STEVE MCDONALD

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Alumni Association Distinguished Graduate Professor of Sociology
North Carolina State University

April 2026

EDUCATION

2004 PhD in Sociology, Florida State University
1999 Master of Science in Sociology, Florida State University
1997 Bachelor of Science in Sociology (*Magna Cum Laude*), Florida State University

ACADEMIC APPOINTMENTS

2017- Professor of Sociology, NC State University
2012-17 Associate Professor of Sociology, NC State University
2006-12 Assistant Professor of Sociology, NC State University
2004-06 Postdoctoral Fellow, University of North Carolina-Chapel Hill

ADMINISTRATIVE APPOINTMENTS

2023 Interim Department Head - Sociology and Anthropology, NC State University
2016-21 Director of Graduate Programs - Sociology, NC State University
2014-15 Associate Department Head - Sociology and Anthropology, NC State University
2014-15 Director of Undergraduate Programs - Sociology, NC State University

COURTESY APPOINTMENTS

2022- Founding Director - WolfWebs: Social Network Analysis at NC State University
2024- Faculty Affiliate - Center for AI in Society and Ethics (CASE), NC State University
2022- Academy of Outstanding Faculty Mentors, NC State University
2016- Faculty Affiliate - Communication, Rhetoric, & Digital Media PhD program, NC State University
2010- Research Affiliate - Duke Network Analysis Center (DNAC), Duke University

HONORS AND AWARDS

2025 Alumni Association Distinguished Graduate Professor Award, NC State University
2022 Outstanding Graduate Faculty Mentor Award, NC State University
2016 University Faculty Scholar, NC State University
2016 Invited Expert Panelist, US Equal Employment Opportunity Commission
2015 Outstanding Research Award - College of Humanities & Social Sciences, NC State University
2015,10 Faculty Mentor Award - Sociology Graduate Student Association, NC State University
2011 Scholars Program Award, US Department of Labor
2006 Postdoctoral Award for Research Excellence, University of North Carolina-Chapel Hill
2003 Dissertation Research Award, Florida State University
2000 James W. Protho Best Paper Award, Southern Association for Public Opinion Research
2000 Best Graduate Student Paper Award - Department of Sociology, Florida State University

BOOKS AND VOLUMES

2024 **Steve McDonald**, Rochelle Côté, and Jing Shen, eds. *Handbook of Inequality and Social Capital*. Edward Elgar [2]

2013 **Steve McDonald**, ed. *Research in the Sociology of Work: Networks, Work, and Inequality*, Vol. 24. London: Emerald [1]

PEER-REVIEWED ARTICLES

*current or former NC State student

2025 Jones, M. Gail, Julianna Nieuwsma, Kathleen Bordewieck, Gina Childers, **Steve McDonald**, Kimberly Bourne, Maude Cuchiara, Anna-Maria Marshall, Brooke K. Mayer, Christine Ogilvie Hendren, and John Classen. "Wicked Problems: Graduate Students' Experiences in a Convergent Research Environment." *Research in Science Education* doi: 10.1007/s11165-025-10249-x [37]

2023 **Steve McDonald**, Amanda Damarin, and Nicholas Membrez-Weiler*. "Organizational Perspectives on Digital Labor Market Intermediaries." *Sociology Compass* doi.org/10.1111/soc4.13061 [36]

2022 Annika Wilcox*, Amanda Damarin, and **Steve McDonald**. "Is Cybervetting Valuable?" *Industrial and Organizational Psychology* 15(3):315-333. [35]

- **Steve McDonald**, Amanda Damarin, Hannah McQueen*, and Scott Grether*. "The Hunt for Red Flags: Cybervetting as Morally Performative Practice." *Socio-Economic Review* 20(3):915-936. [34]
- Chao Liu*, **Steve McDonald**, and Vincent Chua. "Of Markets and Networks: Marketization and Job Lead Receipt in Transitional China." *Sociological Inquiry* 92(4):1414-1444. [33]

2021 Annika Wilcox*, **Steve McDonald**, Richard Benton*, and Donald Tomaskovic-Devey. "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks" *Social Science Research* 102622 doi.org/10.1016/j.ssresearch.2021.102622 [32]

- Jon R. Forrest*, **Steve McDonald**, and Robin Dodsworth. "Linguistic Employment Niches: Southern Dialect across Industries." *Socius*. 7:1-17. [31]

2019 **Steve McDonald**, Amanda Damarin, Jenelle Lawhorne*, and Annika Wilcox*. "Black Holes and Purple Squirrels: A Tale of Two Online Labor Markets." *Research in the Sociology of Work* 33: 93-120. [30]

2018 Justin Middleton*, Emerson Murphy-Hill, Demetrius Green*, Adam Meade, Roger Mayer, David White, and **Steve McDonald**. "Which Contributions Predict Whether Developers are Accepted into GitHub Teams." *Proceedings of Mining Software Repositories*. Pages 403-418. https://dl.acm.org/citation.cfm?id=3196429 [29]

- Amanda Wyant*, Anna Manzoni, and **Steve McDonald**. "Social Skill Dimensions and Career Dynamics." *Socius* 4:1-12. http://journals.sagepub.com/doi/full/10.1177/2378023118768007 [28]

2017 **Steve McDonald** and Richard A. Benton*. "The Structure of Internal Job Mobility and Organizational Wage Inequality" *Research in Social Stratification and Mobility* 47:21-31. [27]

2016 **Steve McDonald**, Lindsay Hamm*, James R. Elliott, and Pete Knepper*. "Race, Place, and Unsolicited Job Leads: How the Ethnoracial Structure of Local Labor Markets Shapes Employment Opportunities." *Social Currents* 3(2):118-137. [26]

