

01/26/2022

DONALD TOMASKOVIC-DEVEY

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Education

Ph.D. 1984 Sociology, Boston University, Boston, MA
B.A. 1979 Sociology, Fordham University, Bronx, New York, Summa Cum Laude

Professional Appointments

Fall 2018 Director, Center for Employment Equity,
Present University of Massachusetts - Amherst
Fall 2005- Professor, Department of Sociology,
Present University of Massachusetts – Amherst
2001-2018 Research Analyst, US Equal Employment Opportunity Commission,
under Intergovernmental Personnel Act appointment
Fall 2006- Chair, Department of Sociology,
Sept 2012 University of Massachusetts - Amherst
Fall 2003- Director of Graduate Programs, Department of Sociology and Anthropology
Summer 2005 North Carolina State University, Raleigh, NC
Spring 1993- Professor, Department of Sociology and Anthropology,
Summer 2005 North Carolina State University, Raleigh, NC
Spring 1988- Associate Professor, Department of Sociology and Anthropology,
Spring 1993 North Carolina State University, Raleigh, NC
Fall 1984- Assistant Professor, Department of Sociology and Anthropology,
Spring 1988 North Carolina State University, Raleigh, NC
Fall 1983- Visiting Assistant Professor, Department of Sociology,
Spring 1984 University of South Carolina, Columbia, SC

Core Collaborations

[Comparative Organizational Inequality Network](#), a sixteen country, 30+ scientist project using Linked Employer-Employee Administrative Data.

[Center for Employment Equity](#), a data visualization and research center focused on U.S. Equal Employment Opportunity Commission data on firm employment diversity and individual employment discrimination charges.

[EEODataNet](#), a collaborative network of researchers working with the U.S. Equal Employment Opportunity Commission.

[Computational Social Science Institute](#), an interdisciplinary hub at the University of Massachusetts, Amherst. Founding member, current steering committee member.

Honors and Awards

Otto Mønstedts Gæsteprofessorat, Copenhagen Business School, Fall 2019, deferred to Spring 2022

2020 Devah Pager Best Paper Award, Inequality, Poverty and Mobility Section of the American Sociological Association.

2020 Max Weber Book Award, Organizations, Occupations, and Work Section of the American Sociological Association.

2020 Outstanding Book Award, Inequality, Poverty and Mobility Section of the American Sociological Association.

Chair, Economic Sociology Section, American Sociological Society, 2019-2020

Visiting Scientist, University of Ljubljana, January 2018

2017 Scott Award for Best Paper (Honorable Mention), Organizations, Occupations and Work Section of the American Sociological Association

Visiting Scientist, Utrecht University, Netherlands, April 2017

Visiting Scientist, Sciences Po, Paris, February-March 2017

Samuel F. Conti Faculty Fellowship, University of Massachusetts, September 2016-August 2017.

Anneliese Maier Research Award, Alexander von Humboldt Foundation, January 2014-December 2018.

2014 Best Paper Award, Inequality, Poverty and Mobility Section of the American Sociological Association.

Finalist 2014 Rosabeth Moss Kanter Award for Excellence in Work-Family Research.

Annual University Lecture, Faculty of History and Sociology, Bielefeld University, Germany, June 2014

Visiting Scientist, Sciences Po, Paris, January 2014

Graduate Student Mentor Award, Sociology, University of Massachusetts, 2013

Cole Lecturer in Contemporary Issues, University of Massachusetts, 2013

Provost's Exceptional Merit Award, University of Massachusetts, 2013, 2015

President, Southern Sociological Association, elected 2012-2013

Visiting Graduate School Professorship, Bielefeld University, Germany, January 2012

Resident Fellow, Rockefeller Bellagio Center, Bellagio Italy, Fall 2010

Visiting Professor, University of Stockholm, Fall 2010

Elected Secretary, American Sociological Association, 2006-2010

Elected Sociological Research Association (honorary society), 2006

Visiting Professor, Faculty of Business, Queensland University of Technology, Brisbane, Australia, 2002-2005

Elected Chair, Organizations, Occupations and Work Section of the American Sociological Association, 2003

Elected, Executive Committee, Southern Sociological Society, 1996-99

Outstanding Social Science Research Award, North Carolina State University, 1989.

Monographs and Edited Books

- Donald Tomaskovic-Devey and Dustin Avent-Holt. 2019. *Relational Inequalities: An Organizational Approach* NY: Oxford University Press.
 Author Meets Critics Sessions: 2019 Southern Sociological Society, Eastern Sociological Society. 2020
Max Weber Book Award, Organizations, Occupations, and Work Section of the American Sociological Association.
2020 Outstanding Book Award, Inequality, Poverty and Mobility Section of the American Sociological Association.
 Podcast: [Relational Inequality Theory](#), The Annex Sociology Podcast.
 Reviews: *American Journal of Sociology*,
- Kevin Stainback and Donald Tomaskovic-Devey. 2012. *Documenting Desegregation: Racial and Gender Segregation in Private Sector Employment since the Civil Rights Act*. NY: Russell Sage Foundation.
 Author Meets Critics Sessions: 2013 Southern Sociological Society, Eastern Sociological Society, Midwest Sociological Association.
 Blog Panel Discussion: June 12th, 2013 [Work In Progress](#). Posts by Julie Kmec, Irene Padavic, Nancy DiTomaso, Elizabeth Gorman, Steve Vallas.
[Firedoglake Book Salon](#), January 27, 2013.
 Reviews: [Law and Politics Book Review](#), American Political Science Association; [Margaret Kimberley's Blog](#), Black Agenda Report, *Contemporary Sociology*, *DuBois Review*, *Administrative Science Quarterly*, *Work, Employment & Society*, *ILR Review*, *American Journal of Sociology*, *The Journal of Economic History*, *Work and Occupations*, *Politics & Policy*
- Donald Tomaskovic-Devey, *Gender and Racial Inequality at Work: The Sources and Consequences of Job Segregation*. 1993. Ithaca, NY: ILR Press.
- Donald Tomaskovic-Devey (editor), 1988. *Poverty and Social Welfare in the United States*. Boulder, CO: Westview Press.
- S. M. Miller and Donald Tomaskovic-Devey, 1983. *Recapitalizing America: Alternatives to the Corporate Distortion of National Policy*. Boston and London: Routledge & Kegan Paul.

Refereed Articles

In Progress

- Andrew Penner, Trond Petersen, Anthony Rainey, István Boza, Marta Elvira, Olivier Godechot, Martin Hällsten, Lasse Henriksen, Are Hermansen, Feng Hou, Aleksandra Kanjuo-Mrčela, Joseph King, Naomi Kodama, Tali Kristal, Alena Křížková, Zoltan Lippényi, Sylvia M. Melzer, Eunmi Mun, Patricia Apascaritei, Dustin Avent-Holt, Nina Bandelj, Gergely Hajdu, Jiwook Jung, Andrea Poje, Hali Sabanci, Mirna Safi, Matthew Soener, Donald Tomaskovic-Devey, Z. Tufail. "Within-Job Gender Pay Inequality in 15 Countries." Revise and Resubmitted *Nature, Human Behavior*.
- Olivier Godechot, Paula Apascaritei, István Boza, Lasse Henriksen, Are Skeie Hermansen, Feng Hou, Naomi Kodama, Alena Křížková, Jiwook Jung, Marta Elvira, Silvia Maja Melzer, Eunmi Mun, Halil Sabanci, Max Thaning, Nina Bandelj, Alexis Baudour, Dustin Avent-Holt, Aleksandra Kanjuo-Mrčela, Zoltán Lippényi, Andrew Penner, Trond Petersen, Andreja Poje, William Rainey, Mirna Safi, Matthew Soener, and Donald Tomaskovic-Devey. 2020. "The

Donald Tomaskovic-Devey

Great Separation Top Earner Segregation at Work in High-Income Countries.” MaxPo Discussion Paper 20/3. Max Planck Sciences Po Center on Coping with Instability in Market Societies, Paris. http://www.maxpo.eu/pub/maxpo_dp/maxpodp20-3.pdf Revise and resubmitted to *American Journal of Sociology*.

