First Annual EEODATANET Conference

Sponsored by EEOC, NSF BCC, UMASS team

May 2014, Washington DC
First Annual EEODATANET Conference¹

How can the academic community advance equal employment opportunity research and enforcement?

May 13-14, 2014

EEOC Headquarters
131 M STREET NE
WASHINGTON, DC  20507

EEOC Training Center conference rooms (1SE21G (Conference Room #3) and 1SE27G (Conference Room #4)

Tuesday May 13, 2014, 9:00-5:45

9:00-9:30  Opening Agenda Setting Session

Chai Feldblum, EEOC Commissioner

Welcome and opening remarks

Donald Tomaskovic-Devey, University of Massachusetts, Amherst (5 minutes)

Introduction to the goals of the conference, the network and the formation of an EEODATANET archive

Ron Edwards & Bliss Cartwright, EEOC Office of Research and Information Planning (10 minutes)

EEOC efforts to enhance research: (1) History of IPA’s (2) Research and Development Plan, (3) current and planned changes to survey data (e.g., historical EEO-1 files, EEO-5 ID revisions), standard errors in Census EEO Tabulation.

Discussion and Comments on Program Theme

¹ This conference is being funded by the U.S. National Science Foundation’s Building Data Capacity program via a grant to the University of Massachusetts, Amherst.
SESSIONS

ORGANIZATION: Each session will be moderated by an EEOC Researcher and is organized around the EEOC’s Strategic Enforcement Plan [http://www.eeoc.gov/eeoc/plan/sep.cfm](http://www.eeoc.gov/eeoc/plan/sep.cfm).

Each researcher will make a short (10 minute or less) presentation on their research with at least some comment on how it might inform the session theme. The EEOC moderators will relate the research to the session theme and the EEOC’s Strategic Enforcement Plan. This will be followed by group comments and discussion.

9:30-10:15  HIRING & RECRUITMENT: Alexandra Kalev, Julie Kmec, Amalia Miller, moderators KC Blackwell and Jeff Durrah

The EEOC’s Strategic Enforcement Plan envisions developing new strategies for targeting class-based intentional recruitment and hiring discrimination as well as facially neutral recruitment and hiring practices that adversely impact particular groups.

10:15-11:00 SEGREGATION AND PAY 1: Matthew Huffman, Fidan Kurtulus, Donald Tomaskovic-Devey, moderator Bliss Cartwright,

The enforcement community is increasingly focused on the role of segregation as a mechanism producing pay inequalities. This has been a lively area among academics for some time. This session will serve as an introduction to some key aspects of this process – causes and consequences of segregation and will serve as an introduction to the next more policy oriented session.

11:00-11:15  Coffee break

11:15-12:15 SEGREGATION AND PAY 2 Sharon Alexander Office of the Chair EEOC, Pamela Coukos, Office of Federal Contract Compliance Programs, Jeanne Jacobson, Office of Personnel Management, Sharyn Tejani, Department of Justice, moderator Chuck McGhee

The National Equal Pay Enforcement Task Force is interested in research that can help identify where pay discrimination is most likely to be occurring how and why women may be steered into lower paying jobs, and the root causes of occupational gender segregation. Representatives from the Department of Justice, the Department of Labor, the federal government’s Office of
Personnel Management, and the EEOC will engage in a panel discussion with conference attendees to discuss particular research interests in this area.

12:15-1:00  **VULNERABLE WORKERS:** Liza Conyers, Allen Lewis, Vincent Roscigno, moderator Morgan Walls-Dines

The EEOC’s *Strategic Enforcement Plan* advocates targeting disparate pay, job segregation, harassment, trafficking and other discriminatory practices and policies affecting vulnerable workers, who are often unaware of their rights under the equal employment laws or are reluctant or unable to exercise them.

1:00-2:00  **Lunch**

2:00-3:00  **SCORE CARDS:** Christine Ledvinka Rush, Brinck Kerr, Don Tomaskovic-Devey, Will Miller, moderator Lisa Torres

The EEOC’s *Strategic Enforcement Plan* advocates conducting research on the recruitment and hiring practices by industry or on the demographics of a particular employer in comparison to the relevant workforce and sharing that research with relevant field offices as the basis for a more vigorous Commissioner’s Charge and Directed Investigation program designed to reach discrimination that is not a part of our charge traffic. How can EEO or other data be efficiently organized into scorecards or similar reports and still remain effective given the complexity of labor market analyses?

