

## CURRICULUM VITAE

### FRANK DOBBIN

HENRY FORD II PROFESSOR OF THE SOCIAL SCIENCES

CHAIR, DEPARTMENT OF SOCIOLOGY

Department of Sociology  
Harvard University  
William James Hall  
Cambridge, MA 02138

fax: 617-496-5794  
phone: 617-496-9091  
frank\_dobbin@harvard.edu  
<http://scholar.harvard.edu/dobbin>

#### EDUCATION

1987 Ph.D., Sociology, Stanford University.  
1980 B.A. (honors), Sociology, Oberlin College.

#### EMPLOYMENT

2003-Present. Professor. Harvard University.  
1988-2002. Assistant Professor to Professor. Princeton University.  
1987-1988. Assistant Professor. Indiana University.

#### TEACHING AND RESEARCH INTERESTS

Organizations  
Management  
Inequality  
Gender  
Race  
Economic Sociology  
Public Policy  
Comparative Historical Sociology

#### AWARDS AND FELLOWSHIPS

- Russell Sage Foundation Fellow. "How Diversity Programs Affect University Faculty." 2019-2020.
- Harvard Business Review's McKinsey Award for "Why Diversity Programs Fail." 2017.
- Academy of Management: Outstanding Practitioner-Oriented Publication in Organizational Behavior. 2017
- Fellow, Edmond J. Safra Center for Ethics, Harvard University, 2014-15.
- American Sociological Association Distinguished Scholarly Book Award for *Inventing Equal Opportunity*. 2012.

- Max Weber Award for *Inventing Equal Opportunity* (American Sociological Association: Organizations, Occupations and Work Section). 2010.
- Weatherhead Center for International Affairs, Harvard University. Sabbatical Leave Fellowship. 2010.
- *Inventing Equal Opportunity* selected as an Outstanding Academic Title for 2009, by Choice Magazine.
- Radcliffe Institute for Advanced Studies Fellow, Cambridge, MA. 2006-2007.
- John Simon Guggenheim Fellow, 2006-2007.
- Copenhagen Business School “Adjunkt Professor” in Institutional Analysis and Economic Sociology, 2003-2008.
- Center for Advanced Study in the Behavioral Sciences Fellow, 2002-2003.
- Rosabeth Moss Kanter Award for Excellence in Work-Family Research for “Civil Rights Law at Work” with Erin Kelly. (Boston College Center for Work and Family/Purdue University Center for Families). 2000.
- Mary Parker Follett Award for “Civil Rights Law at Work” with Erin Kelly. (American Political Science Association, Politics and History Section). 2000.
- Russell Sage Foundation Fellow, Fall 1998.
- Max Weber Award for Forging Industrial Policy (American Sociological Association: Organizations, Occupations and Work Section). 1996.
- Fellow, Danish Social Research Council and Copenhagen Business School, Institute of Organization, Fall 1994.
- Fellow, Institute International de Paris, La Défense, January 1994.
- University Research Fellowship. Indiana University, 1987-88.
- National Research Award. NIMH Organizational Research Fellowship, 1983-1985.
- Ph.D. Qualifying Examination. Distinction. Stanford University, 1983.

## GRANTS

- U.S.-Israel Binational Science Foundation. “How Do Crises Affect Faculty Diversity?” Co-Principal Investigators A. Kalev and F. Dobbin. 2021-2024.
- Alfred P. Sloan Foundation Grant. “Synthesizing Findings from Sloan’s Working Longer Program for Academic Leaders.” Co-Principal Investigators F. Dobbin and A. Kalev, 2019-21.
- U.S.-Israel Binational Science Foundation. “Effects of Equal Opportunity Litigation.” Co-Principal Investigators A. Kalev and F. Dobbin. 2015-2020.