Carly van Mensvoort, Donald Tomaskovic-Devey and Tanja van der Lippe, “The impact of female and male managers and their supervisory style on the perceived demanding work climate: a manager-employee linked study across organizations in the European labour market.” Under review *European Journal of Sociology*.

Jasmine Kerrissey, Anthony Rainey, Steven Boutcher, and Donald Tomaskovic-Devey. “Bad Jobs in the Public Sector: Unions, Intersectionality, and the Great Recession.”

Donald Tomaskovic-Devey, Anthony Rainey, Jasmine Kerrissey, Steven Boutcher, “Separate and unequal: Public Sector occupation-establishment segregation and intersectional wage gaps.”

Joseph King, Matthew Mendoza, Andrew Penner, Anthony Rainey, Donald Tomaskovic-Devey, “Are There Within Job Gender Pay Gaps in the United States? An Analysis of Linked Employer-Employee IRS Data, 2005-2015.”

Carol Woodhams, Irawati Parnerkar, Mukunda Sharma, and Donald Tomaskovic-Devey. “Relational Inequalities in UK Surgery: Gender, Race and Closure.”

JooHee Han and Donald Tomaskovic-Devey. “Is the U.S. Tech Industry Becoming More Inclusive? Firm Diversity Trajectories in the 10 Largest Tech Markets 2008-2016.”

Published or Forthcoming

Donald Tomaskovic-Devey and Carly McCann. 2021. “Employment Discrimination Charge Rates: Variation and Sources” *Socius*. <https://doi.org/10.1177/23780231211064389>

Carsten Sauer, Peter Vallet, Safi Shams and Donald Tomaskovic-Devey. 2021. “Claims Making at Work: Status Resources and Opportunity to, Actions toward, and Returns from Wage Negotiations.” *American Sociological Review*. 86 (5): 934-959
<https://doi.org/10.1177/00031224211038507>

Jannes ten Berg and Donald Tomaskovic-Devey. 2021. “Immigrant biased technological change: The effect of new technology implementation on native and non-Western immigrant employment in the Netherlands. *Social Forces*. <https://doi.org/10.1093/sf/soab104>

Annika Wilcox, Steve McDonald, Richard A. Benton, and Donald Tomaskovic-Devey, 2021. “Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks.” *Social Science Research*. <https://doi.org/10.1016/j.ssresearch.2021.102622>

Kayla Preto-Hodge and Donald Tomaskovic-Devey. 2021. “A Tale of Force: Examining Policy Proposals to Address Police Violence.” *Social Currents*.
<https://doi.org/10.1177/23294965211017903>

Donald Tomaskovic-Devey and Silvia Melzer. “The Organizational Production of German Earnings Inequalities.” *PlosOne*. 2020. <https://doi.org/10.1371/journal.pone.0237970>

Donald Tomaskovic-Devey, Anthony Rainey, Dustin Avent-Holt, Nina Bandelj, István Boza, David Cort, Olivier Godechot, Gergely Hajdu, Martin Hällsten, Lasse Folke Henriksen, Are Skeie Hermansen, Feng Hou, Jiwook Jung, Aleksandra Kanujou-Mrčela, Joe King, Naomi Kodama, Tali Kristal, Alena Křížková, Zoltán Lippényi, Silvia Maja Melzer, Eunmi Mun, Andrew Penner, Trond Petersen, Andreja Poje, Mirna Safi, Max T haning, Zaibu Tufail. “Rising between-workplace inequalities in high-income countries.” *Proceedings of the National Academy of Sciences*. 2020. DOI: 10.1073/pnas.1918249117

Dustin Avent-Holt, Anna Hagglund, Lasse Folke Henriksen, Jiwook Jung, Naomi Kadoma, Silvia

Donald Tomaskovic-Devey

- Melzer, Eunmi Mun, Anthony Rainey, and Donald Tomaskovic-Devey, "Occupations, Workplaces or Jobs?: An Exploration of Stratification Contexts Using Administrative Data" *Research in Social Stratification and Mobility*. 2019.
<https://doi.org/10.1016/j.rssm.2019.100456>
- Laurel Smith-Doerr, Sharla Alegria, Kaye Husbands Fealing, Debra Fitzpatrick, and Donald Tomaskovic-Devey. 2019. "Gender pay gaps in US federal science agencies: An organizational approach." *American Journal of Sociology* 125: 534-576. *Sociology* 125, no. 2 (September 2019): 534-576. <https://doi.org/10.1086/705514>
2020 Devah Pager Best Paper Award, Inequality, Poverty and Mobility Section of the American Sociological Association.
- Andreja Poje, Aleksandra Kanujou-Mrčela, and Donald Tomaskovic-Devey. 2019. Equal Pay for Equal Work or Work of Equal Value in Practice: The Case of the Professions of Medical Nurse/Medical Technician, Police Officer, and University Professor." *Teorija in Praksa*. 56,1:134-161.
- Safi Shams and Donald Tomaskovic-Devey, 2019. "Racial and Gender Trends and Trajectories in Access to Managerial Jobs." *Social Science Research*. doi:10.1016/j.ssresearch.2018.12.020
- Dustin Avent-Holt and Donald Tomaskovic-Devey. 2019 "Organizations as the Building Blocks of Social Inequalities" *Sociological Compass*. DOI: 10.1111/soc4.12655.
- Melzer, Silvia Maja, Donald Tomaskovic-Devey, Reinhard Schunck, Peter Jacobebbinghaus. 2018. "A Relational Inequality Approach to First- and Second-Generation Immigrant Earnings in German Workplaces." *Social Forces*. 97: 91–128.
- Hughes, Cresean, Patricia Y. Warren, Eric A. Stewart, Donald Tomaskovic-Devey and Daniel P. Mears. 2017 "Racial Threat, Intergroup Contact, and School Punishment." *Journal of Research in Crime and Delinquency*. DOI: 0022427816689811
- Anja-Kristin Abendroth, Silvia Maja Melzer, Alexandra Kalev, Donald Tomaskovic-Devey. 2017. "Women at Work: Women's Access to Power and the Gender Earning Gap." *Industrial and Labor Relations Review*. 70: 190-222.
- Donald Tomaskovic-Devey and Dustin Avent-Holt, 2016. "Observing Organizational Inequality Regimes" *Research in the Sociology of Work*. 28:187-212.
- Donald Tomaskovic-Devey, Dustin Avent-Holt, Catherine Zimmer, and Sandra Harding. "Profit, Trust, and Contract: Alternative or Complimentary Logics in Market Exchange?" working paper, Social Science Research Network, 2016
- Donald Tomaskovic-Devey, 2015. "Beware Financialization, Attractive and Dangerous, but mostly Dangerous." *Teorija in Praksa (Theory and Practice)*. 52, 3:382-393.
- Donald Tomaskovic-Devey, Ken-Hou Lin, and Nathan Meyers. 2015. "Did Financialization Reduce Economic Growth?" *Socio-Economic Review*. 13, 3: 525-548.
- Donald Tomaskovic-Devey, Martin Hällsten, and Dustin Avent-Holt. 2015. "Where do Immigrants Fare Worse? Modeling Workplace Wage Gap Variation with Longitudinal Employer-Employee Data." *American Journal of Sociology*. 120:1095-1143.
Honorable mention Scott (best paper) award Occupations, Organizations and Work Section of the American Sociological Association, 2017.
- Donald Tomaskovic-Devey. 2014. "The Relational Generation of Workplace Inequalities." *Social Currents*. 1:51-73.
- Dustin Avent-Holt and Donald Tomaskovic-Devey. 2014. "A Relational Theory of Earnings Inequality." *American Behavioral Scientist*. 58:379-399.
- Donald Tomaskovic-Devey and Ken-Hou Lin. 2013. "Financialization: Causes, Inequality

