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CURRICULUM VITAE

FRANK DOBBIN

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EDUCATION

1987 Ph.D., Sociology, Stanford University.

1980 B.A. (honors), Sociology, Oberlin College.

EMPLOYMENT

2003- . Professor. Harvard University.

2000-2002. Professor. Princeton University.

1995-2000. Associate Professor. Princeton University.

1988-1995. Assistant Professor. Princeton University.

1987-1988. Assistant Professor. Indiana University.

TEACHING AND RESEARCH INTERESTS

Complex Organizations

Stratification

Economic Sociology

Public Policy

Comparative Historical Sociology

AWARDS AND GRANTS

- National Science Foundation Grant. "Equal Opportunity Innovations at Work: Mechanisms for Reducing Job Segregation." NSF Innovation and Organizational Change, Sociology and Law and Social Science Programs. 2006-2008. \$367,000
- Radcliffe Institute for Advanced Studies Fellow, Cambridge, MA. 2006-2007.
- John Simon Guggenheim Fellow. 2006-2007.
- Russell Sage Foundation Grant 87-02-03. "Diversity Programs at Work: Corporate Activities and Workforce Composition." 2002-2004. \$107,000.

- Center for Advanced Study in the Behavioral Sciences Fellow, 2002-2003.
- National Science Foundation Grant. SES-0336642. "Affirmative Action at Work: Corporate Compliance Activities and Workforce Composition." NSF Sociology and Law and Social Science Programs 2001-2004. \$175,000.
- Russell Sage Foundation Grant. "The New Economic Sociology: Two Conferences to Take Stock of the Field." 2001-02. \$35,000.
- 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.
- Alfred P. Sloan Foundation Grant. "Employment Law and Corporate Work-Family Practices." 1999-2001. \$106,000.
- Russell Sage Foundation Resident Scholar, fall 1998.
- 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." 1998-9. \$7500.
- Alfred P. Sloan Foundation Grant. "The Evolution of Corporate Work-Family Policies in the United States." 1997-9. \$30,000.
- National Science Foundation Dissertation Improvement Award SBR-9701512. Erin Kelly (Ph.D. Candidate) and Frank Dobbin (Advisor). "Work/Family Policies in American Organizations." 1997-8. \$7500.
- Max Weber Award for **Forging Industrial Policy** (American Sociological Association: Organizations, Occupations and Work Section) 1996.
- National Science Foundation Grant SBR-9631604. "From the Rights Revolution to Reengineering: The Construction of Corporate Departments." 1996-1999. \$129,000.
- Fellow, Danish Social Research Council and Copenhagen Business School, Institute of Organization, fall 1994.
- Fellow, Institut International de Paris, La Défense, January 1994.
- National Science Foundation Grant SES-9011005. "Public Policy and Business Strategy: Railway Foundings, Failures, and Firm Structure in Massachusetts, 1825-1925," 1990-1994. \$35,000.
- Boeing Corporation Fund, Center of International Studies. "Transport Policy in the European Community," 1992. \$1,000.
- 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. \$9,000.
- University Research Fellowship. Indiana University, 1987-88.

- 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. \$150,000.
- 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," 1985-1986. \$5,000.
- National Research Award. NIMH Organizational Research Fellowship, 1983-1985.
- Ph.D. Qualifying Examination. Distinction. Stanford University, 1983.
- Honors Thesis Research Grant. Oberlin College. "New Religious Cults in America," 1980.

PUBLICATIONS

Books

- 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.
- 2004 F. Dobbin (ed.). **The Sociology of the Economy**. New York: Russell Sage Foundation.
- 2000 J. Baum and F. Dobbin (eds.). **Economics Meets Sociology in Strategic Management**. Greenwich, CT: JAI.
- 1994 **Forging Industrial Policy: The United States, Britain, and France in the Railway Age**. New York: Cambridge University Press.

Articles

- 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 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.
- 2006 "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.
- 2004 "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 "Do the Social Sciences Shape Corporate Anti-Discrimination Practice?: The United States and France." **Comparative Labor Law and Policy Journal** 23(3): 829-863.
- 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 "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.

- 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.

- 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 **Institutional Environments and Organizations**. Pp. 272-300. Edited by W.R. Scott and J.W. Meyer. Thousand Oaks, CA: Sage. 1994.

- 1993 "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 "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.

Edited Journal Issues

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

2006 J.S. Pedersen, A. Westenholz, 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. Westenholz, J.S. Pedersen, and F. Dobbin. **Introduction.** 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).

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

2007 "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 "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.

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.

2002 "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 "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 "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 "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 "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 "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 "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 "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.
- 1993 "What do Markets have in Common? Toward a Fast Train Policy in the European Community." Pp. 71-91 in **Making Policy in Europe: The Europeanification of National Policy-making**. Edited by Kjell Eliassen and Svein Andersen. London: Sage.

- 1993 "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 "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

- Forthcoming. "Sexual Harassment: The Global and the Local." Review Essay on Abigail Saguy: *Sexual Harassment and Globalization*; and Kathrin Zippel: *The Politics of Sexual Harassment*. **Sociological Forum**.
- Victor Nee and Richard Swedberg. *The Economic Sociology of Capitalism*. *American Journal of Sociology* 112. (2006) 625-627.
- Jerome Karabel. *The Chosen: The Hidden History of Admission and Exclusion at Harvard, Yale, and Princeton*. **Administrative Science Quarterly** (Dec 2006), Vol. 51 Issue 4, 652-655.
- Peer Hull Kristensen and Jonathan Zeitlin. *Local Players in Global Games: The Strategic Constitution of a Multinational Corporation*. Oxford University Press. 2005. 352 pp.
- "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.
- Neil Fligstein. "The Architecture of Markets." **Contexts** 1 (2002) 64-65.
- Philippe D'Iribarne, Alain Henry, Jean-Pierre Segal, Sylvie Chevrier, and Tatjana Globokar. *Cultures et Mondialisation: Gérer par-delà les frontières*. **Sociologie du Travail**, 43 (2001) 559-561.

- 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.

Other

“What’s Wrong with the American Corporation?” **Contexts** Debate. Fall, 2007.

“The Future of Economic Sociology.” **Accounts: A Newsletter of Economic Sociology** (ASA Economic Sociology Section). 2 (2001) 4-5.

“How Institutional Economics is Killing Micro-economics.” Monthly editorial for American Sociological Association's **Economic Sociology Listserve**. April, 2001.

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, Strategic Organization. 2001-
- 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-.

PROFESSIONAL ACTIVITIES

- Council. 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 Advance Program – Program Review Panel. 2004.

- Panelist. NSF Advance Program (Institutional Transformation Grants for women in science and engineering). 2001.
- Council: 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: Comparative-Historical Section of the ASA. 1998-2001.
- ASA Weber Award Committee for the best book in organizations and occupations, 1994.
- ASA Prize Committee for the best publication in comparative historical sociology, 1990.

SERVICE

- Harvard University Press Board of Syndics. 2005-
- Harvard Advisory Committee on Faculty Development and Diversity. 2005-
- Princeton Committee on Faculty Conference and Appeal. 2001-2004.
- Princeton Sociology Departmental Representative (Director of Undergraduate Studies). 1995-1998.
- Princeton Committee on Undergraduate Life. 1993-4.
- Wilson College (of Princeton University) Academic Advisor. 1989-1992.