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Nathan Wilmers

- ACADEMIC POSITIONS** MIT Sloan School of Management
Associate Professor without Tenure, Work and Organization Studies, 2022-present
Sarafim Family Career Development Associate Professor, 2022-present
Core Faculty, Institute for Work and Employment Research, 2018-present
Core Faculty, Economic Sociology Program, 2018-present
Sarafim Family Career Development Assistant Professor, 2019-2022
Assistant Professor, Work and Organization Studies, 2018-2022
- EDUCATION** Harvard University
Ph.D., Sociology, 2018
M.A., Sociology, 2016

University of Chicago
B.A., Philosophy, 2010
- RESEARCH INTERESTS** Wage and Earnings Inequality, Economic Sociology, Organizational Sociology, Labor Unions, Sociology of Work
- PEER-REVIEWED PUBLICATIONS** Massenkoff, Maxim and Nathan Wilmers. 2023. [“Wage Stagnation and the Decline of Standardized Pay Rates, 1974-1991,”](#) *American Economic Journal: Applied Economics*, 15: 474-507.
• 2020 Best Paper Award, Academy of Management OMT Division.

Aeppli, Clem and Nathan Wilmers. 2022. [“Rapid Wage Growth at the Bottom Has Offset Rising US Inequality,”](#) *Proceedings of the National Academy of Sciences*, 119.

Massenkoff, Maxim and Nathan Wilmers. Forthcoming. [“Economic Outcomes of Strikers in an Era of Weak Unions,”](#) *Journal of Labor Economics*.

Wilmers, Nathan and Letian Zhang. 2022. [“Values and Inequality: How Pro-social Pay Discounts Offset the College Pay Premium,”](#) *American Sociological Review*, 87: 415-442.

Nicole Kreisberg and Nathan Wilmers. 2022. [“Blacklist or Short List: Do Employers Discriminate Against Union Supporter Job Applicants?”](#) *Industrial and Labor Relations Review*, 74: 943-973.

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

- IPUMS CPS Award for Best Published Research, 2021.

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

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

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

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

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

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

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

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

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

UNDER REVIEW Engzell, Per and Nathan Wilmers. “Firms and the Intergenerational Transmission of Labor Market Advantage,” Revise and Resubmit, *American Sociological Review*.

Wilmers, Nathan, Di Tong and Victoria Zhang. “Between-firm Inequality and Informal Social Relations,” Revise and Resubmit, *Administrative Science Quarterly*.

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

Wilmers, Nathan and Per Lundborg. “Enclaves and Obligations: How Family Hiring Affects Earnings Inequality,” Revise and Resubmit, *American Journal of Sociology*.

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

IN PREPARATION Nelson, Dylan, Nathan Wilmers and Letian Zhang. “Job Upgrading and Earnings Growth for Non-college Workers”

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

Kelly, Erin L., Hazhir Rahmandad, Nathan Wilmers and Aishwarya Yadama. “Employer Practices and Worker Outcomes.”

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

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

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

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

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

AWARDS Best Symposium Award, Academy of Management OMT Division, 2022

Upjohn Institute Early Career Research Award, 2022

IPUMS CPS Award for Best Published Research, 2022

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

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

Best Paper Award, Academy of Management OMT Division, 2020

ASA Granovetter Award for Best Paper in Economic Sociology, 2018

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

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

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

GRANTS AND
FELLOWSHIPS

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

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

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

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

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

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

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

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

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

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

Washington Center for Equitable Growth Doctoral Research Grant: “Unions, Managers and Monopolies: How Concentration and Managerial Power Contribute to Rising Wage Inequality,” 2017

Harvard GSAS Completion Fellowship, 2017

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

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

2017

Institute for Quantitative Social Science Graduate Research Grant, 2017

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

Weatherhead Initiative on Gender Inequality Small Research Grant, 2016

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

Swedish Research Council, Graduate Research Opportunities Worldwide, 2015

National Science Foundation, Graduate Research Opportunities Worldwide, 2015

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

National Science Foundation, Graduate Research Fellowship, 2013

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

INVITED
PRESENTATIONS

“Job Upgrading and Earnings Growth for Non-college Workers”