Donald Tomaskovic-Devey

- Consequences, and Policy Implications.” *North Carolina Banking Institute*. 18:167-194.
- Ken-Hou Lin and Donald Tomaskovic-Devey. 2013. “Financialization and US Income Inequality, 1970-2008.” *American Journal of Sociology*. 118: 1284-1329.
Best paper award Inequality, Poverty and Mobility Section of the American Sociological Association, 2014.
- Donald Tomaskovic-Devey. 2013. “What Might a Labor Market Look Like?” *Research in the Sociology of Work*. 24:45-80.
- Ayşe Yetis-Bayraktar, Michelle Budig, and Donald Tomaskovic-Devey. 2013. “From the Shop Floor to the Kitchen Floor: Maternal Occupational Complexity and Children’s Reading and Math Skills.” *Work and Occupations*. 40:37-64.
Finanalist 2014 Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
- Dustin Avent-Holt and Donald Tomaskovic-Devey, 2012. “Relational Inequality: Gender Earnings Inequality in US and Japanese Manufacturing Plants in the Early 1980s.” *Social Forces*. 91: 157-180.
- Fidan Kurtulus and Donald Tomaskovic-Devey, 2012. “Do Female Top Managers Help Women to Advance? A Panel Study Using EEO-1 Records” *Annals of the American Academy of Political and Social Science*. 639: 173:197.
- Patricia Y. Warren, Eric A. Stewart, Donald Tomaskovic-Devey and Mar Gertz. 2012. “White's Residential Preferences: Reassessing the Relevance of Criminal and Economic Stereotypes.” *Race and Justice*. 2:231-249.
- Donald Tomaskovic-Devey, 2011. “The Politics and Practice of Sociology in the Courts.” *Sociological Methods & Research*. 40:621-634.
- Donald Tomaskovic-Devey and Ken-Hou Lin. 2011. “Economic Rents and the Financialization of the US Economy.” *American Sociological Review*. 76:538-559.
- Kevin Stainback, Donald Tomaskovic-Devey, and Sheryl Skaggs. 2010. “Organizational Approaches to Inequality: Inertia, Relative Power, and Environments.” *Annual Review of Sociology*. 36: 225-247
- Dustin Avent-Holt and Donald Tomaskovic-Devey 2010. “The Relational Basis of Inequality: Generic and Contingent Wage Distribution Processes.” *Work and Occupations*. 37:162-19.
- Kevin Stainback and Donald Tomaskovic-Devey, 2009. “Intersections of Power and Privilege: Long-Term Trends in Managerial Representation.” *American Sociological Review*. 74:800-820.
- Donald Tomaskovic-Devey and Patricia Warren. 2009. “Explaining and Eliminating Racial Profiling.” *Contexts*. 8:34-39.
Reprinted in Susan J. Ferguson (ed.) 2013. *Race, Gender, Sexuality, and Social Class: Dimensions of Inequality*. Sage Press.
- Donald Tomaskovic-Devey, Dustin Avent-Holt, Catherine Zimmer and Sandra Harding, 2009. “The Categorical Generation of Organizational Inequality: A Comparative Test of Tilly’s Durable Inequality.” *Research in Social Stratification and Mobility*. 27:128-142.
- McTague, Tricia, Kevin Stainback, and Donald Tomaskovic-Devey, 2009. “Organizational Response to Institutional Pressures for Equal Employment Opportunity since the Civil Rights Act of 1964.” *Social Forces*. 87:1499-1527.
- Warren, Patricia and Donald Tomaskovic-Devey, 2009. “Racial Profiling and Searches: Did the Politics of Racial Profiling Change Police Behavior?” *Criminology and Public Policy*. 8:343-369.
- Choi, Seunghee, Jeffrey Leiter and Donald Tomaskovic-Devey. 2008. “Contingent Autonomy: Technology, Bureaucracy and Relative Power in the Labor Process.” *Work and Occupations*.

- 35:422-455.
- Yucel, Recai.M., Hong Ding, Ali K. Uludag, and Donald Tomaskovic-Devey, 2008. Multiple imputation in multiple classification and multiple-membership structures. In *Proceedings of the Section on Bayesian Statistical Science of the American Statistical Association*.
- Donald Tomaskovic-Devey and Kevin Stainback. 2007. "Discrimination and Desegregation: Equal Opportunity Progress in U.S. Private Sector Workplaces Since the Civil Rights Act." *The Annals of the American Academy of Political and Social Science*. 609:49-84.
- Donald Tomaskovic-Devey, Cynthia Wright, Ron Czaja, and Kirk Miller. 2006. "Self-Reported Speeding Behaviors: Results from a North Carolina Reverse Record Check." *Journal of Quantitative Criminology*. 22:279-297.
- Donald Tomaskovic-Devey, Catherine Zimmer, Kevin Stainback, Corre Robinson, Tiffany Taylor, and Tricia McTague, 2006. "Documenting Desegregation: Segregation in American Workplaces by Race, Ethnicity, and Sex 1966-2000." *American Sociological Review*. 71:565-588.
- Patricia Warren, Donald Tomaskovic-Devey, Marcinda Mason, William Smith, and Matthew Zingraff. "Driving While Black: Bias Processes and Racial Disparity in Police Stops." *Criminology*. 44:709-738, 2006. Reprinted in *Race, Ethnicity, and Policing: New and Essential Readings*, 2010 Edited by Stephen Rice, Michael D. White, Robin S. (INT) Engel. New York: NYU Press.
- Vincent Roscigno, Donald Tomaskovic-Devey, and Martha Crowley, 2006. "Education and the Inequalities of Place." *Social Forces*. 84:2121-2145
- Donald Tomaskovic-Devey, Melvin Thomas and Kecia Johnson, 2005. "Race and the Accumulation of Human Capital Across the Career: A Theoretical Model and Fixed Effects Application." *American Journal of Sociology*. 111:58-89.
- Kevin Stainback, Corre Robinson, Donald Tomaskovic-Devey, 2005. "Race and Workplace Integration: A Politically Mediated Process?" *American Behavioral Scientist*. 48:1200-1229.
- Corre L. Robinson, Tiffany Taylor, Donald Tomaskovic-Devey, Cathy Zimmer, and Matthew Irvin, 2005 "Studying Race and Sex Segregation at the Establishment-Level: Methodological Concerns and Substantive Opportunities in the Use of EEO-1 Data." *Work & Occupations*. 32:5-38.
- Donald Tomaskovic-Devey, Marcinda Mason and Matthew Zingraff, 2004. "Looking for the Driving While Black Phenomena: Conceptualizing Racial Bias Processes and their Associated Distributions." *Police Quarterly*. 7:3-29.
- Donald Tomaskovic-Devey and Sheryl Skaggs, 2002 "Sex Segregation, Labor Process Organization and Gender Earnings Inequality." *American Journal of Sociology*. 108:102-128.
- Donald Tomaskovic-Devey and Sheryl Skaggs. 2001. "Does Bureaucratization Create Gender Segregated Jobs?" *Kolner Zeitschrift fur Soziologies und Sozialpsychologie*. 41:308-331.
- Donald Tomaskovic-Devey and Sheryl Skaggs, 1999. "Degendered Jobs?: Organizational Processes and Gender Segregated Employment." *Research in Social Stratification and Mobility*. 17:139-172.
- Donald Tomaskovic-Devey and Sheryl Skaggs, "Workplace Gender and Racial Composition and Productivity: An Establishment Level Test of the Statistical Discrimination Hypothesis." *Work & Occupations*. 26:422-445. 1999.
- Donald Tomaskovic-Devey and Vincent Roscigno, "Uneven Development and Local Inequality in the U.S. South: The Role of Outside Investment, Landed Elites, and Racial Dynamics." *Sociological Forum*. 12:565-597. 1997