3:00-4:00  **EMERGING TRENDS:** Lee Badgett, Susanne Bruyere & Sarah von Schrader, moderators Kelly Trindel and Renee Toback

The EEOC’s *Strategic Enforcement Plan* identifies “addressing emerging and developing issues” as a priority. The following issues were identified as emerging and developing: “1) certain ADA issues, including coverage, reasonable accommodation, qualification standards, undue hardship, and direct threat, as refined by the Strategic Enforcement Teams; 2) accommodating pregnancy-related limitations under the Americans with Disabilities Act Amendments Act (ADAAA) and the Pregnancy Discrimination Act (PDA); and 3) coverage of lesbian, gay, bisexual and transgender individuals under Title VII’s sex discrimination provisions, as they may apply.” The Commission specified that these issues are illustrative and not exhaustive.
4:00-4:15 Coffee Break

4:15-5:15 ENFORCEMENT IMPACT: Conrad Miller, Robert Nelson, Sheryl Skaggs, Darlene Unger, moderator Bruce McCray

The EEOC’s Strategic Enforcement Plan suggests that EEOC investigate regional variation in compliance baselines to assess variation in EEOC’s impact on reducing discrimination. OMB stated that conducting and funding a baseline compliance study would be a long-term project and the larger issue has to do with the effectiveness of EEOC enforcement activity.

5:15-5:45 Open Discussion, Reflection on the Day

7:00-9:00 DINNER at Congressional/Monument Room, Marriott Courtyard Hotel

Wednesday May 14, 2014, 8:30-12:30

8:30-9:00 Preliminary discussion of the EEODATANET concept

9:00-9:30 Brain storming breakout sessions on hot to design:

1. Data Access
2. Data Archiving and Replication

9:30-9:45 Group Discussion on Data Access

9:45-10:00 Group Discussion on archiving and replication

10:00-10:30 Brain storming break-out sessions on goals, threats, opportunities

3. Data and Metadata documentation
4. Virtual Network Tool

10:30-11:00 Coffee Break

11:00-11:15 Group Discussion on Data and Metadata documentation

11:15-11:30 Group Discussion on Virtual Network Tool

11:30-12:30 Closing Reflections and Next Steps
Participants

**Alexander, Sharon Debbage**  
Special Assistant to the Chair, EEOC  
E-mail: sharon.alexander@eeoc.gov  
**Current project:** Primary areas of responsibility are sex discrimination, with a particular focus on equal pay, pregnancy discrimination, and discrimination against LGBT persons to the extent it is actionable under Title VII's sex discrimination prohibition; disability discrimination, and discrimination based on genetic information. Ms. Alexander has served as one of EEOC’s representatives to the National Equal Pay Enforcement Task Force since its inception in 2010.

**Badgett, Lee**  
UMASS Amherst, Public Policy, Economics  
E-mail: lbadgett@pubpol.umass.edu  
**Current project:** I continue to use the EEO-1 data to see how state laws banning SOGI discrimination affect firm performance  
**Recent Publications and Papers:**  

**Pamela Coukos**  
Senior Program Advisor, Department of Labor  
E-mail: Coukos.Pamela@dol.gov  
Pamela Coukos joined the Office of Federal Contract Compliance Programs at the U.S. Department of Labor in 2011, where she leads OFCCP’s Equal Pay Enforcement activities, including policy development, providing technical assistance and training for staff on pay discrimination investigations, and stakeholder outreach. She advises the Director of OFCCP on equal pay enforcement and provides strategic guidance on a range of enforcement and policy issues.
Blackwell, Kimberly
Social Science Research Analyst, Program Research & Surveys Division, Office of Research, Information and Planning EEOC
E-mail: kimberly.blackwell@eeoc.gov

Current Projects: I work primarily in cases in which a test is alleged to have adversely impacted a protected class. My research interests are focused on psychometric methods, particularly with regard to bias in tests, and on cross-cultural differences in the measurement of personality. My academic background is in quantitative psychology with an emphasis on the psychometric methods underlying the development and validation of tests.


