

January 2023

**Pamela S. Tolbert**

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ILR School  
Cornell University  
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**Education**

Ph.D., 1983	Sociology, University of California, Los Angeles
M.A., 1979	Sociology, University of California, Los Angeles
B.A., 1975	Sociology, University of Tulsa (summa cum laude)

**Positions Held**

Department Chair, June 30, 2020 – January 2023  
Department of Organizational Behavior  
ILR School  
Cornell University

Director of Graduate Studies, January 2015-July 2019  
ILR School  
Cornell University

Visiting Research Scholar, September-November 2016  
WZB Berlin Social Science Center  
Berlin Germany

Lois S. Gray Professor of ILR and Social Sciences, May 2010 – present  
ILR School  
Cornell University

Visiting Fellow, Sidney Sussex College and Judge Business School, April-May 2010  
Cambridge University  
Cambridge England

Chair, 1992 – 1994, 1997 – 2013  
Department of Organizational Behavior  
ILR School  
Cornell University

Acting Director, Sloan Work-Family Careers Institute, August 2002 – June 2003  
 College of Human Ecology  
 Cornell University

Assistant, Associate and Professor, September 1983 – present  
 Department of Organizational Behavior  
 ILR School  
 Cornell University

Research associate, September 1980 - December 1980  
 Bureau of Social Science Research  
 Washington, D.C.

Research associate, May 1979 - September 1979  
 National Academy of Sciences  
 Washington, D.C.

### **Areas of Teaching and Research**

Entrepreneurship  
 Organizational change  
 Professions and occupations  
 Stratification and organizations

### **Grants and Awards**

Institute for Social Sciences, Cornell University. Conference grant, “Increasing Inclusion/Decreasing Discrimination: What Works?” February 2014-June 2015. Esta Bigler, co-recipient

National Science Foundation. “Labor Market Institutions and Employees' Perceptions of Job and Employment Security.” August 2010-July 2011. Faculty mentor on dissertation grant to Lena Hipp

Institute for Social Sciences, Cornell University. Conference grant, “Law and Social Sciences: Using Theory and Research on Discrimination in Title VII Class Action Litigation,” January 31-February 1, 2008, New York City. Quinetta Roberson and Esta Bigler, co-recipients

National Science Foundation. “The effects of status processes and tokenism on organizational diversity.” August 2007-July 2008. Faculty mentor on dissertation grant to Michelle Duguid

National Science Foundation. "Genesis of organizational forms in virgin niches." July 1999-July 2000. Faculty mentor on dissertation grant to Wesley Sine

Center for Advanced Human Resource Studies. "Expanding the boundaries of employment: Professional work at home." July 1992 - June 1993. (Tal Simons, co-PI)

National Science Foundation, "Processes of curriculum change in colleges and universities: A comparison of population ecology and institutional theories." July 1990 - December 1992

National Science Foundation, "Sources of change in organizational populations: A comparison of population ecology and institutional theories of organizations." July 1988 - July 1989

Academy of Management Fellow. August 2016 – present

Distinguished Speaker, Strategy and Organization Theory Divisions, Administrative Sciences Association of Canada meetings, 2009

ILR Robert Stern Award for Graduate Student Teaching and Mentorship, 2008

Administrative Sciences Association of Canada, Best Paper Award, Organizational Theory Division, 2008

Administrative Sciences Association of Canada, Best Paper Award, Organizational Theory Division, 2006

Cornell Interfraternity and Panhellenic Council. "Outstanding Professor" Award, 1990

American Sociological Association/European Group on Organizational Studies Best Paper Award, 1987

## **Publications**

### *Books*

Tolbert, Pamela S. and Richard Hall. 2015. Organizations: Structure, Process and Outcomes (10<sup>th</sup> edition). Abington UK: Taylor Francis.

Tolbert, Pamela S. and Richard Hall. 2009. Organizations: Structure, Process and Outcomes (9<sup>th</sup> edition). Englewood Cliffs: Prentice Hall.

Hall, Richard and Pamela S. Tolbert. 2004. Organizations: Structure, Process and Outcomes (8<sup>th</sup> edition). Englewood Cliffs: Prentice Hall.

Ackroyd, Stephen, Rose Batt, Paul Thompson and Pamela S. Tolbert (eds.). 2004. Handbook of Work and Organisation. Oxford: Oxford University Press.

Tolbert, Pamela S., Peter Bamberger and David Torres (eds.). 1993. Research in the Sociology of Organizations: Collective Bargaining. Greenwich CT: JAI Press.

Bacharach, Samuel and Pamela S. Tolbert (eds.). 1992. Research in the Sociology of Organizations: Organizational Demography and Current Research Issues. Greenwich CT: JAI Press.

Tolbert, Pamela S., Richard Majuka and David Torres (eds.). 1991. Research in the Sociology of Organizations. Greenwich CT: JAI Press.

Tolbert, Pamela S. and Stephen R. Barley (eds.). 1990. Research in the Sociology of Organizations: Professions and Organizations. Greenwich, CT: JAI Press.