Donald Tomaskovic-Devey

- Donald Tomaskovic-Devey and Vincent Roscigno, "Racial Economic Subordination and White Gain in the U.S. South." *American Sociological Review*. 61:565-589, 1996.
- Donald Tomaskovic-Devey, Jeffrey Leiter, and Shealy Thompson, "Item Non-Response in Organizational Surveys." *Sociological Methodology*. 25:77-111, 1995.
- Cynthia Anderson and Donald Tomaskovic-Devey, "Patriarchal Pressures: An Exploration of Organizational Processes that Exacerbate and Erode Gender Inequality." *Work and Occupations*. 22:328-356, 1995.
- Donald Tomaskovic-Devey, Jeffrey Leiter, and Shealy Thompson, "Organizational Survey Nonresponse." *Administrative Science Quarterly*. 39:439-457, 1994.
- Vincent Roscigno and Donald Tomaskovic-Devey, "Racial Politics in the Contemporary South: Toward a More Critical Understanding." *Social Problems*. 41:585-607, 1994.
- Donald Tomaskovic-Devey, "The Gender and Race Composition of Jobs and the Male/Female, White/Black Pay Gaps." *Social Forces*. 92:45-76, 1993.
- Donald Tomaskovic-Devey and Barbara J. Risman, "Telecommuting Innovation and Organization: A Contingency Theory of Labor Process Change." *Social Science Quarterly* 74:367-385, 1993.
- Donald Tomaskovic-Devey, "Labor Process Inequality and the Gender and Race Composition of Jobs." *Research in Social Stratification and Mobility*. 12:215-248, 1993.
- Rosemary Ritzman and Donald Tomaskovic-Devey, "Life Chances and Support for Equity and Equality as Normative and Counternormative Distribution Rules." *Social Forces* 70:745-764, 1992.
- Sara Curran and Donald Tomaskovic-Devey, "Uneven Development in North Carolina?: Job Quality Differences Between Local and Outside Firms." *Rural Sociology* 56:680-696, 1992.
- Donald Tomaskovic-Devey, "A Structural Model of Poverty Creation and Change: Political Economy, Local Opportunity and U.S. Poverty, 1959-1979." *Research in Social Stratification and Mobility* 10:289-324, 1991.
- Michael Calloway and Donald Tomaskovic-Devey, "Does Class Matter?" The Relationship Between Objective Class Position and Political Ideology" *Journal of Political and Military Sociology*, 17:241-262, 1989.
- Larry Solomon, Donald Tomaskovic-Devey and Barbara J. Risman, "Sex Differences in Support of Nuclear Power: The Case of Shearon-Harris". *Sex Roles*, 21:401-414, 1989.
- Barbara J. Risman and Donald Tomaskovic-Devey, "The Social Construction of Technology: Microcomputers and the Organization of Work." *Business Horizons*, 32:71-75, 1989.
- Barbara Tomaskovic-Devey and Donald Tomaskovic-Devey, "The Social Structural Determinants of Ethnic Group Behavior: Single Ancestry Rates Among Four White American Ethnic Groups." *American Sociological Review*, 53:650-659, 1988.
- Donald Tomaskovic-Devey, "Poverty and the Structure of Opportunity: A Theoretical Discussion and Empirical Example." *Rural Sociology*, 52:56- 74, 1987.
- Barbara J. Risman and Donald Tomaskovic-Devey, "Technology as a Social Construct: The Impact of Telecommuting on Family Roles." *Family Perspectives*, Vol. 19, 4:239-250, 1985.
- Donald Tomaskovic-Devey, "Economic Segmentation, Worker Power and Status Attainment: A Methodological Critique." *American Journal of Sociology* 89:444-446, 1983.
- S. M. Miller and Donald Tomaskovic-Devey, "A Framework for New Progressive Coalitions." *Social Policy* 13, 4:8-15, Spring, 1983.
- Donald Tomaskovic-Devey and S. M. Miller, "Can High-Tech Provide the Jobs?" *Challenge: The Journal of Post-Keynesian Economics*, May/June: 57-63, 1983.
- Donald Tomaskovic-Devey and J. B. McKinley, "Bailing Out the Banks: The United States and

Donald Tomaskovic-Devey

Private International Debt." *Social Policy* 11, 4:8-17, 1981.

S. M. Miller and Donald Tomaskovic-Devey, "A Critical Look at Reindustrialization." *Social Policy* 11, 4:5-7, 1981. Reprinted in McClelland, P. (ed.), *Introductory Macro-economics*, 1981 (Ithaca, NY: Cornell University Press).

Book Chapters

- Donald Tomaskovic-Devey, Arne Kalleberg, Peter Marsden, "Organizational Patterns of Gender Segregation" in Arne Kalleberg, Peter Marsden, Joe Spaeth and David Knoke (eds.) *Organizations in America: Analyzing Their Structures and Human Resource Practices*. Thousand Oaks, CA: Sage Press, 1996.
- Donald Tomaskovic-Devey, "The Gender Earnings Gap: Human Capital, Statistical Discrimination and Job Sex Composition Explanations." In Jerry A. Jacobs (ed.) *Sex Segregation at Work*. Thousand Oaks, CA: Sage Press, 1994.
- Len Bloomquist, Donald Tomaskovic-Devey, Christina Gringeri, Cynthia Trulove, "Work Structures and Rural Poverty." In Gene Summers (ed.) *Persistent Poverty in Rural America*. Boulder, Co: Westview Press, 1993.
- S.M. Miller and Donald Tomaskovic-Devey, "Targeting Processes." In John Stanfield III and Pat Takach (eds.) *Research in Social Policy, Vol II*. Greenwich, CT: JAI, 1990.
- Donald Tomaskovic-Devey, "Market Concentration and Structural Power as Sources of Industrial Productivity." In George Farkas and Paula England (eds.), *Industries, Firms and Jobs: Sociological and Economic Approaches*. NY: Plenum Press, 1988; reprinted NY: Aldine deGruyter, 1994.
- Donald Tomaskovic-Devey, "Poverty and Social Welfare in the United States." In Donald Tomaskovic-Devey (ed.), *Poverty and Social Welfare in the United States*. Boulder CO: Westview Press, 1988.
- Donald Tomaskovic-Devey, "Industrial Structure, Relative Labor Power and Poverty Rates." In Donald Tomaskovic-Devey (ed.), *Poverty and Social Welfare in the United States*. Boulder CO: Westview Press, 1988.
- Donald Tomaskovic-Devey, "Poverty, Policy and Politics: Implications of the Research Findings For Social Welfare Action." In Donald Tomaskovic-Devey (ed.) *Poverty and Social Welfare in the United States*. Boulder CO: Westview Press, 1988.
- S. M. Miller, Barbara Tomaskovic-Devey, and Donald Tomaskovic-Devey, "Capitalism, Welfare State Theory and the Neo-Marxists." A. G. Zdravomyslov (ed.), *Developments in Marxist Sociological Theory: Modern Social Problems and Theory*. Beverly Hills: Sage Press, 1986.
- Donald Tomaskovic-Devey, "The Protestant Ethic, the Christian Right and the Spirit of Recapitalization." In Stephen Johnson and Joseph Tammey (eds.), *Religion and Politics in the U. S.* Boulder, Colorado: Westview Press, 1986.
- Donald Tomaskovic-Devey, "Poverty and the Structure of Opportunity in South Carolina." In L. Abramczyk and K. Kuehner (eds.), *Poverty and Deprivation in South Carolina*, Columbia, S.C.: South Carolina Institute on Poverty and Deprivation, 1985.
- Donald Tomaskovic-Devey and S. M. Miller, "Business Rationality and Barriers to Recapitalization." In Ivan Sylenyi (ed.), *Cities in Crisis*. Beverly Hills: Sage Press, 1985.
- Donald Tomaskovic-Devey and S. M. Miller, "Recapitalizing: The Basic U.S. Urban Policy of the 1980's." In N. Fainstein and S. Fainstein (eds.), *Urban Policy Under Capitalism*. Beverly Hills: Sage Press, 1982.