- National Science Foundation Dissertation Improvement Award. SES-1519074. “The Development of Corporate Personhood Law In Comparative Perspective, 1886-2014.” Carly Knight (Ph.D. Candidate) and Frank Dobbin (Advisor). 2015-16.
- National Science Foundation Grant. DGE-1444586. “Effects of ADVANCE in the STEM Disciplines: Faculty Diversity, Women in Leadership, and Institutional Transformation.” Co-Principal Investigators F. Dobbin and A. Kalev. 2014-2021.
- Alfred P. Sloan Foundation Grant. “The Retention and Promotion of Women and Minority Faculty in STEM Disciplines: Effects of Institutional Hiring, Promotion, Diversity and Work-Life Initiatives, 1993-2013.” Co-Principal Investigators F. Dobbin and A. Kalev. 2013-15.
- National Science Foundation Dissertation Improvement Award. SES-1301627. “DDR: The Causes of Divergent Banking Regulation, 1988-2006.” Kimberly Pernel (Ph.D. Candidate) and Frank Dobbin (Advisor). 2013-14.
- National Science Foundation Grant. SES-1247059. "The Retention and Promotion of Women and Minority Faculty Members: Effects of Institutional Hiring, Promotion, Diversity and Work-Life Initiatives, 1993-2008." Co-Principal Investigators F. Dobbin and A. Kalev. 2012-13.
- National Science Foundation Grant. SES-1023279. “Workforce Diversity and Corporate Performance.” Co-Principal Investigators F. Dobbin and A. Kalev. NSF Innovation and Organizational Sciences, Law and Social Sciences, and Sociology Programs. 2010-12.
- National Science Foundation Dissertation Improvement Award 0926934. Jiwook Jung (Ph.D. Candidate) and Frank Dobbin (Advisor). “Shareholder Value and the New American Workplace: Investor-Driven Downsizing, 1980-2007.” 2009-10.
- National Science Foundation Grant. SES-0620534 “Equal Opportunity Innovations at Work: Mechanisms for Reducing Job Segregation.” NSF Innovation and Organizational Change, Sociology and Law and Social Science Programs. 2006-10.
- Russell Sage Foundation Grant. 87-02-03. “Diversity Programs at Work: Corporate Activities and Workforce Composition.” 2002-04.
- National Science Foundation Grant. SES-0336642. “Affirmative Action at Work: Corporate Compliance Activities and Workforce Composition.” NSF Sociology and Law and Social Science Programs. 2001-04.
- Russell Sage Foundation Grant. “The New Economic Sociology: Two Conferences to Take Stock of the Field.” 2001-02.
- Alfred P. Sloan Foundation Grant. “Employment Law and Corporate Work-Family Practices.” 1999-01.
- National Science Foundation Dissertation Improvement Award SBR-9811431. Jason Kaufman (Ph.D. Candidate) and Frank Dobbin (Advisor). “Civic Associationalism and Municipal Social Spending in the Late Nineteenth Century.” 1998-99.
- Alfred P. Sloan Foundation Grant. “The Evolution of Corporate Work-Family Policies in the United States.” 1997-99.

- National Science Foundation Dissertation Improvement Award SBR-9701512. Erin Kelly (Ph.D. Candidate) and Frank Dobbin (Advisor). “Work/Family Policies in American Organizations.” 1997-98.
- National Science Foundation Grant SBR-9631604. “From the Rights Revolution to Reengineering: The Construction of Corporate Departments.” 1996-1999.
- National Science Foundation Grant SES-9011005. “Public Policy and Business Strategy: Railway Foundings, Failures, and Firm Structure in Massachusetts, 1825-1925.” 1990-94.
- Boeing Corporation Fund, Center of International Studies. “Transport Policy in the European Community.” 1992.
- Princeton University Committee on Research Grants. 1989, 1990, 1992, 1993, 1994.
- Andrew W. Mellon Foundation and Princeton University. Colloquium series fund. “Culture and Public Institutions.” 1989-90.
- Co-investigator. National Science Foundation Grant SES-8511250. “Legalization in Organizations: The Expanding Formalization of the Employment Relation.” With J. Meyer, W.R. Scott, and J. Sutton. 1985-88.
- National Science Foundation Dissertation Improvement Grant SES-8506141. F. Dobbin (Ph.D. Candidate) and J.W. Meyer (Advisor). “Industrial Policy in Britain, France, and the United States.” 1985-86.
- Honors Thesis Research Grant. Oberlin College. “New Religious Cults in America,” 1980.

## PUBLICATIONS

### Books

- In Press F. Dobbin and A. Kalev. **Getting to Diversity: What Works and What Doesn't.** Cambridge, MA: Harvard University Press.
- 2010 C. Schoonhoven and F. Dobbin (eds.). **Stanford's Organization Theory Renaissance, 1970-2000.** Bingley, UK: Emerald.
- 2009 F. Dobbin. **Inventing Equal Opportunity.** Princeton, NJ: Princeton University Press.
- 2008 B. Simmons, F. Dobbin, G. Garrett (eds.). **The Global Diffusion of Markets and Democracy.** New York: Cambridge University Press.
- 2004 F. Dobbin (ed.). **The New Economic Sociology: A Reader.** Princeton, NJ: Princeton University Press.  
Chinese Edition, 2013, published by the Shanghai People's Press.
- 2004 F. Dobbin (ed.). **The Sociology of the Economy.** New York: Russell Sage Foundation.  
Chinese Edition, 2008, published by the Shanghai People's Press.
- 2000 J. Baum and F. Dobbin (eds.). **Economics Meets Sociology in Strategic Management.** Greenwich, CT: JAI.

- 1994 F. Dobbin. **Forging Industrial Policy: The United States, Britain, and France in the Railway Age**. New York: Cambridge University Press.
- Excerpted in **Western Economic Sociology: A Reader of Modern Classics**. In Russian. Edited by Vadim Radaev, Translated by M. Dobryakova. Moscow. 2005.
- Chinese Edition, 2008, published by the Shanghai People's Press.
- Russian Edition, 2013, published by the Moscow Higher School of Economics Press.