Bruyère, Susanne
Cornell University, School of Industrial and Labor Relations, Employment and Disability Institute
E-mail: smb23@cornell.edu

Current Project: We are currently working on a project using EEO-1 employer data and charge data to examine employer characteristics association with ADA charges. In addition we are beginning work on examining characteristics of ADEA charges and outcomes.

Recent Publications and Papers:
Cartwright, Bliss  
**Social Science Research Specialist, Office of Research, Information, and Planning, EEOC**  
**E-mail:** bliss.cartwright@eeoc.gov  
**Current Projects:** Construction of Simulated Wage Distributions Using Data from the EEO-1 Survey and the Occupational Employment Statistics program (OES). Working with Outside Experts to Develop Specialized Statistical Programs (such as Homogeneity Tests for Large-Scale Hiring and Promotion Cases).  

Conyers, Liza  
**Pennsylvania State University, Education**  
**E-mail:** lmc11@psu.edu  
**Current project:** Examining the impact of employment and vocational rehabilitation on contributing to the goals of the National HIV/AIDS Strategy including the need to identify and address employment discrimination for this population.  
**Recent Publications and Papers:**  
2. “Examining the Role of Vocational Rehabilitation on Access to Care and Public Health Outcomes for People Living with HIV/AIDS.” Disability and Rehabilitation. (with Boomer, K. B.) 2014  
Durrah, Jeffery Q.
Labor Economist, EEOC Research and Surveys Division, Office of Research, Information & Planning
E-mail: jeffrey.durrah@eeoc.gov
Current Projects: Analysis in support of Title VII, Equal Pay, ADEA and ADA investigations involving a variety of allegations which including discrimination in hiring, recruitment, terminations and retirement and leave policies. He is interested in emerging issues within temporary help service industry and contract employment; in addition the tracking of applicants and recruits by alternative software systems. My academic background is in class discrimination, with expertise in the area of labor market analysis, hiring, separations, and compensation research.

Edwards, Ronald
Director of the Program Research and Surveys Division, Office of Research, Information and Planning, EEOC
E-mail: ronald.edwards@eeoc.gov
Current Project: Manages a group of research analysts responsible for the development of statistical evidence in class investigations, the staff responsible for the processing four major employer surveys, and the managing of program research by both internal and external researchers. Also, he is currently drafting the agency’s Research and Data Plan.

Feldblum, Chai
Commissioner, EEOC
Chai R. Feldblum has served as a Commissioner of the U.S. Equal Employment Opportunity Commission since 2010. Commissioner Feldblum was a Professor of Law at the Georgetown University Law Center where she has taught since 1991. At Georgetown, she founded the Law Center's Federal Legislation and Administrative Clinic, which represented clients such as Catholic Charities USA, the National Disability Rights Network, and the Bazelon Center for Mental Health Law. She also founded and co-directed Workplace Flexibility 2010, a policy enterprise focused on finding common ground between employers and employees on workplace flexibility issues.
As Legislative Counsel at the American Civil Liberties Union from 1988 to 1991, Commissioner
Feldblum played a leading role in helping to draft and negotiate the ground-breaking Americans with Disabilities Act of 1990. Later, as a law professor representing the Epilepsy Foundation, she was equally instrumental in drafting and negotiating the ADA Amendments Act of 2008. Commissioner Feldblum has also worked to advance lesbian, gay, bisexual and transgender rights, was one of the drafters of the Employment Nondiscrimination Act, and is the first openly lesbian Commissioner of the EEOC.