- Maxine S. Thompson and **Steve McDonald**. "Race, Skin Tone, and Educational Achievement." *Sociological Perspectives* 59(1):91-111. [25]

2015 Lindsay Hamm* and **Steve McDonald**. "Helping Hands: Race, Neighborhood Context, and Reluctant Personal Contacts." *The Sociological Quarterly* 56(3):539-557. [24]

- **Steve McDonald**, Feinian Chen, and Christine A. Mair*. "Cross-National Patterns of Social Capital Accumulation: Network Resources, Gender, and Aging in the United States, China, and Taiwan." *American Behavioral Scientist* 59(8):914-930. [23]
- Richard A. Benton*, **Steve McDonald**, Anna Manzoni, and David F. Warner. "The Recruitment Paradox: Network Recruitment, Structural Position, and East German Market Transition." *Social Forces* 93(3):905-932. [22]
- Wenhong Chen and **Steve McDonald**. "Do Networked Workers have more Control? The Implications of Teamwork, Telework, ICTs and Social Capital for Job Decision Latitude." *American Behavioral Scientist*. 59(4):492-507. [21]
- **Steve McDonald**. "Network Effects across the Earnings Distribution: Visible and Invisible Job Finding Assistance in the Labor Market." *Social Science Research* 49(1):299-313. [20]

2014 **Steve McDonald** and Joshua Lambert*. "The Long Arm of Mentoring: A Counterfactual Analysis of Natural Youth Mentoring and Employment Outcomes in Early Careers." *American Journal of Community Psychology* 54(3):262-273. [19]

2013 Julianne Payne*, **Steve McDonald**, and Lindsay Hamm*. "Production Teams and Producing Racial Diversity in Workplace Relationships." *Sociological Forum* 28(2):326-349. [18]

2012 **Steve McDonald**, Richard A. Benton*, and David F. Warner. "Dual Embeddedness: Informal Job Matching and Labor Market Institutions in the United States and Germany." *Social Forces* 91(1): 75-97. [17]

2011 **Steve McDonald**. "What's in the "Old Boys" Network? Accessing Social Capital in Gendered and Racialized Networks." *Social Networks* 33(4): 317-330. [16]

- **Steve McDonald**. "What You Know or Who You Know? Occupation-Specific Work Experience and Job Matching through Social Networks." *Social Science Research* 40(6): 1664-1675. [15]

2010 Julie A. Kmec, **Steve McDonald**, and Lindsey B. Trimble. "Making Gender Fit and "Correcting" Gender Misfits: Non-Searching for Employment and Job Sex Segregation." *Gender & Society* 24(2): 213-236. [14]

- **Steve McDonald**. "Right Place, Right Time: Serendipity and Informal Job Matching." *Socio-Economic Review* 8(2): 307-331. [13]
- **Steve McDonald** and Jacob C. Day*. "Race, Gender, and the Invisible Hand of Social Capital." *Sociology Compass* 4(7): 532-543.[12]
- **Steve McDonald** and Christine A. Mair*. "Social Capital across the Life Course: Age and Gender Patterns of Occupational Networks." *Sociological Forum* 25(2): 335-359. [11]
- Jacob C. Day* and **Steve McDonald**. "Not So Fast My Friend: College Football Coaching, Social Capital, and the Conditional Effects of Race." *Sociological Spectrum* 30(2): 138-158. [10]

2009 **Steve McDonald**, Nan Lin, and Dan Ao. "Networks of Opportunity: Gender, Race and Unsolicited Job Leads." *Social Problems* 56(3): 385-402. [9]

- Lance D. Erickson, **Steve McDonald**, and Glen H. Elder, Jr. "Informal Mentoring and Educational Attainment: Compensatory or Complementary Resources?" *Sociology of Education* 82(4): 344-367. [8]

2007 **Steve McDonald**, Lance D. Erickson, Monica Kirkpatrick Johnson, and Glen H. Elder, Jr. "Informal Mentoring and Young Adult Employment." *Social Science Research* 36(4):1328-1347. [7]

2006 **Steve McDonald** and Glen H. Elder, Jr. "When Does Social Capital Matter? Non-Searching for Jobs Across the Life Course." *Social Forces* 85(1):521-550. [6]

Reprinted in Nan Lin (ed.). 2010. *Social Capital: Critical Concepts in the Social Sciences.* V4. London: Routledge.

- Larry W. Isaac, **Steve McDonald**, and Greg Lukasik. "Takin' It From the Streets: How The Sixties Breathed Life into the Labor Movement." *American Journal of Sociology* 112(1):46-96. [5]
- **Steve McDonald** and Robert E. Crew, Jr. "Welfare to Web to Work: Internet Job Search Among Former Welfare Clients." *Journal of Sociology and Social Welfare* 33(1):239-253. [4]

2005 **Steve McDonald**. "Patterns of Informal Job Matching Across the Work Career: Entry-Level, Reentry-Level, and Elite Non-Searching." *Sociological Inquiry* 75(3):403-428. [3]

2003 Debra Street, Jill Quadagno, Lori Parham, and **Steve McDonald**. "Reinventing Long Term Care: The Effect of Policy Changes on Florida Nursing Homes, 1989-1997." *The Gerontologist* 43 (special issue II):118-131. [2]

2001 **Steven J. McDonald**. "How Whites Explain Black and Hispanic Inequality." *Public Opinion Quarterly* 65:562-573. [1]

CHAPTERS IN EDITED VOLUMES

2024 Rochelle Côté, **Steve McDonald**, and Jing Shen. "Introduction: connecting social capital with studies of social inequality." Pp. 1-8 in Handbook of Inequality and Social Capital. Eds. Steve McDonald, Rochelle Côté, and Jing Shen. Edward Elgar. [13]