### Journal Articles

- 2022 Knight, C., F. Dobbin, and A. Kalev. "Under the Radar: Visibility and the Effects of Discrimination Lawsuits in Small and Large Firms." **American Sociological Review** 87 (2): 175-201.
- 2021 Kim, K., A. Kalev, F. Dobbin, G. Deutsch. "Effects of the Great Recession on the Diversity of New Faculty." **Sociological Science** 8 (15): 308-324.
- 2021 Dobbin, F. and A. Kalev. "The Civil-Rights Revolution at Work: What Went Wrong." **Annual Review of Sociology** 47: 281–303.
- 2020 Kalev, A. and F. Dobbin. "Companies Need to Think Bigger Than Diversity Training." **Harvard Business Review**, HBR.org, October.
- 2020 Dobbin, F. and A. Kalev. "Why Sexual Harassment Programs Backfire." **Harvard Business Review** May-June 98 (3): 44-52.
- 2019 Dobbin, F. and A. Kalev. "The Promise and Peril of Sexual Harassment Programs." **PNAS** 116 (25): 12255-12260.
- 2018 Dobbin, F. and A. Kalev. "Why Diversity Training Doesn't Work: The Challenge for Industry and Academia." **Anthropology Now** 10(2): 48-55.
- 2017 Dobbin, F. and A. Kalev. "Training Programs and Reporting Systems Won't End Sexual Harassment – Promoting More Women Will." **Harvard Business Review**, HBR.org, November.
- Reprinted in **Women and Gender: The Latest Research**. Cambridge, MA: Harvard Business Review Press.
- 2017 Pernell, K., J. Jung, and F. Dobbin. "Hiring Chief Risk Officers Led Banks To Take On More Risk." **Harvard Business Review**, HBR.org, July.
- 2017 K. Pernell, J. Jung, and F. Dobbin. "The Hazards of Expert Control: Chief Risk Officers and Risky Derivatives." **American Sociological Review** 82(3): 511-541.
- 2016 F. Dobbin and A. Kalev. "Why Diversity Programs Fail." **Harvard Business Review** 94(7).
- HBR McKinsey Award for 2017
- 2017 Academy of Management: Outstanding Practitioner-Oriented Publication in Organizational Behavior.

- Reprinted in **HBR's 10 Must Reads – 2018: the Definitive Management Ideas of the Year from Harvard Business Review**. Pp. 133-149. Cambridge, MA: Harvard Business Review Press.
- Reprinted in **HBR's 10 Must Reads – On Women and Leadership**. (2019). Pp. 103-118. Cambridge, MA: Harvard Business Review Press.
- Reprinted in **How to Fight Racism at Work**. Harvard Business Review Special Issue. (2020). Pp. 54-61.
- 2016 J. Jung and Frank Dobbin. "Agency Theory as Prophecy: How Boards, Analysts, and Fund Managers Perform Their Roles." **Seattle University Law Review** 39: 291-320.
- 2015 F. Dobbin, Daniel Schrage and Alexandra Kalev. "Rage Against the Iron Cage: The Varied Effects of Bureaucratic Personnel Reforms on Diversity." **American Sociological Review** 80(5): 1014-1044.
- 2012 S. Kim, A. Kalev, and F. Dobbin. "Progressive Corporations at Work: The Case of Diversity Programs." **Review of Law and Social Change** 36(2): 171-283.
- 2011 F. Dobbin, S. Kim and A. Kalev. "You Can't Always Get What You Need: Organizational Determinants of Diversity Programs." **American Sociological Review** 76:386.
- 2011 F. Dobbin and J. Jung. "Corporate Board Gender Diversity and Stock Performance: The Competence Gap or Institutional Investor Bias?" **North Carolina Law Review** 89(3): 809-838.
- Reprinted in **Corporate Justice**. Todd J. Clark and Andrew Douglas Pond Cummings. Durham: Carolina Academic Press. Forthcoming, 2016.
- 2010 F. Dobbin and J. Jung. "The Misapplication of Mr. Michael Jensen: How Agency Theory Brought Down the Economy and Why it Might Again." Markets on Trial: The Economic Sociology of The U.S. Financial Crisis. **Research in Organizations** 30B: 29-64.
- 2007 F. Dobbin, A. Kalev and E. Kelly. "Diversity Management in Corporate America." **Contexts** 6(4): 21-28.
- 2007 F. Dobbin, B. Simmons and G. Garrett. "The Global Diffusion of Public Policies: Social Construction, Coercion, Competition, or Learning?" **Annual Review of Sociology** 33: 449-72.
- 2007 F. Dobbin and A. Kalev. "The Architecture of Inclusion: Evidence from Corporate Diversity Programs." **Harvard Journal of Law & Gender**, Summer 2007, 30(2): 279-301.
- 2007 F. Dobbin and E. Kelly. "How to Stop Harassment: The Professional Construction of Legal Compliance in Organizations." **American Journal of Sociology**, January, 112(4): 1203-43.
- 2006 D. Zorn, F. Dobbin, J. Dierkes, M. Kwok. "The New New Firm: Power and Sense-making in the Construction of Shareholder Value." **Nordiske Organisationsstudier** 3.
- 2006 B. Simmons, F. Dobbin, and G. Garrett. "The International Diffusion of Liberalism." **International Organization** 60(Fall): 781-810.

