CURRICULUM VITAE

Lauren B. Edelman
Jurisprudence & Social Policy Program
University of California - Berkeley
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CURRENT POSITION: Associate Dean for Jurisprudence and Social Policy
Agnes Roddy Robb Professor of Law
Professor of Sociology

PRIOR POSITIONS:

Director, Center for the Study of Law and Society (2004-2009)

Professor of Law and Sociology, University of California-Berkeley, 1996-2005.

Fellow, Center for Advanced Studies in the Behavioral Sciences, Stanford, California, 2003-04, 2005-06

Visiting Professor, Jurisprudence & Social Policy Program, University of California-Berkeley, 1994

Associate Professor, Department of Sociology and School of Law, University of Wisconsin-Madison, 1993-96

Visiting Scholar, Institute of Industrial Relations, University of California-Berkeley, 1990

Assistant Professor, Department of Sociology and School of Law, University of Wisconsin-Madison, 1986-93

EDUCATION:

Ph.D. Sociology, Stanford University 1986
J.D. University of California - Berkeley 1986
M.A. Sociology, Stanford University 1980
B.A. Sociology, University of Wisconsin - Madison 1977

PROFESSIONAL HONORS and AWARDS:

Law and Society Association Article Prize (for "When Organizations Rule: Judicial Deference to Institutionalized Employment Structures" *American Journal of Sociology* 117, pp. 888-954, 2011)
American Sociological Association W. Richard Scott Award, honorable mention, (for "When Organizations Rule: Judicial Deference to Institutionalized Employment Structures" *American Journal of Sociology* 117, pp. 888-954, 2011)
American Sociological Association Sociology of Law Prize (for "Legal Mobilization in Schools: The Paradox of Rights and Race Among Youth." *Law & Society Review* 44: 651-694, 2010)
Sociological Research Association (honorary society), 2007-
Distinguished Guest Scholar in Social Justice, Thomas Jefferson Law School, 2006
Agnes Roddy Robb Chair in Jurisprudence, Ethics, & Social Responsibility, 2005-
Fellow, Center for Advanced Study in the Behavioral Sciences 2003-04, 2005-06
Dean's Lecturer, Yale Law School, 2005
President (elected), Law & Society Association, 2002-03
Senior Fellow, University of California-Santa Barbara Law and Society Program, 2002-
Distinguished Scholar, Institute for Legal Studies, University of Wisconsin-Madison, 2001-
Guggenheim Fellowship, 2000-01
Council Member (elected) Organizations, Occupations, & Work Section, American Sociological Association, 1999-2002
Secretary (elected), Law & Society Association, 1997-99
Chair (elected), Sociology of Law Section, American Sociological Association, 1997-98
Distinguished Scholarship Award, Sociology of Law Section, American Sociological Association, 1995
Teaching Excellence Award, Department of Sociology, University of Wisconsin-Madison, 1995
Trustee (elected), Law & Society Association, 1993-96
Council Member (elected), Sociology of Law Section, American Sociological Association, 193-96
Hilldale Research Award, 1993

DOCTORAL DISSERTATION:

1986 *Organizational Governance and Due Process: The Expansion of Rights in the American Workplace*. Stanford University. (W. Richard Scott, Dissertation Chair; John W. Meyer and Ann Swidler, Committee Members).

BOOKS:

Lauren B. Edelman and Mark C. Suchman (editors), *The Legal Lives of Private Organizations*. Law, Justice, and Power Series. Dartmouth: Ashgate (2007).

Marc Galanter and Lauren B. Edelman (law editors), *International Encyclopedia of the Social and Behavioral Sciences* (Neil Smelser and Paul Baltes, editors in chief). Elsevier (2001).

MAJOR ARTICLES:

Lauren B. Edelman, Linda H. Krieger, Scott R. Eliason, Catherine R. Albiston, Virginia Mellema, "When Organizations Rule: Judicial Deference to Institutionalized Employment Structures" *American Journal of Sociology* 117, pp. 888-954 (2011).

Rachel Best, Lauren B. Edelman, Linda Krieger, and Scott Eliason, "Multiple Disadvantages: An Empirical Test of Intersectionality Theory in EEO Litigation" *Law & Society Review* 45, pp.991-1025 (2011).

Lauren B. Edelman "L'endogeneite du droit" in Christian Bessy, Theirry Delpeuch, et Jerome Pelisse, "Droit et regulations des activites economiques: perpsectives sociologiques et institutionnalistes." Paris: L.G.D.J. (2011). Translated into French by Theirry Delpeuch.

Lauren B. Edelman and Shauhin A. Talesh, "To Comply or Not to Comply – That Isn't the Question: How Organizations Construct the Meaning of Compliance" in Christine Parker and Vibeke Nielsen, eds., *Making Business Behave: Understanding and Explaining Organisational Responses to Regulation*. UK: Elgar (2011).

Lauren B. Edelman, "Lawrence Friedman and the Canons of Law & Society" in Robert Gordon, ed., *Law, Society and History: Themes in the Legal Sociology and Legal History of Lawrence M. Friedman*. Harvard: Cambridge University Press (2011)

Calvin Morrill, Lauren B. Edelman, Karolyn Tyson, and Richard Arum. "Legal Mobilization in Schools: The Paradox of Rights and Race Among Youth." *Law & Society Review* 44: 651-694 (2010)

Lauren B. Edelman, Gwendolyn Leachman, and Doug McAdam. "Law, Organizations, and Social Movements" *Annual Review of Law and Social Science*, 6:653-85.

Lauren B. Edelman. "Overlapping Fields and Constructed Legalities: The Endogeneity of Law." In Justin O'Brien (editor), *Private Equity, Corporate Governance, and the Dynamics of Capital Market Regulation.* London: World Scientific (2007).