2024 **Steve McDonald**, Andrew P. Davis, and Jing Shen. "Revisiting social capital and social network research: inequality in social relations and structure." Pp. 22-36 in Handbook of Inequality and Social Capital. Eds. Steve McDonald, Rochelle Côté, and Jing Shen. Edward Elgar. [12]

2022 Chao Liu* and **Steve McDonald**. "Old Boy Networks at Work in the United States." Pp. 199-215 in Informal Networks in International Business, ed. S. Horak. Emerald Publishing. [11]

2020 **Steve McDonald** and Richard A. Benton*. "Social Capital and Economic Inequality." Pp. 563-582 in *The Oxford Handbook of Social Networks*, ed. R. Light and J. Moody. Oxford University Press. [10]

2018 **Steve McDonald**, Scott T. Grether*, Kim S. Holland*, and Hannah McQueen*. "Serendipity in the Online Job Market." Pp. 329-348 in *Sociology and the Invisible Hand*, eds. A. Mica, R. Wisniewski, and I. Zielinska. Bern, Switzerland: Peter Lang Publishing. [9]

2013 **Steve McDonald**, Feinian Chen, and Martha Crowley. "Social Capital in the Workplace and Health Disruptions: A Cross-National Investigation." Pp. 241-258 in *Social Capital and Its Institutional Contingency: A Study of the United States, China and Taiwan.* Eds. N. Lin, Y. Fu, and C. J. Chen. Routledge. [8]

- Lindsey B. Trimble, Julie A. Kmec, and **Steve McDonald**. "Social Networks and the Job Search: A Focus on People who Are Asked to Provide Job Assistance." Pp. 139-166 in *Social Networking: Recent Trends, Emerging Issues and Future Outlook*, ed. X. M. Tu, A. M. White, and N. Lu. Nova Science Publishers. [7]
- Miles G. Taylor, Glen H. Elder, Jr., Peter Uhlenberg and **Steve McDonald**. "The Role of Grandparents in the Transition to Adulthood: Grandparents as 'Very Important' Adults in the Lives of Adolescents" Pp.104-129 in *Kinship and Cohort in an Aging Society: From Generation to Generation*, ed. M. Silverstein and R. Giarrusso. Johns Hopkins Press. [6]
- Richard A. Benton* and **Steve McDonald**. "The Social Capital of Interlocking Directorates: Status Conferral, Influence Brokerage, and Information Diffusion" Pp. 321-343 in *Social Capital: Theory, Measurement, and Outcomes*, ed. C. D. Johnson. Nova Science Publishers. [5]
- **Steve McDonald**, S. Michael Gaddis, Lindsey B. Trimble, and Lindsay Hamm*. "Frontiers of Sociological Research on Networks, Employment, and Inequality." *Research in the Sociology of Work*, 24: 1-41.[4]

2011 Edward L. Kick, Laura McKinney*, **Steve McDonald**, and Andrew K. Jorgenson. "A Multiple-Network Analysis of World Systems, 1995-1999." Pp. 311-327 in *Handbook of Social Network Analysis*, ed. J. Scott and P. Carrington. Sage. [3]

2009 **Steve McDonald**, Lance D. Erickson, and Derek Gatlin*. "Mentoring in Context: A Sociological Approach to the Study of Mentoring Relationships." Pp. 21-38 in *Mentoring: Program Development, Relationships, and Outcomes*, ed. M. I. Keel. Nova Science Publishers. [2]

2003 Jill Quadagno and **Steve McDonald**. "Racial Segregation in Southern Hospitals: How Medicare Broke the Back of Segregated Health Facilities." Pp. 119-137 in *The New Deal and Beyond: Social Welfare in the South Since 1930*, Elna Green (ed.). University of Georgia Press: Athens. [1]

OTHER PUBLICATIONS

2022 **Steve McDonald** and Chao Liu*. "Sociograms." Pp. 1558-1559 in *The Sage Encyclopedia of Research Design*, ed. B. Frey. Sage: Thousand Oaks. [6]

2013 **Steve McDonald** and Richard A. Benton*. "Social Capital." Pp. 791-793 in *Sociology of Work Encyclopedia*, ed. V. Smith. Sage. [5]

- Lindsay Hamm* and **Steve McDonald**. "Revolving Door Theory." *Sociology of Work Encyclopedia*, ed. V. Smith. Sage. [4]
- **Steve McDonald**. Review of *Social Capital and Institutional Constraints: A Comprehensive Analysis of China, Taiwan, and the U.S.*, by Joonmo Son. *International Journal of Comparative Sociology* 54(4):386-388. [3]

2009 **Steve McDonald**. Review of *Making Our Way Through the World: Human Reflexivity and Social Mobility*, by Margaret S. Archer. *Work and Occupations* 36(1):77-78. [2]

2006 **Steve McDonald**. Review of *Demanding Work: The Paradox of Job Quality in the Affluent Economy*, by Francis Green. *Work and Occupations* 33(4):499-500. [1]

GRANT FUNDING

External

2014 American Sociological Association. Fund for the Advancement of the Discipline. "Employer Use of Internet-Based Labor Market Intermediaries: Consequences for Inequality." PI: Amanda K. Damarin; Co-PI: **Steve McDonald**.

2013 National Science Foundation. Improving Doctoral Dissertation Research. PI: **Steve McDonald**; Co-PI: Richard A. Benton (Grant 1332034).

2004 National Institute of Health. Postdoctoral Training Grant in Life Course and Aging (Grant 5 T32 AGOO15514).

2003 National Science Foundation. Improving Doctoral Dissertation Research. PI: Jill Quadagno; Co-PI: **Steve McDonald** (Grant 0327138).

Internal

2025 NC State University Foundation Grant. "AI in Hiring: Promoting Student Success in the AI Job Market." With Huiling Ding and Kelly Laraway.

