Racial Inequality without Racism." Dialogues in Diversity. Rutgers University, New Brunswick, NJ, September 24.

The State of Workforce Diversity, 2013, New Brunswick, NJ, John J. Heldrich Center for Workforce Development, Rutgers University, featured address and panelist, April 23.

Nancy DiTomaso, 2013. "Uncertainty in Linking History and Policy to Social Movements," Critic for Author Meets the Critic Session on Kevin Stainback and Donald Tomaskovic-Devey, *Documenting Desegregation*, 2012, Russell Sage Foundation, Midwest Sociological Society Meetings, Chicago, Illinois, March 30.

Nancy DiTomaso, 2013. Interviewed by Professor Clement Price on *The American Non-dilemma: Racial Inequality without Racism*. Rutgers Business School—Newark and New Brunswick, February 26.

Workforce Diversity and Inequality Conference, 2011, Boston, MA, "The Meaning and Value of Work Comments on: Lamont and Daniel"

DiversityInc. Best Practices Webinar. 2009. "Advantages, the Absence of Advantages, and Disadvantage." June 18.

Center for Race and Ethnicity, Conference on Between Privilege and Poverty: Perspectives on NJ Disparities, 2008. "Suburban Affluence and Urban Poverty," October 24

Panel on "White Privilege and Unconscious Bias." Center for Race & Ethnicity, Rutgers University, February 13, 2007. including as panelists, Laurie Rudman (Psychology), Niki Dickerson (Labor Studies & Employment Relations), and Nancy Boyd-Franklin (Applied Psychology)

Nancy DiTomaso, 2007. "The American Non-dilemma: Why Racism Gets in the Way of Anti-Racism." Unitarian Church, NY Metro Anti-Racism and Diversity Committee, April 16.

Nancy DiTomaso, 2006. "What Do We Know About the Effects of Diversity in Organizations?" Industrial Research Institute, Research on Research Committee, Subcommittee on Global Diversity, Washington, D.C., October 8.

Nancy DiTomaso, 2006. "Diversity of Thought and Innovation," Industrial Research Institute, Research on Research Committee, Subcommittee on Global Diversity, Colorado Springs, CO, May 21, 2006.

Nancy DiTomaso, 2006. "Advantages and Positivity Bias in the Workplace and the Consequences for Performance," Northrup Grumman, EEO/Diversity Conference, Baltimore, MD, February 17, 2006.

Nancy DiTomaso and Corinne Post, 2005. "Favoritism, Privilege, Advantage, Positivity Bias," Leadership Forum for Women's Advancement, WFD Consulting, New York City, November 7.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 2005. "Diversity and Inequality: What Do We Know and What Should We Do?" Conference on "Diversity As a Competitive Advantage in the Global Economy, Sponsored by OB Division of Academy of Management, Whitman School of Management, Syracuse University, October 7-9.

Nancy DiTomaso, 2005. "Three Forms of Inequality: Advantage, the Absence of Advantage, and Disadvantage," ORC Workforce Opportunity Network Meeting, Philadelphia, PA, October 6.

Nancy DiTomaso, 2005. "Quality, Innovation, and Strategic Transformation," American Society for Quality, NY/NJ Metropolitan Section, Rutgers University, Newark, NJ, September 16.

Nancy DiTomaso, Corinne Post, George F. Farris, and Rene Cordero, 2005. "Three Forms of Inequality: Advantage, Absence of Advantage, Disadvantage," Conference on Careers and Career Transitions: New Evidence for a New Economy, The Wharton School Center for Human Resources, June 24-25.

Nancy DiTomaso and Corinne Post. 2004. "Women in the 21st Century Corporation." Rutgers University Corporate Forum on Women and Work, New Brunswick, NJ. March 11.

Nancy DiTomaso, 2004. "The American Non-dilemma: Why There Is No Moral Dilemma among White Americans About the Existence of Racial Inequality." Solomon Asch Center for the Study of Ethno-political Violence, University of Pennsylvania, March 2.

Nancy DiTomaso, 2003. "The American Non-dilemma: Racial Inequality without Racism," The Graduate Center of the City University of New York, New York City, November 7.

Nancy DiTomaso, 2003. "Women in the 21st Century Corporation," University of Texas at Dallas, School of Social Sciences. Conference on Workplace Diversity: Assessing the Current Status of Women. Richardson, Texas, October 24.

Nancy DiTomaso and Corinne Post, 2003. "Favorable Treatment, Positivity Bias, and Improved Performance." Center for Women and Work, Fall Meeting, Rutgers University Corporate Forum on Women and Work, October 9.

Nancy DiTomaso, 2002. "Race/ethnicity and God: Religious Identity and the Culture Wars." Conference on Culture, Contention, and Conflict, Princeton University, October 11-12.

Nancy DiTomaso, 2002. "Why Anti-discrimination policies are not enough." Northwestern University, Workshop on Organizations, Institutions, and Change, April 25.

Nancy DiTomaso, 2002. "Race/ethnicity and God: Religious identity and conservative politics." Conference on Race/ethnicity, Self/culture, and Inequality, Princeton University, April.

Nancy DiTomaso and Corinne Post, 2001. "Diversity among scientists and engineers." National Action Council on Minority Engineers, Baltimore, Maryland, October.

Nancy DiTomaso, 2001. "The American Non-dilemma: White Americans, the American Dream, and Affirmative Inclusion," North Carolina State University, Department of Sociology, March, 2001; Rutgers University Department of Sociology, April.

Nancy DiTomaso, 2000. "Diversity among scientists and engineers." National Academy of Engineering, Diversity Action Forum, Dallas, Texas, November.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 2000. "Affirmative inclusion for whites: Why anti-discrimination policies are not enough." Social Psychology Seminar, Vanderbilt University, August.

Nancy DiTomaso, 2000. "Diversity among scientists and engineers." National Academy of Engineering, Committee on Diversity, Washington, D.C., August.

Nancy DiTomaso, 2000. "Why anti-discrimination policies are not enough." Heldrich Center for Workforce Development, Rutgers University, March 31.

Nancy DiTomaso, 1999. "Is there an opening in the glass ceiling? Women and careers in organizations of the future." American Council on Education/National Network for Women Leaders in Higher Education, Rutgers University, September 19.

Nancy DiTomaso, 1998. "How to Manage a Diverse Work Force," New Jersey Bankers Association, Financial Management and Trust Division, Seaview, NJ, June.

Nancy DiTomaso, 1998. "The American Non-dilemma: The Social Construction of Racial Inequality without Racism," Social Science Knowledge on Race, Racism, and Race Relations, sponsored by the American Sociological Association, the Ford Foundation, and the Kellogg Foundation, Tyson's Corner, MD, April.