- 2006 A. Kalev and F. Dobbin. "Enforcement of Civil Rights Law in Private Workplaces: The Effects of Compliance Reviews and Lawsuits Over Time." **Law and Social Inquiry** 31: 855-879.
- 2006 A. Kalev, F. Dobbin, and E. Kelly. "Best Practices or Best Guesses? Diversity Management and the Remediation of Inequality." **American Sociological Review** 71: 589-917.
- Reprinted in **Business and Gender: Critical Perspectives**. Edited by Alison Konrad. London: Routledge. 2012.
- 2006 F. Dobbin. "Enron: Une Drole d'ethique Financiere." **Sciences Humaines** 2: 50-53.
- 2005 F. Dobbin and D. Zorn. "Corporate Malfeasance and the Myth of Shareholder Value." **Political Power and Social Theory** 17: 179-198.
- Responses:
- R. Swedberg. "On the Importance of Analyzing Economic Scandals and Contemporary Economic Institutions: A Comment on Dobbin and Zorn." 199-206.
  - E.S. Clements. "The Power of Ideas? The Possibility of a Myth of Shareholder Value." 207-212.
  - M. Mizruchi and H. Kimeldorf. "The Historical Context of Shareholder Value Capitalism." 213-222.
  - N. Fligstein. "The End of (Shareholder Value) Ideology?" 223-228.
  - F. Dobbin and D. Zorn. "The Promise of Economic Sociology." 229-233.
- 2004 F. Dobbin. "How Institutions Create Ideas: Notions of Public and Private Efficiency from Early French and American Railroading." **L'Année de la Régulation** 8:15-50.
- 2002 F. Dobbin. "Do the Social Sciences Shape Corporate Anti-Discrimination Practice?: The United States and France." **Comparative Labor Law and Policy Journal** 23(3): 829-863.
- Translated by Elodie Béthoux and Caroline Vincensini as "Les Sciences Sociales Façonnent-elles Les Pratiques de Lutte Contre les Discriminations des Entreprises? Une Comparaison des cas Etats-unien et Français." *Terrains et Travaux: Revue de Sciences Sociales* (2016) 29(2):131-172.
- 2000 F. Dobbin and T. Dowd. "The Market that Antitrust Built: Public Policy, Private Coercion, and Railroad Acquisitions, 1825-1922." **American Sociological Review** 65: 631-657.
- 1999 E. Kelly and F. Dobbin. "Civil Rights Law at Work: Sex Discrimination and the Rise of Maternity Leave Policies." **American Journal of Sociology** 105: 455-492.
- 1999 F. Dobbin. "A Market is a Market is a Market?: Institutional Conditions for the Construction of Market Mechanisms." **BISS Public** (Berlin) 27: 53-72.
- 1999 F. Dobbin and T. Boychuk. "National Employment Systems and Job Autonomy: Why Autonomy is High in the Nordic Countries and Low in the U.S., Canada, and Australia."

- Organization Studies** [Journal of the European Group on Organization Studies] 20: 257-291.
- 1998 F. Dobbin and J. Sutton. "The Strength of a Weak State: The Employment Rights Revolution and the Rise of Human Resources Management Divisions." **American Journal of Sociology** 104: 441-476.
- Reprinted in **The Legal Lives of Private Organizations**. Edited by Lauren Edelman and Mark Suchman. Ashgate. 2007.
- Reprinted in **Business Regulation**. Edited by Edward Balleisen. Edward Elgar. 2014
- 1998 E. Kelly and F. Dobbin. "How Affirmative Action Became Diversity Management: Employer Response to Anti-discrimination Law, 1961-1996." **American Behavioral Scientist** 41: 960-984.
- Revised version published in **Color Lines: Affirmative Action, Immigration and Civil Rights Options for America**. Pp. 87-117. Edited by John Skrentny. Chicago: University of Chicago Press. 2001.
- 1997 F. Dobbin and T. Dowd. "How Policy Shapes Competition: Early Railroad Foundings in Massachusetts." **Administrative Science Quarterly** 42: 501-529.
- 1996 J. Sutton and F. Dobbin. "The Two Faces of Governance: Responses to Legal Uncertainty in American Firms, 1955-1985." **American Sociological Review** 61: 794-811.
- 1994 J. Sutton, F. Dobbin, J. Meyer, and W.R. Scott. "The Legalization of the Workplace." **American Journal of Sociology** 99: 944-971.
- Reprinted in **Conflict Management: Critical Perspectives**. Edited by Ariel Avgar. London: Routledge. Forthcoming, May 2016.
- 1993 F. Dobbin, J. Sutton, J. Meyer, and W.R. Scott. "Equal Opportunity Law and the Construction of Internal Labor Markets." **American Journal of Sociology** 99: 396-427.
- Reprinted in **Foundations of Employment Discrimination**. John J. Donohue III. Albany, NY: Matthew Bender. 2013.
- Reprinted in **Institutional Theory in Organization Studies**. Edited by Royston Greenwood, Kerstin Sahlin, Roy Suddaby, and Christine Oliver. London: Sage. 2012.
- Reprinted in **Institutional Environments and Organizations**. Pp. 272-300. Edited by W.R. Scott and J.W. Meyer. Thousand Oaks, CA: Sage. 1994.
- Reprinted (in Chinese) **The New Institutionalism in Organizational Sociology**. Pp. 201-227. Edited by Xueguang Zhou.
- 1993 F. Dobbin. "The Social Construction of the Great Depression: Industrial Policy During the 1930s in the United States, Britain, and France." **Theory and Society** 22: 1-56.
- 1992 F. Dobbin. "The Origins of Private Social Insurance: Public Policy and Fringe Benefits in America, 1920-1950." **American Journal of Sociology** 97: 1416-1450.
- 1988 J. Baron, P.D. Jennings, and F. Dobbin. "Mission Control?: The Development of Personnel Systems in U.S. Industry." **American Sociological Review** 53: 497-514.