Lauren B. Edelman and Mark C. Suchman. "The Interplay of Law and Organizations" in Lauren B. Edelman and Mark C. Suchman (editors), *The Legal Lives of Private Organizations*. Law, Justice, and Power Series. Dartmouth: Ashgate (2007).

Lauren B. Edelman. "The Endogeneity of Law: Civil Rights at Work" in Robert L. Nelson and Laura Beth Nielsen, eds. Handbook on Employment Discrimination Research: Rights and Realities. Kluwer Academic Press (2005)

Lauren B. Edelman and Robin Stryker. "A Sociological Approach to Law and the Economy" In Neil J. Smelser and Richard Swedberg, eds. *The Handbook of Economic Sociology.* New York: Russell Sage Foundation (2005)

Lauren B. Edelman. Law and Society Association Presidential Address, "Rivers of Law and Contested Terrain: A Law and Society Approach to Economic Rationality." *Law & Society Review* 38:181-98 (2004).

Lauren B. Edelman. "The Legal Lives of Private Organizations." In Austin Sarat (ed.) *The Blackwell Companion to Law and Society.* Malden, MA: Blackwell (2004).

Lauren B. Edelman. "Legality and the Endogeneity of Law." In Robert Kagan, Martin Krygier, and Kenneth Winston, eds. *Legality and Community: On the Intellectual Legacy of Philip Selznick*. IGS Press/Roman & Littlefield (2002).

Lauren B. Edelman, Sally Riggs Fuller, and Iona Mara-Drita. "Diversity Rhetoric and the Managerialization of Law." *American Journal of Sociology* 106:1589-1641 (2001).

Lauren B. Edelman and Marc Galanter. "Law." In Neil Smelser and Paul Baltes, eds. in chief, *International Encyclopedia of the Social and Behavioral Sciences*. Elsevier (2001).

Sally Riggs Fuller, Lauren B. Edelman, and Sharon Matusik. "Legal Readings: Employee Interpretation and Enactment of Civil Rights Law" *Academy of Management Review* 25:200-216 (2000).

Lauren B. Edelman and Mark C. Suchman. "When the 'Haves' Hold Court: The Internalization of Disputing in Organizational Fields." *Law & Society Review* 33: 941-991 (1999). (Reprinted in Herbert M. Kritzer and Susan Silbey (Eds.), In Litigation: Do the 'Haves' Still Come Out Ahead?" Stanford, CA: Stanford University Press, 2003).

Lauren B. Edelman, Christopher Uggen and Howard S. Erlanger. "The Endogeneity of Legal Regulation: Grievance Procedures as Rational Myth." *American Journal of Sociology* 105:406-454 (1999).

Lauren B. Edelman and Stephen Petterson. "Symbols and Substance in Organizational Response to Civil Rights Law." *Research in Social Stratification and Mobility* 17:107-136 (1999).

Lauren B. Edelman and Mia Cahill. "How Law Matters in Disputing and Dispute Processing. (Or, The Contingency of Legal Matter in Alternative Dispute Resolution)." Pp. 15-44 in Bryant Garth and Austin Sarat, eds. *How Law Matters*. Northwestern University Press (1998).

Lauren B. Edelman and Mark C. Suchman. "The Legal Environments of Organizations" *Annual Review of Sociology*, 23:479-515 (1997).

Mark C. Suchman and Lauren B. Edelman. "Legal-Rational Myths: Lessons for the New Institutionalism from the Law and Society Tradition." *Law & Social Inquiry* 21:903-941 (1996).

Lauren B. Edelman. Introduction to Symposium on Law and the New Institutionalism in Organization Theory. Pp. 3-8 in Austin Sarat and Susan S. Silbey, eds. *Studies in Law, Politics and Society*, Vol. 15 (1995).

Lauren B. Edelman, Howard S. Erlanger and John Lande. "Internal Dispute Resolution: The Transformation of Rights in the Workplace." *Law & Society Review*, 27: 497-534 (1993). Winner of ASA Sociology of Law Distinguished Scholarship Prize.

Lauren B. Edelman, Steven E. Abraham and Howard S. Erlanger. "Professional Construction of the Legal Environment: The Inflated Threat of Wrongful Discharge." *Law & Society Review*, 26: 47-83 (1992).

Lauren B. Edelman. "Legal Ambiguity and Symbolic Structures: Organizational Mediation of Civil Rights Law." *American Journal of Sociology*, 97: 1531-1576 (1992).
(Reprinted in Paul Burstein (ed.), *Equal Employment Opportunity: Labor Market Discrimination and Public Policy*. New York: Aldine de Gruyter).

Lauren B. Edelman, Stephen Petterson, Elizabeth Chambliss, and Howard S. Erlanger. "Legal Ambiguity and the Politics of Compliance: Affirmative Action Officers' Dilemma." *Law and Policy* 13: 73-97 (1991).

Lauren B. Edelman. "Legal Environments and Organizational Governance: The Expansion of Due Process in the Workplace." *American Journal of Sociology* 95: 1401-1440 (1990).

Frank R. Dobbin, Lauren Edelman, John W. Meyer, W. Richard Scott, and Ann Swidler. "The Expansion of Due Process in Organizations" pp.71-98 in Lynne G. Zucker, ed., *Institutional Patterns in Organizations: Culture and Environment*. Mass: Ballinger (1988).

BOOK REVIEWS AND COLUMNS:

Lauren B. Edelman. 2003. Presidential Column on Affirmative Action in Higher Education, Law and Society Association Newsletter, February.

Lauren B. Edelman. 2003. Presidential Column on The Impact of Socio-legal Scholarship on Public Policy Debates, Law and Society Association Newsletter, November.