Donald Tomaskovic-Devey

- S. M. Miller, Barbara Tomaskovic-Devey, and Donald Tomaskovic-Devey, "Pilot and Demonstration Projects as Political Events." In Stanislaus Kennedy (ed.), *Poverty in Ireland.*, Dublin: Forno Press, 1982.
- S.M. Miller and Donald Tomaskovic-Devey, "Moving Beyond Reaganism and Liberalism." In Alan Gartner, Colin Greer and Frank Riessman. (eds.) *What Reagan is Doing to Us.* NY: Harper & Row, 1981.

Policy Papers/Reports

- JooHee Han and Donald Tomaskovic-Devey. [Is Tech Sector Diversity Improving?](#) January 2022. Center for Employment Equity, University of Massachusetts, Amherst
- Donald Tomaskovic-Devey and Carly McCann. [Who Files Discrimination Charges?](#) July 2021. Center for Employment Equity, University of Massachusetts, Amherst
- Carly McCann and Donald Tomaskovic-Devey. [Pregnancy Discrimination in the Workplace.](#) May 2021. Center for Employment Equity, University of Massachusetts, Amherst
- Donald Tomaskovic-Devey, Lee Badgett, and Fidan Kurtulus. [Equal Employment Opportunity Biden/Harris Transition White Paper.](#) December 2020. Center for Employment Equity, University of Massachusetts, Amherst
- Caroline Pryor and Donald Tomaskovic-Devey. [How COVID Exposes Healthcare Deficits for Black Workers.](#) Center for Employment Equity and UMass Labor Center, University of Massachusetts. August, 2020
- Clare Hammonds, Jasmine Kerrissey & Donald Tomaskovic-Devey. [Stressed, Unsafe, and Insecure: Essential Workers Need A New, New Deal.](#) Center for Employment Equity and UMass Labor Center, University of Massachusetts. June, 2020.
- Elizabeth Hirsh and Donald Tomaskovic-Devey. [Metrics, Accountability and Transparency: A Simple Recipe to Increase Diversity and Reduce Bias.](#) Kellogg Foundation, What Works Project. Center for Employment Equity, University of Massachusetts. 2020.
- Donald Tomaskovic-Devey, Rodrigo Dominguez-Villegas & Eric Hoyt. [The COVID-19 Recession: An Opportunity to Reform our Low Wage Economy?](#) Center for Employment Equity, University of Massachusetts. March, 2020.
- J.D. Swerzenski, Donald Tomaskovic-Devey & Eric Hoyt. [Where Are the Hispanic Executives?](#) The Conversation. January, 2020
- Rodrigo Dominguez-Villegas and Donald Tomaskovic-Devey. [Top Issues for Latino Voters in Swing States for the 2020 Election.](#) Center for Employment Equity, University of Massachusetts. March, 2020.
- Donald Tomaskovic-Devey & Eric Hoyt. [Race, States, and the Mixed Fate of White Men.](#) Center for Employment Equity, University of Massachusetts. January, 2019
- Carly McCann and Donald Tomaskovic-Devey. [Sexual Harassment at Work: An Analysis of Five Years of Discrimination Complaints to the U.S. Equal Employment Opportunity Commission.](#) Center for Employment Equity, University of Massachusetts. Published December 2018.
- Donald Tomaskovic-Devey and Joo-Hee Han. [Is Silicon Valley Tech Diversity Possible Now?](#) Center for Employment Equity, University of Massachusetts. Published July 2018.
- Donald Tomaskovic-Devey, Karen Brummond, Joo-Hee Han, Skylar Davidson. [Private Sector Industry Disparities: A Report on Evidence of Systemic Disparities for Women, African](#)

Donald Tomaskovic-Devey

[Americans, Hispanics, Asians and Native Americans](#), Prepared for the EEODataNet.

Published June 2016.

- Donald Tomaskovic-Devey, Karen Brummond, Joo-Hee Han, Skylar Davidson. Gender Disparity among Information Technology Firms. Presented to the EEOC, March 2016.
- Donald Tomaskovic-Devey, Karen Brummond, Skylar Davidson. "Industry Gender Disparities: A Preliminary Report on Evidence of Systemic Bias in the Private Sector." Prepared for the U.S. Equal Employment Opportunity Commission. Presented to the EEOC May 2015.
- Donald Tomaskovic-Devey, Karen Brummond, Skylar Davidson. "Firm Gender Disparities: A Preliminary Report on Evidence of Systemic Bias in the Private Sector." Prepared for the U.S. Equal Employment Opportunity Commission. Presented to the EEOC May 2015.
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- William Smith, Donald Tomaskovic-Devey, Matthew Zingraff, Marcinda Mason, Patricia Warren, Cynthia Pfaff Wright. "The North Carolina Highway Traffic Study." Final report to the National Institute of Justice under grant 1999-MU-CX-0022. July 2003.
- Matthew Zingraff, William Smith and Donald Tomaskovic-Devey, "North Carolina Highway Traffic and Patrol Study: "Driving While Black." *The Criminologist*, 25,3:1-4, 2000
- Donald Tomaskovic-Devey and Vincent Roscigno, *North Carolina School Funding Inequality and Educational Achievement*, North Carolina Quality of Life Project, Volume 1, Issue 2, February 1998. Reprinted in *Journal of Common Sense*, January 1999.
- Donald Tomaskovic-Devey and Jacqueline Johnson, *Southern Rural Economic Development and the Branch Plant/Local Firm Development Options*. Report to the Southern Rural Development Center, 1996.
- Donald Tomaskovic-Devey, "Jobs Not Occupations." Newsletter of the Organizations and Occupations Section of the American Sociological Association." Winter-Spring, 1995, page 2-4.
- Donald Tomaskovic-Devey, *Race, Ethnic and Gender Earnings Inequality: The Sources and Consequences of Employment Segregation*. Report to the Glass Ceiling Commission, U.S. Department of Labor, 1994.
- "Work Structures and Rural Poverty" White Paper for the Rural Sociological Society Task Force on Persistent Rural Poverty. Working group members: Leonard Bloomquist, Christina Gringeri, Donald Tomaskovic-Devey, and Cynthia Truelove. July 1992.
- Donald Tomaskovic-Devey, *Sundown on the Sunbelt? Growth Without Development in the Rural South*. Report to the Ford Foundation, 1991, Aspen Institute, Washington, D.C..
- "Back to the Future? Human Resources and Economic Development Policy for North Carolina." (with Rosemary Ritzman) Policy Paper, Distributed 1990.
- "Employment Centered Growth" (with S.M.Miller). *Social Policy* 13, 2:11, 1982.

Review Essays/Symposia

- Donald Tomaskovic-Devey. ["The COVID-19 Pandemic: Normal Accidents and Cascading System Failures."](#) *Footnotes*. 2020 48,3:25-26.
- Donald Tomaskovic-Devey. 2018. "Thinking like a sociologist about earnings inequalities." *Contemporary Sociology*. 47: 656-659.

Donald Tomaskovic-Devey

- Donald Tomaskovic-Devey. 2018, "When Discrimination Goes to Court." *Context*. 17: 56-58
- Donald Tomaskovic-Devey with Nina Bandelj, Irene Boeckmann, Istvan Boza, David Cort, Dustin Avent-Holt, Olivier Godechot, Gergely Hajdu, Martin Hallsten, Lasse Folke Henriksen, Andrea Hense, Are-Skeie Hermansen, Joon Han, Feng Hou, Jiwook Jung, Aleksandra Kanjuro-Mrčela, Joseph King, Naomi Kodama, Alena Krizkova, Zoltan Lippenyi, Silvia Maja Melzer, Eunmi Mun, Andrew Penner, Trond Petersen, Andreja Poje, Anthony Rainey, Mirna Safi, and Zaibu Tufail. 2017. "The Comparative Organizational Inequality Network: Toward an Economic Sociology of Inequality." *economic sociology: the european electronic newsletter*. 19 (1) November.
- Donald Tomaskovic-Devey and Dustin Avent-Holt, 2014. "What Is Still Missing? The Relational Context of Inequality" *Socio-Economic Review*. 12:609-636.
- Donald Tomaskovic-Devey, 2004. "(In)Dignities at Work and the Sociological Project" a Review Symposium of Randy Hodson's *Dignity at Work*, *Contemporary Sociology* 33:4-20.
- S. M. Miller and Donald Tomaskovic-Devey, 1981. "Poverty." *The British Journal of Sociology* 32, 2:266-274.
- S. M. Miller and Donald Tomaskovic-Devey, 1980. "The Determinants of Jencks." *American Journal of Education* 89, 1:86-97.

