

**Ryan A. Smith, Ph.D.**  
**Austin W. Marxe School of Public and International Affairs**  
**Baruch College, City University of New York**  
**November 2021**

**SUMMARY OF EDUCATION**

- 1994 University California, Los Angeles, Los Angeles, California, Ph.D., Sociology
- 1989 University of Wisconsin, Madison, Wisconsin, M.S., Major: Sociology. Minor: African American Studies
- 1987 University of Pennsylvania, Philadelphia, Pennsylvania, B.A., Major: Sociology. Minor: Psychology
- 1986 University of Ibadan, Nigeria, Ibadan, Nigeria (one semester)

**CURRENT & PAST POSITIONS**

- 2012 - 2015  
Lillie and Nathan Ackerman Chair of Social Justice. Associate Professor. School of Public Affairs, Baruch College, School of Public Affairs, The City University of New York.
- 2002 – present  
Associate Professor, Marxe School of Public and International Affairs, Baruch College, The City University of New York.
- 1994 - 2002  
Assistant Professor, School of Management and Labor Relations, Departments of Human Resource Management & Industrial Relations, Rutgers University, New Brunswick.

**HONORS & AWARDS**

- 2012- 2015  
Lillie and Nathan Ackerman Chair of Social Justice. School of Public Affairs, Baruch College, School of Public Affairs, The City University of New York.
- 2005 Presidential Excellence Award for Distinguished Scholarship, Baruch College, School of Public Affairs. The City University of New York.
- 2002-2003  
Research Fellow, W.E.B Du Bois Institute for Afro-American Research. Harvard University.

1993-1994

Institute of American Cultures, University of California, Los Angeles, Dissertation Fellowship.

1991-1992

Center for the Study of Urban Poverty, University of California, Los Angeles, Research Fellowship.

1989-1991

National Science Foundation, Graduate Minority Fellowship.

1987-1989

Advanced Opportunity Fellowship, University of Wisconsin, Madison.

1992 First Place, Graduate Student Paper Competition, Association of Black Sociologists.

## **TEACHING**

### **Courses Taught**

PAF 9127 Managing Cultural Diversity in the Workplace (New Graduate Course)

PAF 9127 Managing Cultural Diversity in the Workplace (Online, Synchronous Instruction)

PAF 9117 Public Personnel and Human Resource Management (Revised Graduate Course)

PAF 9117 Public Personnel and Human Resource Management (Online, Synchronous Instruction)

PAF 9190 Capstone Seminar (Revised Graduate Course)

PAF 9190 Capstone Seminar (Online, Synchronous Instruction)

PAF 9119 Organizational Theory

PAF 9120 Organizational Behavior

PAF 9175 Human Resources Policy

National Urban Fellows, Organizational Behavior

National Urban Fellows, Capstone Seminar (Distance Learning Format)

### **New courses/programs developed**

- MGT 9392 Managing Diversity and Inclusion in the Workplace (Special Topics in Organizational Behavior and Human Resources Management (Zicklin School of Business, Executive MS HRM) (6 week course)
- Managing Cultural Diversity in the Workplace (formerly adopted into School of Public & International Affairs curriculum Spring 2015)

*Special Topic Courses Required in Fulfillment of 3 year post as Lillie and Nathan Ackerman Chair*

\*PAF 9199 Workplace Diversity in the Public and Nonprofit Sectors

\*PAF 9190 Capstone Seminar: Researching the World of Workplace Diversity

## RESEARCH

### PEER REVIEWED PUBLISHED ARTICLES, BOOK CHAPTERS, AND BIBLIOGRAPHIES

**3421 Google Scholar Citations (1253 since 2016) as of November 2021**

Smith, Ryan A. “Executions of Whites for Crimes against Ethnoracial Minorities: Exceptions that Prove the Rule.” Forthcoming. *Du Bois Review*.