Lauren B. Edelman. 2002. Review of *Legalizing Gender Inequality* by Robert L. Nelson and William P. Bridges, *Amici* 9(1) 6-8

Lauren B. Edelman. 1996. “What is the Sociology of Law?” Chair’s Column, *Amici* 4(1)

Lauren B. Edelman. 1991. Review of *The Transformation of Corporate Control* by Neil Fligstein. *American Journal of Sociology* 97: 549-551.

WRITING IN PROGRESS:

Working Law: How Managers Transform Civil Rights in the American Workplace. Book under advance contract with the University of Chicago Press.

“Teacher Mobilization of Legal Rights” (with Brent Nakamura, Calvin Morrill, Richard Arum, and Karolyn Tyson)

“How Employers Come Out Ahead” (with Linda Krieger and Rachel Best)

"Educational Behavior and Associations with Perceptions of Legal Entitlements, Disciplinary Strictness and Disciplinary Fairness" (with Doreet Preiss, Richard Arum, Calvin Morrill, and Karolyn Tyson).

RESEARCH IN PROGRESS:

Judicial Deference to Employment Institutions: a quantitative and qualitative content analysis of 1000 federal employment decisions from 1964-2000 (with Linda Hamilton Krieger, Scott R. Eliason). Funded by the National Science Foundation SES 0351870.

School Rights: a survey and ethnography of legal consciousness among high school students and among their teachers and parents (with Richard Arum, Calvin Morrill, Karolyn Tyson). Funded by the Smith-Richardson Foundation, the Kauffman Foundation, and the National Science Foundation.

EXTRAMURAL RESEARCH GRANTS:

Spencer Foundation, "School Rights Project: An Empirical Analysis of the Role of Law in U.S. Schools," New York University, University of California, Berkeley, University of California, Irvine, University of North Carolina-Chapel Hill (Principal Investigator: Richard Arum; Co-Principal Investigators: Lauren B. Edelman, Calvin Morrill, and Karolyn Tyson), 2009, $40,000.

Kauffman Foundation, "A National Probability Survey of Teachers and Administrators: Tracking Variation in Educators Perceptions and Experiences of Law," New York University, University of California, Berkeley, University of California, Irvine, University of North Carolina-Chapel Hill (Principal Investigator: Richard Arum; Co-Principal Investigators: Lauren B. Edelman, Calvin Morrill, and Karolyn Tyson), 2007-2008, $98,500.

National Science Foundation, Sociology and Law and Social Science Programs, "Collaborative Project: School Rights: Law and the Dynamics of Everyday School Life," University of California, Irvine, New York University, University of California, Berkeley, University of North Carolina, (Co-Principal Investigators: Richard Arum, Lauren B. Edelman, and Calvin Morrill, and Karolyn Tyson), 2007-2009, $232,100.

National Science Foundation, Law and Social Science Program, Doctoral Dissertation Research for Hamsa Murthy, "The Rights of Non-Citizens in the Workplace" University of California, Berkeley, (Principal Investigator: Lauren B. Edelman), 2005-06, $12,000.

Smith-Richardson Foundation, "School Rights: A Proposal for Studying Legal Consciousness and and Educational Consequences," New York University, University of California, Berkeley, University of California, Irvine, University of North Carolina, (Co-Principal Investigators: Richard Arum, Lauren B. Edelman, Calvin Morrill, and Karolyn Tyson), 2004-2007, $298,500.

Kauffman Foundation, "Legal Consciousness and Attitudes Toward Entrepreneurship among Youth," University of California, Berkeley, New York University, University of California, Irvine, and University of North Carolina, 2005-2006 (Principal Investigator: Lauren B. Edelman;

Co-Principal Investigators: Richard Arum, Calvin Morrill, and Karolyn Tyson), $25,000.

Ford Foundation, Center for Advanced Studies in the Behavioral Sciences, and American Bar Foundation. "Social Scientific Perspectives on Employment Discrimination," (Co-Principal Investigators: Lauren B. Edelman, Robert L. Nelson, Laura Beth Nielsen, Barbara Reskin), 2004-2008, $600,000.

National Science Foundation, "Judicial Deference to Organizational Institutions," University of California, Berkeley. (Principal Investigator: Lauren B. Edelman; Co-Principal Investigator: Linda H. Krieger). 2003-2006, $135,000.

National Science Foundation, Law and Social Science Program, Doctoral Dissertation Research for Virginia Mellema, "Race Matters: Ideologies of Race in Police Personnel Decisions." University of California, Berkeley, (Principal Investigator: Lauren B. Edelman), 2005-06, $9,900.

Institute of Labor and Employment, "Judicial Deference to Employment Institutions," University of California, Berkeley. (Principal Investigator: Lauren B. Edelman; Co-Principal Investigator: Linda H. Krieger). 2001, $15,000.

Guggenheim Foundation. "The Formation of Law in the Workplace," University of California, Berkeley. (Principal Investigator: Lauren B. Edelman). 2000-01, $34,000.

National Science Foundation, Law and Social Science Program, Doctoral Dissertation Research for Catherine R. Albiston, "Social Reform through Legal Action: Mobilizing the Family and Medical Leave Act in the Workplace." University of California, Berkeley, (Principal Investigator: Lauren B. Edelman), 2000-01, $6,400.

National Science Founation, Law and Social Science Program, "The Internal Legal Culture of Organizations." University of Wisconsin, University of Washington. (Principal Investigator: Lauren B. Edelman; Co-Principal Investigator: Sally Riggs Fuller), 1995-1999, $275,000.