Nancy DiTomaso, 1998. "The American Non-dilemma: The Paradoxes of Advantage and Disadvantage," Princeton University, March.

Nancy DiTomaso, 1998. "The Loose Coupling of Jobs: The Subcontracting of Everyone?" Economic and Social Research Council Conference on Investigating Social Stratification: Syntheses and Emergent Research Issues. University of Essex, United Kingdom, January.

Nancy DiTomaso and Frances Milliken, 1997. "Effective and Inclusive Learning Environments: An Overview," AACSB Continuous Improvement Seminar, San Diego, California, September.

Nancy DiTomaso, 1997. "The Business Case for Diversity: What Difference Does Diversity Make?" Industry Liaison Group, NY/NJ, New Brunswick, New Jersey, September.

Nancy DiTomaso, 1997. "The Loose Coupling of Jobs: Implications for Women," Governor's Conference on Women: An Economic Perspective, East Rutherford, NJ, September.

Nancy DiTomaso, 1997. "Comments on Value-based Leadership and Cultural Change," Harkness Fellowship End of Tenure Presentations, New York City, June.

Nancy DiTomaso, 1997. "Working with Diversity: Understanding the Issues," Girl Scouts of America, Inclusion Through Language: A Multicultural Approach, Briarcliff Manor, NY, May.

Nancy DiTomaso and D. Randall Smith, 1997. "An Examination of Bias in Performance Ratings of Foreign and Native Born Scientists and Engineers," Workshop on Migration of Scientists and Engineers to the U.S.: Update, Boston University, Institute for Economic Development, May.

Nancy DiTomaso, 1997. "Does Diversity Add to the Bottom Line?" Diversity Roundtable, Fairleigh Dickinson University, April.

Nancy DiTomaso, 1996. "The Business Case for Diversity and the Implications for Leadership," Johnson & Johnson, Inc., "How the E.O. Function Supports the HR (People) Agenda," December.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 1996. "The Business Case for Diversity: Why and Whither?" Coopers & Lybrand Learning Partnership, The Aspen Institute, Queenstown, Maryland, September 11-13.

Nancy DiTomaso, 1996. "The Ethics of Inequality and the Politics of Difference," Graduate School of Applied and Professional Psychology, September.

Nancy DiTomaso, 1996. "The Transformation of Work and Careers," Casualty Actuaries of Greater New York, New York City, June.

Nancy DiTomaso, 1996. "The Loose Coupling of Jobs: Impact on Women." Conference on Women and Work, Rutgers Institute for Research on Women, New Brunswick, NJ, May 21.

Nancy DiTomaso, 1996. "Theoretical Foundations for a Study of Diversity in the Workplace." Conference on Managing Cultural Diversity in the Workplace, Princeton University, January 25-17.

Nancy DiTomaso, 1995. "The Social Construction of Gender in a Discriminatory Environment." National Science Foundation Conference, Celebrating Achievements, Charting Challenges, Washington, D. C., December 13-15.

Nancy DiTomaso and Chao C. Chen, 1995. "Performance Effects of English Competency in Industrial R&D," ICI International Communications Conference, Communication in the Cross-Cultural Workplace, Los Angeles, California, November.

Nancy DiTomaso, 1995. "Mapping a Theory of Diversity: Disciplines, Research, and Implications," American Institute for Managing Diversity, Global Conference on Managing Diversity, Athens, Georgia, September.

Nancy DiTomaso, 1995. "Women in Science and Engineering: The Complexity of Discrimination in a Gendered Environment." Conference on Gender and Organizations, Ohio State University, Columbus, Ohio, May 19-21.

Nancy DiTomaso, Panelist, 1995. "Choosing a Diversity Consultant," sponsored by the Center for the New American Work Force, New York City, April 20.

Chao C. Chen and Nancy DiTomaso, 1995. "Antecedents and Effects of Second Language Communication Competency: A Study of Immigrant Workers." ICI International Communications Conference, Communication in the Cross-Cultural Workplace, Denver, Colorado, April.

Nancy DiTomaso and Chao C. Chen, 1995. "Performance Effects of English Competency in Industrial R&D," ICI International Communications Conference, Communication in the Cross-Cultural Workplace, Denver, Colorado, April.

Nancy DiTomaso, 1994. "The Loose Coupling of Employment or The Subcontracting of Everyone?" Triangle Area Organization Seminar, October.

Nancy DiTomaso, 1994. "Women, Men, and Gendered Organizations in Industrial R&D," North Carolina State University, Erika S. Fairchild Research Symposium, October.

Nancy DiTomaso, 1994. "Learning Environments and Interactional Styles: Rethinking the Structuration of Management Education," GMAC-AACSB Conference on New Models of Management Education, Lafayette Hill, Pennsylvania, September 23-24.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 1994. "Demographic Diversity Among Scientists and Engineers: Special Issues for Women in Technical Employment," Betz Laboratories, June.

Nancy DiTomaso, 1994. "Diversity As a Critical Management Skill for Organizations of Today and in the Future," Mankato State University College of Business Annual Spring Conference, Diversity in the Workforce, May.

Nancy DiTomaso, 1994. "Demographic Diversity among Scientists and Engineers: What Difference Does Difference Make," Hoechst Celanese Technical Research Center, May.

Participant, Conference on Women in Science, Engineering, and Mathematics, 1994. Wellesley College, sponsored by Cross University Research in Engineering and Science and Sloan Foundation, May.

Nancy DiTomaso and George F. Farris, 1993. "U.S. Born and Immigrant Scientists and Engineers in Industrial Laboratories: Careers, Commitment, and Contributions," Meeting of Sloan Recipients of Immigration Grants, New York City, November.

Nancy DiTomaso, 1993. "Women in Science and Engineering." American Institute of Biological Sciences. Women in Biology Session and Luncheon. Ames, Iowa, August.

Nancy DiTomaso, 1993. "Women in Science and Engineering." Los Alamos National Laboratories, Director's Seminar, March.

Nancy DiTomaso, 1993. "Women Scientists and Engineers: Gender Differences and a Model of Self Assessment," National Research Council conference on Women Scientists and Engineers Employed in Industry: Why So Few?, Irvine, California, January.

Nancy DiTomaso, 1992. "Linking Diversity and Quality in Curriculum Development for Executive MBA Programs." AACSB Conference for Executive MBA Programs, New Orleans, November.

Nancy DiTomaso and George F. Farris, 1992. "Workforce Diversity in R&D," Center for Innovation Management Studies, Bethlehem, Pa., June.