- 1986 J. Baron, F. Dobbin, and P.D. Jennings. "War and Peace: The Evolution of Modern Personnel Administration in U.S. Industry." **American Journal of Sociology** 92: 350-383.

Excerpted in: **Doing Exemplary Research**. Edited by Peter Frost and Ralph Stablein. Thousand Oaks, CA: Sage. 1992.

Response to Comment: 1988 J. Baron, F. Dobbin, and P.D. Jennings. "Rome Wasn't Built in a Day." **American Journal of Sociology** 93: 1231-1234.

### Guest Edited Journals

- 2006 B. Simmons, F. Dobbin, and G. Garrett. **Symposium on Global Diffusion of Public Policies**. **International Organization** 60 (Fall).

- 2006 J.S. Pedersen, A. Westenholtz, and F. Dobbin. **Institutions in the Making: Identity, Power and the Emergence of New Organizational Forms**, Special issue of **American Behavioral Scientist**. 49(7).

A. Westenholtz, J.S. Pedersen, and F. Dobbin. "Introduction: Introduction: Institutions in the Making: Identity, Power, and the Emergence of New Organizational Forms." 889-896.

J.S. Pedersen and F. Dobbin. "In Search of Identity and Legitimation: Organizational Culture and Neoinstitutionalism." 897-907.

- 1997 S. Christensen, P. Karnoe, J.S. Pedersen, and F. Dobbin, editors. **Actors and Institutions**, Special issue of **American Behavioral Scientist**. 40(4).

S. Christensen, P. Karnoe, J.S. Pedersen, F. Dobbin. "Introduction." 392-396.

T. Dowd and F. Dobbin. "The Embedded Actor and the Invention of Natural Economic Law: Policy Change and Railroader Response in Early America." 478-489.

J. Pedersen and F. Dobbin. "The Social Invention of Collective Actors: On the Rise of the Corporation." 431-443.

### Chapters in Books

- 2018 F. Dobbin. "Preface." In **What is Sociology in Twenty American Sociologists' Eyes**. Edited by Alex Chen. Beijing: Peking University Press.

- 2018 F. Dobbin. "Foreword." In **Finance at Work**. Edited by Valerie Boussard. Abingdon: Routledge.

- 2017 F. Dobbin and A. Kalev. "Are Diversity Programs Merely Ceremonial? Evidence-Free Institutionalization." Pp. 808-828 in **The Sage Handbook of Organizational Institutionalism**, edited by Royston Greenwood, Christine Oliver, Thomas B. Lawrence, and Renate E. Meyer. London: Sage.

