

CURRICULUM VITAE

FRANK DOBBIN

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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. 2014-2020.
- 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

- 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

- Forth. Kim, K., A. Kalev, F. Dobbin, G. Deutsch. "Effects of the Great Recession on the Diversity of New Faculty." **Sociological Science**.
- 2021 Dobbin, F. and A. Kalev. "The Civil-Rights Revolution at Work: What Went Wrong." **Annual Review of Sociology 2020**.
- 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 Façonent-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).
- "Bankruptcy Without Borders." Review Essay on Terence C. Halliday and Bruce G. Carruthers: *Bankrupt: Global Lawmaking and Systemic Financial Crisis*. **Contemporary Sociology** 40(2) (2011) 137-140.
- Thomas B. Lawrence, Roy Suddaby, and Bernard Leca, eds. *Institutional Work: Actors and Agency in Institutional Studies of Organizations*. **Administrative Science Quarterly** 55 (2010) 673-677.
- Giovanni Arrighi. *Adam Smith in Beijing*. **American Journal of Sociology** 115 (2009) 293-295.
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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.
- Arthur L. Stinchcombe. *When Formality Works: Authority and Abstraction in Law and Organizations*. **American Journal of Sociology** 109 (5) (2004) 1244-1246.
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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.
- Robert L Nelson and William P. Bridges. 2001. *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*, and Verne E. Hauck *Arbitrating Sex Discrimination Grievances*. **Work and Occupations** 28 (2001) 270-273.
- Edwin Amenta. *Bold Relief: Institutional Politics and the Origins of Modern American Social Policy*. **Sociological Forum** 15 (2000) 173-175.
- Albert Schram. *Railways and the Formation of the Italian State in the Nineteenth Century*. **The Economic History Review** 52 (1999) 181-182.
- Wendy Nelson Espeland. *The Struggle for Water: Politics, Rationality, and Identity in the American Southwest*. **American Journal of Sociology** 105 (1999) 237-238.
- John F. Mahon and Richard A McGowan. *Industry as a Player in the Political and Social Arena: Defining the Competitive Environment*. **Administrative Science Quarterly** 44 (1999) 195-197.
- Erhard Friedberg. *Local Orders: The Dynamics of Organized Action*. **Contemporary Sociology** 27 (1998) 600-601.
- William Roy. *Socializing Capital: The Rise of the Large Industrial Corporation in America*. **Contemporary Sociology** 27 (1998) 61-62.
- William P. Bridges and Wayne J. Villemez. *The Employment Relationship: Causes and Consequences of Modern Personnel Administration*. **Administrative Science Quarterly** 41 (1996) 321-323.

- Hilton L. Root. *The Fountain of Privilege: Political Foundations of Markets in Old Regime France and England*. **Contemporary Sociology** 25 (1996) 212-213.
- Mauro F. Guillén. *Models of Management: Work, Authority, and Organization in a Comparative Perspective*. **American Journal of Sociology** 101 (1995) 244-246.
- 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.
- J.M. Barbalet. *Citizenship*. Zygmunt Bauman. *Freedom*. Bryan S. Turner. *Status*. **The Journal of Religion** 71 (1991) 121-123.

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.