2025 Alt-Textbook Grant, NC State University Libraries, "Introduction to Social Network Analysis." With Tom R. Leppard and Andrew P. Davis.

2025 Interdisciplinary Undergraduate Research and Mentoring Award, NC State University. "Language Variation and Social Network Analysis: High Impact Undergraduate Research." With Robin Dodsworth.

2025,18,09 Faculty Research and Professional Development Grant. College of Humanities and Social Sciences, NC State University. [various projects]

2022 Data Science Academy Seed Grant. NC State University. "WolfWebs: Social Network Analysis at NC State." With Andrew P. Davis, Robin Dodsworth, and Branda Nowell.

2014,11 Scholarship and Research Award. College of Humanities and Social Sciences, NC State University.

2008 Scholarly Project Award, College of Humanities and Social Sciences, NC State University.

PROFESSIONAL PRESENTATIONS

2026 "Changing American Occupational Skill Structures," with Zuo, J. and Yan, A. Southern Sociological Society annual meeting, Jacksonville, FL.

2025 "The Effect of Personal Network Structure on Rhythm in Raleigh," with Dodsworth, R. and Black, S. New Ways of Analyzing Variation annual meeting, Ann Arbor, MI.

- "Grime Movers: Musical Field Effects of Collaboration with Genre Originators," with Leppard, T. R. and Davis, A. P. Workshop on Causal Network Analysis, Emory University, Atlanta, GA.
- "Abduction and the Serendipity Pattern," with DeSoucey, M. American Sociological Association annual meeting, Chicago, IL.
- "Relational Dynamics and Knowledge Transfer on Virtual Platforms," with Liu, C. and Yan, A. American Sociological Association annual meeting, Chicago, IL.
- "Social Class Foundations of Adolescent Mentoring Experience," with Leppard, T. and Selke, D. Southern Sociological Society annual meeting, Charlotte, NC.
- "Roll of Honor Session to Recognize Larry Isaac: Intermovement Spillover Processes." Southern Sociological Society annual meeting, Charlotte, NC.

2024 "Have You Any Pull? Acceptance of Foreign Knowledge Transfers to GitHub Projects," with Yan, X., Daniel, J., and Liu, C. American Sociological Association annual meeting, Montreal, Canada.

- "Company Culture and Relational Dynamics of Knowledge Transfer in Distributed Workplace Contexts," with Yan, X., Daniel, J., and Liu, C. Sunbelt: International Network for Social Network Analysis annual meeting, Edinburgh, Scotland.
- "Social Class and the Landscape of Adolescent Mentoring Resources," with Leppard, T. Southern Sociological Society annual meeting, New Orleans, LA.
- "Graduate Students' Experiences in A Convergent Research Environment: Social Networks, Expectancy Value, and Imposterism," with Jones, M.G., Nieuwsma, J., Bordewieck, K., Childers, G., Marshall, A., Mayer, B., Classen, J., and Cuchiara, M. American Educational Research Association annual meeting, Philadelphia, PA.
- "Wicked Problems and Wicked Solutions: Graduate Students' Experiences in A Convergent Research Environment," with Jones, M.G., Nieuwsma, J., Bordewieck, K., Childers, G., Marshall, A., Mayer, B., Classen, J., and Cuchiara, M. National Association for Research in Science Teaching (NARST) Annual International Conference, Denver, CO.

2023 "Gender Stereotypes, Job Advertisement Language, and Occupational Segregation," with Jill Yavorsky, Dakota Dougherty, Adam Goldfarb, Daulton Selke, and Tremaine Winstead. American Sociological Association annual meeting. Philadelphia, PA.

- "Digital Intermediaries and Labor Market Savvy," with Amanda K. Damarin. American Southern Association annual meeting. Philadelphia, PA.
- "Organizational Perspectives on Digital Labor Market Intermediaries," with Amanda K. Damarin and Nicholas Membrez-Weiler. Southern Sociological Society annual meeting. Myrtle Beach, SC.
- "Federal Job Advertisements and Stereotype Content: An Intersectional and Socio-Linguistic Analysis of Occupational Segregation," with Dakota Dougherty, Adam Goldfarb, Daulton Selke, Tremaine Winstead, and Jill Yavorsky. Southern Sociological Society annual meeting. Myrtle Beach, SC.

2022 "Membership has its Privileges: Alumni Affiliation, Race, and Job Finding Assistance," with S. Michael Gaddis. Symposium on Networks, Inequality, and Labor Markets. Copenhagen Business School, Copenhagen, Denmark.

- "Job Advertisements, Stereotype Content, and Occupational Segregation: A Socio-Linguistic Analysis," with Dakota Dougherty, Adam Goldfarb, Daulton Selke, Tremaine Winstead, and Jill Yavorsky. Southern Sociological Society annual meeting, Birmingham, AL.
- "Warmth and Competence in Job Advertisements: Validating a Sociolinguistic Measurement Strategy," with Dakota Dougherty, Adam Goldfarb, Daulton Selke, Tremaine Winstead, and Jill Yavorsky. North Carolina Sociological Association annual meeting, Pembroke, NC [virtual].

2020 "Digital Distinctions and Tacit Targeting: How Labor Market Practices Reproduce Inequality Today," with Amanda Damarin. American Sociological Association annual meeting, San Francisco, CA [virtual].

- "Structural Sources of Open Collaboration in GitHub's Online Community," with Chao Liu. Sunbelt Social Network Conference, Paris, France [virtual].
- "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks," with Annika Wilcox, Richard Benton, and Donald Tomaskovic-Devey. Sunbelt Social Network Conference, Paris, France [virtual].

2019 "Red Flags, Black Holes, and Purple Squirrels: Economic and Social Implications of Cybersourcing and Cybervetting Job Candidates." Invited presentation, University of North Carolina - Charlotte.