**Huffman, Matt**  
**University of California, Irvine, Sociology**  
**E-mail:** mhuffman@uci.edu  
**Current Project:** Longitudinal analysis of gender segregation.  
**Recent Publications and Papers:**  

**Jacobson, Jeanne**  
**Office of Personnel Management**  
**E-mail:** Jeanne.Jacobson@opm.gov  
Jeanne Jacobson is the Manager of Pay Administration in Pay and Leave, Employee Services at the Office of Personnel Management (OPM). She and her team are primarily responsible for developing and advising on the Governmentwide rules and policies regarding pay administration for Federal employees. This includes General Schedule pay setting, pay schedule adjustments, compensation flexibilities to address employee recruitment and retention issues, and pay administration under alternative personnel systems. In 2013-2014, at the direction of President Obama, she lead an OPM study of the gender pay gap in the Federal workforce and, in April 2014, OPM released a Governmentwide strategy to work with Federal agencies to close the gender pay gap.
Kalev, Alexandra  
Tel Aviv University, Sociology  
E-mail: akalev@post.tau.ac.il  
Current project: Merging EEO-1 data with Compustat data to examine the effects of firm’s diversity on its financial performance and vice versa. In another project we are examining the effects of settlements on workforce integration, by matching and merging the EEO-1 data with data on consent decrees from the EEOC Litigation Database. Both projects are with Frank Dobbin.  
Recent publications and papers:  
1. How you Downsize is Who you Downsize – Biased Formalization, Accountability and Managerial Diversity, 2014  
2. You Can't Always Get What You Need: Organizational Determinants of Diversity Programs (F. Dobbin, S. Kim), 2011  
3. Cracking the Glass Cages? Restructuring and Ascriptive Inequality at Work, 2009

Kerr, Brinck  
University of Arkansas, Political Science and Public Policy  
E-mail: jbkerr@uark.edu  
Current Project: We are currently looking at school district data exploring intersectionality as a theoretical way of looking at bureaucratic representation.  
Recent publications and papers:  
Kim, Pauline  
Washington University, Law  
E-mail: kim@wulaw.wustl.edu  
Current project:  
Examining how the nature and impact of the EEOC's litigation enforcement activities  
Recent publications and papers  

Kmec, Julie  
Washington State University, Sociology  
E-mail: jkmec@wsu.edu  
Current Project: Using charge data, I will be looking at how past charges impact motivations to implement HR policies in a sample of roughly 100 work establishments.  
3. "Gender and Discretionary Work Effort: Evidence from the United States and Britain." Work and Occupations 37: 3-36 (with E. Gorman) 2010

Kurtulus, Fidan Ana  
UMASS Amherst, Economics  
E-mail: fidan@econs.umass.edu  
Current Project: Examining effects of state-level affirmative action legislation  
Recent Publications and Papers:  

Lewis, Allen
Pittsburgh State University, Rehabilitation
E-mail: alew1@pitt.edu
Current Project: Examination of the impact of the dual disadvantage of ethnic minority status and female gender on employment discrimination due to disability (conceptualization stage).
Recent Publications and papers:
3. Lewis, A.N. We are all racists: The truth about cultural bias. Tate Publishing, LLC: Oklahoma City, OK. (in press).

McCray, Bruce
Social Science Research Analyst, Program Research & Surveys Division, Office of Research, Information & Planning, Labor Economist, Chicago District.
Email: Bruce.McCray@eeoc.gov
Recently I have been working on criminal conviction cases and application pool data were race identification and age identification are missing, crafting labor market analyses utilizing the census to replace missing applicant pool data from companies. My academic interests are related to determinants of income inequality associated with cultural and structural theories of poverty.

McGhee, Charles
Social Science Research Analyst, Program Research & Surveys Division, Office of Research, Information & Planning, EEOC
E-mail: charles.mcghee@eeoc.gov

Current Projects: Analysis in support of Title VII and EPA investigations involving employee selection/retention systems and wage disparities. Interested in emerging issues of data extraction and data quality in employer HRIS systems. My academic background is in applied statistics, categorical data analysis and predictive modeling.

Miller, Amalia
University of Virginia, Economics
E-mail: am5by@eservices.virginia.edu

Current project: EEOC data on police demographics to measure the effects of diversity on law enforcement quality.

