

Richard A. Benton

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Academic Positions

2023-present. University of Illinois.
Executive Director, Illinois Climate Jobs Institute.

2021-Present. University of Illinois.
Associate Professor (with tenure), School of Labor and Employment Relations and (by courtesy) Sociology.

2015-2021. University of Illinois.
Assistant Professor, School of Labor and Employment Relations and (by courtesy) Sociology.

2014-2015. Duke University.
Post-Doctoral Research Associate, Department of Sociology.

Education

North Carolina State University
2014 Ph.D. Concentration: *Economic Sociology and Organizations*.

North Carolina State University
2010 M.S. Concentration: *Sociology*.

North Carolina State University
2007 B.A. Concentration: *Sociology and Psychology*.

Research Interests

Corporate Governance
Jobs and Work
Organizations, Formal and Complex

Social Networks
Corporate Networks
Income and Wealth Inequality

Publications

 *Joint Authorship; Graduate Student Co-Authors at time of writing Underlined

Journal Articles

Lamare, J. Ryan, Richard A. Benton, and Patricia Michel Tabarani. 2024. "An Empirical Analysis of Race and Political Partisanship Effects on Workplace Mobility Patterns During Lockdown, Reopening, and Endemic COVID-19," *Industrial and Labor Relations Review*. 77(4):475-505.

Benton, Richard A., J. Adam Cobb, and Timothy Werner.* 2022. "Firm Partisan Positioning, Polarization, and Risk Communication: Examining Voluntary Disclosures on COVID-19," *Strategic Management Journal*. 43(4):697-723.

- Wilcox, Annika, Steve McDonald, Richard A. Benton, and Donald Tomaskovic-Devey. 2022. "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks," *Social Science Research*. 101.
- Benton, Richard A., Ki-Jung Kim. 2022. "The Dependency Structure of Bad Jobs: How Market Constraint Undermines Job Quality," *Industrial and Labor Relations Review*. 75(1): 3-27.
- *Labor and Employment Relations Association/ILRR Best Paper Award*, 2019
- Benton, Richard A. 2021. "Women in the Inner Circle: Gender and Director Networks After the Fracturing of the Corporate Elite," *Organization Science*. 32(6):1391-1596.
- Benton, Richard A., Aibak Hafeez, and Eunmi Mun. 2021. "Changing Employment Relations under a Fractured Corporate Elite," *Socio-Economic Review*. 19(1):189-218.
- Benton, Richard A. and J. Adam Cobb.* 2019. "Eyes on the Horizon? Fragmented Elites and the Short-term Focus of the American Corporation," *American Journal of Sociology*. 124(6):1631-1684.
- *Academy of Management, Organization and Management Theory (OMT) Division Best Paper Award*, 2019. Runner Up.
- Benton, Richard A. 2019. "Brokerage and Closure in Corporate Control: Shifting Sources of Power for a Fractured Corporate Board Network," *Organization Studies*. 40(11):1631-1656.
- Benton, Richard A. and Jihae You. 2019. "Governance Monitors or Market Rebels? Heterogeneity in Shareholder Activism," *Strategic Organization*. 17(3):281-310.
- Keister, Lisa A. Richard A. Benton, James Moody. 2019. "Cohorts and Wealth Transfers: Generational Changes in the Receipt of Inheritances, Trusts, and Inter Vivos Gifts in the United States," *Research in Social Stratification and Mobility*. 59:1-13.
- Benton, Richard A. 2017. "The Decline of Social Entrenchment: Social Network Cohesion and Board Responsiveness to Shareholder Activism," *Organization Science*. 28(2):262-282.
- Benton, Richard A. and Lisa Keister. 2017. "The Lasting Effect of Intergenerational Wealth Transfers: Human Capital, Family Formation, and Wealth," *Social Science Research*. 68:1-14.
- Benton, Richard A. and Jihae You. 2017. "Endogenous Dynamics in Contentious Fields: Evidence from the Shareholder Activism Network, 2006-2013," *Socius*. 3: 1-22
- Dodsworth, Robin and Richard A. Benton. 2017. "Social Network Cohesion and the Retreat from Southern Vowels in Raleigh," *Language in Society*. 46(3):371-405.
- McDonald, Steve and Richard A. Benton. 2017. "The Structure of Internal Job Mobility and Organizational Wage Inequality," *Research in Social Stratification and Mobility*. 47:21-31
- Benton, Richard A. 2016. "Corporate Governance and Nested Authority: The Effects of Network Selection and Assimilation on the Balance of Power in American Corporations," *American Journal of Sociology*. 122(3):661-713. (lead article)
- *Howard Odum Award*, 2014. Southern Sociological Society.
- Benton, Richard A. 2016. "Uniters or Dividers? Voluntary Organizations and Social Capital Acquisition," *Social Networks*. 44: 209-218.
- Keister, Lisa A. Richard A. Benton, James Moody. 2016. "Lifestyles through Expenditures: A Case-Based Approach to Saving," *Sociological Science*. 3: 650-684.

