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Nathan Wilmers

ACADEMIC POSITIONS	MIT Sloan School of Management Associate Professor, Work and Organization Studies, 2022-present Sarofim Family Career Development Associate Professor, 2022-present Core Faculty, Institute for Work and Employment Research, 2018-present Core Faculty, Economic Sociology Program, 2018-present Sarofim Family Career Development Assistant Professor, 2019-2022 Assistant Professor, Work and Organization Studies, 2018-2022
EDUCATION	Harvard University Ph.D., Sociology, 2018 M.A., Sociology, 2016 University of Chicago B.A., Philosophy, 2010
RESEARCH INTERESTS	Wage and Earnings Inequality, Economic Sociology, Organizational Sociology, Labor Unions, Sociology of Work
PEER-REVIEWED PUBLICATIONS	Kelly, Erin L., Hazhir Rahmandad, Nathan Wilmers and Aishwarya Yadama. Forthcoming. “ How Do Employer Practices Affect Economic Mobility? ” <i>ILR Review</i> . Massenkoff, Maxim and Nathan Wilmers. 2023. “ Wage Stagnation and the Decline of Standardized Pay Rates, 1974-1991, ” <i>American Economic Journal: Applied Economics</i> , 15: 474-507. • 2020 Best Paper Award, Academy of Management OMT Division. Aeppli, Clem and Nathan Wilmers. 2022. “ Rapid Wage Growth at the Bottom Has Offset Rising US Inequality, ” <i>Proceedings of the National Academy of Sciences</i> , 119. Massenkoff, Maxim and Nathan Wilmers. Forthcoming. “ Economic Outcomes of Strikers in an Era of Weak Unions, ” <i>Journal of Labor Economics</i> . Wilmers, Nathan and Letian Zhang. 2022. “ Values and Inequality: How Pro-social Pay Discounts Offset the College Pay Premium, ” <i>American Sociological Review</i> , 87: 415-442. Nicole Kreisberg and Nathan Wilmers. 2022. “ Blacklist or Short List: Do Employers Dis-

criminate Against Union Supporter Job Applicants?” *Industrial and Labor Relations Review*, 74: 943-973.

Wilmers, Nathan and William Kimball. 2022. “How Internal Hiring Affects Stratification,” *Social Forces*, 101: 111-149.

- IPUMS CPS Award for Best Published Research, 2021.

Wilmers, Nathan and Clemens Aepli. 2021. “Consolidated Advantage: New Organizational Dynamics of Wage Inequality, 1999-2017,” *American Sociological Review*, 86: 1100-1130.

- RC28 Significant Scholarship Award, 2023

Wilmers, Nathan. 2020. “Job Turf or Variety: Task Structure as a Source of Organizational Inequality,” *Administrative Science Quarterly*, 65: 1018-1057.

- ASQ Dissertation Award, 2021
- Finalist, Scholarly Achievement Award from the Human Resources Division of AOM, 2021

Wilmers, Nathan. 2019. “Solidarity Within and Across Workplaces: How Cross-Workplace Coordination Affects Earnings Inequality,” *Russell Sage Foundation Journal of the Social Sciences*, 5: 190-215.

Desmond, Matthew and Nathan Wilmers. 2019. “Do the Poor Pay More for Housing? Exploitation, Profit, and Risk in Rental Markets,” *American Journal of Sociology*, 124: 1090-1124.

Wilmers, Nathan. 2018. “Wage Stagnation and Buyer Power: How Buyer-Supplier Relations Affect U.S. Workers’ Wages, 1978-2014,” *American Sociological Review*, 83: 213-242.

Wilmers, Nathan. 2017. “Does Consumer Demand Reproduce Inequality? High-income Consumers, Vertical Differentiation and the Wage Structure,” *American Journal of Sociology*, 123: 178-231.

- Winner, Granovetter Award for Best Paper in Economic Sociology (ASA), 2018
- Co-winner, Consumers and Consumption Graduate Student Award (ASA), 2017
- Honorable Mention, Consumers and Consumption Distinguished Scholarly Publication Award (ASA), 2017

Wilmers, Nathan. 2017. “Labor Unions as Activist Organizations: A Union Power Approach to Estimating Union Wage Effects,” *Social Forces*, 95: 1451-1478.