Recent Publications and Papers:
1. Workforce Reductions at Women-Owned Businesses in the United States (with David A. Matsa)
3. Health Information Exchange, System Size and Information Silos (with Catherine Tucker), 2014
Miller, Conrad  
Massachusetts Institute of Technology, Economics  
E-mail: conradm@gmail.com  

Miller, William  
University of Illinois, Springfield  
E-mail: wmill3@uis.edu  
Current Project: We are currently looking at school district data exploring intersectionality as a theoretical way of looking at bureaucratic representation.  
Recent Publications and Papers:  

Nelson, Robert  
Northwestern University, Sociology  
E-mail: r-nelson@northwestern.edu  
Current Project: We are writing a book manuscript that incorporates the federal court filings and cases, already published in article form.  
Recent Publications and Papers:  

Roscigno, Vincent
Ohio State University, Sociology
E-mail: Roscigno.1@osu.edu
Current Project: Qualitative analyses of organizational processes and employer and employee discourses surrounding race, sex and age discrimination
Recent Publications and Papers:

Rush, Christine Ledvinka, Mississippi State University, Political Science and Public Administration
E-mail: crush@pspa.msstate.edu
Current Project: My latest completed project examines nationwide trends in occupational diversity at the local government level from 1993 through 2009. My next upcoming project will be developing and assigning an inclusiveness score for local government jurisdictions in order to compare them with other jurisdictions in their census tracts.
Recent Publications and papers:
Schlanger, Margo  
*University of Michigan, Law School*  
**E-mail:** mschlan@umich.edu  
**Current Project:** My latest project related to EEO examines the terms of injunctions entered in EEOC cases, looking at a systematic sample of such cases brought between 1996 and 2005. I am one of the investigators on the EEOC Litigation Project, [http://eeoclitigation.wustl.edu/](http://eeoclitigation.wustl.edu/). I also run the Civil Rights Litigation Clearinghouse, [http://clearinghouse.net](http://clearinghouse.net).  
**Recent Publications and papers:**  

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Skaggs, Sheryl  
*University of Texas at Dallas, Sociology*  
**E-mail:** slskaggs@utdallas.edu  
**Current Project:** A project examining the influence of female board members and top executives on financial bottom line of Fortune 500 corporations.  
**Recent Publications and Papers:**  

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Tejani, Sharyn A.  
*Deputy Chief, Employment Litigation Section, Civil Rights Division, Department of Justice*  
**E-mail:** sharyn.tejani@usdoj.gov
Ms. Tejani supervises employment discrimination investigations and litigation, including cases involving the disparate impact of hiring and promotional practices and pay discrimination. Ms. Tejani has served as one of the Department of Justice's representatives to the National Equal Pay Employment Taskforce since joining the Department in November 2010.

Toback, Renee  
Labor Economist, Office of Research, Information & Planning, EEOC (New York District Office)  
E-mail: renee.toback@eeoc.gov  

Tomaskovic-Devey, Donald  
UMASS Amherst, Sociology  
E-mail: tomaskovic-devey@soc.umass.edu  
Current Project: I am developing report cards on the best and worst employers, communities and industries in terms of gender and race/ethnic hiring and segregation  
Recent Publications and Papers:  
Torres, Lisa
Social Science Research Analyst,
Office of Research, Information & Planning, EEOC (San Francisco District Office).
E-mail: lisa.torres@eeoc.gov
Lisa Torres received her PhD from the University of California, Santa Barbara in Organizational Stratification and Research Methodologies. She was a Postdoctoral Fellow at the University of California, Irvine until joining the sociology department at the George Washington University. Her research areas include Institutional Processes for Managing Downsizing and Gender Inequality in Organizations. Her work in Gender, Job Search Outcomes and Social Networks has been published in Gender & Society, Journal of Vocational Behavior and Research in the Sociology of Work. Lisa joined the EEOC in 2010 and is based in San Francisco.

Trindel, Kelly
Social Science Research Analyst, Program Research & Surveys Division, Office of Research, Information & Planning, EEOC
E-mail: kelly.trindel@eeoc.gov
Current Projects: Analysis in support of Title VII and ADA investigations involving criminal background checks, credit checks, and challenged leave policies. Interested in emerging issues including tracking recruitment and applicant screens in HRIS software, alternative methods of race and gender identification and validity and potential for adverse impact in the use of employment credit checks. My academic background is in experimental social psychology, specifically group decision making, independent thinking and creativity.