#### *Journal Articles, Chapters, and Monographs*

Shen, Xirong, Huisi Li and Pamela S. Tolbert. (Forthcoming) "Converging tides lift all boats: Consensus in evaluation criteria in new technology sectors." Organization Science (published online 9/27/21: 1-21).

Tolbert, Pamela S. 2022. "Failure to institutionalize? The case of high performance work systems." Pp. 21-44 in P. Sherer (ed.), Research in Personnel and Human Resources Management. 40. Cheltham UK: Edward Elgar Publishing.

Tolbert, Pamela S. 2020. "Gender demographics and organizations: An ongoing (and possibly unending) research agenda." Pp. 221-231 in King, E., Q. Roberson and M. Hebl (eds.) Perspectives on Gender and Work. Charlotte, NC: IAP.

Adams, Tracey, Ian Kirkpatrick, Pamela S. Tolbert and Justin Waring. 2020. "From protective to connective professionalism: *Quo vadis* professional exclusivity?" Journal of Professions and Organization 7(2): 234-245.

Tolbert, Pamela S. and Tiffany Darabi. 2019. "Bases of conformity and institutional theory: Understanding organizational decision-making." Research in the Sociology of Organizations v. 55.

Tolbert, Pamela S. and Lynne G. Zucker. 2019. "Prologue: Individuals, organizations and institutions." Research in the Sociology of Organizations: v. 55.

David, Robert, Pamela S. Tolbert, John Boghossian. 2019. "Institutional theory." In R. Aldag (ed.), Oxford Research Encyclopedia of Business and Management. Oxford: Oxford University Press.

Noh, Shinwon and Pamela S. Tolbert. 2019. "Art and audience: Complex identities in U.S. art museums." Poetics 72: 94-107.

Tolbert, Pamela S. and Ryan S. Coles. 2018. "Studying entrepreneurship as an institution." In Johannes Glueckler, Roy Suddaby and Regina Lenz (eds.), Knowledge and Institutions 13: 271.301. Heidelberg: Springer-Verlag Publishing.

Tolbert, Pamela S. and Emilio J. Castilla. 2017. "Editorial essay: Introduction to a special issue on inequality in the workplace ("What Works?")" ILR Review 70 (1): 3-15.

Waismel-Manor, Ronit, Asaf Levanon and Pamela S. Tolbert. 2016. "The impact of family economic structure on dual-earners' career and family satisfaction." Sex Roles 75 (7): 349-362.

Tolbert, Pamela S. and Lynne G. Zucker. 2013. "Neo-institutional theory." Pp. 506-509 in E. Kessler (ed.), Encyclopedia of Management Theory. Thousand Oaks, CA: Sage.

Tolbert, Pamela S. 2013. "Michel's Iron Law of Oligarchy." Pp. 637-639 in D. Snow, D. Della Porte, B. Klandermans, and D. McAdam (eds.), Wiley-Blackwell Encyclopedia of Social and Political Movements. Oxford: Wiley-Blackwell.

Banerjee, Mallika, Pamela S. Tolbert and Thomas DiCiccio. 2012. "Friend or foe? The effects of contingent workers on standard workers' job attitudes." International Journal of Human Resource Management 11: 2180-2204.

Duguid, Michelle, Denise L. Loyd and Pamela S. Tolbert. 2012. "The impact of categorical status, numeric representation and work group prestige on preference for demographically similar others: A value threat approach." Organization Science.23: 386-401.

Reprinted in Organization Science virtual special issue, "Gender and Organization Science, October 29, 2018.

<https://pubsonline.informs.org/doi/10.1287/orsc.2018.1249>

Gunz, Hugh, Wolfgang Mayrhofer and Pamela S. Tolbert. 2011. "Career as a social and political phenomenon in the globalized economy." Organization Studies 32: 613-620.

Tolbert, Pamela S., Robert David and Wesley D. Sine. 2011. "Studying choice and change: Institutional theory and entrepreneurship research." Organization Science 22(5): 1332-1344.

Park, Sangchan, Wesley D. Sine and Pamela S. Tolbert. 2011. "Professions, organizations and institutions: Tenure systems in colleges and universities." Work and Occupations 38 (3): 340-371

Tolbert, Pamela S. and Shon R. Hiatt. 2010. "The shape of things to come: Institutions, entrepreneurs and the case of hedge funds." Research in the Sociology of Work 21: 157-182.

Hiatt, Shon R., Wesley D. Sine and Pamela S. Tolbert. 2009. "From Pabst to Pepsi: The deinstitutionalization of social practices and the creation of entrepreneurial opportunities." Administrative Science Quarterly 54 (4): 635-667.

Tolbert, Pamela S. and Shon Hiatt. 2009. "On organizations and oligarchies: Michels in the 21<sup>st</sup> century." Pp. 174-199 in P. Adler (ed.), Sociological Classics and Organizational Research. London: Oxford University Press.