- Princeton, Sociology Department Colloquium. 2022.
- Duke, Sociology Department Colloquium. 2022.
- Stanford CASBS, Organizations and their Effectiveness. 2022.
- Urban Institute, Workrise Leadership Board. 2022.
- American Sociological Association Annual Meeting invited panel, “Economic Justice.” 2022.
- National University of Singapore, Strategy and Policy Seminar. 2022.
- McGill Desautels, Organizational Behavior Seminar. 2023.
- University of Chicago, Sociology Department Colloquium. 2023.
- University of Wisconsin-Madison, Institute for Research on Poverty Seminar. 2023.
- Stanford University, Sociology Colloquium. 2023.
- University of Toronto, Data Sciences Institute Inequity Speaker Series. 2023.
- UCLA Anderson, Strategy Seminar. 2023.
- Bocconi, Department of Social and Political Sciences. 2023.

“Wage Stagnation and Pay Practices”

- Labor-Public Seminar, Harvard Economics. 2021.
- NYU Abu Dhabi, Social Research and Public Policy. 2021.
- University of Oxford, Nuffield College, “Economics of Alternative Work Arrangements.” 2020.

“Organizational Social Capital and Inequality”

- Harvard Business School Strategy Seminar. 2021.
- Institute for Advanced Study in Toulouse, Conference in Political Science and Po-

- Political Economy: Inequality, Migration, and Organized Interests. 2021.
- Yale Center for Empirical Research on Stratification and Inequality. 2021.
- London Business School Strategy and Entrepreneurship Seminar. 2021.
- American Sociological Association Annual Meeting invited panel. 2022.

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

- Wharton School, Management Department. 2021.
- Michigan Ross, Strategy Seminar. 2021.
- Berkeley Haas School of Business, Management of Organizations. 2020.
- Cornell Department of Sociology. 2020.
- MIT Institute for Work and Employment Relations. 2020.

“The Effects of Strikes on Businesses”

- American Sociological Association Annual Meeting invited panel, “The Rise and Fall of Unions.” 2020.

“Between-firm Relations and Economic Inequality.”

- MaxPo-MPIfG Seminar: States, Sectors, Firms, Growth. 2019.

“Organizations and Inequality: Sorting and Wage Premiums.”

- Harvard Business School, NerdLab. 2019.

“Product Market Competition and Wage Inequality: Evidence from the Occupational Employment Survey and the Quarterly Census of Employment and Wages.”

- Bureau of Labor Statistics, Brownbag Seminar. 2018.

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

- Labor & Antimonopoly Network. 2022.
- MIT/Harvard Economic Sociology Seminar. 2017.
- Social Demography Seminar, Harvard Center for Population and Development Studies. 2017.

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

- Swedish Institute for Social Research, Labor Economics Brownbag Seminar. 2015.

CONFERENCE
PRESENTATIONS

“Job Upgrading and Earnings Growth for Noncollege Workers”

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

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

- Academy of Management. 2021.

“Organizational Social Capital and Inequality”

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

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

- Labor and Employment Relations Association. 2021.

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

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

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

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

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

- Social Science History Association. 2019.

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

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

“Labor Union Structure: Centralization, Density and Democracy”

- Labor and Employment Relations Association. 2018.

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

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

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

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

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

- RC28 Social Stratification and Mobility Summer Meeting. 2017.

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

- American Sociological Association Annual Meeting. 2017.

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

- Aage Sørensen Memorial Conference. 2016.

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

- Social Science History Association. 2015.

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

- American Sociological Association Annual Meeting. 2015.

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

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

AFFILIATIONS

Visiting Assistant Professor, Strategy & Entrepreneurship. London Business School, Fall 2021

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

Faculty, Economic Sociology Program, MIT, 2018-present

Visiting Researcher, Bureau of Labor Statistics, 2017-present

Special Sworn Status, US Census Bureau, 2016-present

CASBS Summer Institute on Organizations and Their Effectiveness, 2018

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

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

TEACHING EXPERIENCE

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

15.311: Organizational Processes, Fall 2020
Instructor

15.311: Organizational Processes, Fall 2019
Instructor

15.311: Organizational Processes, Fall 2018
Instructor

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

Teaching Fellow

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

PROFESSIONAL
SERVICE

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

Session Organizer, ASA Labor Markets session, 2023.

Member, LERA Program Committee, 2022 and 2023.

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

Co-coordinator, MIT Institute for Work and Employment Research Seminar, 2021.

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

Session Organizer, ASA Economic Sociology Section, 2021.

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

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

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

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

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

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

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

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

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