Unger, Darlene
Youngstown State University, Education
E-mail: ddunger@ysu.edu
Recent Publications and Papers:


Von Schrader, Sarah
Cornell University, School of Industrial and Labor Relations, Employment and Disability Institute
E-mail: sv282@cornell.edu
Current Project: We are currently working on a project using EEO-1 employer data and charge data to examine employer characteristics association with ADA charges. In addition we are beginning work on examining characteristics of ADEA charges and outcomes.

Recent Publications and Papers:


Walls-Dines, Morgan
Social Science Research Analyst, Program Research and Surveys Division, Office of Research, Information and Planning, Los Angeles District Office
E-mail: morgan.wallsdines@eeoc.gov
Current Project: Provides analytic support for systemic investigations of employment discrimination, particularly investigations involving prohibited recruitment and hiring practices and reasonable accommodation policies. I am interested in workforce statistics, specifically in the utilization of Census and EEO-1 data as resources to mitigate the impact of workplace discrimination.

Academic interests include self-esteem as a predictor of self-efficacy within and across race and ethnic groups.
This project will accomplish two tasks. The first is to create an interdisciplinary social science network to advance organizational-level analyses of employment dynamics. The second is to create a mechanism for permanent data archiving and broad scientific access to data products, metadata and confidential source data. The overall goal is to provide large scale data capacity and access to future generations of scientists, policy makers, with information spillovers to citizens and employers.

The research network spanning the social sciences will collaborate in the development and scientific use of data collected by the U.S. Equal Employment Opportunity Commission (EEOC). Since 1966 the EEOC has been collecting panel data on employment patterns from private sector workplaces, unions, state and local governments, and elementary and secondary schools. Collectively these represent the largest and longest collection of organizational panel datasets in the world and are an extraordinary source of data for scientific and policy studies of organizational employment dynamics. The network is expected to result in collaborations on methodological and data quality issues, new research on employment distributions and discrimination, and new opportunities for researchers in multiple scientific areas.

The research network will also create a metadata repository to reduce the barriers to entry for researchers, as well as to open up the use of data in creative ways. Currently, data access restrictions limit the formation of collaborative research networks among scientists. Researchers new to the data typically invent (or reinvent) data management, measurement, and sampling protocols. As a result replication is rare and research programs are individual rather than collective. The project will create a virtual metadata repository to insure that current published work and non-confidential data products are broadly disseminated to the scientific community. The project will also develop plans for the creation of a permanent data archive and research portal to preserve and magnify these scientific synergies. Together the network and virtual metadata repository will generate new connections across currently siloed research communities and will connect the data to entirely new areas of scientific research.

**Broader Impact.** The core contribution of research using the EEOC data is to further our understanding of gender, racial, ethnic, religious, age, disability and sexual orientation employment integration and discrimination. This will be accomplished by encouraging scientific exploration and making data more accessible to both the scientific community and to the public. The broadest impact of the project will be to enhance the public's and policymakers' understanding of the societal and organization processes which lead to diverse workplaces and reductions in discrimination and inequality.
The EEOC Data Portfolio

The 1964 Civil Rights Act created the EEOC and authorized it to collect employment data from private sector workplaces (EEO-1 reports), union apprentice programs (EEO-2 reports), and union run hiring halls (EEO-3 reports). The 1972 Civil Rights Act added data collection on state and local governments (EEO-4 reports), elementary and secondary schools (EEO-5 reports), and colleges and universities (EEO-6 reports). Data continue to be collected every year (EEO-1) or biennially (EEO-3, EEO-4, and EEO-5). Each of the EEO reports has survey data from employers that includes the counts of employees by sex, race, and occupational group. The EEO-5 has better occupation detail as it was designed to reflect the range of detailed occupations found in schools (e.g. elementary math teacher, principle, psychologist, custodian). The EEO-4 has income distributions within occupations. The EEO-3 has counts of union members, applicants, and people referred to jobs. EEO-2 and EEO-6 reports have been discontinued.

