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Experience:

- 2006 - Director of Graduate Studies. Department of Sociology, University of Illinois, Chicago, Illinois.
- 1997-1998 Interim Head, Department of African American Studies, University of Illinois, Chicago, Illinois.
- 1996- Associate Professor, Department of Sociology, University of Illinois, Chicago, Illinois.
- 1989 Assistant Professor, Department of Sociology, University of Illinois, Chicago, Illinois.
- 1987-89 Postdoctoral Fellow, Department of Sociology, University of California, Santa Barbara, California.
- 1983 Summer Research Intern, The Urban Institute, Washington, D.C.
- 1977-80 Clinical Social Worker, private practice, Oakland, California.
- 1978-80 Researcher, Program for Women in Health Sciences, University of California, San Francisco, California.
- 1976-78 Chief Psychiatric Social Worker, Alameda County Health Care services, Oakland, California.
- 1974-76 Senior Psychiatric Social Worker, Alameda Country Health Care Services, Oakland, California.

Education

- 1988 PhD in Sociology, Northwestern University, Evanston, Illinois.
- 1974 MSW, University of Southern California, Los Angeles, California.
- 1972 BA, Whittier College, Whittier, California.

Honors and Grants

- 2013 “Improving Graduate Education Project.” Graduate College, University of Illinois. (\$50,000.)
- 2012 Faculty Grant, Institute of Race and Public Policy, University of Illinois at Chicago (\$4500).
- 2010 Faculty Fellowship, Institute of Race and Public Policy, University of Illinois at Chicago (Spring 2011).
- 2009 OSSR Faculty Seed Grant. (\$500).

- 2001-02 Great Cities Institute Faculty Scholar. Great Cities Institute, University of Illinois at Chicago.
- 2001 Russell Sage Foundation small grant award for the Changing Terrain of Race and Ethnicity Conference at University of Illinois at Chicago. (\$30,000.)
- 2001 American Sociological Association small grant award for the Changing Terrain of Race and Ethnicity Conference at University of Illinois at Chicago. (\$10,000.)
- 1999 Committee on Institutional Cooperation (CIC) Academic Leadership Program
- 1999 "Evaluating the Impact of Diversity Training." Small grant awarded by Institute for Research on Race and Public Policy. University of Illinois at Chicago. \$500.
- 1998 Martin Luther King/Cesar Chavez/Rosa Parks Visiting Professor, University of Michigan, Ann Arbor.
- 1997 Faculty Foreign Travel Award. Graduate College University of Illinois at Chicago.
- 1988 University of California, President's Postdoctoral Fellow.
- 1986 National Science Foundation Dissertation Enhancement Grant.
- 1986 Ford Foundation Dissertation Fellow.
- 1984 American Sociological Association Graduate Fellow.

Current Research and Interests

Currently working on a book-length manuscript, "The New Black Corporate Executive: Assimilated Insiders, Diversity Managers and Race Wo/men"

Research interests are Affirmative action, public policy, African American middle class, race and ethnicity, race and labor markets, field methods, and racial attitudes.

Diversity Consulting:

- Russell Reynolds and Associates
- Dial Corporation
- Caterpillar Inc

Expert Witness: Carolyn Phillips vs Dow Jones & Company, Inc.

Publications

Book

- 1997 *Black Corporate Executives: The Making and Breaking of a Black Middle Class*. Philadelphia: Temple University Press.

Articles and Chapters

(Forthcoming, July 2013.) "Blacks on the Bubble." In Vicki Smith (ed), *Sociology of Work: An Encyclopedia*. Thousand Oaks: Sage.

- 2011 Guest Editor. Special Issue: Critical Studies of Diversity in the Post-Civil Rights Era. With David G. Embrick. *Critical Sociology*. 37(5) (Sept)
- 2011 "Diversity In The Post Affirmative Action Labor Market: A Proxy For Racial Progress?" Special Issue on Diversity, *Critical Sociology*. 37(5) (Sept).