Hunt, Matthew and Ryan A. Smith. 2021. “White American’s Opposition to Affirmative Action: New Racism, Principled Conservatism, or Both?” *Social Currents*.  
<https://doi.org/10.1177/23294965211024679>

Smith, Ryan A. and Matt Hunt. 2021. “White Supervisor and Subordinate Beliefs about Black/White Inequality: A Missing Piece in Fully Explaining What Works and What Doesn’t Work to Reduce Workplace Inequality?” *Social Problems* 68:3:720-739.

Smith, Ryan A. 2020. “Race, Ethnicity and the Functional use of Religion when Faced with Imminent Death.” *Religions*. 11:10:1-19. [doi:10.3390/rel11100500](https://doi.org/10.3390/rel11100500)

- Reprinted in “The Complexity of Religious Inequality.” 2021. Edited by Melissa Wilde, (212 pages). MDPI Press. Basel, Switzerland. ISBN 978-3-0365-0646-3 (Hbk); ISBN 978-3-0365-0647-0 (PDF) <https://doi.org/10.3390/books978-3-0365-0647-0>

Smith, Ryan A. 2019. “Framing Forgiveness: An Analysis from the Offender’s Point of View.” *Review of Religious Research* 61:4:341-363.

Wilson, George, Nick Peterson, Ryan A. Smith, and Dave Maume. 2019. “Particularistic Mobility and Racialized Glass Ceilings: An Analysis of African American and White Men’s Mobility into Privileged Occupations.” *Social Science Research* 78:82-94.

Smith, Ryan A. 2018. The Functional Use of Religion when faced with Imminent Death: An Analysis of Death Row Inmates’ Last Statements made Minutes before Execution. *The Sociological Quarterly* 59:2:279-300.

Smith, Ryan A. and Wilson, George. 2018. “Authority and Work.” In *Oxford Bibliographies in Sociology*. Ed. Lynette Spillman. New York: *Oxford University Press*.

Smith, Ryan A. 2015. “Contributions and Barriers to Developing Black and Latino Leadership

- in the Public and Nonprofit Sectors of the Economy.” In How Global Migration Changes the Workforce Diversity Equation. Edited by Massimo Pilati, Hina Sheikh, Francesca Sperotti, and Chris Tilly. Cambridge Scholars Publishing, 249-291.
- Smith, Ryan A. 2012. “Money, Benefits and Power: A Test of Glass Ceiling and Glass Escalator Hypotheses” *The Annals of the American Academy of Political and Social Science*. 639:1:148-171.
- Smith, Ryan A. 2005. “Do the Determinants of Promotion Differ for White Men versus Women and Minorities? An Exploration of Intersectionalism through Sponsored and Contested Mobility Processes. *American Behavioral Scientist*. 48:9:1157-1181.
- Smith, Ryan A. and James R. Elliott. 2005. Family Structure and Organizational Power: A Multi-Racial/Ethnic Analysis of Men and Women. *Du Bois Review*. 2:1:69-90.
- Elliott, James R. and Ryan A. Smith. 2004. “Race, Gender, and Workplace Power.” *American Sociological Review*. 69:3:365-386.
- *American Sociological Review* Press Release: <http://www.asanet.org/journals/asr/2004/elliott.pdf>
- Smith, Ryan A. 2002. “Race, Gender and Authority in the Workplace: Theory and Research.” *The Annual Review of Sociology*. 28:509-542.
- Smith, Ryan A. and James R. Elliott. 2002. “Does Ethnic Niching Influence Access to Authority? An Examination of Race and Gender in Three Metro Areas.” *Social Forces*. 81:1:255-279.
- Smith, Ryan A. 2001. “Particularism in Control Over Monetary Resources at Work: An Analysis of Racioethnic Differences in the Authority Outcomes of Black, White and Latino Men.” *Work and Occupations*. 28:4:447-468.
- Elliott, James R. and Ryan A. Smith. 2001. “Ethnic Matching of Supervisors to Subordinate Work teams: Exploratory Findings on ‘Bottom-up’ Ascription.” *Social Problems*. 48:2:258-276.
- Smith, Ryan A. 1999. “Racial Differences in Access to Hierarchical Authority: An Analysis of Change Over Time, 1972-1994”. *The Sociological Quarterly*. Vol. 40:3:367-395.
- Bobo, Lawrence D., and Ryan A. Smith. 1998. “From Jim Crow Racism to Laissez-Faire Racism: The Transformation of Racial Attitudes in the United States.” In Beyond Pluralism: Essays on the Conceptions of Groups and Group Identities in America. Edited by N. Landsman, W. Katkin, and A. Tyree. University of Illinois Press.