Moderator and Participant, 1992. "Curriculum Approaches to Managing Diversity," American Assembly of Collegiate Schools of Business, Annual Meeting, Washington, D.C., April.

Nancy DiTomaso, 1992. "Women in Industrial R&D: Career Issues," Society of Women Engineers, New Jersey Section, Somerville, N. J., January, 1992.

Participant, Conference on "European Contributions to Organization Theory." 1991. INSEAD, Fontainebleau, France, November.

Nancy DiTomaso and George F. Farris, 1991. "Managing a Diverse Technical Workforce," Association of Research Directors, Industrial Research Institute. Newark, New Jersey, October.

Nancy DiTomaso and George F. Farris, 1991. "Managing a Diverse Technical Workforce," Industrial Research Institute, Special Interest Session, Chicago, Illinois, October.

Nancy DiTomaso and George Farris, 1991. "Managing Diversity in R&D," American Electronics Association, April.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 1991. "Managing a Culturally Diverse Workplace," Philadelphia College of Textiles and Science, Philadelphia, April.

Nancy DiTomaso, 1991. "Managing the Work Force in the Year 2000 and Beyond," University College Annual Corporate Breakfast, Rutgers, the State University, March.

Nancy DiTomaso, 1991. "Managing the Work Force: Toward the Year 2000 and Beyond," Presentation to the Internal Revenue Service, on behalf of Sociologists in Government, American Sociological Association Professional Development Program, January.

Nancy DiTomaso and George Farris, 1990. "Managing a Diverse Technical Work Force," Industrial Research Institute Annual Meetings, Special Interest Session, Palm Beach, Florida, May 16.

Participant, Leading Service America's Future: The UPS Series on Strategic Staffing for Global Competitiveness, 1990. Conference on Professional Services Industry, Center for Leadership and Career Change, Emory University, Atlanta, Georgia, May 10-11.

Nancy DiTomaso, 1990. "Managing A Diverse Technical Workforce," Presentation to the Regional Research Directors Association, New York City, January.

Nancy DiTomaso, 1989. "Diversity in Corporate Culture: Changes and Challenges for the 1990's," Presentation to the American Electronics Association, November.

George Farris, Nancy DiTomaso, and George Gordon, 1989. "Managing Diversity in R&D," Subcommittee Meeting of the Research on Research Committee, Industrial Research Institute, Newark, New Jersey, August.

George Gordon and Nancy DiTomaso, 1989. "The Causes and Consequences of Corporate Culture in Manufacturing." Conference on Socio-Economics, Harvard Business School, Boston, Massachusetts, March 31-April 2.

Nancy DiTomaso, "Creative Problem-solving: Generating Better Ideas." North Jersey Business Show, Parsippany, New Jersey, May 4, 1988

Nancy DiTomaso, Donna E. Thompson, and David H. Blake, 1987. "Corporate Perspectives on Minority Advancement in Management Careers," Drexel Conference on the Black Manager, Philadelphia, June 25.

Nancy DiTomaso, 1986. "Sex Discrimination," American Council on Education National Identification Program for the Advancement of Women in Higher Education, Rutgers-Newark, November 14.

Nancy DiTomaso, 1986. "Sex Discrimination," Rutgers Women in Business, October 28.

Nancy DiTomaso, 1986. "Management Savvy, Skills Assessment, and Application," Conference on Black Female Managers, Rutgers Career Development Center, February 20.

Nancy DiTomaso, Donna E. Thompson, and David H. Blake, 1984. "Corporate Perspectives on Ensuring Minority Success in Business," Conference on Ensuring Minority Success in Business, Sponsored by Rutgers Graduate School of Management, September 24-25.

Nancy DiTomaso, 1984. "Strategic Corporate Culture: the Value of Productivity through People," Rutgers Graduate School of Management, Fall.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Nancy DiTomaso, 1983. "Income Determination in Three Firms: Sectors, Segments, and Internal Markets," The Urban Research Center, New York University, March 23.

Participant. "The Impact of the Modern Corporation," 1982. Conference sponsored by the Columbia Center for Law and Economy, Princeton, New Jersey, November, 1982.

Marcus Alexis, Nancy DiTomaso, and Charles Kyle, 1982. "Hispanic Adaptation in the Chicago Labor Market," The Rockefeller Foundation Workshop on the Labor Market Impacts of Immigration, at Wingspread, Racine, Wisconsin, August 3-5, 1982.

Nancy DiTomaso, 1981. "Job Adaptation and Job Search of Latinos, Blacks, and Whites and Men and Women in the Chicago Labor Market," The University of Chicago, Seminar on Race and Urban Issues, April 14 and 21.

Nancy DiTomaso, 1981. "Internal Labor Market Effects on Income by Ethnicity and Sex," Center for Urban Affairs and Policy Research, Northwestern University, April, 1981.

Nancy DiTomaso, 1981. "The Effects of Internal Labor Markets by Ethnicity and Sex: Three Cases," Kellogg Graduate School of Management, Human Resources Workshop, February.

Nancy DiTomaso, 1980. "The Labor Market Experience of Latinos in Chicago," Garrett-Evangelical Theological Seminary, Summer Institute directed by Dr. Rosemary Reuther, July.

Nancy DiTomaso, 1980. "Segmented Labor Markets and the Redlining of Jobs," University of Wisconsin--Milwaukee, Center on Urban Social Institutions, March.

Nancy DiTomaso, 1980. "The Organization of Work and Perceptions of Inequality," Cornell University, New York State School of Labor and Industrial Relations, April.

Participant. 1979. Faculty Forum on "Changes in the 1980s," with Chicago Tribune Staff, Suburban Editor, November 28.

Participant. 1979. Faculty Forum, sponsored by Cities Service Company, Tulsa, Oklahoma, October 24.

Nancy DiTomaso, 1979. "Social Change and Liberation," Wilbur Wright College, October 24.

Nancy DiTomaso, 1979. "The Expropriation of the Means of Administration," University of Wisconsin--Milwaukee, Seminar on Theories of the State, March 29.

Institute for Advanced Christian Studies, 1978. Conference on Christianity and Sociology, Wheaton College, Wheaton, Illinois, invited participant for discussion of "Towards a Christian View of Social Change," July 27-29.

Nancy DiTomaso, 1978. "Recent Critiques in the Sociological Study of Organizations: Implications for Innovation," at the Center for the Interdisciplinary Study of Science and Technology, Northwestern University, February.

Participant, 1977. Conference on Urban Political Economy, University of California, Santa Cruz, jointly sponsored by the American Sociological Association, Committee on Problems of the Discipline and the University of California, Santa Cruz, Division of Social Science, April 8-10.