Hinings, C.R. and Pamela S. Tolbert. 2008. "Organizational institutionalism and sociology: A reflection." Pp. 473-491 in R. Greenwood, C. Oliver, K. Sahlin-Andersson, R. Suddaby (eds.), Handbook of Organizational Institutionalism. New York: Sage Publications.

Lawrence, Barbara and Pamela S. Tolbert. 2007. "Structure, norms and outcomes: Organizational demography and individual careers." Pp. 399-421 in H. Gunz and M. Peiperl (eds.), Handbook of Career Studies. New York: Sage Publications.

Sine, Wesley D., Heather A. Haveman and Pamela S. Tolbert. 2005. "Risky business? Entrepreneurship in the new independent-power sector." Administrative Science Quarterly 50: 200-232.

Reprinted (2010) in Ginsberg, A. (editor), Strategies for New Venture Development, Cheltenham, UK: Edgar Elwin

Danko, Sheila, Supaporn Vithayathawornwong and Pamela S. Tolbert. 2003. "The role of the physical environment in supporting organizational creativity." Journal of Interior Design 29: 18-35.

Valcour, P. Monique and Pamela S. Tolbert. 2003. "Gender, family and career in the era of boundarylessness: Determinants and effects of intra- and interorganizational mobility." International Journal of Human Resource Management 14: 768-787.

Marler, Janet, Pamela S. Tolbert and George Milkovich. 2003. "Alternative employment arrangements: Are they a successful strategy for working couples?" Chapter 11 in P. Moen and S. Sweet (eds.), It's About Time: Work and Family Relations in Dual Career Couples. Ithaca, NY: Cornell University Press.

Tolbert, Pamela S., Mary Graham and Alice Andrews. 1999. "Causes and consequences of variations in groups' gender composition." Pp. 179- 202 in G. Powell (ed.), Handbook of Gender Studies. Thousand Oaks, CA: Sage.

Tolbert, Pamela S. 1998. "Two-tiered faculty systems and organizational outcomes." New Directions for Higher Education 104 (Winter): 71-80.

Tolbert, Pamela S. and Phyllis E. Moen. 1998. "Men's and women's definitions of "good" jobs: Similarities and differences by age and across time." Work and Occupations 25: 147-162.

Barley, Stephen R. and Pamela S. Tolbert. 1997. "Institutionalization and structuration: Studying the links between action and institution." Organization Studies 18: 93-118.

Tolbert, Pamela S. 1996. "Occupations, organizations and boundaryless careers." Pp. 91-107 in M. Arthur and D. Rousseau (eds.), Boundaryless Careers. NY: Oxford University Press.

Tolbert, Pamela S. and Lynne G. Zucker. 1996. "The institutionalization of institutional theory." Pp. 175-190 in S. Clegg, C. Hardy and W. Nord (eds.), Handbook of Organization Studies. London: Sage.

Tolbert, Pamela S., Tal Simons, Alice Andrews and Jaehoon Rhee. 1995. "Effects of gender composition on faculty turnover." Industrial & Labor Relations Review 48: 562-579.

Tolbert, Pamela S., Alice Andrews and Tal Simons. 1995. "Effects of group proportions on intergroup relations." In S. Jackson and M. Ruderman (eds.), Work Team Diversity: Perspectives and Paradigms. Washington, DC: APA Press.

Tolbert, Pamela S. 1992. "Future status of women in white collar and professional occupations." Pp. 1-7 in Breaking the Barriers: White Collar Women on the Move, edited by P. Wilson. Washington, DC: Department of Professional Employees, AFL-CIO.

Tolbert, Pamela S. 1992. "Comment on 'War and Peace'." In P. Frost and R. Stablein (eds.), Doing Exemplary Organizational Research. Beverly Hills, CA: Sage.

Tolbert, Pamela S. and Alice A. Oberfield. 1991. "Sources of organizational demography: Faculty sex ratios in colleges and universities." Sociology of Education 64: 305-317.

Barley, Stephen R. and Pamela S. Tolbert. 1991. "At the intersection of organizations and occupations." In P.S. Tolbert and S.R. Barley (eds.), Research in the Sociology of Organizations. Greenwich, CT: JAI Press.

Tolbert, Pamela S. and Robert N. Stern. 1991. "Governance structures in large law firms." In P. Tolbert and S. Barley (eds.). Research in Sociology of Organizations. Greenwich, CT: JAI Press.

Tolbert, Pamela S. and Robert N. Stern. 1990. "Inequality in a company of equals: Participation in large law firms." In R. Russell and V. Rus (eds.), International Handbook of Participation in Organizations. London: Oxford University Press.

Tolbert, Pamela S. 1990. "Negotiations in organizations: A sociological perspective." In M. Bazerman, B. Sheppard and R. Lewicki (eds.), Research on Negotiations in Organizations, (V. 3). Greenwich, CT: JAI Press.

Tolbert, Pamela S. and Alice A. Oberfield. 1989. "Physicians' work." ILR Report 26: 8-13.

Rynes, Sara, Pamela Strausser, and Pamela S. Tolbert. 1988. "Aspirations to manage: A comparison of engineering students and working engineers." Journal of Vocational Behavior 32: 239-253.