- "Gender, Job Mobility Networks, and Organizational Hierarchy," with Annika Wilcox and Richard Benton. American Sociological Association annual meeting, New York, NY.
- "Breaking the Iron Law of Oligarchy: Distributed Collaboration in Open Source Software Teams," with Chao Liu. American Sociological Association, New York, NY.
- Author-Meets-Critics: "Relational Inequality, by Donald Tomaskovic-Devey and Dustin Avent-Holt." Invited Critic, Southern Sociological Society annual meeting. Atlanta, GA.
- "Of Markets and Networks: Chinese Marketization and Job Lead Receipt," with Chao Liu and Vincent Chua. Southern Sociological Society annual meeting, Atlanta, GA.
- "The Importance of Being Social: Social Skill Experience and Race/Gender Inequality in Wage Growth across Careers," with Amanda Wyant and Anna Manzoni. Southern Sociological Society annual meeting, Atlanta, GA.

2018 "Racial Dynamics of Relational Work," Invited panelist, American Sociological Association annual meeting, Philadelphia, PA.

- "Structural Sources of Project Involvement in GitHub's Online Community," with Chao Liu. Southern Sociological Society annual meeting, New Orleans, LA.

2017 "Passive Job Finding and Race/Ethnic Inequality in the US and UK, 1995-2016," with Annika Wilcox. Conference on Ethnic Inequality on the Labour Market: Cross-National Perspectives and Causal Analysis. Amsterdam, Netherlands.

- "Black Holes and Purple Squirrels: A Tale of Two Online Labor Markets," with Amanda K. Damarin, Jenelle Lawhorne, and Annika Wilcox. American Sociological Association annual meeting, Montreal, Canada.
- "Of Markets and Networks: Chinese Marketization and Unsolicited Job Leads," with Vincent Chua, Elena Obukhova, and Joonmo Son. Fellow Travelers on Different Roads (Economic Sociology and Organizations, Occupations, and Work Preconference to ASA). Montreal, Canada.
- "Linguistic Job Matching: Southern Dialect and Employment across Industries," with Jon Forrest and Robin Dodsworth. Southern Sociological Society annual meeting, Greenville, SC.
- "Digital Distinctions: How Employers Construct Job Candidates in Online Labor Markets," with Amanda K. Damarin. Southern Sociological Society annual meeting, Greenville, SC.

2016 "Gender, Organizational Hierarchy, and Job Mobility Networks," with Richard A. Benton and Donald Tomaskovic-Devey. Social Networks and Gender: An International Symposium, Barcelona, Spain.

- "The Importance of Being Social? Social Skill Accumulation over Careers," with Amanda Wyant and Anna Manzoni. American Sociological Association annual meeting, Seattle, WA.

- "The Hunt for Red Flags: HR Professionals' Online Candidate Screening Practices," with Hannah McQueen, Scott Grether, Kim Holland, and Amanda K. Damarin. EEODATANET Conference, Washington, DC.
- "Social Media for Social Closure: How Employers Use Online Information to Screen Job Candidates," with Hannah McQueen, Scott Grether, Kim Holland, and Amanda K. Damarin. Southern Sociological Society annual meeting, Atlanta, GA.
- "Investigating How the Intensity of the STEM Program Matters: A Comparative Study," with John C. Bedward, Margaret R. Blanchard. National Association for Research on Science Teaching annual meeting, Baltimore, MD.

2015 "Black Holes and Purple Squirrels: Human Resource Recruitment and a Tale of Two Online Labor Markets," with Amanda K. Damarin. Academy of Management annual meeting, Vancouver, Canada.

- "Protecting Hiring Managers from Themselves: Organizational Dynamics, and Discriminatory Online Candidate Screening," with Amanda K. Damarin and Scott Grether. Society for the Advancement of Socio-Economics annual meeting, London, UK.
- "The Structure of Job Mobility and Intra-Organizational Wage Inequality," with Richard A. Benton. Conference on Organizational Stratification: Processes, Mechanisms, and Institutional Contexts. Bielefeld, Germany.
- "Searching for Red Flags: Human Resource Perspectives on Discriminatory Online Applicant Screening," with Amanda K. Damarin, Hannah McQueen, and Kim S. Holland. Conference on Reducing Inequality in Organizations: What Works? New York, NY.
- "I Get to Feel Like a College Student": The Differential Impacts of Two STEM Interventions." with Margaret R. Blanchard and John C. Bedward. American Education Research Association annual meeting, Chicago, IL.
- "The Importance of Being Social: Social Skill Accumulation and Wage Profiles across Employment Careers." with Amanda Wyant, Michelle Lore, Anna Manzoni, and Lindsay Hamm. Southern Sociological Society annual meeting, New Orleans, LA.

2014 "Race, Place, and Job Leads: How the Ethnoracial Structure of Local Labor Markets Shapes Employment Opportunities." with Lindsay Hamm and James R. Elliott. American Sociological Association annual meeting, San Francisco, CA.

- "Networks of Need in the Age of Economic and Social Precarity."Invited Panelist, American Sociological Association annual meeting. San Francisco, CA.
- "From Local to Glocal? Internet Connectivity at Work and Daily Social Interaction." with Wenhong Chen, Amanda K. Damarin, and Erinn Brooks. Southern Sociological Society annual meeting, Charlotte, NC.
- "Intra-Organizational Networks and Wage Inequality." with Donald Tomaskovic-Devey and Richard A. Benton. Duke Network Analysis Center Colloquium Series. Duke University.
- "The Strength of Strong Job Leads? Network Structure and Job Lead Access and Mobilization." with Joonmo Son. Sunbelt Social Network conference, St. Petersberg, FL.