**EEO-1 Reports.** The EEO-1 reports are the longest and largest organizational panel data available anywhere in the world. At present there are over 8.7 million workplace observations, with an additional 650,000 plus observations a year. The EEO-1 reports have been used by far the most often and with the most value added of any EEOC data. A series of researchers have used the data as they were originally designed to measure aggregate societal change in employment outcomes (Becker, 1980; Leonard, 1984, 1989; Smith & Welch, 1984; Tomaskovic-Devey et al. 2006). There is also a history of adding contextual data about communities (Adams 1972; Skaggs 2008, 2009; Coleman 2010), industries (McTague et al. 2009; Stainback and Tomaskovic-Devey 2012), lawsuits (Hirsch 2009; Kalev and Dobbin 2006; Skaggs 2008, 2009), and workplace managerial practices (Kalev et al. 2006; Hirsch and Kmec 2009) in order to model endogenous and exogenous change mechanisms. Only recently have researchers used the EEO-1 data to create panel datasets (Huffman, Cohen and Pearlman 2010; Kalev, Dobbin and Kelly 2006; Kurtulus and Tomaskovic-Devey 2011; Stainback and Tomaskovic-Devey 2012) to more formally model organizational change processes. Importantly, all of these analysis datasets, often supplemented with community, industry, firm and workplace data, are unavailable to the research community and many (Adams 1972; Badgett, 1997; Becker, 1980; Leonard, 1984, 1989; Smith & Welch, 1984) no longer exist.

**EEO-3 Reports.** Data collection for the EEO-3 reports of union hiring referrals was also begun in 1966, but at present only data collected since 1998 survive. We can find only three published articles that have used these data and all three relied on published tabulations rather than the original data files. Since union hiring halls are a declining organizational form these data are not likely to have strong use in the future. If the lost historical data still existed, however, it might be very instructive about the intersection of labor supply and union decline, and by extension other forms of organizational decline. Thus this example highlights the profound need to create archives for EEOC collected data.
### EEOC Core Data

<table>
<thead>
<tr>
<th>Data</th>
<th>Population</th>
<th>Identifiers</th>
<th>Survey Began</th>
<th>Survey Years Currently Available</th>
<th>Total N</th>
<th>Latest Year N</th>
</tr>
</thead>
<tbody>
<tr>
<td>EEO-1</td>
<td>Private Sector Workplaces with 100 or more employees, 50 if federal contractor</td>
<td>Workplace Name and Address, Three digit SIC/NAICS, State, County, SMSA; Firm Name</td>
<td>1966</td>
<td>1966, 1971-73, 1975, 1978-2009</td>
<td>8,738,763</td>
<td>665,088</td>
</tr>
<tr>
<td>EEO-3</td>
<td>Local Referral Unions with 100 or more employees. Currently collected biennially.</td>
<td>Union Name, Street Address, County, State</td>
<td>1966</td>
<td>1998-2008</td>
<td>17,198</td>
<td>1401</td>
</tr>
<tr>
<td>EEO-5</td>
<td>All public elementary and secondary school districts with 100 or more employees in the United States. Currently collected biennially.</td>
<td>District Name, Address, State, County, SMSA</td>
<td>1975</td>
<td>1992-2008</td>
<td>53583</td>
<td>7218</td>
</tr>
<tr>
<td>Charge Data</td>
<td>Machine readable summary of all discrimination complaints to the EEOC</td>
<td>Workplace Name and Address, Three digit SIC/NAICS, State, County, SMSA</td>
<td>1966</td>
<td>1990-present</td>
<td>15,470,542</td>
<td>99,947</td>
</tr>
</tbody>
</table>

**EEO-4 Reports.** Since 1974 the EEOC has collected labor force data from state and local governments with 100 or more employees within the 50 U.S. states and the District of Columbia.
The reporting agencies provide information on their employment totals, employees' job category, and salary by sex and race/ethnic groups. Since 1993 the EEO-4 survey is conducted biennially in odd-numbered years. Larger government entities also provide data at the department or function level. These data have been used periodically to describe equal opportunity progress (e.g. Henderson 1978) and pay gaps (e.g. Reese and Warner 2011) in government employment. Margaret Reid, Will Miller (project advisory committee member) and Brinck Kerr have the most sustained contemporary research program using these data. They have explored sex and race based glass ceilings (Reid, Miller and Kerr 2004; Miller, Kerr and Reid 1999), job level sex segregation (Kerr, Miller and Reid 2002), and labor market ethnic competition (Kerr, Miller and Reid 2000). Researchers have less often added contextual data to EEO-4 data, with Census data (e.g. Riccucci and Saidel 1997) and court ordered integration (McCrary 2007) being the only examples we have found to date. As a panel of departments within governments, there are 6.7 million observations with more than 600,000 new observations a year. As a panel of government units it is smaller (366,110 observations, 14,060 new observations a year), but still a substantial data resource. The panel nature of these data have been barely explored (only McCrary 2007). In addition, these data could easily be combined with political data, EEO-1 private sector reports, EEO-5 school reports and Census based data in potentially creative and generative ways.

