

# MELISSA E. WOOTEN

UNIVERSITY OF MASSACHUSETTS, AMHERST

SOCIOLOGY DEPARTMENT  
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## ACADEMIC APPOINTMENTS

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### ROCKEFELLER ARCHIVE CENTER, SLEEPY HOLLOW NY

- SCHOLAR-IN-RESIDENCE, 2011 – 2012

### UNIVERSITY OF MASSACHUSETTS, AMHERST

- ASSISTANT PROFESSOR, DEPARTMENT OF SOCIOLOGY, 2007 – PRESENT

### DARTMOUTH COLLEGE

- POSTDOCTORAL FELLOW IN SOCIOLOGY AND POLICY, 2006 - 2007

## EDUCATION

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### UNIVERSITY OF MICHIGAN

- PH.D. IN MANAGEMENT & ORGANIZATIONS, 2006

### KETTERING UNIVERSITY

- B.S. IN COMPUTER SCIENCE, 1999

## PUBLICATIONS

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- BRANCH, ENOBONG H. AND MELISSA E. WOOTEN. *FORTHCOMING*. "SUITED FOR SERVICE: RACIALIZED RATIONALIZATIONS FOR THE CHANGING IDEAL OF THE DOMESTIC SERVANT FROM THE 19<sup>TH</sup> TO THE EARLY 20<sup>TH</sup> CENTURY." *SOCIAL SCIENCE HISTORY*
- WOOTEN, MELISSA E. 2010. "SOLICITING ELITES: THE FRAMING ACTIVITIES OF THE UNITED NEGRO COLLEGE FUND." *MOBILIZATION 15(3): 369 – 391*.
- WOOTEN, MELISSA E. AND ANDREW J. HOFFMAN. 2008. "ORGANIZATIONAL FIELDS: PAST, PRESENT AND FUTURE." PP. 130 – 148 IN *SAGE HANDBOOK OF ORGANIZATIONAL INSTITUTIONALISM*, EDITED BY ROYSTON GREENWOOD, CHRISTINE OLIVER, ROY SUDDABY AND KERSTIN SAHLIN. LONDON: SAGE PUBLICATIONS.
- WOOTEN, MELISSA E., 2006. "RACE AND STRATEGIC ORGANIZATION." *STRATEGIC ORGANIZATION 4(2): 191 – 199*.
- WAYNE BAKER, ROB CROSS, AND MELISSA WOOTEN. 2003. "POSITIVE ORGANIZATIONAL NETWORK ANALYSIS AND ENERGIZING RELATIONSHIPS". *POSITIVE ORGANIZATIONAL SCHOLARSHIP*, SAN FRANCISCO: BERETT-KOEHLER PUBLISHERS.

## **INVITED RESUBMISSIONS**

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- ORGANIZATIONS UNITE!: COLLECTIVE ACTION AMONG PRIVATE BLACK COLLEGES

## **ARTICLES UNDER REVIEW**

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- CREATING A CAUSE WORTH STRIVING TOWARD: THE CASE OF THE UNITED NEGRO COLLEGE FUND
- EARNED DEGREES AS AN INSTITUTIONAL PROCESS: THE CASE OF HISTORICALLY BLACK COLLEGES AND UNIVERSITIES AT THE CLOSE OF THE TWENTIETH CENTURY
- WHO GETS TO WORK?: RACE, GENDER, AND THE NOTION OF “APPROPRIATE” LABOR, WITH ENOBONG H. BRANCH

## **WORKING PAPERS**

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- “WHEN DIVERSITY LEADS TO HOMOGENEITY”

## **CONFERENCE PRESENTATIONS**

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### **ACADEMY OF MANAGEMENT ANNUAL MEETING**