Moody, James and Richard A. Benton. 2016. "Interdependent Effects of Cohesion and Concurrency for Epidemic Potential," *Annals of Epidemiology*. 26(4):241-248.

Benton, Richard A. Steve McDonald, Anna Manzoni, David F. Warner. 2015. "The Recruitment Paradox: Network Recruitment, Structural Position, and East German Market Transition," *Social Forces*. 93(3): 905-932.

- *Alan C. Kerckhoff Award*, 2012. International Sociology Association Research Committee on Social Stratification and Mobility (RC28).

Benton, Richard A. 2013. "Social Capital and Work Activity: Autonomy, Supervision, and Creativity in Interpersonal Networks," *Research in the Sociology of Work*. 24: 269-292.

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

Book

Dodsworth, Robin and Richard Benton. 2019. *Language Variation and Change in Social Networks: A Bipartite Approach*. Routledge.

Chapters and Invited Papers

McDonald, Steve and Richard A. Benton. 2020. "Social Capital and Economic Sociology," in *Oxford Handbook of Social Networks* edited by Ryan Light and James Moody. Oxford University Press.

Benton, Richard A., Lisa A. Keister, and Hang Young Lee. 2017. "Real Estate Holdings Among the Super Rich," in *Cities and the Super-Rich* edited by Ray Forrest, Sin Yee Koh, and Bart Wissink. Palgrave.

Benton, Richard A. and Steve McDonald. 2013. "The Social Capital of Interlocking Directorates: Status Conferral, Influence Brokerage, and Information Diffusion," in *Social Capital: Theory, Measurement and Outcomes* edited by C. Douglas Johnson.

McDonald, Steve and Richard A. Benton. 2013. "Social Capital" in *Sociology of Work: An Encyclopedia* edited by Vicki Smith. Sage Publications.

Policy Reports

Benton, Richard A. and Eunmi Mun. Illinois Corporate Board Diversity, Inclusion, and Representation Report Series (Published Annually in March)

- [Illinois Corporate Board Diversity, Inclusion, and Representation Report - 2020](#).
- [Illinois Corporate Board Diversity, Inclusion, and Representation Report - 2021](#).
- [Illinois Corporate Board Diversity, Inclusion, and Representation Report - 2022](#).

Grants, Honors, and Awards

Grants

2018-20 National Science Foundation. "Nationally Representative Survey on Financialization, Work Organization, and Job Training." NSF Division of Social and Economic Sciences. ([SES-1823511](#)) \$379,723. (PI; Co-PI: Andrew Weaver).

2016-19 Russell Sage Foundation Grant. "[Intergenerational Transfers and Wealth Inequality](#)." \$123,354. (Co-PI; PI: Lisa A. Keister).

2013. National Science Foundation. "Corporate Board Interlocks: Information, Status, and Institutional Context." Dissertation Improvement Grant. NSF Division of Social and Economic Sciences. ([SES-1332034](#)) \$6,942.

Honors and Awards

2019. Labor and Employment Relations Association/ILRR Best Paper Award.

2019. Academy of Management, Organization and Management Theory (OMT) Division Best Paper Award, Runner Up.

2017. Fellowship. Stanford University Center for Advanced Study in the Behavioral Sciences (CASBS) [Summer Institute on Organizations and their Effectiveness](#).

2014. Howard Odum Annual Graduate Student Paper Award - Southern Sociological Society.

2012. Alan C. Kerckhoff Award - International Sociology Association Research Committee on Social Stratification and Mobility (RC28).

Professional Presentations

Invited and Keynote Presentations

2020 "Firm Partisan Political Positioning, Affective Polarization, and Risk Communication: Examining Firms' Voluntary Disclosures on COVID-19." Invited speaker at Indiana University [Research Methods speaker series](#).

2020 "Women in the Inner Circle: Board Gender Diversity After the Fracturing of the Corporate Elite." University of Illinois, Gies College of Business, Organization Behavior Invited Speaker Series.

2019 "Eyes on the Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation." Invited speaker at the University of Chicago, Booth School of Business, Organizations and Markets workshop on Sociological Perspectives on the Firm.

2018 "Eyes On The Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation" Invited Speaker at the University of Michigan, Interdisciplinary Committee on Organizational Studies ([ICOS](#)) Seminar.

2018 "Eyes On The Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation" Invited presentation at University of Wisconsin-Milwaukee, Lubar School of Business.

2018 "Eyes On The Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation" Invited presentation at Duke University, Duke Network Analysis Center Seminar Series.

2018 "Exploring the Long Run Wealth Effects of Inheritances." Invited Panelist. Organisation for Economic Co-operation and Development (OECD) Center for Opportunity and Equality (COPE) Conference, "[Wealth Inequalities: Measurement and Policy](#)." Paris, France. (4/26/2018).