UNDER REVIEW Engzell, Per and Nathan Wilmers. “Firms and the Intergenerational Transmission of Labor Market Advantage”

Wilmers, Nathan, Di Tong and Victoria Zhang. “Between-firm Inequality and Informal Social Relations”

Nelson, Dylan, Nathan Wilmers and Letian Zhang. “Work Organization and High-paying Jobs”

Nelson, Dylan and Nathan Wilmers. “Racial Inequality and Bureaucracy in US Manufacturing”

Nelson, Dylan and Nathan Wilmers. “Earnings Effects of Direct Worker Voice in Production”

Knight, Carly and Nathan Wilmers. “The Dynamics of Managerial Ideologies: Ideological Reorientation in the Transformation of Work, 1935-2005”

Wilmers, Nathan and Per Lundborg. “Enclaves and Obligations: How Family Hiring Affects Earnings Inequality”

Eidlin, Barry and Nathan Wilmers. “Does Democracy Pay? Determinants of Organizational Effectiveness in Labour Unions”

IN PREPARATION Massenkoff, Maxim and Nathan Wilmers. “Integration and the Black-White Wage Gap in the 1970s and 1980s.”

OTHER PUBLICATIONS Wilmers, Nathan. 2022. [Invited comment](#), “Frames or social structures? Comment on ”Making sense of (mis)matched frames of reference: A dynamic cognitive theory of (in)stability in HR practices.” *Industrial Relations*.

Wilmers, Nathan. 2021. [Review](#) of Sandy Jacoby’s *Labor in the Age of Finance* (Princeton University Press 2021). *Perspectives on Work*.

Wilmers, Nathan. 2021. [Review](#) of Shaun Richman’s *Tell the Bosses We’re Coming: A New Action Plan for Workers in the 21st Century* (MR Press 2020). *Contemporary Sociology*.

Wilmers, Nathan. 2020. [Review](#) of Janice Fine; Linda Burnham; Kati Griffith; Minsun Ji; Victor Narro; and Steven Pitts, *No One Size Fits All: Worker Organization, Policy, and Movement in a New Economic Age* (LERA 2018). *Work and Occupations*.

Wilmers, Nathan. 2017. “[Sociological Perspectives on Economic Inequality](#),” *Cambridge Handbook of Sociology*, ed. Korgen, Kathleen. New York: Cambridge University Press.

AWARDS RC28 Significant Scholarship Award, 2023.

John T. Dunlop Outstanding Scholar Award, LERA, 2023

Best Symposium Award, Academy of Management OMT Division, 2022

Upjohn Institute Early Career Research Award, 2022

IPUMS CPS Award for Best Published Research, 2022

Best Dissertation Article Award, *Administrative Science Quarterly*, 2021

Finalist, Scholarly Achievement Award from the Human Resources Division of AOM, 2021

Best Paper Award, Academy of Management OMT Division, 2020

ASA Granovetter Award for Best Paper in Economic Sociology, 2018

Co-winner, ASA Consumers and Consumption Graduate Student Award, 2017

Honorable Mention, ASA Consumers and Consumption Distinguished Scholarly Publication Award, 2017

Presidential Scholar in Harvard Graduate School of Arts and Sciences, 2012

GRANTS AND FELLOWSHIPS

Work of the Future Initiative: “Job Upgrading and Discretion: Where Do High-Paying Jobs Come from?” 2022

Junior Faculty Research Assistance Program Award, MIT Sloan: “Job Upgrading and Discretion: Where Do High-Paying Jobs Come from?” 2022

Russell Sage Foundation Research Grant: “Firms and the Intergenerational Transmission of Labor Market Advantage,” 2022

Junior Faculty Research Assistance Program Award, MIT Sloan: “Social Capital and Between-firm Inequality,” 2021

Abdul Latif Jameel World Education Lab (J-WEL), Workforce Learning Innovation Research Grant: “Bridging Tasks as a Source of Wage Growth for Low-wage Workers,” 2020

Urban Institute, Workrise: “Bridging Tasks as a Source of Wage Growth for Low-wage Workers,” 2020

Junior Faculty Research Assistance Program Award, MIT Sloan: “Wage Stagnation and the Transformation of Pay Practices,” 2020

Russell Sage Foundation Research Grant: “Wage Stagnation and the Transformation of Pay Practices,” 2019

Washington Center for Equitable Growth Research Grant: “Between Exclusion and Cumulative Advantage: Effects of Within-Organization Mobility on Inequality,” 2019

Institute for Work and Employment Research Faculty Grant: “Between Exclusion and Cumulative Advantage: Effects of Within-Organization Mobility on Inequality,” 2018

Washington Center for Equitable Growth Doctoral Research Grant: “Unions, Managers and Monopolies: How Concentration and Managerial Power Contribute to Rising Wage

Inequality,” 2017

Harvard GSAS Completion Fellowship, 2017

Social Sciences & Humanities Research Council of Canada: “Does Democracy Pay? Determinants of Organizational Effectiveness in Labour Unions” (Co-PI with Barry Eidlin), 2017

Fonds de recherche du Québec, Research Grant: “Organizational Democracy and Effectiveness: Is There a Tradeoff? The Case of Labour Unions” (Co-PI with Barry Eidlin), 2017