- Adapted version reprinted in *Social Problems: Readings with Four Questions*. 2001. Pp. 77-86, edited by Joel M. Charon. Belmont, CA.: Wadsworth.

Smith, Ryan A. 1997. "Race, Income, and Authority at Work: A Cross-Temporal Analysis of Black and White Men, 1972-1994". *Social Problems*. Vol. 44:1:701-719.

Bobo, Lawrence D., James R. Kluegel, and Ryan A. Smith. 1997. "Laissez Faire Racism: The Crystallization of a 'Kinder, Gentler' Anti-Black Ideology." In Racial Attitudes in the 1990s: Continuity and Change. Edited by S. A. Tuch and J. K. Martin. Greenwood, CT.: Praeger.

Bobo, Lawrence D., and Ryan A. Smith. 1994. "Antipoverty Policy, Affirmative Action, and Racial Attitudes." In Confronting Poverty: Prescriptions for Change. Edited by S. Danziger, G. Sandefur, and D. Weinberg. Cambridge: Harvard University Press.

## **PUBLISHED BOOK REVIEWS**

Smith, Ryan A. 2003. "*Prosperity for All? The Economic Boom and African Americans*" edited by Robert Cherry and William M. Rodgers III. New York. Russell Sage Foundation. Review Essay prepared for *The British Journal of Industrial Relations*. 41:1:138-140.

Smith, Ryan A. 2000. "Why Americans Hate Welfare" by Martin Gilens. Illinois. University of Chicago Press. Review Essay prepared for *The Annals of the American Academy of Political and Social Science*. November. Vol. 572:177-179.

## **RESEARCH REPORTS WRITTEN FOR FOR-PROFIT AND NON-PROFIT ORGANIZATIONS**

Smith, Ryan A. 2010. National Urban Fellows: Changing the Face of Public Service. Pp. 1-45. (Nonprofit)

Gauda, Jacinta C., Ryan A. Smith, Edward N. Gadsden, Jesse Larner, Gretchen Munding. 2009. Corporate Environmental Scan: Best Practices in Diversity. Pp. 1-130. (Nonprofit)

Frye, James, Ilene G. Rapkin, Ryan A. Smith. 2005. Best Practices Analysis: Recruitment, Selection and Retention Discovery Report. Pp.1-40. (Study of multiple advertising firms in New York). (For Profit)

### **WORKS UNDER SUBMISSION (Peer Reviewed Journals)**

Smith, Ryan A. and Matthew Hunt, "Racial Preferences at Work: Examining White Americans' Affirmative Action Attitudes Across the Supervisory Divide."

Smith, Ryan A. and Rubia Valente. "Colortocracies: Skin Color, Occupational Status and Wealth in Latin America."

### **WORKS IN PROGRESS**

Smith, Ryan A. "*Power at Work: The Persistence of Race, Ethnic, and Gender Inequality in the American Workplace.*" Book length manuscript.

Smith, Ryan A. "Toward a Sociology of Forgiveness"

Smith, Ryan A. "Is Demography Destiny? Changes in the American Population and Its Implications for the Workplace."