- 2011 "From Affirmative Action To Diversity: Erasing Inequality From Organizational Responsibility." Special Issue on Diversity, *Critical Sociology*. 37(5) (Sept).
- 2011 "Protecting White Power in Corporate Hierarchies." In Rodney Coates (ed), *Covert Racism: Experiences, Identity, and Theory*. New York: Oxford University Press.
- 2008 "Black Entrepreneurs." In Henry Louis Gates, Jr, and Evelyn Higginbotham (eds). *African American National Biography*. New York: Oxford University Press.
- 2007 "Black Enterprise." In Richard T, Schaefer (ed). *Encyclopedia of Race, Ethnicity, and Society*. New York: SAGE Publications, Inc.
- 2005 "Labor Market Segmentation and Black Job Mobility." Chapter 9 in *Handbook of Research on Employment Discrimination: Rights and Realities*. Laura Beth Nielsen and Robert Nelson (editors). New York: Springer Press.
- 2004 "Institutional Patterns and Transformation: Race and Ethnicity in Housing, Education, Labor Markets, Religion, and Criminal Justice." With Amanda E. Lewis, Maria Krysan, Korie Edwards, and Geoff Ward. Pp. 67-122 in *Changing Terrain of Race and Ethnicity*. Maria Krysan and Amanda E. Lewis (editors). New York: Russell Sage.
- 2003 "The Case of Affirmative Action: A Source of Progress and Paradox in the Mobility of African Americans." *Hommes et migration*. In Philippe Dewitte (ed). Fall.
- 2002 "Up the Organization and Out on a Limb." Pp. 397-402 in Michael J. Handel (Ed.) *Sociology of Organizations: Classic, Contemporary and Critical Readings*. Los Angeles: Sage.
- 2002 "Organizational Response to Affirmative Action." Pp. 39-54 in Marlese Durr (ed.) *The New Politics of Race: From DuBois to the 21st Century*. Greenwood Publishing.
- 2000 "Bursting the Bubble: The Failure of Black Progress." Pp. 74-83 in Stephen Steinberg (ed.) *Race and Ethnicity in the United States: Issues and Debates*. Malden, Massachusetts: Blackwell Publishers.
- 1999 "Affirmative Action and Me." In Barry Glassner and Rosanna Hertz (eds.) *Sociology in Everyday Life*. Los Angeles: Sage.
- 1999 "Black Managers, White Corporations." In Juliet Walker (ed.) *Encyclopedia of African-American Business History*. Greenwood Press.
- 1999 "Civil Rights and Black Business." In Juliet Walker (ed.) *Encyclopedia of African-American Business History*. Greenwood Press.
- 1997 "Black Mobility in White Corporations: Up the Ladder but Out On a Limb." *Social Problems* 44:55-67.
Reprinted in *Working in America: Conflict, Continuity and Change*. Amy S. Wharton (ed.) Mountain View, California: Mayfield Publishing Company. 1997.
Reprinted in *The Essential Sociology Reader*, Robert H. Thompson (ed.) Boston: Allyn-Bacon. 1998.
Reprinted in *Frontier Issues in Economic Thought, Vol 4: The Changing Nature of Work*. Tufts University: Global Development and Environment Institute. 1998.
- 1997 "Up the Corporate Ladder: The Dilemmas and Contradictions of First Wave Black Executives." In *African-Americans, the Public Agenda and the Paradoxes of Public Policy*. Cedric Herring (ed.) Los Angeles: Sage Publications.

- 1995 "Retreat From Equal Opportunity? The Case of Affirmative Action." With Cedric Herring. In *The Bubbling Cauldron*. Joe Feagin (ed.) New Haven: Yale Press.
- 1993 "Blacks on the Bubble: Fragility of Black Jobs in White Corporations." *The Sociological Quarterly* 34: 429-447.
- 1989 The Marginalization of Black Executives. *Social Problems* 36:317-331.
- 1984 Soft money: Black Middle Class Vulnerability. *Point of View*. (Summer): 6-8. Washington, D.C.: Congressional Black Caucus Foundation, Inc.
- 1983 The Making of the Black Middle Class. *Social Problems* 30:369-380.