Tolbert, Pamela S. and Jeffrey Arthur. 1988. "Institutionalization and negotiations in organizations." In B. Sheppard, R. Lewicki and M. Bazerman (eds.), Research on Negotiations in Organizations, (V. 2). Greenwich, CT: JAI Press.

Tolbert, Pamela S. 1988. "Institutionalization and organizational culture in major law firms." In L. Zucker (ed.), Institutional Patterns and Organizations: Culture and Environment. Boston, MA: Ballinger Press.

Tolbert, Pamela S. 1986. "Organizations and inequality: Sources of earnings differences between male and female faculty." Sociology of Education 59: 227-245.

Tolbert, Pamela S. 1985. "Institutional environments and resource dependence: Sources of administrative structure in institutions of higher education." Administrative Science Quarterly 30: 1-13.

Reprinted in M. Peterson (ed.), Organization and Governance in Higher Education. Washington, DC: Association for the Study of Higher Education.

Tolbert, Pamela S. and Lynne G. Zucker. 1983. "Institutional sources of change in the formal structure of organizations: The diffusion of civil service reform, 1880-1930." Administrative Science Quarterly 28: 22-39.



### *Book Reviews*

Career and Family: Women's Century-Long Journey Toward Equity by Claudia Goldin. *Administrative Science Quarterly* (on-line June, 2022).

Engines of Anxiety by Wendy Espeland and Michael Sauder. *Administrative Science Quarterly* (December 2017).

The Systems of Professions: An Essay on the Division of Expert Labor by Andrew Abbott. *Administrative Science Quarterly* (June, 1990).

Partners with Power: The Social Transformation of the Large Firm by Robert Nelson. *American Journal of Sociology* (November, 1990).

Strategy and Organization by Glenn Carroll and David Vogel. *Administrative Science Quarterly* (December, 1987).

Critical Studies in Organization and Bureaucracy by Frank Fischer and Carmen Sirianni. *Contemporary Sociology* (May, 1985).

Politics of Shopfloor Technology by Barry Wilkinson. *Industrial and Labor Relations Review* (July, 1984).

### **Selected Conference Presentations**

Pamela S. Tolbert. 2023. "Departmental gender composition and faculty turnover revisited." Presented at the Work, Technology and Organizations seminar, May 17, Stanford, CA.

Pamela S. Tolbert. 2023. "Is 'entrepreneurship' really two institutions?" Keynote address, McGill-Cornell Institutions & Entrepreneurship Conference, June 7-9, Montreal, QC.

Pamela S. Tolbert. 2018. "Organizational decisions and the micro-foundations of institutional theory." Presented at the Academy of Management meetings, August 11-15, Chicago IL.

Noh, Shinwon and Pamela S. Tolbert. 2017. "Art and audience: Complex identities among U.S. art museums." Presented at Administrative Sciences Association of Canada meetings, May 29-June 1, Montreal, Canada

Noh, Shinwon and Pamela S. Tolbert. 2016. "The Co-evolution of Conflicting Institutional Logics: U.S. Art Museums, 1780-2010." Presented at the Academy of Management meetings, August 5-9, Anaheim, CA

Tolbert, Pamela S. and Ryan S. Coles. 2015. "Studying Entrepreneurship as an Institution." Presented at the Heidelberg Conference on Knowledge and Institutions, September, Heidelberg, Germany.

Sohn, Joon and Pamela S. Tolbert. 2015. "Agency and conformity: Bureaucratization of the HR function in small firms." Presented at the European Group for Organizational Studies meetings, June, Athens Greece.

Noh, Shinwon and Pamela S. Tolbert. 2014. "Art and audience: Category spanning among U.S. museums." Presented at the Academy of Management meetings, August, Philadelphia PA.

Tolbert, Pamela S., Verena Krause, and Rachel Ruttan. 2014. "Varieties of conformity." Presented at the Academy of Management meetings, August, Philadelphia PA.

Sohn, Joon and Pamela S. Tolbert 2013. "Varieties in the shell of likeness: Bureaucratization of the HR function in small British firms." Presented at the People and Organizations conference, Wharton School, University of Pennsylvania, October, Philadelphia PA.

Hipp, Lena and Pamela S. Tolbert. 2013. "Fostering entrepreneurial societies: National labor market policies and self-employment." Presented at the American Sociological Association meetings, August, New York City, NY.

Tolbert, Pamela S., Verena Krause and Rachel Ruttan. 2012. "Institutional theory and organizational decision-making: From small groups to herds." Presented at the Academy of Management meetings, August, Boston, MA.