National Science Foundation, Law and Social Science Program, Doctoral Dissertation Research for Mia L. Cahill, "The Social Construction of Sexual Harassment Law," University of Wisconsin (Principal Investigator: Lauren B. Edelman), 1995-96, $10,000.

Fund for Labor Relations Studies, "Symbolic Structures and the Internal Legal Culture of Organizations," University of Wisconsin, (Principal Investigator: Lauren B. Edelman), 1993-94, $6, 500.

Fund for Labor Relations Studies, "EEO/AA Complaint Handling in Union-Management Grievance Procedures," University of Wisconsin, (Principal Investigator: Lauren B. Edelman), 1991-92, $3000.

National Science Foundation, Law and Social Science Program, "Organizations and Legal Environments: The Implementation of Civil Rights Law," University of Wisconsin, Principal Investigator: Lauren B. Edelman), 1988-90, $130, 350.

National Science Foundation, Law and Social Science Program, Undergraduate Experience in Research Grant Supplement to "Organizations and Legal Environments: The Implementation of

Civil Rights Law," University of Wisconsin, (Principal Investigator: Lauren B. Edelman), 1989-90, $4,000.

INTERNAL RESEARCH GRANTS:

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2007-08, $1,000.

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2006-07, $2,000.

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2005-06, 5,000.

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2004-05, $1,000.

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2003-04, $2,000.

University of California, Institute of Industrial Relations, "Judicial Deference to Employment Institutions," 2003-04, 49% Research Assistantship for 9 months.

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2002-03, $10,000.

University of California, Institute of Industrial Relations, "Judicial Deference to Employment Institutions," 2002-03, 49% Research Assistantship for 3 months.

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2001-02, $1,200.

University of California, Institute of Industrial Relations, "Judicial Deference to Employment Institutions," 2001-02, 49% Research Assistantship for 9 months.

University of California, Berkeley Faculty Research Grant, "Judicial Deference to Employment Institutions," 2000-01, $4248.

University of California, Berkeley Research Assistantship in the Humanities, "Judicial Deference to Employment Institutions," 2000-01, $1,800.

University of California, Berkeley Center for the Study of Law and Society, "Judicial Deference to Employment Institutions," 2000-01, 20% Research Assistantship for 9 months.

University of California, Berkeley Research Assistantship in the Humanities, "Judicial Deference to Employment Institutions," 1999-2000, $4,000.

University of California, Institute of Industrial Relations, "Judicial Deference to Employment

Institutions," 1999-2000, 49% Research Assistantship for 9 months.

University of California, Institute of Industrial Relations, "The Mobilization of the Law In Sexual Harassment Cases" 1998-99, 49% Research Assistantship

University of California, Institute of Industrial Relations, "Organization and Law Studies" 1996-98, 49% Research Assistantship for 2 years.

University of California, Berkeley Research Assistantship in the Humanities, "The New Construction of Diversity," 1996-97, $1000.

University of California, Berkeley Faculty Research Grant, "The Internal Legal Culture of Organizations" 1996-97, $3500.

University of Wisconsin WARF Grant, "Symbolic Structures and the Internal Legal Culture of Organizations," 1994-95, $12,905.

University of Wisconsin WARF Grant, "Symbolic Structures and the Internal Legal Culture of Organizations," 1993-94, $10,821.

University of Wisconsin WARF Grant, "External Legal Threats and Internal Legalization: Employers' Use of Internal Grievance Procedures as Insulation from the Legal Environment," 1992-93, $22,931.

University of Wisconsin La Follette Institute of Public Affairs, "Dispute Handling in the Workplace," 1991-92, $10,000.

University of Wisconsin WARF Grant, "Dispute Handling in the Workplace," 1992-93, $21,215.

University of Wisconsin WARF Grant, "Professional Enactment of the Legal Environment: Organizational Response to Wrongful Discharge Doctrine" 1990-91, $12,396.

University of Wisconsin WARF Grant, Supplement to National Science Foundation Grant, 1988-89, $5,900.

University of Wisconsin WARF Grant, "Organizations and Legal Environments: the Implementation of Civil Rights Laws," 1988-89, "$8,560.

University of Wisconsin WARF Grant, "The Institutionalization of Legal Norms and Organizational Governance," 1987-88, $21,921.

University of Wisconsin Institute for Legal Studies, "Organizations and Legal Environments," 1986-87, $5,000.

COURSES:

Graduate/Law:

Foundation Seminar in Sociology of Law

Advanced Seminar in Law & Society
Seminar in Organizations and Environments
Seminar in Law and the Employment Relation
Seminar in Law and Organizations
Seminar on Legal Culture and Legal Consciousness
Research Methods for Socio-legal Studies
Law and Society Graduate Research Workshop
Teaching and Learning in Higher Education (pedagogy course)
Orientation Seminar in Jurisprudence & Social Policy
Law and Society Colloquium
Research Methods Mini-Series
Research Training Seminar in Deviance, Law, and Social Control

Undergraduate:
Sociology of Law
Law, Politics, and Society
Organizations and Society

University of Nevada-Reno Masters in Judicial Studies Program (1 week seminars for judges):
Research Methodology for Socio-Legal Studies
Sociology of Dispute Resolution
Sociology of the Legal Profession

CONFERENCES ORGANIZED:

Building Theory through Empirical Legal Studies. 2009. Center for the Study of Law and Society. Berkeley, CA.

The Virtues and Vices of Legalism: A Conference to Honor the Work of Robert A. Kagan (co-organizer). 2009. Center for the Study of Law and Society. Berkeley, CA.

Discoveries of the Discrimination Research Group (co-organizer). 2009. Center for Advanced Studies in the Behavioral Sciences, American Bar Foundation, and Stanford Law School. Stanford, CA.

