

MIT Sloan, E62-338
100 Main St.
Cambridge, MA 02142
wilmers@mit.edu

Nathan Wilmers

- ACADEMIC POSITIONS MIT Sloan School of Management
Sarafim Family Career Development Professor, 2019-present
Assistant Professor, Work and Organization Studies, 2018-present
Core Faculty, Institute for Work and Employment Research, 2018-present
Core Faculty, Economic Sociology Program, 2018-present
- EDUCATION Harvard University
Ph.D., Sociology, 2018
M.A., Sociology, 2016

University of Chicago
B.A., Philosophy, 2010
- PEER-REVIEWED PUBLICATIONS Wilmers, Nathan and Clemens Aeppli. “[Consolidated Advantage: New Organizational Dynamics of Wage Inequality, 1999-2017](#),” Forthcoming, *American Sociological Review*.
- Wilmers, Nathan and William Kimball. “How Internal Hiring Affects Stratification,” Forthcoming, *Social Forces*.
- Nicole Kreisberg and Nathan Wilmers. “[Blacklist or Short List: Do Employers Discriminate Against Union Supporter Job Applicants?](#)” Forthcoming, *Industrial and Labor Relations Review*.
- Wilmers, Nathan. 2020. “[Job Turf or Variety: Task Structure as a Source of Organizational Inequality](#),” *Administrative Science Quarterly*, 65: 1018-1057.
- ASQ Dissertation Award, 2021
 - Finalist, Scholarly Achievement Award from the Human Resources Division of AOM, 2021
 - Reported in *BBC*, *Human Resources Director*, and *HR Dive*.
- Wilmers, Nathan. 2019. “[Solidarity Within and Across Workplaces: How Cross-Workplace Coordination Affects Earnings Inequality](#),” *Russell Sage Foundation Journal of the Social Sciences*, 5: 190-215.
- Desmond, Matthew and Nathan Wilmers. 2019. “[Do the Poor Pay More for Housing? Exploitation, Profit, and Risk in Rental Markets](#),” *American Journal of Sociology*, 124: 1090-1124.
- Reported in *The Nation*, *Chicago Reader*, *CityLab*, and *WGBH*.
- Wilmers, Nathan. 2018. “[Wage Stagnation and Buyer Power: How Buyer-Supplier Re-](#)

lations Affect U.S. Workers' Wages, 1978-2014," *American Sociological Review*, 83: 213-242.

- Reported in *The Boston Globe*, *The Wall Street Journal*, *CNN*, *The Hill*, and *Fox Business*.

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

- Winner, Granovetter Award for Best Paper in Economic Sociology (ASA), 2018
- Co-winner, Consumers and Consumption Graduate Student Award (ASA), 2017
- Honorable Mention, Consumers and Consumption Distinguished Scholarly Publication Award (ASA), 2017
- Reported in *The Washington Post*, *Nature Human Behavior*, *NBC* and *CNBC*

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

UNDER REVIEW

Massenkoff, Maxim and Nathan Wilmers. "Wage Stagnation and the Rise of Merit Pay, 1974-1991," Revise and Resubmit, *American Economic Journal: Applied Economics*.

- Winner, 2020 Best Paper Award, Academy of Management OMT Division.

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

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

Wilmers, Nathan and Letian Zhang. "Values and Inequality: How Pro-social Pay Discounts Offset the College Pay Premium," Revise and Resubmit, *American Sociological Review*.

OTHER PUBLICATIONS

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

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

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

Wilmers, Nathan. 2017. "Sociological Perspectives on Economic Inequality," *Cambridge Handbook of Sociology*, ed. Korgen, Kathleen. New York: Cambridge University Press.

AWARDS

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

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

Best Paper Award, Academy of Management OMT Division, 2020

ASA Granovetter Award for Best Paper in Economic Sociology, 2018

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

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

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

GRANTS AND FELLOWSHIPS

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

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

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

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

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

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

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

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

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

Fonds de recherche du Québec, Research Grant: “Organizational Democracy and Effectiveness: Is There a Tradeoff? The Case of Labour Unions” (Co-PI with Barry Eidlin), 2017

National Science Foundation Doctoral Dissertation Improvement Grant: “Market Concen-

tration, Skill Segregation, and Rising Wage Inequality” (Co-PI with Bruce Western), 2017

INVITED
PRESENTATIONS

“Wage Stagnation and Pay Practices”

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

“Organizational Social Capital and Inequality”

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

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

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

“The Effects of Strikes on Businesses”

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

“Between-firm Relations and Economic Inequality.”

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

“Organizations and Inequality: Sorting and Wage Premiums.”

- Harvard Business School, NerdLab. 2019.

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

- Bureau of Labor Statistics, Brownbag Seminar. 2018.

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

- MIT/Harvard Economic Sociology Seminar. 2017.
- Social Demography Seminar, Harvard Center for Population and Development Studies. 2017.

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

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

AFFILIATIONS	Visiting Assistant Professor, Strategy & Entrepreneurship. London Business School, Fall 2021
	Faculty, Institute for Work and Employment Research, MIT, 2018-present
	Faculty, Economic Sociology Program, MIT, 2018-present
	Visiting Researcher, Bureau of Labor Statistics, 2017-present
	Special Sworn Status, US Census Bureau, 2016-present
TEACHING EXPERIENCE	15.311: Organizational Processes, Fall 2018, 2019, 2020 Instructor
PROFESSIONAL SERVICE	Member, LERA Program Committee, 2022 and 2023.
	Co-coordinator, MIT Institute for Work and Employment Research Seminar, 2021.
	Chair, Committee for Zelizer Award for Best Book in Economic Sociology, 2021.
	Session Organizer, ASA Economic Sociology Section, 2021.
	Member, Research Committee, AOM Organizational and Management Theory, 2021.
	Co-coordinator, MIT Economic Sociology Seminar, 2020-2021.
	Council Member, ASA Economic Sociology Section, 2019-2022.
	Faculty Steering Committee, Good Companies, Good Jobs Initiative at MIT Sloan, 2018-present.
	Chair, Committee for Granovetter Award for Best Paper in Economic Sociology, 2019.
	Coordinator, Workshop on History, Culture and Society, 2014-2015.
	Reviewer, <i>Administrative Science Quarterly</i> , <i>American Journal of Sociology</i> , <i>American Sociological Review</i> , <i>British Journal of Sociology</i> , Washington Center for Equitable Growth, <i>Comparative European Politics</i> , Economic Policy Institute, <i>European Sociological Review</i> , <i>Industrial and Labor Relations Review</i> , <i>Industrial Relations</i> , <i>International Journal of Comparative Sociology</i> , <i>International Review of Applied Economics</i> , <i>Management Science</i> , <i>Organization Science</i> , <i>Social Currents</i> , <i>Social Forces</i> , <i>Sociological Forum</i> , <i>Socio-Economic Review</i> , <i>Socius</i> , <i>Theory & Society</i> , <i>Work and Occupations</i> .