Book Reviews

- 2001 "Black Families in Corporate America." *Contemporary Sociology*. (January).
- 1993 "Black Women in the Workplace: Impacts of Structural Change in the Economy." Bette Woody. *American Journal of Sociology*. (September).

Invited Presentations

- 2012 "Ethnography in Retrospect." Welcome address for the 14th Annual Chicago Ethnography Conference. University of Illinois at Chicago, Friday, April 14.
- 2011 Institute of Race and Public Policy Race, Ethnicity, and Policy Brown Bag Presentation: Diversity in the New Millennium. February 10, 2011.
- 2007 Race and Ethnic Minorities special session at the Annual Meetings of the American Sociological Association. "Diversity Implementation in an Elite Organization: Beyond the Limits of a Gentlemanly Quota." August 18.
- 2006 Association of Black Sociologists. Discussant. Annual conference of the Association of Black Sociologists panel on "Racial Attitudes and Organizational Diversity." August 10. Montreal, Canada.
- 2006 Ford Foundation. "Measuring Success in a Culture of Assessment." Conference of Ford Fellows. October 20 and 21. Washington, DC.
- 2003 American Bar Foundation and the Stanford Law School. "Labor Market Segmentation and Black Job Mobility." Interdisciplinary conference on "Rights and Realities: Legal and Social Scientific Approaches to Employment Discrimination." March 24-25. Stanford, Ca.
- 2002 Department of Modern Languages and Linguistics Florida State University. "The Case of Affirmative Action: A Source of Progress and Hidden Paradox in the Mobility of African Americans." International Conference on French and U.S. Anti-Discrimination Policy. Winthrop-King Institute for Contemporary French and Francophone Studies. November 21-23.
- 2002 Thematic Session presentation at the Annual Meetings of the American Sociological Association. "Organizational Remedies to Allocation Processes." "Allocation Processes in Organizations." August 18.
- 2001 Conference sponsored by the Department of Sociology and the Institute on for Research on Race and Public Policy. "Changing Terrain of Race Ethnicity: African Americans and Labor Markets." University of Illinois. October 26-27.
- 2000 Thematic Session presentation of the Annual Meetings of the American Sociological Association "Black and White in America," with Abigail and Steven

- Thernstrom, Joe Feagin and Melvin Thomas. "The Status and Conditions of the Black Middle Class." August 7.
- 2000 Mellon/Sawyer Seminar on Race. University Center for International Studies. University of North Carolina, Chapel Hill. "A Patch Theory of Black Middle Class Mobility." April 12.
- 1999 Africana Studies, University of Toledo. "Black Middle Class Mobility." Colloquium speaker for the conference on the African American Middle Class. November 5-6.
- 1999 The Albert C. Maule Urban Issues Lecture Series. University of Chicago Graduate School of Business and the Chicago Chapter of the National Black MBA Association. "Minorities in the Executive Suite: Why so Few?" March 24.
- 1998 University of Michigan, Ann Arbor, Department of Sociology. "Black Corporate Executives." February 26-27.
- 1998 UIC Symposium on Race and Stratification, Office of Social Science Research, University of Illinois at Chicago. participant on panel on the "Emergence and Maintenance of a Minority Middle Class." October 15.
- 1997 Northwestern University, Kellogg Graduate School of Management. "Black Corporate Executives." June 5.
- 1997 Northwestern University, Kellogg Graduate School of Management. "Black Corporate Executives." May 4.
- 1997 Institute for Research on Race and Public Policy, University of Illinois at Chicago. "Blacks on Black Life: A Dialogue with African American Authors and Intellectuals." July 25.
- 1996 DuBois Conference on Conservatism, Affirmative Action, and Other Public Policy. Wright State University. "Black Progress and Political Change." October 17-19.
- 1996 Sydney A. Spivak Program on Applied Research and Social Policy workshop, American Sociological Association. "Sociological Perspectives on Affirmative Action in Employment." Washington, D.C. June 27-29.
- 1996 Plenary session keynote address at the annual meetings of the Midwest Society of Sociologists. "Paradox of Affirmative Action." April 4.
- 1995 Keynote address given at the Illinois Sociological Association Annual Meetings. October 12. "Reflections on Affirmative Action."
- 1995 National Science Foundation Conference on Gender and Organizations. Ohio State University. "Blacks on the Beach." May 19.
- 1993 The Harvard Black MBA Association Annual Meetings. Harvard University, "Black Executives in White Corporations." June 15.