West Coast Law and Society Retreat (co-organizer). 2008. University of Hawaii, Manoa.

Bay Area Law and Society Scholars Gathering. 2007. Center for the Study of Law and Society. Berkeley, CA.

Social Scientific Perspectives on Employment Discrimination in Organizations III. 2006. Center for Advanced Studies in the Behavioral Sciences. Stanford, CA

Social Scientific Perspectives on Employment Discrimination in Organizations II. 2006. Center for Advanced Studies in the Behavioral Sciences. Stanford, CA

Social Scientific Perspectives on Employment Discrimination in Organizations I. 2005. Center for Advanced Studies in the Behavioral Sciences. Stanford, CA.

West Coast Law & Society Retreat. 2005. Center for the Study of Law and Society. Berkeley, CA.

CONFERENCE PAPERS, INVITED LECTURES, AND PROFESSIONAL PRESENTATIONS

"Evaluating Empirical Research" University of California Irvine School of Law, Irvine, CA 2012

"To Act or Not to Act: School Rules and Socialization and Student Collective Action." Annual Meeting of the Law and Society Association, Honolulu, Hawaii 2012

"When the Apple is Bruised: Exploring the Mobilization of Teachers' Rights" Annual Meeting of the Law and Society Association, Honolulu, Hawaii 2012

"Multiple Disadvantages: An Empirical Test of Intersectionality Theory in EEO Litigation" Conference on Critical Race Theory and Empirical Legal Studies, University of California Irvine, Irvine, CA 2012

"Teacher Mobilization of Law" Annual Meeting of the Law and Society Association, San Francisco, CA 2011

"When Organizations Rule: Judicial Deference to Institutionalized Organizational Structures" School of Business, American Bar Foundation, Chicago IL 2011

"Empirical Research in Law and Society: Critical Empirical Work on Law and Inequality" Law and Society Association Graduate Student Workshop. San Francisco, CA. 2011

"Multiple Disadvantages: An Empirical Test of Intersectionality Theory in EEO Litigation"" Conference on Critical Race Theory and Empirical Legal Studies, Law and Society Association Graduate Student Workshop. Indiana University School of Law, Bloomington, IN 2011

"Multiple Disadvantages: An Empirical Test of Intersectionality Theory in EEO Litigation"" Conference on Critical Race Theory and Empirical Legal Studies, Law and Society Association Graduate Student Workshop. University of California Berkeley Law School, Berkeley, CA 2010

"Legal Mobilization in Schools: Toward a Neo-Institutional Theory of Racial/Ethnic Differences in Perceived Rights Violations and Redress among Youth." Annual Meeting of the American Sociological Association, San Francisco, California, 2009.

"On Empirical Analysis and Critical Race Theory" Annual Meeting of the Law and Society Association, Denver, Colorado 2009.

"Suing and Losing: A Test of the Intersectionality Thesis" Annual Meeting of the Law and Society Association, Denver, Colorado 2009.

"Media Constructions of Students' Legal Rights," Annual Meeting of the Law and Society Association, Denver, Colorado 2009.

"Legal Mobilization in Schools: Toward a Neo-Institutional Theory of Racial/Ethnic Differences in Perceived Rights Violations and Redress among Youth." Center for the Study of Law and Society. Berkeley, California 2009.

"When Organizations Rule: Judicial Deference to Institutionalized Organizational Structures" School of Business, University of Alberta, Edmonton, Alberta, Canada 2009.

"When Organizations Rule: Judicial Deference to Institutionalized Organizational Structures" Sociology Department, University of Arizona, Tucson, AZ 2009

"When Organizations Rule: Judicial Deference to Institutionalized Organizational Structures" Center for the Study of Law and Society. Berkeley, California 2008.

"Legal Mobilization in Schools: Toward a Neo-Institutional Theory of Racial/Ethnic Differences in Perceived Rights Violations and Redress among Youth." Annual Meeting of the Law and Society Association. Montreal, Canada. 2008.

"The Production of Doctrinal Capital" Annual Meeting of the Law and Society Association. Montreal, Canada. 2008.

"Legal Mobilization in Schools: Toward a Neo-Institutional Theory of Racial/Ethnic Differences in Perceived Rights Violations and Redress among Youth." Conference on Paradoxes of Race, Law, and Inequality. University of California-Irvine, Irvine, California. 2008.

"Working Law: The Managerialization of Civil Rights" Center in Law, Society, and Culture, University of California-Irvine, Irvine, California. 2008.

"Overlapping Fields and Constructed Legalities: The Endogeneity of Law" School of Law, University of New South Wales. Sydney, Australia. 2007.

"Are Compliance Systems a House of Cards?" Monash Law School. Melbourne, Australia. 2007.

"Overlapping Fields and Constructed Legalities: The Endogeneity of Law" Conference on The Dynamics of Capital Market Governance. Australian National University. Canberra, Australia. 2007.

"Judicial Deference to Employment Institutions: The Endogenous Construction of Civil Rights" Title VII Class Action Conference. Oakland, CA. 2007

"Why Lawyers Should Care about Social Science Research" Thomas Jefferson School of Law (Distinguished Guest Scholar in Social Justice). San Diego, CA. 2006.

"Working Law: Judicial Deference to Institutionalized Employment Practices," Annual Meeting of the Law and Society Association. Baltimore, MD. 2006.

"Working Law: Judicial Deference to Institutionalized Employment Practices," NYU Law & Society Colloquium. New York City, NY. 2006.

"Working Law: Judicial Deference to Institutionalized Employment Practices," Harvard –MIT Economic Sociology Group. Cambridge, MA. 2006.

"Working Law: Judicial Deference to Institutionalized Employment Practices," Stanford University Sociology Department. Stanford, CA, 2005.