Waismel-Manor, Ronit and Pamela S. Tolbert. 2012. "The impact of relative earnings on career satisfaction and family satisfaction." Presented at Work and Family Researchers Network Conference, June, New York City, NY

Duguid, Michelle, Denise Loyd Lewin and Pamela S. Tolbert. 2010. "Preferences for and biases against similar/dissimilar others." Presented at the Academy of Management meetings, August, Montreal, Quebec, CA

Lee, Brandon, Wesley D. Sine and Pamela S. Tolbert. 2010. "Certifying the harvest: Entry dynamics and standards-based certification organizations in a nascent market." Presented at the European Group on Organizational Studies conference, July, Lisbon PT

Waismel-Manor, Ronit and Pamela S. Tolbert. 2010. "Earnings differences in dual-earner couples." Presented at the International Sociological Association meetings, July, Gothenburg SE

Lee, Brandon, Wesley D. Sine and Pamela S. Tolbert. 2009. "Crescive standardization and its impact in the U.S. organic food industry." Presented at the Academy of Management meetings, August, Chicago Illinois.

Waismel-Manor, Ronit and Pamela S. Tolbert. 2009. "The impact of earnings differences in dual-earner couples on career and family satisfaction." Presented at the Academy of Management meetings, August, Chicago Illinois.

Banerjee, Mallika, Pamela S. Tolbert and Thomas DiCiccio. 2009. "Non-traditional work arrangements and traditional workers." Presented at the Academy of Management meetings, August, Chicago Illinois.

Banerjee, Mallika and Pamela S. Tolbert. 2008. "Use of non-standard workers and standard workers' perceptions of job security and attitudes towards work." Presented at the Labor Economics Research Association meetings, January, New Orleans, Louisiana.

Hiatt, Shon, Wesley Sine and Pamela Tolbert. 2008. "The institutionalization of social practices and the creation of entrepreneurial opportunities." Presented at the Academy of Management meetings, August, Anaheim, California.

Valcour, P. Monique, Janet Marler and Pamela S. Tolbert. 2006. "Work hours and work-family balance: The moderating effects of gender and control." Presented at the Academy of Management meetings, August, Atlanta, Georgia.

Sine, Wesley D., Pamela S. Tolbert and Sangchan Park. 2006. "Institutions in action: The use of tenure systems for faculty employment." Presented at the Administrative Sciences Association of Canada meetings, June 3-6, Banff, Alberta, CA.

Tolbert, Pamela S. and Heather G. Perratta. 2006. "More or less: Organizational demography and the hiring of women faculty in colleges and universities." Presented at the Administrative Sciences Association of Canada meetings, June 3-6, Banff, Canada

Duguid, Michelle M., Pamela S. Tolbert and Quinetta Roberson. 2005. "Board diversity and firm performance." Presented at AoM/Syracuse University Conference on Diversity as a Competitive Advantage in the Global Economy, September 5-7, Bluemountain Lake, New York

Tolbert, Pamela S. and Heather Geraci. 2003. "More or less: Organizational demography and the hiring of women faculty in colleges and universities." Presented at American Sociological Association meetings, August 16-19, Atlanta, Georgia.

Sine, Wesley D., Heather A. Haveman and Pamela S. Tolbert. 2003. "Institutional influences on founding variation in the emerging independent power industry." Presented at European Group on Organizational Studies conference, July 3-5, Copenhagen, DN

Tolbert Pamela S. and Heather Geraci. 2003. "More or less: Organizational demography and the hiring of women faculty in colleges and universities." Presented at Society for the Advancement of Socio-economics conference, June 25-28, Aix-en-Provence, FR.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2002. "Work schedules and women's perceived success in work and family life." Presented at the American Sociological Association meetings, August 16-19, Chicago, Illinois.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2002. Work schedules, work-family balance, and perceived success in work life and in family life." Presented at the Sloan Foundation Work-Family Conference, February 5-7, San Francisco, California.

Valcour, P. Monique and Pamela S. Tolbert. 2001. "Gender, family and career in the era of boundarylessness: Determinants and effects of intra- and interorganizational mobility." Presented at the European Group on Organizational Studies, July 5, Lyon, FR.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2001. "Part-time work as a career strategy." Presented at the Sloan Foundation for Working Families Conference, May 5-7, Ann Arbor, Michigan.

Tolbert, Pamela S., P. Monique Valcour and Janet Marler. 2000. "Career, family, and part-time work: Implications for women's success." Academy-wide symposium, Academy of Management meetings, August 6-10, Toronto, Ontario, CA.

Sine, Wesley D. and Pamela S. Tolbert. 1999 "Processes of institutional change." Showcase symposium, Academy of Management meetings, August 9-12, Chicago, Illinois.

Tolbert, Pamela S. and Wesley D. Sine. 1999. "Determinants of organizational compliance with institutional pressure: Use of part-time faculty in higher education." Presented at the Academy of Management meetings, August 9-12, Chicago, Illinois.

Tolbert, Pamela S. and Wesley D. Sine. 1998. "The personal becomes professional (and vice versa): Strategies for managing work and family demands." Symposium, Academy of Management meetings, August 19-22, San Diego, California.

Tolbert, Pamela S. 1997. "Non-tenure-track faculty and organizational outcomes." Presented at the Sloan Foundation Conference on Part-time Faculty, December 2-3, Arlington, VA.