Institute for Quantitative Social Science Graduate Research Grant, 2017

National Science Foundation Doctoral Dissertation Improvement Grant: “Market Concentration, Skill Segregation, and Rising Wage Inequality” (Co-PI with Bruce Western), 2017

Weatherhead Initiative on Gender Inequality Small Research Grant, 2016

Center for American Political Studies Seed Grant (2), 2016

Swedish Research Council, Graduate Research Opportunities Worldwide, 2015

National Science Foundation, Graduate Research Opportunities Worldwide, 2015

Center for American Political Studies Seed Grant (1), 2014

National Science Foundation, Graduate Research Fellowship, 2013

Multidisciplinary Program in Inequality and Social Policy, Harvard University, Doctoral Research Grant, 2013

INVITED
PRESENTATIONS

2024: UMD Smith Management and Organization seminar; Columbia Center for the Study of Wealth and Inequality

2023: London School of Economics, Employment Relations Seminar; McGill Desautels, Organizational Behavior Seminar; University of Chicago, Sociology Department Colloquium; University of Wisconsin-Madison, Institute for Research on Poverty Seminar; Stanford University, Sociology Colloquium; University of Toronto, Data Sciences Institute Inequity Speaker Series; UCLA Anderson, Strategy Seminar; Bocconi, Department of Social and Political Sciences; MIT Work of the Future Initiative; Economics for Inclusive Prosperity, Inaugural Conference; University of Michigan, Interdisciplinary Committee on Organizational Studies; UIUC School of Labor and Employment Relations

2022: Princeton, Sociology Department Colloquium; Duke, Sociology Department Colloquium; Stanford CASBS, Organizations and their Effectiveness; Urban Institute, Workrise Leadership Board; Labor & Antimonopoly Network; National University of Singapore,

Strategy and Policy Seminar

2021: Harvard Economics, Labor-Public Seminar; NYU Abu Dhabi, Social Research and Public Policy; Harvard Business School Strategy Seminar; Institute for Advanced Study in Toulouse; Yale Center for Empirical Research on Stratification and Inequality; London Business School Strategy and Entrepreneurship Seminar; Wharton School, Management Department; Michigan Ross, Strategy Seminar

2020: Berkeley Haas School of Business, Management of Organizations; Cornell Center for the Study of Economy & Society; University of Oxford, Nuffield College; MIT Institute for Work and Employment Research

2019: Sciences Po, MaxPo-MPIfG Seminar

2018: Bureau of Labor Statistics, Brownbag Seminar

CONFERENCE
PRESENTATIONS

“Rapid Wage Growth at the Bottom Has Offset Rising US Inequality”

- Labor and Employment Relations Association. 2023.

“Job Upgrading and Earnings Growth for Noncollege Workers”

- European Group for Organizational Studies. 2022.
- American Sociological Association Annual Meeting. 2022.
- Wharton People & Organizations Conference. 2022.

“Values and Inequality: How Pro-social Pay Discounts Offset the College Pay Premium,”

- Academy of Management. 2021.

“Organizational Social Capital and Inequality”

- American Sociological Association Annual Meeting. 2021.
- People & Organizations Conference. 2021.

“Blacklist or Short List: Do Employers Discriminate Against Union Supporter Job Applicants?”

- Labor and Employment Relations Association. 2021.

“Wage Stagnation and the Rise of Merit Pay, 1974-1991”

- Academy of Management. 2020.
- European Group for Organizational Studies. 2020.
- Population Association of America. 2020.
- Junior Faculty Organizational Theory Conference. 2019.
- People & Organizations Conference. 2019.

“Consolidated Advantage: The New Organizational Dynamics of Wage Inequality, 1999-2017”

- Washington Center for Equitable Growth, 2020.
- American Sociological Association. 2020.
- People & Organizations Conference. 2020.

“Seeing Like a Corporation: Changing Conceptions of the Employee, 1935-2005”

- Social Science History Association. 2019.

“Job Turf or Variety: Task Structure as a Source of Organizational Inequality”

- Academy of Management Annual Meeting. 2022.
- Labor and Employment Relations Association. 2020.
- BRIQ Workshop on Firms, Jobs and Inequality. 2018.
- Junior Faculty Organizational Theory Conference. 2018.
- American Sociological Association. 2018.

“Labor Union Structure: Centralization, Density and Democracy”

- Labor and Employment Relations Association. 2018.

“Solidarity Within and Across Workplaces: How Cross-Workplace Coordination Affects Earnings Inequality”

- Changing Job Quality: Causes, Consequences, and Challenges (Russell Sage Foundation and W.K. Kellogg Foundation). 2018.

“Wage Stagnation and Buyer Power: How Buyer-Supplier Relations Affect U.S. Workers’ Wages, 1978-2014”

- American Sociological Association Annual Meeting. 2017.
- Economic Sociology/Organizations, Occupations and Work Mini-conference. 2017.
- Academy of Management Annual Meeting. 2017.