Other Conference Papers

- 2000 "Does Corporate Diversity Include African-Americans?" Paper presented on the panel, Diversity in the Power Elite. Eastern Sociological Society Annual Conference. March 2-5.
- 1999 "Race in the Executive Suite." Paper presented on the panel, Women and Minorities at the Top. Pacific Sociological Association Annual Conference. Portland, Oregon. April 15.

- 1993 "The Black Mobility Trap: Black Jobs in White Corporations." Paper presented at the Annual Meetings of the American Sociological Association. August.
- 1992 "Black Managers in White Corporations." Paper presented at the Fourth Annual International Conference of the Society for the Advancement of Socio-Economics. Graduate School of Management. University of California, Irvine. March 27-29.
- 1991 "Blacks on the Bubble." Colloquium presented at the Department of Sociology, Northwestern University. May 17.
- 1991 "Race and Class in the 1990s: The Case of Black Executives." Colloquium presented Office of Social Science Research, University of Illinois Chicago Studies Program. April 14.
- 1991 Presider/Discussant. Face-to-Face Ethnic Relations. Annual Meetings of the American Sociological Association. August 10.
- 1990 Discussant. Regular session panel "Discrimination in the 1990s." Annual Meetings of the American Sociological Association. August.
- 1989 "Race and Class in the 1980s: Research Issues for the Future." Paper presented at the Conference for President's Postdoctoral Fellowship Program, University of California. October 23-24.
- 1989 "Failure in Affirmative Action: The Marginality of Black Executives." Paper presented at the Annual Meetings of the American Sociological Association. August.
- 1989 "State Mediation and Black Class Development: A Macro/Micro Dynamic." Paper presented at the Annual Meetings of the American Sociological Association. August.
- 1989 Discussant, Roundtable session at the Annual Meetings of the American Sociological Association. August.

National Professional Service.

- 2013 Session Organizer. 2013 Annual Meetings of the Midwest Sociological Association. Author-Meets-Critics: Documenting Desegregation: Racial and Gender Segregation in Private-Sector Employment since the Civil Rights Act by Kevin Stainback and Donald Tomaskovic-Devy (Russell Sage, 2012)
- 2011- Secretary-Treasurer, American Sociological Association Section on Organizations, Occupations and Work.
- 2006- Editorial Board. *Sociology Compass*. Blackwell Press.
- 2006- Review panelist. Ford Foundation Diversity Fellowships Program, postdoctoral and dissertation levels. Washington D.C.
- 2006-08 2008 American Sociological Association Program Committee.
- 2000 Session Organizer. Thematic Session of the Annual Meetings of the American Sociological Association, entitled "Racial Discrimination Revisited." August.
- 1997-1999 Committee on Nominations, American Sociological Association.
- 1996- Editorial Board. *Race and Society*. Jai Press.
- 1995 Sociology Program Review. On-site review, Department of Sociology, University of San Francisco. March 22-24.
- 1994-1996 Council member, American Sociological Association Section on Race and Ethnic Minorities.