- Simons, Tal and Pamela S. Tolbert. 1997. "The costs of working at home on career outcomes." Presented at Amsterdam '97 International Conference on Teleworking, Amsterdam, NL.
- Tolbert, Pamela S., Phyllis E. Moen and Eleanor Bell. 1997. "Men's and women's definitions of 'good' jobs: Similarities and differences by age and across time." Presented at the Academy of Management meetings, Boston, Massachusetts.
- Graham, Mary and Pamela S. Tolbert. 1996. "Social influences on organizational justice judgments: A theoretical model." Presented at the Academy of Management meetings, Cincinnati, Ohio.
- Tolbert, Pamela S. and Lynne G. Zucker. 1995. "Institutional analyses of organizations: Legitimate but not institutionalized." Presented at the American Sociological Association meetings, Washington, D.C.
- Simons, Tal and Pamela S. Tolbert. 1995. "Impact of working at home on professional employees' career outcomes." Presented at the Academy of Management meetings, Vancouver, British Columbia, CA
- Tolbert, Pamela S. and Stephen R. Barley. 1995. "Institutionalization as structuration." Presented at the ESSEC-IMD Workshop on Action, Structure and Organization, May 5-7, Paris, FR.
- Tolbert, Pamela S., Alice O. Andrews and Tal Simons. 1994. "Effects of group proportions on intergroup relations." Presented at American Psychological Association Conference on Productivity and Interpersonal Relations in Work Teams, Durham, North Carolina.
- Tolbert, Pamela S., Tal Simons, Alice O. Andrews and Jaehoon Rhee. 1994. "Gender composition and faculty turnover in academic departments." Presented at Conference on Role Models in Education, Ithaca, New York.
- Tolbert, Pamela S., Tal Simons and Alice A. Oberfield. 1993. "In mixed company: Group proportions and group dynamics." Presented at the American Sociological Association meetings, Miami, Florida.
- Tolbert, Pamela S. 1991. "Demographic changes and advancement of professional women in organizations." Presented at AFL-CIO Department for Professional Employees Conference, Washington, D.C.
- Tolbert, Pamela S. 1991. "Implications of institutional theory for public administration." Presented at the Doctoral Consortium for Public Sector Studies, Academy of

Management meetings, Miami, Florida.

Connelley, Debra and Pamela S. Tolbert. 1990. "Organizational socialization and survival: Making macro-micro linkages." Presented at the Academy of Management meetings, San Francisco, California.

Tolbert, Pamela S. and Samuel Bacharach. 1990. "Organizational demography and the revitalization of the workforce." Showcase symposium, Academy of Management meetings, San Francisco, California.

Tolbert, Pamela S. and Alice O. Andrews. 1989. "Sources of organizational demography: Faculty sex ratios in colleges and universities." Presented at the American Sociological Association meetings, San Francisco, California.

Tolbert, Pamela S. 1989. "Population ecology and institutional theories of population change: An application of cohort analysis to institutions of higher education." Presented at the European Group on Organizational Studies meetings, West Berlin, W. GER.

Tolbert, Pamela S. 1989. "Social movements and negotiations in organizations." Presented at National Center for Dispute Resolution Conference on Negotiations in Organizations, Evanston, Illinois.

Tolbert, Pamela S. and Caroline Weber. 1989. "Individual and organizational determinants of promotion chances." Presented at the Eastern Sociological Society meetings, Baltimore, Maryland.

Tolbert, Pamela S. and Jeffrey Arthur. 1988. "Organizational demography: A test of tokenism and competition hypotheses." Presented at the American Sociological Association meetings, Atlanta, Georgia.

Tolbert, Pamela S. 1988. "Getting ahead: Determinants of promotion." Presented at the Academy of Management meetings, Anaheim, California.

Barley, Stephen R. and Pamela S. Tolbert. 1988. "Institutionalization and structuration: Methods and analytic strategies for studying links between action and structure." Presented at the National Science Foundation Conference on Longitudinal Field Research, Austin, Texas.

Tolbert, Pamela S. 1987. "Population ecology and institutional theory: Sources of change in organizations." Presented at the American Sociological Association Conference on Institutional Change, Palo Alto, California.

Tolbert, Pamela S. and Jeffrey Arthur. 1987. "Institutionalization and negotiations in organizations." Presented at the National Center for Dispute Resolution Conference on

Negotiations in Organizations, Columbus, Ohio.

Tolbert, Pamela S. and Robert N. Stern. 1986. "Clans and hierarchies: Governance structures of major law firms." Presented at American Sociological Association meetings, New York City, New York.

Tolbert, Pamela S. 1985. "The study of organizational demography." Presented at ORSA - TIMS meetings, Atlanta, Georgia.

Tolbert, Pamela S. 1985. "Institutionalization and organizational culture in major law firms." Presented at the American Sociological Association Conference on Institutional Theory, Los Angeles, California.

Tolbert, Pamela S. 1985. "Organizations and inequality: Differences in the earnings of male and female faculty." Presented at the Academy of Management meetings, San Diego, California.