- 2015 F. Dobbin and J. Jung. "The Social Construction of Interest in the New Economic Sociology." Pp. 174-194 in **Re-Imagining Economic Sociology**, edited by P. Aspers and N. Dodd. London: Oxford University Press.
- 2015 F. Dobbin and S. Vican. "Organizations and Culture." Pp. 390-396 in **International Encyclopedia of the Social and Behavioral Sciences** (Second Edition). Elsevier, Amsterdam.
- 2014 C. Gershenson and F. Dobbin. "Institutions and the Economy." In **Emerging Trends in the Behavioral and Social Sciences**, edited by R. Scott and S. Kosslyn. Hoboken, NJ: Wiley and Sons.
- 2014 F. Dobbin and A. Kalev. "Why Firms Need Diversity Managers and Task Forces." Pp. 170-198 in **How Global Migration Changes the Workforce Diversity Equation**, edited by M. Pilati, H. Sheikh, F. Sperotti and C. Tilly. Newcastle, UK: Cambridge Scholars Publishing.
- 2014 J. Jung and F. Dobbin. "Finance and Institutional Investors." Pp. 52-74 in **Oxford Handbook of the Sociology of Finance**. Edited by Karin Knorr-Cetina and Alexandru Preda. New York: Oxford University Press.
- 2013 F. Dobbin and A. Kalev. "The Origins and Effects of Corporate Diversity Programs." Pp. 253-281 in **Oxford Handbook of Diversity and Work**. Edited by Quinetta Roberson. New York: Oxford University Press.
- 2012 S. Kim and F. Dobbin. "Industrial Policy." In **Palgrave Encyclopedia of Strategic Management**. Edited by David Teece and Mie Augier. London: Palgrave.
- 2010 F. Dobbin. "An Organizational Sociology of Stanford's Organizational Theory Renaissance." Pp. xvii - xli in **Stanford's Organization Theory Renaissance, 1970-2000**. Edited by Claudia Schoonhoven and Frank Dobbin. Bingley, UK: Emerald.
- 2009 F. Dobbin. "How Durkheim's Theory of Meaning-making Influenced Organizational Sociology." Pp. 200-222 in **The Oxford Handbook of Sociology and Organization Studies: Classical Foundations**. Edited by Paul S. Adler. New York, NY: Oxford University Press.
- 2007 F. Dobbin. "Economic Sociology." Pp. 319-331 in **Twenty-First Century Sociology: A Reference Handbook**. Edited by Clifton D. Bryant and Dennis L. Peck. Thousand Oaks, CA: Sage.
- 2005 F. Dobbin. "Comparative and Historical Perspectives in Economic Sociology." Pp. 26-48 in **The Handbook of Economic Sociology**, Second Edition. Edited by Neil Smelser and Richard Swedberg. Princeton, NJ: Princeton University Press and Russell Sage Foundation.
- Reprinted (in Russian) **The Journal of Economic Sociology** 17(3):37-81. 2016.
- 2004 D. Zorn, F. Dobbin, J. Dierkes, and M. Kwok. "Managing Investors: How Financial Markets Reshaped the American Firm." Pp. 269-289 in **The Sociology of Financial Markets**. Edited by Karin Knorr Cetina and Alexandru Preda. London: Oxford University Press.

- 2004 F. Dobbin. "The Sociological View of the Economy." Pp. 1-46 in **The New Economic Sociology: A Reader**. Edited by Frank Dobbin. Princeton, NJ: Princeton University Press.
- 2002 F. Dobbin. "Is America Becoming More Exceptional?: How Public Policy Corporatized Social Citizenship." Pp. 51-77 in **Restructuring the Welfare State: Political Institutions and Policy Change**. Edited by Bo Rothstein and Sven Steinmo. New York: Palgrave Macmillan.
- 2001 F. Dobbin. "Why the Economy Reflects the Polity: Early Rail Policy in Britain, France, and the United States." In **The Sociology of Economic Life**, Second Edition. Edited by Mark Granovetter and Richard Swedberg. Boulder, CO: Westview.
- Reprinted in New Developments in Economic Sociology. Edited by Richard Swedberg. Cheltenham, UK: Edward Elgar Publishing. 2005.
- 2001 T. Dowd and F. Dobbin. "Origins of the Myth of Neoliberalism: Regulation in the First Century of U.S. Railroading." Pp. 61-88 in **The State, Regulation and the Economy: An Historical Perspective**. Edited by Lars Magnusson and Jan Ottosson. Cheltenham, UK and Northampton, MA: Edward Elgar Publishing.
- 2001 F. Dobbin. "The Business of Social Movements." Pp. 74-80 in **Passionate Politics: Emotions and Social Movements**. Edited by James Jasper, Jeffrey Goodwin, and Francesca Polletta. Chicago: University of Chicago Press.
- 2001 F. Dobbin. "Rail and Transport Policy: National Paradigms and Supranational Structures." Pp. 63-85 in **Making Policy in Europe**. Second Edition. Edited by Kjell Eliassen and Svein Andersen. London: Sage.
- 1996 F. Dobbin and T. Boychuk. "Public Policy and the Rise of Private Pensions: The U.S. Experience Since 1930." Pp. 104-135 in **The Privatization of Social Policy? Occupational Welfare and the Welfare State in America, Scandinavia and Japan**. Edited by Michael Shalev. New York: Macmillan.
- 1995 F. Dobbin. "The Origins of Economic Laws: Railway Entrepreneurs and Public Policy in Nineteenth-century America." Pp. 277-301 in **The Institutional Construction of Organization: International and Longitudinal Studies**. Edited by W. Richard Scott and Søren Christensen. Thousand Oaks, CA: Sage.
- 1995 F. Dobbin. "Railroads." Pp. 59-86 in **Organizations in Industry: Strategy, Structure, and Selection**. Edited by Glenn Carroll and Michael Hannan. New York: Oxford University Press.
- 1994 F. Dobbin. "Understanding Industrial Policy Choices: A Constructionist Approach." Pp. 351-379 in **Research on Democracy and Society: Political Culture and Political Structure**. Edited by Frederick Weil. Greenwich, CT: JAI.
- 1994 F. Dobbin. "Cultural Models of Organization: The Social Construction of Rational Organizing Principles." Pp. 117-141 in **The Sociology of Culture: Emerging Theoretical Perspectives**. Edited by Diana Crane. Oxford: Basil Blackwell.
- Published in Hebrew as: "Modelim tarbuti'yim shel 'yrgun," in Berkovitch, Nitza (editor), *Sotziologia shel 'yrgunim: mikra'a* (Sociology of Organizations: A Reader). Raanana: The Open University of Israel. Pp. 352-381. 2010.