"Working Law: Judicial Deference to Institutionalized Employment Practices," Center for Advanced Studies in the Behavioral Sciences. Stanford, CA, 2005.

"Working Law: Judicial Deference to Institutionalized Employment Practices," Duke University Law School. Chapel Hill, NC. 2005.

"Judicial Deference Empirical Issues," Statistics Seminar, Center for Advanced Study in the Behavioral Sciences. Stanford, CA. 2005.

"Measuring Judicial Deference," Social Scientific Perspectives on Employment Discrimination in Organizations Conference. Stanford, CA. 2005.

"Judicial Deference to Institutionalized Employment Practices," 2005 Annual Meeting of the Law and Society Association. Las Vegas, NV. 2005.

"The Endogeneity of Law: Judicial Deference to Institutionalized Employment Practices," 2004-2005 Dean's Lecture. Yale Law School, New Haven, CN. 2005.

"Judicial Deference to Institutionalized Organizational Practices," Cornell Law School, Ithaca, NY. 2005.

"Judicial Deference to Institutionalized Organizational Practices," Center for the Study of Economy and Society, Cornell University, Ithaca, NY. 2005.

"Judicial Deference to Institutionalized Organizational Practices," Stanford Law School. Stanford, California. 2005.

"Judicial Deference to Institutionalized Organizational Practices," Center for the Study of Law and Society. Berkeley, California. 2005.

"Economic Sociology and the Regulation of Labor: Why Law Can't Regulate," Annual Meeting of the American Sociological Association. San Francisco, CA. 2004.

"The Organizational Construction of Judicial Rule: Symbolic Structures and the Evolving Construction of Compliance," Annual Meeting of the Law and Society Association. Chicago, IL. 2004.

"Civil Rights at Work: The Endogeneity of Legal Regulation," Center for Advanced Studies in the Behavioral Sciences. Stanford, CA. 2004.

"Legal Endogeneity and the Limits of Equal Opportunity," Benjamin J. Hooks Institute for Social Change, University of Memphis, Memphis, TN. 2004.

"Law at Work: Then Endogeneity of Legal Regulation," Department of Sociology, Stanford University, Stanford, CA. 2004.

"Law at Work: Then Endogeneity of Legal Regulation," Center for Advanced Studies in the Behavioral Sciences. Stanford, CA. 2004.

"Law at Work: Then Endogeneity of Legal Regulation," SCANCOR, School of Education, Stanford University, Stanford, CA. 2004.

"An Institutional Approach to Law and Organizations," Baldy Center for Law and Social Policy, SUNY-Buffalo, Buffalo, NY. 2003.

Presidential Address, "Rivers of Law and Contested Terrain: A Law and Society Approach to Economic Rationality". Annual meeting of the Law & Society Association. Pittsburgh, PA. 2003.

"Law at Work: The Endogenous Construction of Civil Rights" Conference on Social Scientific Approaches to Employment Discrimination cosponsored by the American Bar Foundation and Stanford Law School. Stanford, CA. 2003.

"Law at Work: The Endogenous Construction of Civil Rights" Legal Theory Workshop, Stanford University. Stanford, CA. 2003.

"The Place of Classical Social Theory in the Sociology of Law" Annual Meeting of the Law & Society Association, Vancouver, BC. 2002.

"The Vicious Circle of Organizational Law," Institute for Legal Studies, Madison, Wisconsin. 2001.

"Legality and the Endogeneity of Law." Annual Meeting of the American Sociological Meeting. Anaheim, California. 2001.

"Law at Work: How Employers and Employees Create Civil Rights" Annual Meeting of the Law & Society Association, Budapest, Hungary. 2001.

"Legality and the Endogeneity of Law." American Bar Foundation. Chicago, Illinois. 2000.

"When the 'Haves' Hold Court: Speculations on the Internalization of Law." Georgetown Law Center. Washington, D.C. 2000.

"Diversity Rhetoric and the Managerialization of Law." Department of Sociology, Stanford University. Stanford, California. 2000.

Organizations and Civil Rights Law." Conference on Constitutionalism. University of Wisconsin Law School. Madison, Wisconsin. 2000.

"Organizational Response to the Americans With Disabilities Act." Law & Society Association, Chicago, Illinois. 1999.

"Diversity Rhetoric and the Managerialization of Law." Department of Sociology, University of

Arizona. Tucson, Arizona. 1999.

“The Endogeneity of Law.” Department of Sociology, University of California- Berkeley. Berkeley, California. 1999.

“Symbols and Substance in Organizational Response to Law.” Conference on the Future of Affirmative Action, University of Iowa. Iowa City, Iowa. 1999.

“The Meaning of Diversity in the Post-Civil Rights Era.” Department of Sociology, University of Wisconsin-Madison. Madison, Wisconsin. 1998.

“The Meaning of Diversity in the Post-Civil Rights Era.” Georgetown Law Center. Washington, D.C. 1998.

“The Meaning of Diversity in the Post-Civil Rights Era.” Law & Society Association. Aspen, Colorado. 1998.

“The Meaning of Diversity in the Post-Civil Rights Era.” American Sociological Association. San Francisco, California. 1998.

“The Internal Legal Culture of Organizations” Center for the Study of Culture, Organizations, and Politics. University of California-Berkeley. Berkeley, California. 1996. 1997.

“Internal Legal Landscape.” American Sociological Association. Toronto, Canada. 1997.

“Studying the Amorphous: A Theoretical Model of Organizational Culture.” Department of Sociology, University of Wisconsin-Madison. Madison, Wisconsin. 1996.

“The Internal Legal Culture of Organizations” Law & Society Association. Glasgow, Scotland. 1996.