KEY NOTES, LECTURES, PANELS, AND INVITED CONFERENCES CONTINUED:

Participant and Presenter, 1975. Conference on Conflict Sociology, sponsored by the American Sociological Association, Committee on Problems of the Discipline, Red Feather Institute for Advanced Studies in Sociology, Colorado, July 3-6.

OTHER PROFESSIONAL ACTIVITY, PROFESSIONAL MEETINGS:

Nancy DiTomaso, 2015, Author Meets the Critic Session on *The American Non-dilemma: Racial Inequality without Racism*, American Sociological Association Meetings, Chicago, Illinois, August.

Nancy DiTomaso, 2014. Roundtable. "Are Boundaries to Keep People Out or In?" American Sociological Association Meetings, Culture Section, San Francisco, California, August.

Nancy DiTomaso, 2014, Panelist, Session on Women and Work, The Helix Center, New York City, NY, May 17.

Nancy DiTomaso, 2013. Panelist. "The American Non-dilemma: Racial Inequality without Racism." NY & NJ Minority Suppliers Network, New York City, June 19.

Nancy DiTomaso, 2012, Organizer, Session on Electoral Politics, American Sociological Association Meetings, Section on Political Sociology, Denver, CO.

Nancy DiTomaso, 2010. Facilitator, Reviewer's Workshop, Academy of Management Learning and Education, Academy of Management Meetings, Montreal, Canada.

Corinne Post, Nancy DiTomaso, Sarah Lowe, George F. Farris, and Rene Cordero. 2006. "A 'Female Advantage' in Promotability Evaluations for Women Perceived by Their Managers to Be Innovative." American Sociological Association Meetings, Refereed Roundtable Session. Montreal, QC, Canada.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2006. "Career Pathways of Middle and Working Class African-Americans: The Role of Social Ties," Academy of Management meetings, Interactive Paper Session, Atlanta, GA, August.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post. 2005. "Social Capital Resources and Social Programs: Advancement Mechanisms for Disadvantaged Groups." American Sociological Association Meetings. Philadelphia, PA. Refereed Roundtable Session.

Corinne Post, Nancy DiTomaso, Sarah Lowe, George Farris, and Rene Cordero. 2004. "Competence or Cooperation—Wherein Lies the Female Advantage." Academy of Management Meetings, Interactive Paper Session, New Orleans, LA, August.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2003. "Strong and Weak Ties of African-American and Women Survivors of Organizational Downsizing." Open Referred Roundtables. American Sociological Association meetings, Atlanta, GA, August.

Rochelle Parks-Yancy, Nancy DiTomaso, and Corinne Post, 2003. "The Moderating Effects of Social and Financial Capital on Hardships." Academy of Management Meetings, Interactive Paper Session, Seattle, WA, August.

Network Organizer, 2003. Society for the Advancement of Socio-Economics, Aix-en-Provence, France, meetings, June, 7 sessions organized.

OTHER PROFESSIONAL ACTIVITY, PROFESSIONAL MEETINGS CONTINUED:

Network Organizer, 2002. Society for the Advancement of Socio-Economics, Minneapolis meetings, June, 3 sessions organized.

Session Organizer, 2002. "Allocation Processes in Organizations," American Sociological Association meetings, Chicago, IL, August.

Network Organizer, 2004. Society for the Advancement of Socio-Economics, Amsterdam meetings, June, 4 sessions organized.

Session Organizer, 2001. "Workplace Diversity," American Sociological Association meetings, Anaheim, CA, August.

Session Organizer, 2000. "The Ideology and Politics of Meritocracy," American Sociological Association meetings, Washington, D.C., August.

Network Organizer, 2000, Society for the Advancement of Socio-economics, London meetings, July, 8 sessions organized.

D. Randall Smith, Nancy DiTomaso, George Farris, and Rene Cordero, 1999. Poster Session, "Bias, Favoritism, and Error in Performance Ratings: Structure, Culture, and Social Psychology." Academy of Management Meetings, Chicago, IL, August.

Panelist, 1999. "Where is the Sex in Strategy," Session on Critical Theories in Strategy, Pre-conference Workshop on Critical Theories in Organizations, Academy of Management Meetings, Chicago, IL, August.

Session Organizer, 1999. Panel on Inequality and Community, Communitarian Summit, Washington, D.C., February.

Organizer, 1997. "Power and Inclusion in Diverse Work Environments," Society for the Advancement of Socio-Economics, Annual Meeting, Montreal, Canada, July.

Panelist, 1996. "The Challenge of Understanding Diversity," Research Forum, Academy of Management Meetings, Cincinnati, Ohio, August.

Regular Session Topic Organizer, 1996. Occupations and Professions, American Sociological Association Meetings, New York City, August.

Richard Coughlin and Nancy DiTomaso, Organizers, 1995. "Socio-Economics of Money and Firms," American Sociological Association Meetings, Washington, D.C., August.

Nancy DiTomaso and Richard Coughlin, Organizers, 1995. "Socio-Economics and the World Economy," American Sociological Association Meetings, Washington, D.C., August.

Nancy DiTomaso, Panelist and Organizer, 1995. Professional Workshop on "Sociologists Teaching in Business Schools." American Sociological Association Meetings, Washington, D.C., August.

Nancy DiTomaso, Panelist, 1994. "Sexuality and Organization," All-Academy Symposium, Academy of Management Meetings, Dallas, Texas, August.

Nancy DiTomaso, Discussant, 1994. Session on Organization Theory, Academy of Management Meetings, Organization and Management Theory Division, August.

OTHER PROFESSIONAL ACTIVITY, PROFESSIONAL MEETINGS CONTINUED:

Nancy DiTomaso, George F. Farris, and Rene Cordero, 1993. "Self-Assessment by Women Scientists and Engineers: Self Definition in a Male Dominated Occupation," Academy of Management Meetings, Women in Management Division, Poster Session, August.

Refereed Roundtable. Nancy DiTomaso, George F. Farris, and Rene Cordero. 1992. "Diversity in the Technical Workforce: Rethinking the Management of Technical Professionals." American Sociological Association, Section on Science, Knowledge, and Technology, August.

Session Organizer, 1989. Topical Seminars (15 Tables), American Sociological Association Meetings, Organizations and Occupations Section, San Francisco, California, August.

Topical Seminar, Nancy DiTomaso and George Gordon, 1989. "The Causes and Consequences of Corporate Culture," American Sociological Association Meetings, Organizations and Occupations Section, San Francisco, California, August.