- 1991-94 DuBois-Johnson-Frazier Award Selection Committee of the American Sociological Association.
- 1990-91 Chair, Nominations Committee, American Sociological Association Section on Race and Ethnic Minorities.
- 1989-90 Nominations Committee, American Sociological Association Section on Race and Ethnic Minorities.

Ad Hoc Reviewer- Scholarly Journals and Proposals

- 1997-current National Science Foundation
- 1997-current Social Problems
- 1996-current Gender and Society
- 1996-current Sociological Spectrum
- 1995-current Sociological Perspectives
- 1995-1997 Russell Sage Foundation
- 1993-1994 American Journal of Sociology
- 1993-1994 American Sociological Review

Media Appearances

- 2009 *Newsweek*. Revisiting ‘The Rage of a Privileged Class.’ By Ellis Cose. February 2.
- 2000 *CIO.com Magazine*, cover story: "Workforce Diversity: Equity?" January 15.
- 1998 British Broadcasting Corporation (BBC) Radio 4 Series on African Americans.
- 1998 Book featured in *Chicago Reporter* magazine. April.
- 1998 *Black Enterprise* magazine, “Life on a Crystal Stair.” February.
- 1997 Newhouse News Service articles by Jonathan Tilove.
- 1997 WGN television. Book featured on The Minority Business Report. Aired June 21.
- 1997 WGN television. Book featured on The Minority Business Report. Aired May 24.
- 1997 *Chicago Tribune*. “Execs Must Be Able to Quantify Their On-The-Job Results” by Carol Kleiman. Business Section, 6, p.1. May 4.
- 1997 WVON radio. Book featured on The Cliff Kelly Show. April 8.
- 1997 WCIU television, Ticker Tape, The Stock Market Observer. Aired March 21.
- 1997 WBEZ talk radio. Book featured on The Richard Steel Show. February 28.
- 1995 *Chicago Magazine*. “The Real Silent Majority: A special report on the state of the black middle class. November: 86-90.
- 1995 *U.S. News and World Report*. “Black and White in America.” October 16:32.
- 1993 *Newsweek*. "The Rage of a Privileged Class." November 15.
- 1993 *Newsweek* Radio with Ellis Cose, author of the “The Rage of a Privileged Class,” on the topic of the black middle class.
- 1992 Interviewed on WBEZ radio with Lynn Martin on the Glass Ceiling Initiative.

University Service

- 2013-2015 Member, Award Committee. College of Letters, Arts, and Sciences.
- 2011-2014 Member, Educational Policy Committee. College of Letters, Arts, and Sciences.
- 2002-2005 Member, Faculty Senate, University of Illinois.

- 1998-2001 Member, Educational Policy Committee. University of Illinois, College of Letters, Arts and Sciences.
- 1997-2001 Member, Chancellor's Committee on the Status of Blacks. University of Illinois, Chicago.
- 2000 Member, Race Conference Joint Planning Committee. Department of Sociology and the Institute on Race and Public Policy.
- 1999 Member, Anthropology/Geography Program Review Committee. University of Illinois, College of Letters, Arts and Sciences.
- 1997 Member, Search Committee for the Head of African American Studies. University of Illinois, College of Letters Arts and Sciences.

Experience is knowledge a person gets by doing something or watching someone else do it. Experience is learning through actions. Some religious groups and teaching methods value learning by experiencing. For example, if someone wants to learn about the game chess, they would play several games. By making mistakes and learning from them, they learn more rather than just reading about playing. Experience definition: Experience is knowledge or skill in a particular job or activity, which you have gained | Meaning, pronunciation, translations and examples. Word forms: plural, 3rd person singular present tense experiences , present participle experiencing , past tense, past participle experienced. 1. uncountable noun. Experience is knowledge or skill in a particular job or activity, which you have gained because you have done that job or activity for a long time. He has also had managerial experience on every level.