2013 "Social Embeddedness and Place: Examining Urban Contexts of Job Networking and Social Closure." with Lindsay Hamm and James R. Elliott. American Sociological Association annual meeting, New York, NY.

- "Race, Place, and Networks: Race Diversity and Job Networking in Urban Contexts." with Lindsay Hamm and James R. Elliott. International Network for Social Network Analysis annual meeting, Xi'an, China.
- "Race, Place, and Networks: Race Diversity and Job Networking in Urban Contexts." with Lindsay Hamm and James Elliott. Social Capital Working Group. Duke University.
- "Stratification, Social Capital, and Market Transition: The Case of German Unification." with Richard A. Benton, Anna Manzoni, and David F. Warner. Research Committee 28 (Stratification and Mobility) summer conference, Charlottesville, VA.

2012 "Institutional Transference and Labor Market Informality: The Case of German Reunification, 1991-1994." with Richard A. Benton, Anna Manzoni, and David F. Warner. American Sociological Association annual meeting, Denver, CO.

- "Cross-National Patterns of Social Capital Accumulation: Gender, Network Resources, and Aging in the United States, China, and Taiwan." with Feinian Chen and Christine A. Mair. Population Association of American annual meeting, San Francisco, CA.
- "The Invisible Hand of Social Capital: Hidden Network Advantages in Labor Markets." Sociology Department Speaker Series. University of North Carolina at Charlotte.
- "Dual Embeddedness and Institutional Transference: Network-based Job Finding and Macro-Institutional Dynamics in Germany and the United States" with Richard A. Benton. Duke Network Analysis Center Colloquium Series. Duke University.
- "Network Effects across the Earnings Distribution: Informal Search and Recruitment in the Labor Market." Southern Sociological Society annual meeting, New Orleans, LA.

2011 "How Contacts Matter: A Re-examination of Network Effects Across the Earnings Distribution." American Sociological Association annual meeting, Las Vegas, NV.

- "Production Teams and Producing Diversity in Workplace Relationships." with Julianne Payne and Lindsay Hamm. Southern Sociological Society annual meeting, Jacksonville, FL.

2010 "Exploring the Causal Impact of Informal Mentoring Relationships on Transitions to Adulthood with Propensity Score Matching." with Lance D. Erickson. American Sociological Association annual meeting, Atlanta, GA.

- "Informal Mentoring and Adolescent Delinquency: An Examination of Mechanisms and Processes" with Amanda K. Priest. American Sociological Association annual meeting, Atlanta, GA.
- "Wrong Networks or Preferential Treatment? Gender, Race, and Access to Job Finding Assistance." Sunbelt Social Network Conference, Riva del Garda, Italy.
- "How Contacts Matter: Network Effects Across the Earnings Distribution." Social Capital Working Group, Duke University.
- "Wrong Networks or Preferential Treatment? Race, Gender, and Access to Job Finding Assistance." Duke Network Analysis Center Colloquium Series. Duke University.
- "Informal Adolescent Mentoring and Transitions to Adulthood: Education, Employment, and Beyond." with Lance D. Erickson and Glen H. Elder, Jr. Add Health Users Group, Carolina Population Center, University of North Carolina-Chapel Hill.
- "Informal Job Matching and Labor Market Institutions: Non-Searching for Jobs in the United States and Germany" with Richard A. Benton and David F. Warner. Southern Sociological Society annual meeting, Atlanta, GA.

2009 "Gender, Job Segregation, and Non-Searching for Jobs." with Julie A. Kmec and Lindsey B. Trimble. American Sociological Society annual meeting, San Francisco, CA.

- "Social Capital and Health in the Workplace: A Cross-National Investigation." with Feinian Chen and Martha Crowley. International Conference on Social Capital, Taipei, Taiwan.
- "Race, Gender, and the Invisible Hand of Social Capital" with Jacob C. Day. Duke University, Social Capital Workgroup.
- "Occupation-Specific Social Capital: An Examination of Occupational Tenure and Job Matching through Social Networks." Duke University, Social Capital Workgroup.
- "Social Capital and the Life Course: Gendered Patterns of Network Resources." with Christine Mair. Southern Sociological Society annual meeting, New Orleans, LA.

2008 "Don't Call Us, We'll Call You: Gender, Race, and Access to Elite Occupations." American Sociological Association annual meeting, Boston, MA.

- "Social Capital and the Life Course: Gendered Patterns of Occupational Networks." with Christine Mair. International Conference on Social Capital, Taipei, Taiwan.

- "Mentoring in Context: A Sociological Approach to the Study of Mentoring Relationships." with Lance D. Erickson and Derek Gatlin. University of North Carolina-Chapel Hill, Life Course Workgroup.
- "Networks of Opportunity: Gender, Race, and Job Leads." Duke University, Social Capital Workgroup.
- "Not So Fast My Friend: College Football Coaching, Social Capital, and the Conditional Effects of Race." with Jacob C. Day. Southern Sociological Society annual meeting, Richmond, VA.
- "Skin Shade and Educational Achievement." with Maxine S. Thompson. Southern Sociological Society annual meeting, Richmond, VA.

2007 "Networks of Social Closure: Access to Elite Occupations through Personal Contacts." Southern Sociological Society annual meeting, Atlanta, GA.

2006 "Gender, Race and the Unsolicited Receipt of Job Information." with Nan Lin, and Dan Ao. American Sociological Association annual meeting, Montreal, Canada.