Session Organizer, 1989. "Corporate Culture," Annual Meetings of the Society for the Advancement of Socio-Economics, Harvard Business School, March, 1989.

Topical Seminar, Nancy DiTomaso and Donna E. Thompson, 1988. "Making It in Corporate Management: Perspectives of Current and Recent Minority MBA Students," American Sociological Association meetings, Section on Organizations and Occupations, Atlanta, Georgia, August.

Topical Seminar, Nancy DiTomaso, Donna E. Thompson, and David H. Blake, 1987. "Ensuring Minority Success in Corporate Management," American Sociological Association meetings, Section on Organizations and Occupations, Chicago, Illinois, August.

Discussant, 1987. Symposium on Organizations, Careers, and the Employment Relationship. Academy of Management Meetings, New Orleans, August.

Discussant, 1987. Session on Stress, Satisfaction, and Commitment at Work, Academy of Management Meetings, New Orleans, August.

Session Organizer (with Thomas J. Rice), 1987. Creative Options: Alternatives to Academic Employment in Sociology, Eastern Sociological Society Meetings, Boston, May 2, 1987.

Chair, 1986. "Social and Cultural Processes in Organizations," Organization and Management Theory Division, Academy of Management Meetings, Chicago, August.

Topical Seminar, Nancy DiTomaso and D. Randall Smith, 1986. "Work and Working in Sociology, Economics, and Psychology," Organizations and Occupations Section, American Sociological Association Meetings, New York City, August, 1986.

Topical Seminar, Nancy DiTomaso, 1985. "Sociologists Teaching in Business Schools: Occupational and Intellectual Prospects and Opportunities," Organizations and Occupations Section, American Sociological Association Meetings, Washington, D. C., August.

Session Organizer (with Paul Luebke), 1985. Political Sociology Section Roundtable Discussions (10 Tables), American Sociological Association Meetings, Washington, D. C., August.

Discussant, 1985. "Managing Corporate Responses to Social Issues--II," Academy of Management Meetings, Social Issues in Management Division, San Diego, California, August, 1985.

OTHER PROFESSIONAL ACTIVITY, PROFESSIONAL MEETINGS CONTINUED:

Session Organizer, 1984. International Conflict and Cooperation Division, "International Politics: Conflict and Inequality," Society for the Study of Social Problems meetings, San Antonio, Texas, August, 1984.

Session Organizer, 1983. International Conflict and Cooperation Division, "Nuclear War: Issues, Answers, and Decisions," (with Ruth Searles) Society for the Study of Social Problems meetings, Detroit, Michigan, August.

Session Organizer, 1982. International Conflict and Cooperation Division, "Assessing the Conceptual Utility of Race and Ethnicity," Society for the Study of Social Problems meetings, San Francisco, California, September.

Session Organizer, 1981. Labor Studies Division, "Dual and Segmented Labor Markets: Questions and Answers," Society for the Study of Social Problems meetings, Toronto, Ontario, Canada, August.

Chair and Discussant, 1980. Labor Studies Division, "General Topics in Labor Studies," Society for the Study of Social Problems meetings, New York City, August.

Roundtable, Nancy DiTomaso, 1979. "Sex Discrimination in Organizations," American Sociological Association meetings, Boston, Massachusetts, August, 1979.

Discussant, 1979. Political Sociology Session, Midwest Sociological Society meetings, Minneapolis, Minnesota, April.

Discussant, 1976. Labor Studies Division, "Perspectives on Working Class Women," Society for the Study of Social Problems meetings, New York City, August.

OTHER PROFESSIONAL ACTIVITY, MISCELLANEOUS:

See attached list of media attention to *The American Non-dilemma: Racial Inequality without Racism*.

Interviewed for PBS special, on Race in America, The Race Project (produced by California Newsreel), Llew Smith, Producer, December, 2001.

Press Conference, hosted by American Sociological Association, 2000. "The Facts About Affirmative Action in Employment and Education," Washington, D.C., August.

Workshop on "Effective and Inclusive Learning Environments," 1999. Notre Dame University, March.

Workshop on "Effective and Inclusive Learning Environments," 1998. The Wharton School, University of Pennsylvania, October.

Discussion Leader, 1998. Special Session on Organizational Consulting, American Sociological Association Meetings, San Francisco, CA, August.

Workshop on "Effective and Inclusive Learning Environments," 1998. Western Connecticut State University, August.

Workshop on "Effective and Inclusive Learning Environments," 1998. Marshall University, West Virginia, August.

Workshop on "Teaching Diversity in Business Schools," 1995. Radford University, October.

Workshop on "Diversity in the Curriculum and Classroom." 1995. Rutgers University, Newark Campus, April 24.

OTHER PROFESSIONAL ACTIVITY, MISCELLANEOUS CONTINUED:

Workshops, "Diversity in the Curriculum" and "Diversity in the Classroom," 1995. Mankato State University, University Development Day, February.

Nancy DiTomaso, 1994. "Diversity Issues in the Classroom and the Curriculum," Fairleigh Dickinson University, May.

University of Georgia, 1994. Workshop for MBA Students on diversity, January.

Helped to organize Conference on Managing Diversity in R&D, sponsored by Rutgers Technology Management Research Center, June 29, 1994.

Faculty Advisory Committee, Rutgers Office of Television and Radio, Program on Working Solutions, aired September, 1992, WNET/13

Helped to organize Pre-conference Workshop on Research on Diversity in Organizations, under sponsorship of the Task Force on the Status of Minorities, for Academy of Management Meetings, Las Vegas, Nevada, August, 1992.

Gateway Cable, 1992. "Immigration in Essex County." March.

Rutgers Forum, with Governor James Florio, 1990. WNET/13, invited audience participant, Friday, June 15

Connection Cable, 1987. "Sexual Harassment in the Office," moderated by Newark Mayor James Sharpe, February 2.

Helped to organize a conference on "Ensuring Minority Success in Business," with Donna E. Thompson and Fred W. Hoag, Jr., Sponsored by Rutgers Graduate School of Management, September 24-25, 1984.

WOR-TV, Channel 9, New York, 1983. "Straight Talk," comments on book by Seymour Melman, *Profits without Productivity*, December 13.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS:

Academy of Management
American Sociological Association
Society for the Advancement of Socio-Economics
Eastern Sociological Society

PROFESSIONAL AND COMMUNITY SERVICE:

Member, C. Wright Mills Book Award, Society for the Study of Social Problems, 2017.