“The New Industrial Segmentation: Inequality, Economic Dynamism and Market Position”

- RC28 Social Stratification and Mobility Summer Meeting. 2017.

“Do the Poor Pay More for Housing? Exploitation and Profit-Seeking in Rental Markets”

- American Sociological Association Annual Meeting. 2017.

“Task Reallocation and Earnings Inequality: Using Nepotistic Hiring to Study Earnings Effects of Task Reallocation”

- Aage Sørensen Memorial Conference. 2016.

“Between-firm Earnings Inequality: New Evidence from Large Firms, 1950-2014”

- Social Science History Association. 2015.

“Labor Unions as Activist Organizations: A Union Power Approach to Estimating Union Wage Effects”

- American Sociological Association Annual Meeting. 2015.

“Can High Income Consumers Increase Within-Industry Wage Inequality?”

- Aage Sørensen Memorial Conference. 2015.
- American Sociological Association Annual Meeting. 2014.

AFFILIATIONS

Visiting Assistant Professor, Strategy & Entrepreneurship. London Business School, Fall

2021

Faculty, Institute for Work and Employment Research, MIT, 2018-present

Faculty, Economic Sociology Program, MIT, 2018-present

Visiting Researcher, Bureau of Labor Statistics, 2017-present

Special Sworn Status, US Census Bureau, 2016-present

CASBS Summer Institute on Organizations and Their Effectiveness, 2018

Visiting Researcher, Swedish Institute for Social Research (SOFI), 2015

Fellow, Harvard Multidisciplinary Program in Inequality and Social Policy, 2013-2018

TEACHING
EXPERIENCE

15.311: Organizational Processes, Fall 2023
Instructor

15.S19: Employer Practices and Employee Outcomes, Spring 2021
Co-instructor

15.311: Organizational Processes, Fall 2020
Instructor

15.311: Organizational Processes, Fall 2019
Instructor

15.311: Organizational Processes, Fall 2018
Instructor

SOC 97: Sociological Theory, Fall 2014 and Spring 2015.
Teaching Fellow

- Certificate of Distinction, Harvard Bok Center for Teaching and Learning

PROFESSIONAL
SERVICE

Deputy Editor, *American Sociological Review*, 2024-2027.

Member, *American Sociological Review* Editorial Board, 2023-2025.

Member, Best Student Paper Award Subcommittee, AOM Organizational and Management Theory, 2023.

Co-coordinator, MIT Institute for Work and Employment Research Seminar, Spring 2021, Fall 2022, Fall 2023.

Co-coordinator, MIT Economic Sociology Seminar, 2020-2021, 2022-2023.

Session Organizer, ASA Labor Markets session, 2023.

Member, Nominations Committee, ASA Organizations, Occupations and Work, 2023.

Member, LERA Program Committee, 2022 and 2023.

Member, Best Paper Award Subcommittee, AOM Organizational and Management Theory, 2022.

Chair, Committee for Zelizer Award for Best Book in Economic Sociology, 2021.

Session Organizer, ASA Economic Sociology Section, 2021.

Member, Responsible Research Award Subcommittee, AOM Organizational and Management Theory, 2021.

Member, Research Committee, AOM Organizational and Management Theory, 2021, 2022, 2023.

Council Member, ASA Economic Sociology Section, 2019-2022.

Faculty Steering Committee, Good Companies, Good Jobs Initiative at MIT Sloan, 2018-present.

Chair, Committee for Granovetter Award for Best Paper in Economic Sociology, 2019.

Coordinator, Workshop on History, Culture and Society, 2014-2015.

Reviewer, *Administrative Science Quarterly*, *American Journal of Sociology*, *American Economic Review: Insights*, *American Sociological Review*, *British Journal of Sociology*, *British Journal of Industrial Relations*, *Comparative European Politics*, *Economics & Politics*, *Economy and Society*, Economic Policy Institute, *European Sociological Review*, European Trade Union Institute, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Journal of Comparative Sociology*, *International Review of Applied Economics*, Israel Science Foundation, *Journal of Economic Inequality*, *Journal of Economics & Management Strategy*, *Management Science*, National Science Foundation, *Nature Communications*, *Organization Science*, *Personnel Psychology*, *Quarterly Journal of Economics*, *Research in Social Stratification and Mobility*, *Review of Economics and Statistics*, *Review of Social Economy*, Russell Sage Foundation, *Social Currents*, *Social Forces*, *Social Science Research*, *Social Sciences*, *Socio-Economic Review*, *Sociological Forum*, *Socius*, *Strategic Management Journal*, *Theory & Society*, *Yale Law Journal*, Washington Center for Equitable Growth, *Work and Occupations*.

Member, American Sociological Association, Academy of Management, European Group for Organizational Studies, and Labor and Employment Relations Association