- "Youth Mentoring and Educational Attainment: Non-Parental Adults as Educational Resources." with Lance D. Erickson and Glen H. Elder, Jr. Add Health Users Conference (Plenary Session), Bethesda, MD.
- "Unsolicited Job Information and the Invisible Hand of Social Capital." with Nan Lin, and Dan Ao. Sunbelt Social Network Conference, Vancouver, Canada.
- "Right Place, Right Time: Serendipity and Informal Job Matching." Southern Sociological Society annual meeting, New Orleans, LA.
- "Youth Mentoring and Educational Attainment: Non-Parental Adults as Educational Resources." with Lance D. Erickson and Glen H. Elder, Jr. Southern Sociological Society annual meeting, New Orleans, LA.

2005 "Mentoring and the Transition to Early Employment" with Lance D. Erickson and Glen H. Elder, Jr. Southern Sociological Society Annual Meeting; Charlotte, NC.

- "Finding and Negotiating Mentoring Relationships" Invited Panel Session, Southern Sociological Society annual meeting; Charlotte, NC.
- "Gender and the Unsolicited Receipt of Job Information." Social Capital Workgroup, Duke University.
- "When Does Social Capital Matter? Non-Searching and the Life Course" University of North Carolina-Chapel Hill, Carolina Population Center Colloquium Series.

2004 "Divergent Payoffs to Non-Searching Across the Work Career" American Sociological Association Annual Meeting; San Francisco, CA.

- "Welfare to Web to Work: Internet Job Search Among Former Welfare Clients" with Robert E. Crew, Jr. Society for the Study of Social Problems Annual Meeting; San Francisco, CA.
- "Patterns of Non-Searching Across the Work Career: Entry-Level, Reentry-Level, and Elite Non-Searching" Southern Sociological Society Annual Meeting; Atlanta, GA.

2003 "Does Profit Status Matter? Responses to Deficiency Citations in Florida Nursing Homes" with Debra Street and Jill Quadagno. American Sociological Association annual meeting; Atlanta, GA.

- "Home Sweet Home? Preliminary Findings from a Study of Assisted Living Facilities and Residents in Florida" with Debra Street, Anne Barrett, Brandy Harris and Ryan MacDonald. American Sociological Association annual meeting; Atlanta, GA.
- New Left Movement Militancy and Labor Organization" with Larry Isaac, Greg Lukasik, Rachel LaCroix and Johnny Johnson. Southern Sociological Society annual meeting; New Orleans, LA.

2002 "Non-Searching For Jobs: Social Capital, Action and the Job Matching Process" American Sociological Association annual meeting; Chicago, IL.

- "Does Profit Status Matter? For-Profit and Non-Profit Nursing Homes in Florida, 1989-1998" with Debra Street, Jill Quadagno and Lori Parham. Southern Sociological Society annual meeting; Baltimore, MD.

- "Slowing Growth in Medicaid Nursing Home Bed Use in Florida, 1989-1998" with Debra Street, Jill Quadagno and Lori Parham. Southern Gerontological Society annual meeting; Orlando, FL.
- "Trends in Nursing Home Reimbursement in Florida: 1990-2000" with Debra Street, Jill Quadagno and Lori Parham. Challenges in Nursing Home Care Conference, Pepper Institute on Aging and Public Policy. Tallahassee, FL.

2001 "Engendering Militancy: The Impact of New Social Movements on Labor Militancy in Postwar America" with Larry Isaac, Gina Carreno, Johnny Johnson, Rachel LaCroix and Greg Lukasik. American Sociological Association annual meeting; Anaheim, CA.

- "Examining Alternative Explanations for Racial Inequality" with Mike Stewart. Southern Sociological Society annual meeting; Atlanta, GA.

2000 "Gender Inequality in Access to Health Care" with Jill Quadagno and Marie Cowart. Gerontological Society of America annual meeting; Washington, D.C.

- "How Whites Explain Black and Hispanic Inequality" James W. Protho Student Paper Award Presentation. Southern Association for Public Opinion Research annual meeting; Raleigh, NC.
- "How Whites Explain Black and Hispanic Inequality" Southern Sociological Society annual meeting; New Orleans, LA.

1999 "Whites' Explanations for Black and Hispanic Inequality" American Association of Public Opinion Research annual meeting; St. Petersburg, FL.

TEACHING

Undergraduate

ANT 261	Technology in Society and Culture
DSC 295	Intro to Social Network Analysis
SOC 203	Social Problems
SOC 205	Jobs and Work
SOC 261	Technology in Society and Culture
SOC 300	Methods of Social Research
SOC 429	Data Analysis in Sociology
SOC 495	Social Capital
SOC 495	Quantitative Applications in Sociology

Graduate

DSC 595	Advanced Social Network Analysis
SOC 708	Missing Data Strategies
SOC 708	Causal Inference
SOC 711	Research Methods in Sociology
SOC 718	Social Network Analysis
SOC 719	Computational Text Analysis
SOC 736	Social Stratification
SOC 752	Work and Industry
SOC 754	Economic Sociology
SOC 791	Theory Construction
SOC 791	Job Queueing, Language, and Inequality

MENTORING

Postdoctoral Fellows [1]

2024- Tom Leppard. Data Science and AI Academy, North Carolina State University

Chaired Dissertations [9]

2025 Hannah McQueen. "Persuasive Communication and Relational Emotion Work in Online Dispute Resolution Platforms."

2022 Chao Liu. "Network Embeddedness and Team Collaboration in the GitHub Community."
Best Dissertation Award, College of Humanities and Social Sciences

2021 Annika Wilcox. "Agentic Action Under Social Constraints: Diversity Meaning-Making in a High-Tech Organization."
Best Dissertation Award, College of Humanities and Social Sciences

2018 Jon R. Forrest. "A Firm-Specific Analysis of Southern US English and Workplace Processes." Co-chaired with Dr. Robin Dodsworth.
Best Dissertation Award, Department of Sociology

- Amanda Wyant. "Household- and Country-Level Predictors of Household Food Insecurity." Co-chaired with Dr. Sarah Bowen.
- James A. Tuttle. "Explaining Longitudinal and Cross-National Variation in Homicide: Towards a Theory of Institutional Legitimacy." Co-chaired with Dr. Patricia McCall.
Best Dissertation Award, College of Humanities and Social Sciences

2017 Lindsay M. Hamm. "'The Art of Education is Dead:' A Mixed-Methods Study of Public-School Teachers' Dignity at Work during North Carolina's Neoliberal Shift."