Chair, Distinguished Book Award Committee, Section on Inequality, Poverty, and Mobility, American Sociological Association, 2015-2016

Foundation Board of Trustees, Fanwood Presbyterian Church, 2016-2018

Sermon, Fanwood Presbyterian Church, 2017, "It Is Better to Give Than to Receive," December 17.

Sermon, Fanwood Presbyterian Church, 2017, "Do Unto Others," January 1.

Sermon, Fanwood Presbyterian Church, 2015, "Peace on Earth, Good Will to All People," December 27.

Presentation, Martin Luther King Day event, 2014, Social Justice Forum, "The American Non-dilemma: Racial Inequality without Racism." Fanwood, NJ, January 20.

Sermon, Martin Luther King Day event, 2014. "Fifty Years Hence: White Americans and the Jobs and Freedom Promise of the Civil Rights Movement." Unitarian Church, Plainfield, NJ, January 19.

PROFESSIONAL AND COMMUNITY SERVICE CONTINUED:

Sermon, Martin Luther King Birthday, 2012, "Racial Inequality without Racism," Unitarian Church, Plainfield, NJ, January 15.

Presentation for Adult Education Classes, two sessions, on "Colorblindness and White Views of Civil Rights," and "God and Inequality: Race/ethnicity and Conservative Christians," Lutheran Church, April 7 and 14, 2002.

Spivack Committee, American Sociological Association, 2000-2003

Session Member, Fanwood Presbyterian Church, 1997-2000; Foundation Trustee, 2002-2007, President, 2006-2007

Advisory Council, The National Multicultural Institute, Center for Professional Development in Diversity, 1995-96

Chair, Review Committee for Department of Management, Montclair State University, April, 1995

Planning Committee, Center for the New American Workforce, Spring, 1995

Member, AACSB Task Force on Diversity Forum, for conference, November, 1994

Chair, AACSB Task Force on Diversity Forum, and Panelist at the Forum, Rye, New York, June, 1993

Representative to COSSA (Consortium of Social Science Associations), for SASE, 1991-95.

Review Panel, National Science Foundation, Division of Biological and Behavioral Sciences, Research Training Group Program, April, 1991; Site Visit Committee, July, 1991

Awards Committee to establish Best Paper Award, Careers Division, Academy of Management, 1990-91

Nominations Committee, Society for the Advancement of Socio-Economics, 1990.

Chair, EGOS (European Group on Organizational Studies) Award Committee, Section on Organizations and Occupations, American Sociological Association, 1987-88.

Chair, Subcommittee on Annual Meeting Session Format, American Sociological Association Council, 1987-88.

Sociological Practice Committee, American Sociological Association, 1985-88.

Committee on Employment, Eastern Sociological Society, 1985-86, Co-Chair, 1986-87.

C. Wright Mills Award Committee, Society for the Study of Social Problems, 1983.

Appointed to Special Concerns Subcommittee, Illinois Employment and Training Council, 1979-1981.

Board of Trustees, Administrative Council, and Coordinator of Adult Education Class, United Church of Rogers Park, Chicago, Illinois, 1976-1980.

UNIVERSITY SERVICE:

Middle States Reaccreditation Committee, Working Group VII, Governance, Leadership, and Administration, 2016-2017

Faculty Learning Change Program participant, Office for the Promotion of Women in Science, Engineering, and Mathematics, 2015-2016

Search Committee, Rutgers University, Newark, Chancellor, 2013

Search Committee, Rutgers University, Dean, School of Business, Camden, 2009-2010

Rutgers University, President's Committee on Diversity and Equity, 2008-2010

Rutgers University, NSF ADVANCE Grant, Advisory Committee.

Rutgers Business School, Dean's Special Committee on Strategic Focus, 2007-2008

Co-chair, Middle States Reaccreditation Committee on Graduate Research, 2006-2007

Search Committee, Rutgers Business School Dean, 2005-2006, 2006-2007

Search Committee, Undergraduate Dean, Newark School of Management, 2005.

Director, Ph.D. in Management Program, 2000-2002

Work with coalition of faculty on grant proposal to increase the numbers of women and minorities in information technology, 2000-2001

Member, University Workforce Development Coordinating Council, 1999-2000

Doctoral Coordinator, Organization Management and International Business Majors, 1998-2000, 2002-2003

Chair, Nominations Committee, Rutgers Faculty of Management, Rules of Procedure Committee, and Committee on Review

Chair, Intellectual Contributions Subcommittee, for AACSB Self Study, 1997-98

UNIVERSITY SERVICE CONTINUE:

University Senate, 1997-99
Graduate Curriculum Committee, Faculty of Management, 1995-96
Newark Faculty Council, 1994-96, 1998-99
Appointments and Promotions Committee, Faculty of Management, 1993-94
Affirmative Action Committee, Rutgers-Newark, 1990-91, 1994-96
Chair, Department of Organization Management, 1990-1996, Department of Management and Global Business,
January, 2005-July, 2012
Faculty Academic Service Increment Program Committee, 1989-90, 1990-91, 1992-93, GSM
Graduate School of Management, Planning Committee 1989-90
Search Committee, Director of the Institute of Management and Labor Relations, 1990
Search Committee, Camden Dean of the Business School, 1989
Subcommittee to Recommend Response to Corson Committee Report on the Tenure and Review
Process, Rutgers Graduate School of Management, 1987.
Research Resources Committee, Rutgers Graduate School of Management, 1984-89.
Scholastic Standing Committee, Rutgers Graduate School of Management, 1983-84.
Public Safety Committee, Northwestern University
Graduate Admissions Committee, Northwestern University, Department of Sociology

CONSULTING:

Charter Communications, Presentations to Leadership Group, Stamford, CT, December 11, 2017.
J&J, Janssen Pharmaceutical, Presentations and Workshop on "Advantage, Absence of Advantage, and
Disadvantage among Scientists and Engineers," San Diego, California, March 19, 2014.
J&J, Men of Color Conference, Interview, New Brunswick, NJ, September 18 and October 23, 2013
J&J Consumer Division, Diversity and Inclusion Survey and Report, 2011-2012
Kay Iwata and Associates, "Workforce Diversity: An Overview," January 13, 2009
Brookhaven National Laboratories, "Advantage, Absence of Advantage, and Disadvantage among Scientists and
Engineers," September 21, 2008
AstraZeneca, "Offering Advice and Opening Doors: Mentoring and Micro-Advantages,"
June 5, 2008
GlaxoSmithKline, Women's Leadership Initiative, March, 2008, Workshop Presenter, "Team Leadership for
Innovation
Expert Witness, Sexual Harassment case, January, 1998.
Expert Witness, Knight Plaintiffs regarding Alabama Cooperative Extension, 1997-99.
Kodak Manufacturing, Research, and Engineering, Cultural Audit, in cooperation with
Kay Iwata & Associates, Summer, 1997.
Prudential Insurance Company, meeting with Diversity professionals, May, 1997.
Johnson & Johnson, presentation on Leadership and Diversity, December, 1996.
Betz Water Management Group, presentation of research results on women in science and engineering, June, 1994
First Fidelity Bancorporation, preparation of workshop on compliance with equal treatment legislation, Spring,
1994.
Chemical Bank, consultation on corporate culture, December, 1993
Princeton Economic Research: project on culture and diversity in the IRS, 1993-94.
International Specialty Products, development of diversity training, 1993.
BOC, data analysis, 1993
Allied-Signal Corporation, review of survey on quality, 1992.
Princeton Economic Research, Inc.: project on culture of Coast Guard Academy, 1991-92; project on culture and
diversity for IRS, 1993-94.
Du Pont Medical Products, Training on workforce diversity, 1991.
Du Pont Chemicals, Designed and administered survey on changes in performance appraisal system, 1991.
Ethicon, Inc. Presentation on research on workforce diversity, 1991.

CONSULTING CONTINUED:

Hoechst-Roussel Pharmaceuticals Inc., Training on workforce diversity, 1991.
American Wine Alliance for Research and Education, May, 1990, Presentation on Corporate Social Responsibility for Seminar, "Wine and the Public Interest"
Lockheed Electronics, Leadership and Management Institute, August, 1989, Session on Managing Diversity
AT&T, Teambuilding Workshop, May 11, 1988
New Jersey State Library Board, Leadership Workshop, November and December, 1988 (with Diversified Solutions, Inc.
Daniel Glassman Associates; Hospital Research Association; and Danis Research, Workshop on Stress Management in the Workplace, June, 1987.
Johnson & Johnson Hospital Services, Review of Training Materials, 1985; Evaluation of Training, 1986; Analysis of employee survey, 1986.

Various workshops on Managing Strategic Transformation: Center for Management Development and Supply Chain Management Certificate Program.

Surveys of worker background, experience, and attitudes at major corporations and large public agencies. All were promised anonymity subsequent to publication of the results of the surveys. Presentation of results was made to middle and upper management.

COURSES TAUGHT:

Women in Leadership (undergraduate level, Women's Business Leadership Institute Program)
Executive Leadership (undergraduate level)
Managing Strategic Transformations (graduate level, previously Organizations of the Future);
Organization Design and Change (undergraduate level)
Managing Diversity in Organizations (graduate and undergraduate level)
Culture, Diversity, and Inequality (graduate level)
Cross Cultural Management (graduate level)
Culture and Organizations (graduate level)
Organizational Behavior and Organization Theory (graduate level)
Advanced Organization Theory (graduate level)
Research Methods (graduate level)
Collective Bargaining (graduate level)
Logic of Social Inquiry (graduate and undergraduate)
Principles of Management (undergraduate level)
Complex Organizations (undergraduate)
Social Stratification (undergraduate)
Seminar on Work and the Labor Force (graduate level)
Seminar on Organizations and Bureaucracy (graduate level)
Seminar on Political Sociology (graduate level)
Political Sociology (undergraduate)
Sociology of Work (undergraduate)
Principles of Sociology (undergraduate theory course)
Introduction to Sociology (undergraduate)
Social Disorganization/Social Problems (undergraduate)

TEACHING INTERESTS:

Diversity in Organizations/Cross Cultural Management
Leadership/Women Leading in Business
Organization Theory/Strategic Change

ACTIVITIES TO IMPROVE TEACHING:

GE Fellow, Spring 2000 (Fellowship to encourage the use of technology in the classroom)
Chair, Task Force on Effective and Inclusive Learning Environments, AACSB, 1996-97

Ph.D. DISSERTATION, CHAIR:

Catrina Palmer, "Cross-Sex and Cross-Race Mentoring Relationships: How Relationships Change over Time."
Expected completion, Spring, 2020.
Monique Okumakpeyi, "The Role of Women's Programs in the Accounting Profession, Expected completion,
Spring, 2020.
Julia Eisenberg, "Virtual Teams," Defended, Summer, 2014
Jamie Lynn Perry, "Social Hierarchy Differentiation," Defended, Summer, 2014
Emilio DeLia, "Leveraging Thought Diversity," December, 2010
Rochelle Parks-Yancy, "The Effects of Social Capital Resources on the Careers of Diversity Groups, Spring, 2004.
Elizabeth McCrea, "Linking Strategy and Innovation in the New Product Development Process," Summer, 2004.
Corinne Post, Allocation of Favorable Work Contexts in Industrial R&D: The Role of Race/ethnicity, Gender,
Family Characteristics, and Organizational Setting." Spring, 2003.
Anat Lechner, "The New Knowledge Creation Dynamics in Multidisciplinary Teams: In Search of Innovation
Practices," August, 2000.
Steven A. Smith, "Assessing the Impact of Race and Nativity on the Careers of Scientists and Engineers: An
Analysis of Selection and Attainment Processes in the Scientific Labor Market," May, 1997.

Ph.D. DISSERTATION, COMMITTEE MEMBER:

Danielle Dunne, "Inside-Out or Outside-In: Learning and Collaboration in the New Product Development Process in
the Bio-Pharmaceuticals Industry," Spring, 2007.
Nareatha Studdard, "The Entrepreneurial Ventures Social Interaction with the Business Incubator Management and
the Relationship's Impact on Firm Performance," Summer, 2004.
Joanne Scillitoe, "University-Industry Business Incubators and Social Capital." Summer, 2004.
Leyland Lucas, "Best Practices and Their Dissemination in the Organization: An Assessment of Organizational
Practices Transfer and Integration," Spring, 2002.
Ann Crick, "Preliminary Investigation into the Delivery of Sustained Personal Service: The Case of All-Inclusive
Entertainment Coordinators," May, 2000.
Edward J. Schons, "A Model of Individual Influence in Group Problem-solving: An Interactive Process Analysis,"
Summer, 1999.
Marguerite Schneider, "The Battle for Control of Public Pension Plans: An Empirical Study Utilizing the Nexus of
Roles Agency Model," May, 1998.
Gary Kleinman, "Professional Norms and Values in Accounting," 1991.
Ahmed M. F. Bahgat, "A Decision Support System for Zero-Base Capital Budgeting: A Case Study," 1986.