Blog Entries/Opinion Pieces/Podcasts

- Donald Tomaskovic-Devey, Carly McCann, and J.D. Swerzenski. [63% of workers who file an EEOC discrimination complaint lose their jobs](#). The Conversation. July 2021.
- Donald Tomaskovic-Devey. [Engaging White Men and Middle Managers in DEI](#). HRLABS, March 2021.
- Donald Tomaskovic-Devey. [Ethics Talk: Plight of Workers in Low Wage Jobs and COVID-19](#). AMA Journal of Ethics. February 15, 2021.
- Donald Tomaskovic-Devey. [Conditions of Work, the State of Workers, and Prospects for Change this Labor Day](#). This Week in Sociological Perspective. September 2020.
- Donald Tomaskovic-Devey and Anthony Rainey. [The coin project and rising between workplace inequalities](#). Work in Progress Blog. September, 16, 2020.
- Jasmine Kerrissey, Clair Hammond and Donald Tomaskovic-Devey. [Black and Latino essential workers experience greater safety concerns than their white counterparts](#). The Conversation. August 2021.
- Donald Tomaskovic-Devey, Eric Hoyt, J.D. Swerzenski and Rodrigo Dominguez-Villegas. [How the coronavirus recession puts service workers at risk](#). The Conversation. April 2020.
- J.D. Swerzenski, Donald Tomaskovic-Devey & Eric Hoyt. [Where Are the Hispanic Executives?](#) The Conversation. January, 22, 2020.
- Dustin Avent-Holt and Donald Tomaskovic-Devey. [Relational Inequality Theory](#), The Annex Sociology Podcast. November 2019.
- Donald Tomaskovic-Devey. [The EEOC should continue to collect pay data](#). *Law360*, November 19, 2019.
- Dustin Avent-Holt and Donald Tomaskovic-Devey. [Rising and falling inequalities: a relational approach](#). Work in Progress Blog, October 14, 2019.
- Katherine Chen interview with Dustin Avent-Holt and Donald Tomaskovic-Devey. [Don't be afraid to push big, bold projects" and "be brave and patient" orgtheory.net](#). September 15, 2019
- Dustin Avent-Holt and Donald Tomaskovic-Devey. [The relational turn in the study of inequalities](#)

Donald Tomaskovic-Devey

- [and organizations. orgtheory.net](#). September 5, 2019.
- Donald Tomaskovic-Devey and Eric Hoyt. [Why Trump’s stoking of white racial resentment is effective – but makes all working-class Americans worse off](#). The Conversation. July 2019.
- Donald Tomaskovic-Devey and Eric Hoyt. [Race, States, and the Mixed Fate of White Men](#). January, 2019.
- Carly McCann and Donald Tomaskovic-Devey. [Nearly all sexual harassment at work goes unreported – and those who do report often see zero benefit](#). The Conversation. December 2018.
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- Donald Tomaskovic-Devey and Dustin Avent-Holt. [“Bringing the firm back in, empirically this time.”](#) Work in Progress Blog. April 25, 2017
- Donald Tomaskovic-Devey, [“The rise of financialization has led to lower living standards and reduced growth in the U.S.”](#) London School of Economics, Daily American Blog. June 12, 2015. Cross-posted on Institute for New Economic Thinking and Work in Progress Blogs.
- Donald Tomaskovic-Devey, [“Terraforming Economics.”](#) Work in Progress Blog. May 18, 2015
- Kevin Stainback and Donald Tomaskovic-Devey, [“Your Firm Probably Isn’t an Equal Opportunity Employer.”](#) Harvard Business Review Blog. June 19, 2013.
- Donald Tomaskovic-Devey, [Kalleberg’s Good Jobs, Bad Jobs.](#)” Work in Progress. April, 1, 2012.
- Donald Tomaskovic-Devey, [“Financialization and Income Inequality”](#) Work in Progress. November 9, 2011.
- Donald Tomaskovic-Devey [“Occupy Wall Street and Redistribute Income?”](#) Work in Progress. October, 26, 2011.
- Donald Tomaskovic-Devey. [“Bank Profits Are the Problem, Not the Solution”](#) Huffington Post, September 8, 2010.

Encyclopedia Entries

- Donald Tomaskovic-Devey, “Organizational Wage Inequality.” *Sociology of Work*. Edited by Vicki Smith. Sage Press, 2013.
- Donald Tomaskovic-Devey, “Discrimination, Wage by Occupation.” *International Encyclopedia of the Social Sciences, 2nd Edition*, 2008.

Books Reviewed

- Karen Williamson Pedrick and Sandra Arnold Scham. *Inside Affirmative Action: The Executive Order That Transformed America’s Workforce*. Routledge. 2019. Labor: Studies in Working Class History. 17:126-127
- Leslie McCall. *The Undeserving Rich: American Beliefs about Inequality, Opportunity, and Redistribution*. Cambridge University Press. *Sociological Forum*. 2015. 30: 875-880.
- Samuel Lucas. Just Who Loses?: Discrimination in the United States, Volume 2. Temple University Press. *Contemporary Sociology*. 2015, 44 (2), 229-232
- Enrique Fernandez-Macias, John Hurley and Donald Stone (eds.) *2012 .Transformation of the Employment Structure in the EU and USA, 1995-2007*. London: Palgrave MacMillan. *Contemporary Sociology*. 43:526.
- Frank Dobbin, 2010. *Inventing Equal Opportunity*. Princeton University Press. *American Journal of Sociology*, 116:1046-1052.

Donald Tomaskovic-Devey

- Douglas Massey, 2009. *Categorically Unequal: The American Stratification System*. Russell Sage Press. *American Journal of Sociology*. 114:1233-1235.
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- William Falk and Tom Lyson. 1989. *Research in Rural Sociology and Development: Rural Labor Markets*. Greenwich, CT: JAI Press. *Contemporary Sociology*, 19:556-57, 1990.
- Goran Therborn. 1986. *Why Some Peoples Are More Unemployed Than Others*. London: Verso Press. *Contemporary Sociology*, 16, 6:802-83, 1987.
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- Russell L. Ackoff, Paul Broholm, Roberta Snow. 1984. *Revitalizing Western Economies*. San Francisco: Jossey Bass. *Contemporary Sociology*, Vol. 15, 3, 1986.
- H. Paul Chalfant. 1988. *Sociology of Poverty in the United States*. Boulder, CO: Westview Press. *Contemporary Sociology*, Vol. 15, 4, 1986.