Tolbert, Pamela S. 1984. "Institutional environments and resource dependence: Sources of administrative structure in colleges and universities." Presented at the American Sociological Association meetings, San Antonio, Texas.

Tolbert, Pamela S. 1983. "Organizational predictors of presidential turnover in institutions of higher education." Presented at the Academy of Management meetings, Dallas, Texas.

Tolbert, Pamela S. and Lynne G. Zucker. 1982. "Institutional sources of change in the formal structure of organizations: The diffusion of civil service reform, 1880-1930." Presented at the American Sociological Association meetings, San Francisco, California.

Mickelson, Roslyn A. and Pamela S. Tolbert. 1982. "Industrial labor force demands and the growth of community colleges: A time series analysis." Presented at the American Educational Research Association meetings, New York City, New York.

Tolbert, Pamela S. 1981. "Determinants of social movement participation." Presented at the American Sociological Association meetings, Toronto, Ontario, CA.

Tolbert, Pamela S. 1980. "Sources of progressivism: Uses and limitations of collective biography in historical research." Presented at the American Sociological Association meetings, New York City, New York.

## **Research in Progress**

Dimensions of self-employment: independent contractors, gig workers, agency workers

and others (with Ling Tao). Data analysis in process.

Evolution of professional occupations: Art museum workers (with Shinwon Noh). Data collection in process.

Replication of 1995 ILRR article (with Katie Apker). Data analysis in process.

## **Teaching**

### *Courses Taught*

ILROB 1220 Introduction to Organizational Behavior

ILROB 4270 Professions: Organization and Control

ILROB 4295 Organizations Across the Lifecycle

ILROB 5200 Organizational Behavior and Analysis

ILROB 6260 Managing Diversity: Policies and Practice

ILROB 7220 Macro-Organizational Behavior

ILROB 7250 Analysis of Organizational Behavior Research

ILRID 7570 The Enterprise of Social Science Research

### *Graduate Students' Committee Chair*

Birnbaum, Alan M.S. 1986

Oberfield, Alice M.S. 1990

Ibaraki, Sayoko MPS 1994

Connelley, Debra Ph.D 1994

Simons, Tal Ph.D 1994

Andrews, Alice Ph.D. 1995

Rhee, Jaehoon Ph.D 1996

Fuller, Beth M.S. 2000

Sine, Wesley Ph.D. 2001

Lee, Chang Kil Ph.D 2001

Valcour, Monique Ph.D 2003

Waismel-Manor, Ronit Ph.D 2005

Lee, Brandon Ph.D 2006

Patterson, Kelly M.S. 2006

Perratta, Heather Ph.D 2007

Park, Sangchan. Ph.D 2008

Duguid, Michelle Ph.D 2008

Hiatt, Shon, Ph.D 2010

Hipp, Lena, Ph.D 2011

Carlos, Chad, Ph.D 2012

Noh, Shinwon, Ph.D 2015

Sohn, Joon, Ph.D 2018

Coles, Ryan, Ph.D 2020



Tao, Ling, MS 2020

## **Professional Activities**

### *Editorships*

Guest editor, ILR Review, special issue on organizational remedies for bias (January 2017)

Guest co-editor, Organization Studies, special issue on careers (December 2011)

Associate editor, Administrative Science Quarterly 2011-2014

Senior editor, Organization Science, 2008-2011

Associate editor, Academy of Management Review, 2005-2008

Associate editor, Management Science, 2000-2003

Book review editor: Administrative Science Quarterly 1993-1997

### *Editorial board memberships:*

Administrative Science Quarterly 1986-1992

American Sociological Review 2004-2007

Journal of Engineering Management and Technology 2003-2011

Journal of Professions and Organizations, 2013-present

Organization and Environment 2002-2006

Organization Science 2003-2005

Sociological Forum, 1986-1993

### *Professional Committees:*

ASQ Annual Book Review Award, Administrative Science Quarterly, 2023

Nominations Committee, Organizations, Occupations and Work Section, American Sociological Association, 2017

Thompson Award Committee for Best Graduate Student Paper, Organizations, Occupations and Work Section, American Sociological Association, 2016

National Science Foundation, Advisory Review Panel, Interdisciplinary Behavior and Social Sciences, 2016

National Science Foundation, Advisory Review Panel, Interdisciplinary Behavior and Social Sciences, 2013

National Science Foundation, Committee of Visitors, Review of the Social and Economic Science Division, 2010

Nominations Committee, Organizations, Occupations and Work Section, American Sociological Association, 2006

National Science Foundation, ADVANCE Program, site review committee, 2004

W.R. Scott Best Published Paper Award Committee, American Sociological Association, 2003

George Terry Book Award Committee, Academy of Management, 2002

Section organizer, Organizations, Occupations and Work, for American Sociological Association annual meeting, 2002

Best Published Organizational Behavior Paper Award Committee, Academy of Management, 2001

James Thompson Best Graduate Student Paper Award Committee, American Sociological Association, 1991

*Reviewer for:*

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Educational Policy, Human Relations, Industrial and Labor Relations Review, Industrial Relations, Management Science, Organization Studies, Organizational Science, Sex Roles, Social Forces, Social Psychology Quarterly, Sociological Forum, Sociological Perspectives, Sociological Quarterly, Work and Occupations, National Science Foundation

*Other Professional Activities:*

Discussant for session, “An occupational lens on social inequality, Academy of Management meetings, August 2022, Seattle Washington.