REFERENCES: Furnished Upon Request

Media Coverage of *The American Non-dilemma: Racial Inequality without Racism* (NY: Russell Sage, 2013):

New York Times: [How Social Networks Drive Black Unemployment](#)
The National Law Journal: [Who Really Gains from Preferential Treatment?](#)
The Washington Post: [Pop culture, white privilege and widening the lens](#)
PostPartisan: The Washington Post: [Discrimination, favoritism and black advancement](#)
Bloomberg BusinessWeek: [Blacks Lose When Whites Help Whites Get Jobs](#)
Real Time Economics: Wall Street Journal Blog: [Need for Networking Puts Black Job Seekers at Disadvantage](#)
The Tavis Smiley TV Show: [DiTomaso Shares Research Conclusions on Racial Inequality \(VIDEO\)](#)
The Huffington Post: [Black Unemployment Driven By White America's Favors For Friends](#)
The Huffington Post: [Corporate Diversity Stalls In Certain Fields As Racism Shapes Labor Market \(VIDEO\)](#)
Marketplace Interview, American Public Media: [Minorities have a harder time networking](#)
NPR Interview on Tell Me More: [New Report On Black America Reveals 'A Tale of Two Truths'](#)
NPR Interview on Talk of the Nation: [Op-Ed: How Favoritism Is Driving Minority Unemployment](#)
NPR Interview on All Things Considered: [Job Searching While Black: What's Behind The Unemployment Gap?](#)
NPR Interview on Tell Me More: [There's Trouble in the Job Market for Black College Graduates](#)
HuffPost – Black Voices: [Professional Networks](#)
HuffPost Live: [Whites Only Careers?](#)
Harvard Business Review Blog: [You're Doing Social Wrong. Your Teenager Does It Right. \(The Shortlist\)](#)
Harvard Business Review Blog: [White People Do Good Things for One Another, and That's Bad for Hiring](#)
DiversityInc: [If Diversity & Inclusion Are Working, Why Are White Men Still Getting The Best Jobs?](#)
The Huffington Post: [Perpetuating Inequality in the Workplace](#)
The Tavis Smiley Radio Show: [Nancy DiTomaso – “The American Non-Dilemma”](#)
Brian Lehrer, CUNY TV: [Racial Inequality Without Racism](#)
The Joy Cardin Show, NPR Wisconsin Public Radio: [A Degree is no Guarantee for Black Kids to get a Job](#)
The Atlantic: [For Black Kids in America, a Degree is no Guarantee](#)
National Journal: [African-Americans with College Degrees are Twice as Likely to be Unemployed as Other Graduates](#)
Race: Power of an Illusion PBS series: [Interview with California Newsreel](#)
National Review Online: [Networks and Black Unemployment](#)
Knowledge @ Wharton Today: [Why Social Networks Unwittingly Worsen Job Opportunities for Black Workers](#)
The Crimson White: [It Took 50 Years, But The University Of Alabama Has Finally Embraced Integration](#)
BenefitsPro: [To boost diversity, let's kill hiring biases](#)

The Hollywood Reporter: [UCLA/WGA Report: TV Writing Staffs Still Overwhelmingly White and Male](#)

Dēmos, Policyshop: [It's Who You Know: Favoritism, Race, and Getting a Job](#)

News One: [Expert: Black Unemployment Compounded By White Favoritism During Hiring](#)

The Conference Board: [Most People Forget That Others Helped Them Get Employment](#)

Reason.com: [Blacks May Suffer Less From Discriminations Than From Whites Helping Friends, Relations](#)

Democrat and Chronicle: [Unite Rochester](#)

Democrat and Chronicle: [The big gap between the white and minority jobless rate persists](#)

The Root: [How Kind Folks Are Hurting Job Seekers](#)

Examiner.com: [State of Workforce Diversity symposium](#)

Black Christian News: [National Urban League Report: Black America Makes Advances in Education, Still Lags Behind in Economics](#)

SandraGuzman.com: [Favoritism will get you far, very far, so start kissing up...](#)

Albuquerque Express: [Op-Ed: How Favoritism Is Driving Minority Unemployment](#)

Complex.com: [Are Social Networks Driving Unemployment for African Americans?](#)

Power Line: [Damn Those Pesky White People!](#)

thelodgeroom.blogspot.com: [How Social Networks Drive Unemployment by Ethnicity, Race](#)

Kienyke.com: [Santísima trinidad: calzoncillo, Harley y pajarito](#)

The News & Observer: [In black unemployment numbers find favoritism, not discrimination](#)

Arkansas Business: [It's Not What You Know, It's Who Knows You \(Gwen Moritz Editor's Note\)](#)

New Public Health: [Recommended Reading: Weak Social Networks Lead to Greater Unemployment among African Americans](#)

Jackson Citizen Patriot–MLive.com: [Michigan's black unemployment rate much higher than white rate, but why?](#)

New England Public Radio: [For Black Americans, Finding Work An Uphill Battle](#)

Tri States Public Radio: [Job Searching While Black: What's Behind The Unemployment Gap?](#)

WVPE 88.1: [For Black Americans, Finding Work An Uphill Battle](#)

Madame Noir: [Unemployment Rate Increases to 7.6 Percent, Up To 13.5 Percent For African Americans](#)

Affirmative Action Blog Spot: [Discrimination, favoritism and black advancement](#)

El Nuevo Diario: [Vaya tras los ingresos de alta calidad](#)

Russell Sage Foundation: [Racial Inequality Without Racism: An Interview with Nancy DiTomaso](#)

Urbanophile: [May the \(Insidious\) Force Be With You by Pete Saunders](#)

The Dish: [The Roots of Resegregation](#)

NYU Law: [2014 Symposium: Diversity in Education and the Future of Affirmative Action: Panel 1](#)

Metro MBA: [Rutgers Prof's Book Wins Award](#)

Insight into Diversity: [Many Schools Still Struggle with Teaching Diversity to MBA Students](#)

The Slate: [What White Privilege Really Means](#)

Work in Progress: [Stereotypes, social networks and white privilege: What the media are not saying about unemployment among African American college graduates](#)

International Business Times: [Black Unemployment: College Degree Offers Advantages, But No Escape From Racialized Job Markets](#)

The Guardian: <http://www.theguardian.com/money/2015/aug/06/black-lives-matter-black-unemployment-rate>

NBCBLK: <http://www.nbcnews.com/news/nbcblk/epicfail-twitter-s-new-vp-diversity-inclusion-white-guy-n487901>

Washington Post: https://www.washingtonpost.com/news/the-fix/wp/2016/01/12/white-privilege-just-made-an-appearance-in-the-presidential-race-its-about-time/?tid=sm_fb

Russell Sage Foundation: *The American Non-Dilemma: Racial Inequality Without Racism*