- 2005 HONOLULU, HI
  - ORGANIZED SYMPOSIUM “INCORPORATING AND MODELING SOCIAL MOVEMENTS WITHIN ORGANIZATIONS RESEARCH” (WITH MARC SCHNEIBERG)
  - PRESENTED “UPPER ECHELONS DIVERSITY AND ORGANIZATIONAL EFFECTIVENESS: AN EMPIRICAL INVESTIGATION.”
- 2004 NEW ORLEANS, LA
  - ORGANIZED SYMPOSIUM “POWER OF COLLECTIVE ACTION: HOW SOCIAL MOVEMENTS AFFECT THE DEVELOPMENT OF ORGANIZATIONAL FIELDS” (WITH GERALD F. DAVIS)
  - PRESENTED “THE CIVIL RIGHTS MOVEMENT, BLACK HIGHER EDUCATION, AND BLACK CONSUMERISM” (WITH GERALD F. DAVIS)
- 2002 DENVER, CO
  - PRESENTED “THE IMPACT OF RACE AND GENDER DIVERSITY ON ORGANIZATIONAL EFFECTIVENESS: TOWARD A MORE ENCOMPASSING THEORY” (WITH KATHLEEN M. SUTCLIFFE)

### **AMERICAN SOCIOLOGICAL ASSOCIATION ANNUAL MEETING**

- 2008 MINI-CONFERENCE ON RACE, LABOR, AND EMPIRE
  - PRESENTED “WHO GETS TO WORK? RACE, GENDER, AND THE NOTION OF APPROPRIATE LABOR” (WITH ENOBONG BRANCH)

### **EASTERN SOCIOLOGICAL SOCIETY ANNUAL MEETING**

- 2010
  - PRESENTED “ORGANIZATIONS UNITE!: COLLECTIVE ACTION AMONG PRIVATE BLACK COLLEGES”
- 2008
  - PRESENTED “PLAYING ON THE FEARS OF WHITES FOR THE BENEFIT OF BLACKS: TRANSLATING BLACK HIGHER EDUCATION FOR MASS CONSUMPTION”

### **SOCIAL SCIENCE HISTORY ASSOCIATION ANNUAL MEETING**

- 2004 CHICAGO, IL
  - PRESENTED “THE CIVIL RIGHTS MOVEMENT AND BLACK CONSUMERISM” (WITH GERALD F. DAVIS)

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## **SYMPOSIUM ON AFRICAN AMERICAN CULTURE AND PHILOSOPHY**

- 2006 PURDUE UNIVERSITY
  - PRESENTED “A MIND IS A TERRIBLE THING TO WASTE”: FRAMING BLACK HIGHER EDUCATION FOR MASS CONSUMPTION”

## **WORKSHOP ON THE PRESENT AND FUTURE STATUS OF INSTITUTIONAL THEORY**

- 2006 UNIVERSITY OF ALBERTA
  - PRESENTED “ORGANIZATIONAL FIELDS: INTERESTS AND IDENTITIES”

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## **INVITED PRESENTATIONS**

### **2009**

- “ORGANIZATIONS UNITE!: COLLECTIVE ACTION AND THE FORMATION OF THE UNITED NEGRO COLLEGE FUND”, W.E.B. DU BOIS EMERGING RESEARCH COLLOQUIUM, UNIVERSITY OF MASSACHUSETTS, AMHERST

### **2006**

- “WHEN DIVERSITY LEADS TO HOMOGENEITY: DEGREE DISTRIBUTIONS WITHIN AMERICAN HIGHER EDUCATION”
  - UNIVERSITY OF MASSACHUSETTS, AMHERST
  - UNIVERSITY OF ILLINOIS, CHICAGO
  - UNIVERSITY OF SOUTHERN CALIFORNIA
- “THE EVOLUTION OF THE FIELD OF BLACK HIGHER EDUCATION”
  - EMORY UNIVERSITY
  - LONDON SCHOOL OF BUSINESS

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## **GRANTS AND AWARDS**

### **ACADEMY OF MANAGEMENT**

- ORGANIZATION MANAGEMENT AND THEORY DIVISION
  - BEST SYMPOSIUM PROPOSAL AWARD, 2005
- OMT/ODC/MOC DOCTORAL CONSORTIUM ATTENDEE, 2005
- ORGANIZATION MANAGEMENT AND THEORY DIVISION
  - BEST SYMPOSIUM PROPOSAL AWARD, 2004

### **THE ROCKEFELLER ARCHIVE CENTER**

- GRANT-IN-AID, \$2,500; 2009 – 2010

### **UNIVERSITY OF MASSACHUSETTS, AMHERST**

- CENTER FOR PUBLIC POLICY AND ADMINISTRATION FELLOW, 2009 – 2010
- OFFICE OF FACULTY DEVELOPMENT MELLON MUTUAL MENTORING GRANT, \$1,200; 2009 – 2010
- COLLEGE OF SOCIAL AND BEHAVIORAL SCIENCES RESEARCH GRANT, \$4,500; 2007 – 2008; 2011 – 2012