- 1993 F. Dobbin. "What do Markets have in Common? Toward a Fast Train Policy in the European Community." Pp. 71-91 in **Making Policy in Europe: The Europeification of National Policy-making**. Edited by Kjell Eliassen and Svein Andersen. London: Sage.
- 1993 F. Dobbin. "Public Policy and the Development of High Speed Trains in France and the United States." Pp. 124-144 in **High Speed Trains**. Edited by John Whitelegg, Staffan Hultén, and Torbjörn Flink. London: Leading Edge.
- 1992 F. Dobbin. "Metaphors for Industrial Rationality: The Social Construction of Electronics Policy in the United States and France." Pp. 185-206 in **Vocabularies of Public Life: Empirical Essays in Symbolic Structure**. Edited by Robert Wuthnow. London: Routledge.
- 1992 P. D. Jennings, F. Dobbin, and J. Baron. "Making War and Peace." Pp. 178-193 in **Doing Exemplary Research**. Edited by Peter J. Frost and Ralph Stablein. Beverly Hills: Sage.
- 1988 F. Dobbin, L. Edelman, J. Meyer, W. R. Scott, and A. Swidler. "The Expansion of Due Process in Organizations." Pp. 71-98 in **Institutional Patterns and Organizations: Culture and Environment**. Edited by Lynne G. Zucker. Cambridge, MA: Ballinger.

### Book Reviews

- Lauren B. Edelman. *Working Law: Courts, Corporations, and Symbolic Civil Rights*. **Contemporary Sociology**. 47(5) (2018) 541-543.
- Heather A. Haveman. *Magazines and the Making of America: Modernization, Community, and Print Culture, 1741-1860*. **Administrative Science Quarterly** 61(4) (2016) NP40-NP43.
- Fred Block and Margaret R. Somers. *The Power of Market Fundamentalism: Karl Polanyi's Critique*. **American Journal of Sociology** 121 (1) (2015) 318-320.
- Nancy Plankey-Videla. *We Are in This Dance Together: Gender, Power, and Globalization at a Mexican Garment Firm*. **Administrative Science Quarterly** 59 (1) (2014) 184-186.
- Virginia Doellgast. *Disintegrating Democracy at Work: Labor Unions and the Future of Good Jobs in the Service Economy*. **Administrative Science Quarterly** 58(1) (2013) 152-154.
- Cathie Jo Martin and Duane Swank. *The Political Construction of Business Interests*. **Council for European Studies, Reviews and Critical Commentary**. Fall (2012).
- J.C. Sharman. *The Money Laundry: Regulating Criminal Finance in the Global Economy*. **American Journal of Sociology**. 118(3) (2012).
- Greta Krippner. *Capitalizing on Crisis: The Political Origins of the Rise of Finance*. **Trajectories** (Newsletter of the ASA Comparative and Historical Sociology Section) 23 (2) (2012).
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- “Is Globalization Making Us All the Same?” Review Essay on Sanford Jacoby: *The Embedded Corporation: Corporate Governance and Employment Relations in Japan and the United States*. **British Journal of Industrial Relations** 43 (4) (2005) 569-576.
- Charles Perrow. “Organizing America: Wealth, Power, and the Origins of Corporate Capitalism.” **Theory and Society** 33 (1) (2004) 117-122.
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- Howard Aldrich. *Organizations Evolving*. **Social Forces** 79 (2001) 1521-23.
- James G. March, Martin Schulz, and Xueguang Zhou. *The Dynamics of Rules: Change in Written Organizational Codes*. **Contemporary Sociology** 30 (2001) 479-480.
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- Erhard Friedberg. *Local Orders: The Dynamics of Organized Action*. **Contemporary Sociology** 27 (1998) 600-601.

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- Lenard R. Berlanstein. *Big Business and Industrial Conflict in Nineteenth-Century France*. **Contemporary Sociology** 22 (1993) 861-862.
- Otis L. Graham, Jr. *Losing Time: The Industrial Policy Debate*. **Contemporary Sociology** 22 (1993) 250-251.
- John L. Campbell, J.R. Hollingsworth, and L.N. Lindberg (eds.). *Governance of the American Economy*. **Contemporary Sociology** 21 (1992) 513-514.
- Michael Thompson, Richard Ellis, and Aaron Wildavsky. *Cultural Theory*. **Social Forces** 70 (1991) 549-551.
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#### PODCASTS

- "Why Diversity Programs Fail (and How to Create Successful Ones)" [Episode 18] **People Talk with Angela Hall**, March 18, 2021
- "Why Do Diversity Programs Fail? (And How to Make Them Work.)" **Persuasion with Yascha Mounk**, August 3, 2020
- "Why Diversity Programs Fail" [Episode 39] **Work and Life with Stew Friedman**, September 20, 2017.