Smith, Ryan A. "Job Authority and Human Resources Management"

Smith, Ryan A. "Workplace Power and the Diversity, Equity and Inclusion Challenge"

Smith, Ryan A. "Redemption versus Vengeance: The Paradox of White Evangelical Support for the Death Penalty"

### **FUNDED GRANT PROPOSALS**

"Racioethnic Differences in the Functional use of Religion when Faced with Imminent Death"  
TRADA-48-609 PSC-CUNY Research Award for (\$2636.16) to begin July 1st, 2017.

"Managing for Diversity." PSC-CUNY #64413-00-42 (\$3499.00). July 1, 2011.

"Managing for Diversity." PSC-CUNY #62688-00-40 (\$3516.28). May 14, 2009.

"Money and Power: How Strong is the Connection and for Whom?" PSC-CUNY #69471-0038. (\$4,125.00). April 2007.

"Power at Work: Race, Gender and Job Authority." PSC-CUNY #PSCREG-36-471 (\$3,840.00). July

2005.

“Colortocracy at Work.” PSC-CUNY #60017-33-34 (\$4,840). April 1, 2003.

“Family Structure and Access to High Authority.” Diversity Projects Development Fund. (\$1,700). January 2003.

“The Causes and Consequences of Job Authority: Beyond Black/White and Male/Female Comparisons.” Rutgers University, (\$5,000), May 1996.

## **RESEARCH INTERESTS**

Managerial Responses to Diversity  
Theories of Social Stratification  
Urban Labor Markets and Workplace Inequality  
Racial & Gender Stratification at Work  
Determinants of and Rewards for Job Authority  
Effects of Diversity on Work Outcomes  
Distributive Justice: Race, Ethnicity, Religion  
Religion and Coping

## **RESEARCH QUOTED IN POPULAR PRESS and MEDIA INTERVIEWS**

*DiversityInc.* “Exclusive Data on Discrimination at Work”. April 15, 2010. Reporter, Gail Zoppo.

*Blacks in Higher Education.* “Workplace Inequality Common in the United States, Study Shows.” October 7, 2004. p. 10.

*WRSU Radio.* New Brunswick, New Jersey. “Race in America.” February 25, 2000.

*Rutgers Focus.* (Faculty and Staff Newspaper), “Positions of Power.” September 3, 1999, p. 5. Reporter, Pam Orel.

*Rutgers Focus.* (Faculty and Staff Newspaper), “A Great Divide.” October 3, 1997, p. 4. Reporter, Pam Orel.

*Daily Targum.* (Rutgers Student Newspaper) “Study: Black Salaries Lag Behind: A Professor's Report Has Found A Significant Gap In Income Among Black, White Men.” October 27, 1997. Reporter, Jean Chen.

*Star Ledger,* (New Jersey State Newspaper) “Study Finds Glass Ceiling Blocks African American Males,” Thursday, May 29, 1997, p. 45. Reporter: Ellen Simon.

*Rutgers Magazine*, (Rutgers Faculty and Alumni Magazine) “Color Blocks: Unequal Pay for Equal Work,” Summer 1997, p. 12. Reporter: Bill Glovin.

*Money Radio*, 1600AM Your Road to Success, KMNY-2300 S. Mills Ave. Pomona, CA. 91766. May 19, 1997, Interviewer: Bobbie Daniels.

### ***Executive Program Facilitator***

The New York Community Trust Leadership Fellows Program. “Leading and Managing Diversity and Inclusion.” Workshop Leader. School of Public Affairs. Baruch College. April 24, 2015.

Center for Management Development. “Managing for Diversity.” Rutgers University. Piscataway, New Jersey. June 1, 2011.

United Neighborhood Houses Professional Development Program. Managing for Diversity: A Human Resources Imperative. New York, NY. December 11, 2009.

Health and Hospitals Corporation. HR Basics and Current Trends in the Field. New York, NY. April 11, 2006.

Greater New York Hospital Association. New York, NY. January 3, 2006

Partnership for After School Emerging Leaders Program. New York, NY. April 7, 2006; December 1, 2006; April 29, 2005; December 13, 2018; December 14, 2019.