2014 Richard A. Benton. "Corporate Governance and Director Interlocks: The Effects of Network Mechanisms, Structural Cohesion, and Institutional Contexts on the Balance of Power in American Corporations."
Best Dissertation Award, College of Humanities and Social Sciences

2012 Jacob C. Day. "Stuck on the Sideline: Race, Segregation, and Mobility in the College Football Coaching Profession."

Chaired Master's Theses [10]

2025 Jonny Webber. "Give 'em the Boot: How Subcultural Products Resist Assimilation."
Odum Award for Best Graduate Student Paper, Southern Sociological Society

2019 Daulton Selke. "All I Did Was Stand in the Middle: A Case of Pitch Contours and Boundary Maintenance in the Prosody of Tupak Shakur." Co-chaired with Dr. Robin Dodsworth.

2019 Brooke Graham. "Queer-ly Unequal: LGBT+ Students' Experiences with Social Support and Resiliency in Education."

2018 Jenelle Lawhorne. "Cybervetting as Surveillance: HR Justifications for Online Job Candidate Screening."

2017 Annika Wilcox. "Explaining the Black/White Gap in Job Satisfaction."

- Michael J. Fox. "Accounting for the Role of Homophily in the Participation in Sound Change."

2015 Madison Boden. "The World Wildlife Web: The Network Structure of the International Trade of Protected Animal Species."

2011 Joshua Lambert. "Against the Grain: Lingering Parental Education Effects in Graduate Student Attainment."

- Lindsay Hamm. "Helping Hands: Race, Trust, and Assisting Others on the Job Hunt."

2008 Mark Bodkin. "Beyond Human and Social Capital Punishment: The Stigma of Incarceration, Race and Their Effect on Earnings throughout the Life Course."

Other (non-chaired) Completed Dissertations [29]/Theses [14]

PROFESSIONAL SERVICE

2016- Editorial Board, Social Science Research
2018-22 Editorial Board, Sociological Perspectives
2017-19 National Science Foundation panelist

2019-20 Junior Faculty Mentoring Committee, ASA's IPM section
2018 Book Award Committee, ASA's OOW section
2013-14 Granovetter Prize Committee, ASA's Economic Sociology Section
2010-11 Nominations Committee (Chair), ASA's OOW Section
2004-09 Webmaster, ASA's Economic Sociology Section
2003-04 ASA's Student Forum Advisory Board (Chair)
2002-03 ASA's Student Forum Advisory Board

2025- Committee on Professions, Southern Sociological Society
2017-19 Ad Hoc Website Committee, Southern Sociological Society
2015-16 Vice President, Southern Sociological Society
2015-16 Nominations Committee (Chair), Southern Sociological Society
2014-16 Executive Committee, Southern Sociological Society
2011-14 Publications Committee, Southern Sociological Society
2013 Program Committee (Chair), Southern Sociological Society
2009 Program Committee, Southern Sociological Society annual meeting

Ad hoc reviewer for over 30 academic journals. I review about 10 articles each year.
Ad hoc reviewer for tenure and promotion cases. I review about 3 cases each year.

UNIVERSITY SERVICE

North Carolina State University
2025 Distinguished Graduate Professor Selection Committee (member)
College of Humanities and Social Sciences
2024 University Faculty Scholar Nomination Committee (chair)
2019-20 Ad Hoc Sociolinguistics Review Committee (chair)
2017,18,21 Thesis and Dissertation Award Committee (chair)
2025,26 Distinguished Professor Nomination Review Committee
2019-20,26 Research Committee
2025 University Faculty Scholar Nomination Committee
2023 Executive Leadership Team
2020,21 Reappointment, Promotion, and Tenure Committee
2017-21 Electronic Transfer Funds Committee
2017,19,21,25 University Faculty Scholars Nomination Committee
2016-21 Graduate Curriculum Committee
2017 Alumni Association Distinguished Graduate Professorship Award Committee
2014,15 Undergraduate Curriculum Committee

Department of Sociology and Anthropology

2024,25	Distinguished Professor Search Committee (chair)
2022,24	Awards Committee (chair)
2016-21	Sociology Graduate Recruitment and Admissions Committee (chair)
2016-21	Sociology Graduate Curriculum Committee (chair)
2017-19	Comprehensive Post-Tenure Review Committee (chair)
2017-19	Annual Peer Review Committee (chair)
2015-16	Sociology Faculty Search Committee (chair)
2014-15	Sociology Undergraduate Curriculum Committee (chair)
2013-15	Awards Committee (chair)
2009-13,22,23	Sociology Graduate Curriculum Committee
2021-22	Awards Committee
2010-12,14-18	Advisory Committee
2012-13	Speaker Series Committee
2010-11	Sociology Faculty Search Committee
2007-09	Sociology Graduate Recruitment and Admissions Committee

PROFESSIONAL MEMBERSHIPS

Various years

Academy of Management
American Sociological Association
- Aging and Life Course Section
- Decision-Making, Social Networks, and Society
- Communications, Information Technology, and Media Section
- Economic Sociology Section
- Inequality, Poverty, and Mobility Section
- Mathematical Sociology Section
- Organizations, Occupations, and Work Section

International Sociological Association, Research Council 28
International Network for Social Network Analysis
North Carolina Sociological Association
Society for the Advancement of Socio-Economics
Southern Sociological Society