#### OPINION

- Dobbin, F. and A. Kalev. 2021. "Why Diversity Training Does Not Work and Policies to Combat Bias in the Workplace More Effectively." **The Economist**, May 21, 2021.
- Dobbin, F. and A. Kalev. "Hacking Sexism in the Time of GamerGate: Engaging, Not Blaming, Managers." **New York Times**, October 29, 2014.

#### MEMBERSHIP

American Sociological Association  
Academy of Management

American Political Science Association  
Social Science History Association  
Society for the Advancement of Socio-Economics  
Sociological Research Association  
Macro-Organizational Behavior Society

#### **EDITORIAL**

- Editorial Board, Socius, 2015-
- Editorial Board, The Journal of Chinese Sociology, 2014-
- Editorial Board, Strategic Organization. 2001-2010.
- Editorial Board, Rose Monograph Series, 2002-2005.
- Editorial Board, American Sociological Review. 2000-2002.
- Editorial Board, American Journal of Sociology. 1999-2002.
- Editorial Board, Administrative Science Quarterly. 1997-2002.
- Editorial Board, Sociological Forum, 1995-2010.

#### **PROFESSIONAL ACTIVITIES**

- Member, External Advisory Board, NSF AGEP-North Carolina initiative, “Change Model for Doctoral to Faculty Diversity to STEM. Three North Carolina Campuses. 2019-
- Member, Center for Financial Planning Board. Center’s core mission is to promote diversity in the financial planning industry. 2018-
- Member, External Advisory Board, University of New Mexico NSF ADVANCE Institutional Transformation initiative for the promotion of faculty gender diversity in the sciences. 2017-
- Member, Certified Financial Analyst Institute Diversity and Inclusion Steering Committee, 2017-
- President, Sociological Research Association. 2016-2017.
- Member. U.S. Equal Employment Opportunity Commission. [“Select Taskforce on the Study of Harassment in the Workplace.”](#) 2015-2016.
- Chair. Scientific Advisory Board. Max Planck Institute for the Study of Societies, Cologne. 2014-2020.
- Member. Executive Council. Sociological Research Association. 2013-2018.
- Member. Scientific Advisory Board, Max Planck Institute for the Study of Societies, Cologne, 2012-2014.

- Panelist. National Academies of Sciences-Engineering-Medicine. [“Attracting and Retaining Students to Complete 2- and 4-Year Degrees in STEM.”](#) 2013-2015.
- Chair. Viviana Zelizer Book Prize Committee, Economic Sociology Section, American Sociological Association, 2013.
- Nominations Committee, American Sociological Association, 2010-2013.
- Chair. Economic Sociology Section of the American Sociological Association, 2009-10.
- Council Member. Economic Sociology Section of the American Sociological Association. 2004-2007.
- Chair. Organizations, Occupations, and Work Section of the American Sociological Association. 2004-2005.
- Panelist. NSF Sociology Program. 2003-2005.
- Panelist. NSF Advance Program – Program Review Panel. 2004.
- Panelist. NSF Advance Program (Institutional Transformation Grants for women in science and engineering). 2001.
- Council Member. Organizations, Occupations, and Work Section of the American Sociological Association. 2000-2003.
- Panelist. American Association for the Advancement of Science, Canon Science Scholars Program. 2000.
- Council Member. Comparative-Historical Section of the ASA. 1998-2001.
- Member. ASA Weber Award Committee for the best book in organizations and occupations, 1994.
- Member. ASA Prize Committee for the best publication in comparative historical sociology, 1990.

## SERVICE

- Harvard University, Department of Sociology, Chair 2021-
- Harvard University Exploratory Committee (with M. Banaji and K. Muhammad), Interfaculty Initiative on Higher Education, Inclusion and Belonging, and Organizational Change, 2018-2019.
- Harvard University, AAU Harassment Survey Steering Committee, 2018-2019.
- Harvard University Advanced Leadership Initiative, Faculty Executive Committee, 2018-2019.
- Harvard University Women, Gender, and Sexuality Standing Committee, 2017-2019.
- Director, [SCANCOR/Weatherhead Initiative](#), visiting scholar program in international organizational studies, 2016-
- Harvard University Advanced Leadership Initiative, Faculty Board, 2015-



- Chair, Organizational Behavior Ph.D. Program, Harvard Sociology and Harvard Business School, 2015-2018.
- Harvard University Department of Sociology, Director of Graduate Studies. 2008-2011, 2013, 2015-2016.
- Harvard Business School Dean Search Committee. 2010.
- Harvard University Chief Diversity Officer Search Committee. 2009.
- Harvard University Faculty of Arts and Sciences, Standing Committee on Women. 2008-
- Coordinator (Harvard), MIT-Harvard Economic Sociology Seminar, 2006-
- Harvard University Press Board of Syndics. 2005-2010.
- Harvard Advisory Committee on Faculty Development and Diversity. 2005-2007.
- Princeton Committee on Faculty Conference and Appeal. 2001-2004.
- Princeton Sociology Director of Undergraduate Studies. 1995-1998.
- Princeton Committee on Undergraduate Life. 1993-1994.
- Wilson College (of Princeton University) Academic Advisor. 1989-1992.