United Way Junior Fellows: February 16, 2007; October 20, 2006; May 3, 2006; November 5, 2004

### **PAST AND PRESENT PROFESSIONAL ASSOCIATION MEMBERSHIP**

Religious Research Association

American Sociological Association

Academy of Management

Society for the Study of Social Problems

Society for the Advancement of Socio-Economics

Industrial Relations Research Association

Southern Sociological Society



## **PROFESSIONAL SERVICE**

### ***Service to the University, CUNY:***

Knowledge, Creation, Diversity, and Innovative Research committee, Committee Member.  
(September 2017).

University Advisory Council to the President on Diversity, Fall 2013 – 2015

### ***Service to School of Public & International Affairs, Baruch:***

Chair, Search Committee for DEI/Social Justice Faculty Candidate, Fall 2021 - present

Promotions & Budgets Committee, Fall 2006—Spring 2009; Fall 2009 – present

School of Public & International Affairs Research Committee, beginning Fall 2019 - present

Lillie and Nathan Ackerman Chair of Social Justice, 2012-2015

National Urban Fellows Review Committee (Chair), Spring 2005—Spring 2006

Dean Search Committee, Fall 2005

Curriculum Committee, Fall 2002 - 2005

Executive Committee, May 2003 – 2006; Fall 2007

Lillie and Nathan Ackerman Search Committee 2004

### ***Service to Baruch College:***

Faculty Representative to Zicklin School of Business, beginning Fall 2019

Institutional Review Board, Fall 2009 - 2011

Provost Search Committee I & II, Spring 2006 – Fall 2007

Human Resources Committee I, 2004 – September 2005

Human Resources Committee II, March 2007

### ***Service to the Graduate Center:***

Dissertation Committee , Alison Richardson, Committee Member, Appointed, Pro Bono,  
Proposal defense. (June 30, 2021 - Present).

### ***Service to Discipline:***

Religions, Journal Editor, Appointed, Pro Bono, International. (September 20, 2021 - Present).

Invited as Guest Editor for Special Issue of *Religions*. Topic: Functions of Religion for  
Human Society.

Organizations, Occupation and Work, W. Richard Scott Article Award Committee member,  
American Sociological Association (2021)

Social Problems Editorial Advisory Board (1999-2002)

Member, Industrial Relations Research Association Education Committee (2000-2001)

President, Industrial Relations Council on Graduate Opportunities in Advanced Level  
Studies (1999-2001)

***Occasional Reviewer of Refereed Articles, Books and Grant Proposals***

Administrative Science Quarterly  
American Journal of Sociology  
American Sociological Review  
British Journal of Industrial Relations  
Human Resource Management Journal  
Law and Society Review  
National Science Foundation  
Rutgers University Press  
Social Forces  
Sociological Perspectives  
Sociological Quarterly  
Work and Occupations; Social Problems

**CONFERENCE PRESENTATIONS, INVITED LECTURES, PANELS, WORKSHOPS**

“Demography, Diversity, and Decision-Making Positions at Work: How Racism Persists in the American Occupational Structure.” with Matthew Hunt. 2019 Transatlantic Dialogue (TAD 15), October 20-22, 2019. School of Public Affairs Administration, Rutgers Newark and the Marx School of Public and International Affairs, Baruch College, City University of New York.

“Inequality and Workplace Diversity: Race, Ethnic and Gender Differences in Decision-Making Authority at Work.” Inequality by the numbers 5<sup>th</sup> Annual workshop. CUNY Graduate Center. June 14, 2019. New York, NY.

“Particularistic Mobility and Racialized Glass Ceilings: An Analysis of African American and White Men’s Mobility into Privileged Occupations.” With George Wilson and Dave Maume. Annual Meeting of the *American Sociological Association*. August 2018. Philadelphia, PA.