**EEO-5 Reports.** The EEOC collects labor force data from public elementary and secondary school districts with 100 or more employees within 50 U.S. states and District of Columbia. The reports provide information on their employment totals, employees' job category, and sex and race/ethnic groups as of October 1 of the survey year. The EEO-5 survey is conducted biennially in every even-numbered year. Although these data were mandated to be collected starting in 1974, data survives only since 1992. Even given this loss of the historical record, the current panel contains 53,583 collective observations, and accumulates approximately 7,200 additional observations every two years. These data have considerable detail on the occupational composition of schools and are potentially useful for studying not only sex by race employment patterns but also the changes in the organization of school employment in considerable detail. We have not been able to find published articles using these data, despite their obvious utility in studies of educational inequality focusing on school effects on learning outcomes.

**Charge Data.** Charge data is generated from EEOC investigative case files generated by complaints filed, rather than from surveys, and contains information on the nature of the discrimination complaint (i.e., personnel practice involved in allegation such as hiring, firing, wages, harassment, etc.), characteristics of charging party (e.g. race, sex, disability, age, etc.), applicable federal statute, and the outcome of the EEOC investigation (in favor of charging party or respondent). These data have been used to document the legal outcome of employment discrimination complaints (Neilson and Nelson, 2005) and to gauge the impact of successful discrimination charges on future workplace employment dynamics (Hirsch, and Kornrich 2008; Hirsch, 2009).

The charge data have also been used extensively by a network of researchers linked to Professor Brian McMahon (project advisory board and Professor of Rehabilitation Services, Virginia Commonwealth University) to investigate discrimination under the Americans with Disabilities Act. This is the only research network using EEOC data that we are aware of. Professor
McMahon, who has access to the confidential data, acts as a research hub, producing anonymized data files and specialized estimates for a network of researchers. Since 2003 this network has published 67 refereed journal articles with more than 50 unique authors, and seven dissertations (See supplemental materials for a full list of products). In important ways the success of this network is proof of concept for this proposal. By removing the confidentiality barriers and concentrating and disseminating scientific expertise, in this case via a single individual, a vibrant cumulative research enterprise was made possible. On the other hand there has been no cross-over of the disability related research into economics, sociology or other social sciences that we can discover.

**EEO-2 and EEO-6 Reports.** The EEOC also collected reports from unions on apprenticeship programs from 1967-1972 and from colleges and universities from 1975-1982. In addition to being no longer active surveys the historical data is no longer available at the EEOC.
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Contact information

Project team
Donald Tomaskovic-Devey, Sociology, UMASS Amherst,
E-mail: tomaskovic-devey@soc.umass.edu

Fidan Kurtulus, Economics, UMASS Amherst,
E-mail: fidan@econs.umass.edu

Lee Badgett, Economics and Public Policy, UMASS Amherst,
E-mail: lbadgett@pubpol.umass.edu

Hasmik Hayrapetyan, Project Research Assistant
E-mail: eeodatanet @umass.edu

Project advisory board
Ron Edwards, Office of Research, Information and Planning, EEOC
E-mail: ronald.edwards@eeoc.gov

Elizabeth Hirsh, Sociology University of British Columbia
E-mail: ehirsh@u.washington.edu

Jessica E. Hurley, National EEOC ADA Project, Virginia Commonwealth University
E-mail: hurleyje@vcu.edu

Will Miller, Public Policy University of Illinois, Springfield
E-mail: wmill3@uis.edu

William Rodgers, Economics, Rutgers
E-mail: wrodgers@rci.rutgers.edu