### **UNIVERSITY OF MICHIGAN, ANN ARBOR**

- HORACE H. RACKHAM SCHOOL OF GRADUATE STUDIES
  - RESEARCH GRANT, \$4,000; 2003 – 2004
  - MERIT FELLOW, 2001 - 2006
- ROSS SCHOOL OF BUSINESS WHITAKER FELLOWSHIP, 2004; 2006

## **COURSES TAUGHT**

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### **UNIVERSITY OF MASSACHUSETTS, AMHERST**

- SOCIOLOGY DEPARTMENT, UNDERGRADUATE COURSES
  - RESEARCH METHODS
  - COMPLEX ORGANIZATIONS
  - SOCIOLOGY OF EDUCATION

### **DARTMOUTH COLLEGE**

- SOCIOLOGY & POLICY DEPARTMENTS, UNDERGRADUATE COURSES
  - ORGANIZATIONS AND PUBLIC POLICY
  - RACE AND EDUCATION

### **UNIVERSITY OF MICHIGAN**

- ROSS SCHOOL OF BUSINESS, UNDERGRADUATE COURSES
  - BEHAVIORAL THEORY IN MANAGEMENT

## **PROFESSIONAL SERVICE**

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### **ACADEMY OF MANAGEMENT**

- AOM SESSION CHAIR, 2005
- OMT DIVISION REVIEWER, 2004; 2007; 2009;

### **AMERICAN SOCIOLOGICAL ASSOCIATION**

- REGULAR SESSION ORGANIZER, 2010
  - INSTITUTIONAL TRAJECTORIES: EMERGENCE, SETTLEMENT, AND CHANGE
  - NETWORKS, RELATIONSHIPS, AND MOVEMENT INSIDE AND AROUND ORGANIZATIONS
  - ORGANIZATIONAL AND INSTITUTIONAL POLITICS

### **KPMG PHD PROJECT**

- PANELIST, 2001

## **UNIVERSITY SERVICE**

### **UNIVERSITY OF MASSACHUSETTS, AMHERST**

- COMMITTEE ON INTELLECTUAL ACTIVITIES, 2008 – 2009
- GRADUATE STUDENT RECRUITMENT, SPRING 2009; SPRING 2011
- FACULTY RECRUITMENT, 2009 – 2010
- GRADUATE POLICY COMMITTEE, 2010 – 2011
- OFFICE OF FACULTY DEVELOPMENT MELLON TEAM GRANT SELECTION COMMITTEE, 2011

### **UNIVERSITY OF MICHIGAN, ROSS SCHOOL OF BUSINESS**

- PHD STUDENT REPRESENTATIVE FOR KPMG PHD PROJECT, 2004
- DOCTORAL STUDIES GRANT REVIEWER, 2004
- MANAGEMENT & ORGANIZATIONS PHD ADMISSIONS COMMITTEE, 2002

## **STUDENT EXAM AND DISSERTATION COMMITTEES**

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### **UNIVERSITY OF MASSACHUSETTS, AMHERST**

- JILLIAN CROCKER, SOCIOLOGY DEPARTMENT
- PATRICIA SANCHEZ-CONNELY, SOCIOLOGY DEPARTMENT
- KATHLEEN SISENEROS, SCHOOL OF EDUCATION
- AURORA VERGARA, SOCIOLOGY DEPARTMENT
- YOLANDA WIGGINS, SOCIOLOGY DEPARTMENT

## **OCCASIONAL MANUSCRIPT REVIEWER**

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- ADMINISTRATIVE SCIENCE QUARTERLY
- JOURNAL OF MANAGEMENT STUDIES
- ORGANIZATION STUDIES
- SOCIAL SCIENCE & MEDICINE
- SOCIOLOGICAL FORUM

## **NON ACADEMIC EMPLOYMENT**

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### ELECTRONIC DATA SYSTEMS

- INFORMATION TECHNOLOGY CONSULTANT, 2000-2001
- INFORMATION ANALYST, 1997-2000

### GENERAL MOTORS CORPORATION

- CORPORATE SYSTEMS AUDITOR, 1995-1997