“The Internal Legal Culture of Organizations: A Theoretical Model.” Law & Society Association. St. Louis, Missouri. 1997.

"Justice in the Workplace and Workplace Injustice: The Endogenous Construction of Civil Rights Law." Law & Society Association. Toronto, Ontario. 1995.
"Law and Organizations." Asilomar Conference on Organizations. Asilomar, California. 1994.

"Affirmative Action as Myth and Culture." Special Session on Affirmative Action, American Sociological Association, Los Angeles, California. 1994.

"Symbols and Substance in Organizational Response to Civil Rights Law." Department of Sociology, University of Arizona. Tucson, Arizona. 1994

"Symbols and Substance in Organizational Response to Civil Rights Law." Jurisprudence and Social Policy Program, University of California-Berkeley. Berkeley, California. 1994.

"Symbols and Substance in Organizational Response to Civil Rights Law." Department of Sociology, Stanford University. Stanford, California. 1994.

"Legal-Rational Myths: Lessons for the New Institutionalism from the Law and Society Tradition" (with Mark Suchman). Law & Society Association. Phoenix, Arizona. 1994.

"Legal Threats and Organizational Buffers: Grievance Procedures as Rational Myths" (with Christopher Uggen and Howard S. Erlanger). Law & Society Association. Phoenix, Arizona. 1994.

"Symbols and Substance in Organizational Response to Civil Rights Law." Department of Sociology, Northwestern University. Chicago, Illinois. 1994.

The New Institutionalism in Socio-Legal Studies." Law & Society Association. Chicago, Illinois. 1993.

"Symbols and Substance in Organizational Response to Law." American Sociological Association, Miami Beach, Florida. 1994.

Discussant, Panel on Internal Organizational Structures, American Sociological Association. Pittsburgh, Pennsylvania. 1992.

"Organizational Response to Civil Rights Law." LaFollette Institute of Public Affairs. University of Wisconsin - Madison. Madison, Wisconsin. 1992.

"Organizational Response to Civil Rights Law." Department of Sociology, Northwestern University. Chicago, Illinois. 1992.

"Organizational Response to Law." Department of Sociology, University of Texas - Austin and Texas A&M University. College Station and Austin, Texas. 1992.

Panel on Affirmative Action, A.E. Havens Center for the Study of Social Structure and Social Change. Madison, Wisconsin. 1992.

"Legal Ambiguity and Symbolic Structures: Organizational Mediation of Civil Rights Law." American Sociological Association. Cincinnati, Ohio. 1991.

"Organizational Mediation of Civil Rights Law." Graduate School of Business, University of California - Berkeley. Berkeley, California. 1990.

Ambiguity and Symbolic Structures: Organizational Mediation of Civil Rights Law." Center for the Study of Law and Society, University of California - Berkeley. Berkeley, California. 1989.

“Legal Ambiguity and Symbolic Structures: Organizational Mediation of Civil Rights Law." Law and Society Association. Berkeley, California. 1990.

Discussant, Panel on Economic Models of Employment Discrimination, Law & Society Association. Madison, Wisconsin. 1989.

"Organizational Mediation of Law: The Institutionalization of Affirmative Action in the American Workplace" (with Stephen Petterson). Law and Society Association. Madison,

Wisconsin. 1989.

"Legal Change and Organizational Governance: The Expansion of State Legal Culture." American Sociological Association. San Francisco, California. 1990.

"Legal Change and Organizational Governance: The Expansion of Due Process in the Workplace." Sloan School of Management, Massachusetts Institute of Technology. Boston, Massachusetts. 1988.

"A Critical Look at 'Quality' in Alternative Dispute Resolution." Conference on the Quality of Alternative Dispute Resolution, Institute for Legal Studies. Madison, Wisconsin. 1987.

"Organizational Governance and Due Process." Institute for Legal Studies. Madison, Wisconsin. 1989.

"Legal Change and Organizational Governance: The Expansion of Due Process in the Workplace." Law and Society Association. Washington, D.C. 1987.

UNIVERSITY SERVICE:

University of California-Berkeley

Associate Dean, Jurisprudence and Social Policy Program, 2010-
JSP Graduate Program Review Committee, 2010-
Legal Studies Renovation Committee, 2010-
JSP Admissions Committee, 2010-
CSLS Advisory Committee, 2010
CSLS 50th Anniversary Committee, 2010-
Council of Undergraduate Deans, 2010-
Chair, JSP Appointments Committee, 2008-2009
Chair, Statistician Search Committee, 2008-2009
Chair, Empirical Legal Studies Committee, 2006-2009
Director, Center for the Study of Law and Society, 2004-2009
Director, Program on Law and the Workplace, 1999-2008
Graduate Program Review Committee, 2007-2008
JSP Quantitative Search Committee, 2006-2007
Ad hoc tenure committee, 2006-2007
Chair, Center/JSP Refurbishment Committee, 2006-2007
JSP Admissions Committee, 1997-2000, 2001-2002, 2004-2005
Jefferson Lectures Committee, 2002-2005
Research Supervisor, Undergraduate Research Apprentice Program, 2001-2005
Ad hoc tenure committee, 2003-2004
JSP Faculty Search Committee, 2001-2003
Advisory Committee for Center for the Study of Law & Society, 1997-2003 (chair 1999-2000)
Graduate Advisor Chair, 1996-2000, 2001-2003
Mentor, Graduate Mentored Research Fellowship, 2002-2003
Affirmative Action Officer, 2001-2002
Earl Warren Legal Institute Search Committee, 2001
Committee on Redefinition of Merit, Boalt Hall, 1999-2000