Selected Presentations (since 2010)

- “Relational Inequalities” (with Dustin Avent-Holt). Comparative Research Workshop, Sociology, Yale University. February 2015; Fathers in Work Organizations Conference, Bielefeld University, March 2015; University of Southern California, March 2018; Washington University, November 2017; University of North Carolina, Chapel Hill October 2018; North Carolina State University, October 2018; University of Texas, Austin 2019; Princeton University October 2019; Duke University, August 2020; University of Connecticut, Brown University, New York University, September 2020.
- “Is Diversity in Tech Possible Now?” (with JooHee Han), Pathways to Gender Equality, American University, October 2018.
- “Center for Employment Equity: Firm Diversity and Discrimination Data Workshop” (with Steve Boucher) Mind to Mind Conference, Stanford University, October 2017; Eastern Sociological Society, February 2018; Southern Sociological Society, April 2018
- “Producing Inequalities: The workplace generation of earnings inequalities in thirteen high income

Donald Tomaskovic-Devey

- countries.” (with the COIN network). Stratification Workshop, University of Haifa, March 2018; University of California, Riverside, March 2018; University of Illinois, Urbana November 2018, COIN Network Meeting, Paris January 2018
- “What Works? Internal and External Mechanisms for Equal Opportunity.” Radcliff Institute Conference, April 2018; EEODataNet Conference. EEOC Headquarters, June 16-17, 2016
- “(big) data tools for the EEOC enforcement tool kit.” EEODataNet Conference. EEOC Headquarters, June 16-17, 2016
- “The Organizational Production of German Earnings Inequalities” (with Silvia Melzer) Society for the Advancement of Socio-Economics, London, July 2015; University of Texas, Austin, October 2015; The Wharton School of Business, University of Pennsylvania, October 2015; Inequality Seminar, Department of Sociology, Columbia University, January 2016; OrgNets Seminar University of Massachusetts, Amherst, March 2016; Sciences Po, February 2017; IZA Institute of Labor Economics, April 2017.
- “Can we add (big) data tools to the EEO enforcement tool kit?” EEODataNet Conference, U.S. Equal Employment Opportunity Commission, May 2015.
- “Data Based Diagnoses of Racially Biased Policing.” EEODataNet Conference, U.S. Equal Employment Opportunity Commission, May 2015.
- “What Works? Internal and External Mechanisms for Equal Opportunity.” Gender and Work Symposium, Harvard Business School, April 2015.
- “Generating Organizational Inequalities.” ICOS Seminar, Ross School of Business, University of Michigan, November 2014.
- “The Value of Women’s Work in Science Policy: Occupational Sex Segregation in US Science Agencies and Effects on Pay, 1994-2008.” American Sociological Association Annual Meeting, San Francisco, August 2014.
- “Did Financialization Decrease Production?” Juan March Institute, Financialization and its Consequences, Madrid, Spain, June 2014
- “Relational Inequality: A Model for Investigating Workplace Inequality.” University Lecture, Bielefeld University, June 2014.
- “Generating Inequalities: Understanding and Studying Workplaces as Networks of Relational Power” WZB Berlin Social Science Center, Methodological Innovations in Inequality and Social Policy Research Conference, Berlin, Germany May 2014.
- “Income Inequality and the Financialization of the US Economy.” American Sociological Association Annual Meeting, August 2013.
- ”Organizational Dynamics and Inequality.” Presidential Panel, American Sociological Association Annual Meeting, August 2013.
- “Documenting Desegregation” U.S. Equal Employment Opportunity Commission Annual Conference, Denver, Co, August 2013; U.S. Equal Employment Opportunity Commission, Washington, DC, May 2013; Georgia State University, October 2012.
- “Generating Inequality: Relations, Organizations, Institutions” Presidential Address, Southern Sociological Society, April 2013.
- “What Might a Labor Market Look Like?” Computational Social Science Mini-Conference, University of Massachusetts, Amherst. March 2013.
- “Financialization, Employment and Income Inequality.” The Political Economy of Financial Regulation, Conference George Washington University Law School.
- “Generating Inequality” Keynotes Speech, Conference on Diversity and Inequality in Contemporary Organizations, Universiteit Hasselt, Belgium, September 2012.

Donald Tomaskovic-Devey

- “Financialization and US Income Inequality, 1970-2008.” (with Ken-Hou Lin) Financialization Conference, University of Dublin, May 2012; SOFI Sociology Seminar Stockholm University, September 2011; RC28 Iowa City, IA, August 2011.
- “Relational Inequality: A Model for Within Workplace Earnings Variation with an Application to Swedish Immigration” (with Martin Hällsten and Dustin Avent-Holt) SOFI Sociology Seminar, Stockholm University, October 2010; AWERS seminar, Sloan School, MIT February 2011; RC28 Essex England, April 2011, American Sociological Association, August 2011.
- “A Relational Theory of Wage Inequality.” (with Dustin Avent-Holt) Eastern Sociological Society, Boston, March 2010; RC28, Haifa Israel, May 2010; Society for the Advancement of Socioeconomics, Philadelphia, June 2010; SOFI Labor Economics Seminar, Stockholm University.
- “Economic Rents and the Financialization of the US Economy.” (with Ken-hou Lin) Society for the Advancement of Socioeconomics, June 2010; American Sociological Association, Atlanta, August 2010
- “Documenting Desegregation: Equal Opportunity in Private Sector Employment Since the Civil Rights Act of 1964.” Dartmouth College, February 2012; Keynote speaker, SULCIS Integration Conference, Lund, Sweden October 2009; Albany University, November 2007; Boston College, April 2007; Boston University November 2006.

Funded Research

- Donald Tomaskovic-Devey (PI), “Center for Employment Equity.” W. K. Kellogg Foundation. October 2020-December 2022 (\$150,000).
- Donald Tomaskovic-Devey (PI), “Moving the Needle on Racial Employment Equity. Annie E. Casey Foundation, October 2019-December 2021 (\$71,545).
- Donald Tomaskovic-Devey (PI), “Workplace Earnings Polarization: A Four-Country Panel Analysis” National Science Foundation, July 2019-June 2022 (\$277,272).
- Jasmine Kerrisey (PI) and Don Tomaskovic-Devey (co-PI) and Steve Boutcher (co-PI), Public Sector Precarity: The Joint Role of Institutional and Organizational Processes. National Science Foundation, July 2019-June 2022 (\$245,269).
- Fidan Kurtulus (PI) and Don Tomaskovic-Devey, Estimating the Effects of Randomized OFCCP Audits on Workplace Female and Minority Composition: A Random Control Trial. Arnold Foundation January 2019- December 2020 (\$149,903).
- Don Tomaskovic-Devey, Lee Badgett, Fidan Kutulus. EEOC Research and Data Center. W. K. Kellogg Foundation. January 2017-December 2019 (\$656,588)
- Don Tomaskovic-Devey, Andrew Penner, Dustin Avent-Holt. Collaborative Research Project: The Organizational Production of Earnings Inequalities, National Science Foundation, September 2015-August 2018 (\$97,000 UMass portion)
- Don Tomaskovic-Devey. Anneliese Maier Research Award, Alexander von Humboldt Foundation, January 2014-Decemeber 2018 (€250,000).
- Don Tomaskovic-Devey (PI). Building Research Capacity with the US Equal Employment Opportunity Commission, November 2013-September 2014. Russell Sage Foundation (\$35,000).
- Don Tomaskovic-Devey (PI) and Lee Badgett and Fidan Kurtulis (Co-PIs). Building an Interdisciplinary Equal Employment Opportunity Research Network and Data Capacity,