Panelist, OMT Doctoral Consortium, Academy of Management Meetings, August, 2020, On-line

Panelist, Workshop: Occupations and Organizations, Academy of Management Meetings, August 2020, On-line

Panelist, OMT Junior Faculty Consortium, Academy of Management Meetings, August, 2015, Vancouver, CA

Co-organizer, What Works? Reducing Bias/Increasing Inclusion in Organizations Conference. ILR/Cornell University, June 4-5, 2015, New York NY

Panelist, OMT Junior Faculty Consortium, Academy of Management Meetings, August, 2014, Philadelphia PA

Panelist, Workshop: Experimental Research in Institutional Theory: Opportunities and Challenges, European Group on Organization Studies, July 2, 2014, Rotterdam, NL

Panelist, Conference on the 50<sup>th</sup> Anniversary of President Kennedy’s Commission on the Status of Women Report, ILR/Program on Employment and Labor Law, January 31, 2014, New York, NY

Co-organizer, Institutional Trajectories, European Group on Organization Studies, July, 2013, Montreal CA (with Robert David and Paul Tracey)

Panelist, Conference on Inequality, Institutions and Organizations, June 6-8, 2013, Vancouver CA

Discussant, Paul Lawrence Conference on Rigor and Relevance in Institutional Theory, June 3-4 2013, Harvard Business School, Cambridge MA

Editors Panel for the Ph.D. Consortium, LERA meetings, January 2012, Chicago IL

Co-organizer, Netter Conference on Criminal Records and Employment (with Esta Bigler and Adam Klein), 2011. ILR/Cornell University Labor and Employment Law Program, December 8, New York City, NY

Senior Faculty Panelist for OMT/OC Junior Faculty Consortium, Academy of Management meetings, 2011, San Antonio, TX

Panelist, Employee Misclassification Conference, 2010. ILR/Cornell University Labor and Employment Law Program, November, New York City, NY

Senior Faculty Panelist for OMT/OC Junior Faculty Consortium, Academy of Management meetings, 2010, Montreal, Quebec.

Co-organizer, Netter Conference on Race, Criminal Convictions & Employment, 2009, ILR/Cornell University Labor & Employment Law Program, October, New York, NY

Panelist, "Publishing entrepreneurship research." 2009. Entrepreneurship Research Exemplars Conference, April, University of Connecticut, Storrs, CT

Distinguished speaker, "Macro-HR: Prospects and Possibilities for New Theory and Research." 2009 Academy of Management meetings, August, Chicago IL

Panelist, All-Academy Symposium, "The questions we don't ask: Limitations and lessons from institutional theory." 2008 Academy of Management meetings, August, Anaheim, CA.

Panelist, Professional Development Workshop, "Publishing critical management studies: What do journals want?" 2008 Academy of Management meetings, August, Anaheim, CA.

Panelist, Cornell-McGill Conference, "Institutions and entrepreneurship: Points of convergence and divergence." July 2008, Montreal.

Organizer, Conference on Law and Social Sciences: Using Theory and Research on Discrimination in Title VII Class Action Litigation, January 31-February 1, 2008, New York City.

Panelist, Professional Development Workshop, "Rethinking the agency/structure interface in institutional theory," 2007 Academy of Management meetings, August, Philadelphia, Pennsylvania

Panelist, Cornell-McGill Conference, "Institutions and entrepreneurship," July 2007, Ithaca, NY

Symposium discussant, "Entrepreneurship in the context of institutional change," 2007 Administrative Sciences of Canada meetings, June, Ottawa, CA

Author-Meets-Critics discussant, Work and Family in a 24/7 Economy, 2006 American Sociological Association meetings, Montreal, CA

Conference participant, 2001 Human Resource Development Council of Canada  
Advisory Meeting, Evaluating Unemployment Insurance Programs, January, Ottawa, CA

Session organizer, 1998, Organizations, Occupations and Work Section American  
Sociological Association meetings, August, San Diego, California

Participant, 1993 Procter and Gamble/Cornell Partnership Conference on TQM, June,  
Cincinnati, Ohio

Chair/Organizer of Public Sector Track, 1992 International Association of Conflict  
Management meetings, June, Minneapolis, MN

Faculty presider, Public Sector Doctoral Consortium, 1991 Academy of Management  
meetings, August, Miami, Florida

Faculty presider, OMT Doctoral Consortium, 1985 Academy of Management meetings,  
August, San Diego, California

### **Other Activities**

Vice Chair, Board of Directors, Women's Opportunity Center, Ithaca NY (2001-2008)

Finance Officer, Board of Directors, Montessori School, Ithaca NY (1995-1997)