“Inequality and Workplace Diversity: Race, Ethnic and Gender Differences in Decision-Making Authority at Work.” Inequality by the numbers 4<sup>th</sup> Annual workshop. CUNY Graduate Center. June 8, 2018. New York, NY.

“HR Basics and Current Trends in the Field: Diverse Teams.” (Workshop) Prepared for the Partnership of After School Emerging Leaders Program, School of Public Affairs, Baruch College. November 20, 2015; December 15, 2017; December 14, 2018.

“Race and Power: How ‘Black Lives Matter at Work’: An Analysis of Survey Data.” University of Pennsylvania, Black Alumni Society *Black Lives Matter: Money Matters*. (Invited Speaker). November 7, 2015.

“Do White Supervisor Attitudes toward Blacks and Antidiscrimination Workplace Policies Impede the Ability to Promote, Implement, and Enforce Diversity and Inclusion Efforts? An Exploratory Analysis of Survey Data.” (Invited Speaker). ILR Cornell University Conference on “Reducing Inequality in Organizations: What Works? What Doesn’t?” June 5, 2015.

“Workplace Diversity in the Public Sector: Beyond the Glass Ceiling and Glass Escalator.” (Invited Lecture). Continuing Title VII: Commitment to Achieving Diversity in Today’s Public Sector. New York City Equal Employment Practices Commission Presentation/Hearing. Scholastic Auditorium, New York, NY. May 28, 2015.

“HR Professionals: Are you an ally for Diversity, Equity, and Inclusion? CUPA-HR New York Metro Chapter Meeting. (Invited Panelist). Emblem Health, New York, NY. April 30, 2015.

“Contributions and Barriers to Developing Black and Latino Leadership in the Public and Nonprofit Sectors of the Economy.” Institute for Research on Labor and Employment Conference. University of California, Los Angeles. “How Global Migration Changes the Workforce Diversity Equation”. June 1<sup>st</sup>, 2013.

“Theorizing the Structural Context and Attitudinal Pretext for Workplace Microaggressions”. (Invited Panelist and Presenter) CUNY Faculty Diversity and Inclusion Conference. CUNY Graduate Center. March 8, 2013.

“The Power of Perception: Workplace Discrimination among African Americans and Latinos in the Government and Nonprofit Sectors of the Economy.” School of Public Affairs. October 3, 2012.

“Exploring the Virtues and Costs of White Male Supervision: The Smoking Gun in Ascriptive Studies of Authority Inequality?” Annual Meetings of the Southern Sociological Society. Jacksonville, Fl. April 9, 2011.

“Four Imperatives for Developing Leadership Diversity.” National Urban Fellows Public Service Diversity Summits. Washington, DC, (April 21, 2010), Atlanta (May 17, 2010), Chicago (June 10, 2010), Los Angeles (June 17, 2010).

“Managing For Diversity: A Social Problem in Need of Solutions.” Invited Lecture. Department of Management. Zicklin School of Business. Baruch College, CUNY. November 12, 2009.

“Corporate Diversity Best Practices: Lessons for Community-Based and Faith-Based Organizations.” Diversity Summit. Rider University, Lawrenceville, NJ. May 20, 2009.

“Managing Diversity in the Workplace: A Human Resource Imperative.” Prepared for United Way Junior Fellows, School of Public Affairs, Baruch College. March 3, 2006.

“Diversity Management in the Workplace.” New York City Police Department’s Office of Equal Employment Opportunity, 8<sup>th</sup> Annual EEO Liaison Conference. One Police Plaza, New York, NY. March 22, 2006.

“HR Basics and Current Trends in the Field.”

- Prepared for the Health and Hospitals Corporation. School of Public Affairs, Baruch College. April 11, 2006.
- Prepared for the Partnership of After School Emerging Leaders Program, School of Public Affairs, Baruch College. April 29, 2005; April 7, 2006.

“Workplace Diversity, Power, and Wages: An Ethnoracial Analysis of Men and Women.” (with James Elliott) . The annual meetings of the American Sociological Association. San Francisco, CA. August 16, 2004.