Donald Tomaskovic-Devey

- September 2013-September 2016. National Science Foundation (\$255,820).
- Don Tomaskovic-Devey (PI) and Ken-Hou Lin (Co-PI). "Does Financialization Contribute to Growing Income Inequality? April 2013-May 2016. Institute for New Economic Thinking. (\$117,000)
- Don Tomaskovic-Devey (PI). "Finance Sector Income Distribution Dynamics: An Application and Test of Rent Theory." September 2009-August 2011. National Science Foundation (\$144,599).
- Don Tomaskovic-Devey (PI). "Equal Employment Opportunity Progress in Private Sector Workplaces since 1966: Dynamic Models of Organizational Change" April 2007-April 2009. National Science Foundation (\$151,000)
- Don Tomaskovic-Devey (PI) and Kevin Stainback (Post-Doc), "Documenting Desegregation: Equal Opportunity in Private Sector Employment Since the Civil Rights Act of 1964." September 2005-August 2007. Russell Sage Foundation. (\$35,000)
- Don Tomaskovic-Devey (PI) and Catherine Zimmer (PI), "Establishment Change in Gender and Race/Ethnic Segregation and Access to Managerial and Craft Occupations, 1966-1999. July 2002-June 2004. National Science Foundation. (\$91,065, NCSU portion)
- Melvin Thomas (PI) and Don Tomaskovic-Devey (CO-PI), "Racial and Spatial Influences on the Labor Market Opportunities of Low Skilled Workers." July 2001-June 2003, National Science Foundation. (\$136,054)
- Matt Zingraff (PI), Don Tomaskovic-Devey and William Smith (Co-PIs), "North Carolina Highway Traffic Study: Driving While Black." September 1999 –June 2001, National Institute of Justice. (\$536,330)
- Matt Zingraff (PI), Don Tomaskovic-Devey and William Smith (Co-PIs), "North Carolina Highway Traffic Study: Driving While Black." September 1999 –June 2001, North Carolina Department of Justice. (\$50,000)
- Don Tomaskovic-Devey (PI) and Jeffrey Leiter (PI), "Latinos in Low Wage North Carolina Jobs." November 1998- May 2000, Z. Smith Reynolds Foundation. (\$32,000)
- Sandra Harding (PI) and Don Tomaskovic-Devey (Co-PI), "The Australian National Organizations Survey." January 1998- December 2001, Australian National Research Council. (\$212,000)
- Don Tomaskovic-Devey (PI), "Gender and Racial Inequality: Southern Labor Force and Family Income Estimates." July 1997 - December 1997. MDC, Inc. (\$12,132)
- Don Tomaskovic-Devey (PI), "North Carolina Quality of Life Project." January 1996- December 1996. North Carolina Board of Science and Technology (\$25,000).
- Don Tomaskovic-Devey (PI), "Southern Rural Economic Development and the Branch Plant/Local Firm Development Options." December 1993 to May 1995. Southern Rural Development Center (\$14,647).
- Don Tomaskovic-Devey (Contractor), "Race, Ethnic and Gender Earnings Inequality: The Sources and Consequences of Employment Segregation." September 1993 to December 1993. Glass Ceiling Commission, U.S. Department of Labor (\$17,000).
- Don Tomaskovic-Devey (PI) and Jeffrey Leiter (Co-PI), "Nonresponse in Organizational Surveys." July 1991 to December 1992. National Science Foundation (\$36,600)
- Don Tomaskovic-Devey (PI), "Current North Carolina Family, Labor Force and Income Statistics." North Carolina Equity 1990 (\$1,200)
- Don Tomaskovic-Devey (PI), "Employment Growth and Rural Poverty in the Sunbelt South". July 1989 to June 1991) The Ford Foundation and Aspen Institute, (\$47,900).
- Michael Schulman (PI), Steve Lilly and Don Tomaskovic-Devey (Co-PIs), Farm and Rural Life

Donald Tomaskovic-Devey

Study. Three year survey project funded by the North Carolina Agricultural Research Service (\$66,000). July 1987 to June 1990. Principle investigator for the '88-'89 "North Carolina Employment and Health Survey."

Don Tomaskovic-Devey, "Economic Development, State Policy, and Poverty Reduction in the United States." North Carolina State University, Faculty Research and Professional Development Fund (\$3,475) July 1987 - June 1988.

Don Tomaskovic-Devey, "Working at Home: The Impact of Telecommuting on Work Organization and Families." North Carolina State University, Faculty Research and Professional Development Fund (\$3,500) 1985 - June 1986.

Occasional Reviewer

American Sociological Review, American Journal of Sociology, Social Forces, Administrative Science Quarterly, DuBois Review, Sociological Quarterly, Sociological Methods and Research, Gender & Society, Socio-Economic Review, PNAS, PlosOne, Research in Social Stratification and Mobility, Social Problems, Social Science Research, Human Relations, Industrial and Labor Relations Review, Work and Occupations, National Science Foundation - Sociology and Economics Programs, Israeli Science Foundation.

Expert Testimony

U.S. Federal Civil Rights Commission (sexual harassment)

U.S. Equal Employment Opportunity Commission (on 50th anniversary of the Civil Rights Act)

Tunley et al. v Bank of America (race discrimination)

Wright et al. v City of New York, Department of Parks & Recreation (race discrimination)

Dag Petroleum v. British Petroleum (race discrimination)

Gonzalez et al. v. Abercrombie & Fitch Case No. (race discrimination)

Lu and Choi v. Abercrombie & Fitch (sex discrimination)

U.S. Department of Justice v. unnamed defendant 1 (racial profiling)

U.S. Department of Justice v. unnamed defendant 2 (racial profiling)

Patricia Denhof et al. v. City of Grand Rapids & City of Grand Rapids Police Department (sex discrimination)

Williams et al. v. Delchamps Supermarkets (race discrimination)

Dyer et al. v. Publix Supermarkets (sex discrimination)

Unnamed plaintiffs v. Amtrak (race discrimination)

Weaver v. Techneglas (race discrimination)

Donnie Russell v. Techneglas (race discrimination)

Professional Associations and Service

Editorial

Editor, *Contemporary Sociology*, 1996-2000.

Deputy Editor, *Socio-Economic Review*, 2017-2020

Guest Editor, *Research in Social Stratification and Mobility*, Special Issue on Organizations and Inequality, 2015-2016.

Editorial Board, *Race & Society*, 2017- , *Research in Sociology of Work*, 2015- , *Social Politics*,

Donald Tomaskovic-Devey

2016- , *Social Currents*, 2015- 2020, *American Journal of Sociology*, 2002-2004, *Social Forces*, 2001-2003, *Social Problems*, 1995-1997.

Organizational

National Academy of Science, Panel to Evaluate the Quality of Compensation Data Collected from U.S. Employers by the Equal Employment Opportunity Commission through the EEO-1 Form, (2021-2022).

The German Institute for Economic Research (DIW), Berlin, SEOP, Board of Advisors (2019-2023), DIW Scientific Advisors (2019-2023)

WZB, Berlin Social Science Center, Berlin, Germany, Board of Advisors (2020-2024)

Comparative Organizational Inequality Network, Convener, (2012-present)

American Sociological Association

Executive Office and Budget Committee, 2020-2023

Secretary (Elect 2006), 2007-2010

2008, 2009, 2010 Program Committees

Dissertation Award Committee, 2004-2006

Nominations Committee, 2002-2003

Work and Organizations Regular Session Organizer, 2002 Annual Meeting

Presidential Plenary Session on Employment Profiling Organizer, 2002 Annual Meeting

Inequality, Poverty and Mobility Section

Best Paper Award Committee, Chair, 2015

Organizations, Occupations and Work Section

Nominations Committee Chair, 2009; Chair, 2003-2004; Section Council, 1996-99;

Emerging Issues Forum, 1994-95 Program Committee, 1992, 1996;

Critic, Author (Amitai Etzioni) Meets the Critics Session, 1987

Sex and Gender Section

Section Council, 2000-2003; Book Award, 2003; Program Committee, 2002

Political Sociology Section

Secretary Treasurer, 1993-1996; Program Committee, 1994, 1995;

Awards Committee, 1990-93

Southern Sociological Society

Candidate for President, 2010-2011 election cycle (won), 2002-2003 election cycle (lost);

Honors Committee 2002-2006; Program Committee, 2000, 2003; Executive Committee - 1996-99

National Science Foundation – Sociology Dissertation Panel (2005-2008)

Society for the Advancement of Socio-Economics

Organizations and Inequality mini-conference organizer, 2015, 2016

International Sociological Association: Stratification Research Committee 28

Donald Tomaskovic-Devey

Society for the Study of Social Problems

Program Committee, 1999; C. Wright Mills Award Committee, 1997-1998

Session Organizer - 1993, 1997 Annual Meetings

Courses Taught

Undergraduate:

Introduction to Sociology

Work and Occupations

Political Sociology

Stratification

Research Methods

Social Problems

Graduate:

Research Methods I, II

Stratification

Research and Writing

Economic Sociology

Work and Industry

Getting a Job

Donald Tomaskovic-Devey

Chaired Dissertations

Anthony Rainey, Post-Doc, Kennedy School of Government, Harvard University
The Changing Nature of Inequality in a Time of Institutional Transformation. 2021

Safi Shams, Post-Doc, Hebrew University, Jerusalem, Israel.
Workplace Inequality in Rent Systems: The Transference of Cost and Risk in Franchising Networks. 2020

Kayla Preto-Hodge, Assistant Professor, Rutgers University, Camden, NJ
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