Advisory Committee, Institute for Industrial Relations, 1997-2001
Acting Co-Director, Center for Culture, Organizations & Politics, 1998-1999
University Committee on Affirmative Action and Diversity, 1998-1999
Committee on the Status of Women and Ethnic Minorities, 1997-1999
Boalt Faculty Appointments Committee, 1998
Institute for Industrial Relations Director Search, 1996-1997
JSP Methods Requirement Committee Chair, 1996-1997

University of Wisconsin-Madison
Assistant Professor Search Committee, 1995-1996
Institute for Legal Studies Review Committee, 1994-1996
Human Relations Committee (Chair), 1993-1996
Sexual Harassment Liaison 1995-1996
ADA Coordinator 1995-1996
Industrial Relations Research Institute Strategic Planning Committee, 1995-1996
Industrial Relations Ph.D. Admissions Committee, 1995-1996
Industrial Relations Research Institute Executive Committee, 1995-1996
Industrial Relations Research Institute Administrative Committee, 1993-1996
Sociology Executive Committee, 1993-1996
JD-PhD Advisory Committee, 1993-1996
JD-PhD Degree Formation Committee, 1991
Faculty Senate Alternate, 1991-1993
Research Training Seminar Review Committee, 1989-90
Behavioral Science and Law Major Advisory Board, 1989-1992
Co-editor, Alumni Newsletter, 1989
Institute for Legal Studies Futures Committee, 1988
Sociology Assignment Committee, 1986
Non-Resident Tuition Appeals Committee, 1986-1988

PROFESSIONAL SERVICE:

Board of Directors, Shanghai Jiaotong University Law School, 2012-
Board of Directors, American Bar Foundation, 2003-2013
Mentor, Sociology of Law Section, American Sociological Association
Chair, Committee on Annual Meeting Innovations, Law and Society Association 2009-10
Chair, Research Committee, American Bar Foundation, 2003-2008 (Chair 2005-2008)
LSA/ABF Diversity Fellowship Mentor 2008-
LSA/ABF Diversity Fellowship Advisory Committee, 2007-2009
LSA/ABF Diversity Fellowship Selection Committee, 2007-2009
Board of Directors, Annual Review of Law and Social Science, Annual Reviews, Palo Alto, California, 2003-2007
Chair, LSA Nominations committee, 2006-2007
Editorial Board, LSN Journal: Law & Society, 2004-2007
Advisory Board, Institute for Women's Policy Research, Washington, DC, 2006-
Executive Officer Search Committee, Law and Society Association, 2005
Nominations Committee, Law and Society Association, 2005
Road to Equity Tour, Women's Foundation of California, 2005
Minority Fellowship Committee (Chair), Law and Society Association, 2002-2005

Nominations Committee, Sociology of Law Section, American Sociological Association, 1999-2000, 2004-2005
Executive Committee, Law & Society Association, 2001-2004
40th Anniversary Development Campaign, Law & Society Association, 2003
President, Law & Society Association, 2002-2003
Law and Social Science Program Advisory Panel, National Science Foundation, 2001-2003
Editorial Board, *American Sociological Review*, 1999-2002
Council, Organizations, Occupations and Work Section, American Sociological Association, 2000-2002
Co-Editor, Law Section, The International Encyclopedia of the Social & Behavioral Sciences, 1998-2001
Didactic Workshop Committee (Chair), Law & Society Association, 1999-2000
Secretary, Law & Society Association, 1997-1999
Chair, Sociology of Law Section of American Sociological Association (elected) 1998-1999
Mentoring Coordinator, Law & Society Association. 1998-1999
Education Committee (Chair), Law & Society Association. 1997-1998
Mentoring Coordinator, Sociology of Law Section, American Sociological Association. 1996-1998
Advisory Committee, Spivack Program in Applied Social Research and Social Policy, American Sociological Association 1997
Chair, Program Committee, Sociology of Law Section of American Sociological Association, 1995-1996
Trustee, Law & Society Association, 1993-1995
Council Member, Sociology of Law Section of American Sociological Association, 1993-1995
Program Committee, Law & Society Association, 1994-1995
Nominations Committee, Sociology of Law Section of American Sociological Association, 1994
Consulting Editor, *American Journal of Sociology*, 1992-1994
Associate Editor, *Contemporary Sociology*, 1991-1994
Faculty Member, Law & Society Association Summer Institute, 1993
Review Committee for Law and Society Association student paper competition, 1990
Research supervisor for NSF Research Experiences for Undergraduates (REU) Program, 1988
Research supervisor, ASA Minority Opportunity for Summer Training (MOST) Program, 1991
Research supervisor for Concentration in Analysis and Research (CAR) Program, 1991-1995

EDITORIAL BOARDS:

LSN Journal *Law & Society*, 2004-2009
Annual Review of Law and Social Science, 2003-2008
American Sociological Review, 1999-2002
American Journal of Sociology, 1992-1994
Contemporary Sociology, 1991-1994

REVIEWER:

American Journal of Sociology, American Sociological Review, Law & Society Review, Law and Social Inquiry, Social Forces, Sociological Forum, Sociological Inquiry, Academy of Management Review, Academy of Management Journal, Administrative Science Quarterly,

Research in Law, Politics and Society, Theory and Society, Gender Studies, Annual Review of Law and Social Science, National Science Foundation, Center for Advanced Study in the Behavioral Sciences, U.W. Institute for Research on Poverty

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS:

Law and Society Association
American Sociological Association
(Sections: Sociology of Law; Deviance, Law & Social Control; Economic Sociology; Organizations, Occupations & Work)
Sociological Research Association (honorary society)
Academy of Management
University of California Institute for Industrial Relations
University of California Center for the Study of Law & Society
University of Wisconsin Institute for Legal Studies