- The Annual meetings of the Society for the Advancement of Socio-Economics. Washington, DC. July 10, 2004.

“Race, Gender, and Authority in the Workplace: Assessing the Role of Family Structure as a Mediating Variable.” School of Public Affairs, February 29, 2004;

- Zicklin School of Business, Baruch College, The City University of New York. March 25, 2004.

“Family Structure and Access to High Authority: A Multi-Racial Analysis of Men and Women.” Annual meetings of the American Sociological Association. August 18, 2003.

“Ascriptive Allocation of Workplace Authority: The Last Frontier in the Battle for Equal Opportunity at Work.” Annual meetings of the American Sociological Association. Chicago, IL. August 18, 2002.

“Accessing Positions of Supervisory Authority: Differences by Race and Gender and their Implications for Homosocial Reproduction.” (with Jim Elliott). Chicago, IL. August 19, 2002.

“From Poverty to Family Sustaining Jobs: Findings from Las Vegas and Philadelphia.” Annual meetings of the AFL/CIO Working for America Institute. Section on “Moving Workers from Poverty to Family Sustaining Jobs.” San Jose, CA. April 23, 2001.

“Ethnic Matching of Supervisors to Subordinate Work teams: Exploratory Findings on ‘Bottom-up Ascription.’” (with Elliott, James R). The annual meetings of the Population Association of America. Section on “Demography of Inequality.” Washington, DC. April 31, 2001.

“Paths to Pay Equity.” New Perspectives on Pay Equity: A Mini Conference. The Center for Women and Work. Rutgers University. April 2, 2001.

“Does Family Structure Influence Access to Supervisory Authority Between Black and White Women? An Examination of National and Urban Labor Markets.” (with dt ogilvie). Society for the Advancement of Socioeconomics. London School of Economics. London, England. July 7-10, 2000.

“Particularism in Control Over Monetary Resources at Work: An Analysis of Racioethnic Differences in the Authority Outcomes of Black, White, Asian, and Latino Men.”

- Presented at the annual meetings of the American Sociological Association. Washington, DC. August 12-16, 2000.
- Presented at the Critical Management Studies Workshop of the Annual Meetings of the Academy of Management. Chicago, Illinois. August 8-10, 1999.
- Presented at the annual meetings of the Society for the Study of Socioeconomics. Madison, Wisconsin. July 8-11, 1999.

“Does Ethnic Niching Influence Access to Authority? An Examination of Race and Gender in Three Metro Areas.” (with James Elliott). Presented at the annual meetings of The Southern Sociological Society. New Orleans, Louisiana. April 19-22, 2000.

“The Effective Management of Diverse Workforces: Understanding the Challenge in Theoretical Context.” Presented at the showcase symposium: *A Critical Look at Current Topics in Diversity: What Should Matter? Versus What Does Matter?* Annual Meeting of the Academy of Management. San Diego, California. Westin Horton Plaza Hotel. August 9-12, 1998.

“Race and Authority at Work.” American Sociological Association. New York, New York. Sheraton Hotel, August 1996.

“Racial Discrimination in the Workplace: Authority and Income Differentials Among Black and White Men.” Society for the Study of Socioeconomics. Seventh Annual International Conference on Socio-Economics. Key Bridge Marriott, Washington, D.C., April 7-9, 1995.

## **OTHER CONFERENCE PARTICIPATION**

Discussant, “Over and Underpayment of Workers,” Annual Meetings of the *American Sociological Association*. New York, New York. August 2007.

Presider, “Organizations, Occupations and Work” Roundtable Discussions. Annual Meetings of the *American Sociological Association*. New York, New York. August 2007.

Moderator, “Management Reform Under Fiscal Stress.” Presenters: David M. Walker, Comptroller General of the United States and William C. Thompson, Jr. Comptroller of the City of New York. School of Public Affairs. Baruch College. The City University of New York. April 22, 2004.