2018 "Eyes On The Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation" Invited paper presented at Advances in the Study of Corporate Networks Workshop, Copenhagen Business School, May 17-18, 2018

2018 "The Lasting Effect of Intergenerational Wealth Transfers: Human Capital, Family Formation, and Wealth" Invited paper presented at the Labor and Employment Relations Association-American Economic Association Annual Meeting. Philadelphia, PA.

2016 "School Co-Attendance Networks and the Southern Vowel Shift" Invited Keynote Speaker. [Data Driven Approach to Networks and Language Workshop](#). Ecole normale superieure de Lyon. Lyon, France. (5/11/2016)

2015 "Interdependent Effects of Cohesion and Concurrency for Epidemic Potential" with James Moody, Invited Thematic Paper Session on Networks and Sexual Behaviors. Annual Meeting of the American Sociological Association.

2015 "School Co-Attendance Networks and the Southern Vowel Shift" with Robin Dodsworth. Duke University, Duke Network Analysis Center Seminar Series.

Conference Presentations

2023 "Social and Political Determinants of Chief Diversity Officer Adoption." Paper presented at the Annual Meeting of the Academy of Management. Boston, MA.

2023 "Advancing New Theoretical and Empirical Approaches to Categorizing Firms" Organized Session at the Annual Meeting of the Academy of Management. Boston, MA.

2023 "Common Ownership Networks and Pension Freezes." Paper presented at the Annual Meeting of the International Network for Social Network Analysis (Sunbelt). Portland, OR.

2020 "Women in the Inner Circle: Board Gender Diversity After the Fracturing of the Corporate Elite." Paper presented at the Annual Meeting of the International Network for Social Network Analysis (Sunbelt). Paris, France (held online due to COVID-19).

2020 "Women in the Inner Circle: Board Gender Diversity After the Fracturing of the Corporate Elite." Paper presented at the Annual Meeting of the American Sociological Association. San Francisco, CA (held online due to COVID-19).

2019 "Network Cohesion and Social Influence in Organizational Networks." Paper presented at the Annual Meeting of the American Sociological Association. New York, NY.

2019 "Eyes On The Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation." Paper presented at the Annual Meeting of the American Sociological Association. New York, NY.

2019 "Network Cohesion and Social Influence in Organizational Networks." Paper presented at the Annual Meeting of the International Network for Social Network Analysis (Sunbelt). Montreal, QC.

2018 "Eyes On The Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation." Paper presented at the 6th Annual Economic Sociology Conference, University of North Carolina. Chapel Hill, NC. October 19, 2018.

2018 "Market Constraint, Wage Inequality, and Eroding Job Quality." Paper presented at the 11th Annual Wharton People and Organizations Conference, Plenary Session. Philadelphia, PA. September 28-29, 2018.

2018 "Market Constraint, Wage Inequality, and Eroding Job Quality." Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL. August 9-14, 2018.

2018 "Market Constraint, Wage Inequality, and Eroding Job Quality." Paper presented at the Annual Meeting of Labor and Employment Relations Association, Baltimore, MD. June 14-17, 2018.

2018 "Eyes On The Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation" Paper presented at IC2S2-18, 4th Annual International Conference on Computational Social Science, Northwestern University. July 12-15, 2018.

2017 "Contention and Accommodation in Shareholder Activism" Paper presented at the Annual Meeting of the Academy of Management. Atlanta, GA.

2017 "Brokerage and Closure in Corporate Control: Structural Sources of Power for a Fractured Corporate Elite" Paper presented at the Annual Meeting of the American Sociological Association. Montreal, QC.

2016 "Social Entrenchment: Social Network Cohesion and Board Responsiveness to Shareholder Activism, 1998-2013" Paper presented at the Annual Meeting of the Academy of Management. Anaheim, CA.

2016 "Social Entrenchment: Social Network Cohesion and Board Responsiveness to Shareholder Activism, 1998-2013" Regular Paper Session at the Annual Meeting of the American Sociological Association. Seattle, WA.

2016 "Social Entrenchment: Social Network Cohesion and Board Responsiveness to Shareholder Activism, 1998-2013" Paper presented at the International Sunbelt Social Network Conference. Newport Beach, CA.

2015 "Uniters or Dividers? Voluntary Organizations and Social Capital Acquisition" Invited presentation for the John S. and James L. Knight Foundation. (11/2/2015)

2015 "Corporate Governance Outcomes and Structural Cohesion in Director Interlock Networks" Paper presented at the International Sunbelt Social Network Conference. Brighton, UK

2015 "Managerial Entrenchment and Cohesion among the American Corporate Elite" Session on the Consequences and Control of Financialization, Annual Meeting of the Southern Sociological Society. New Orleans, LA

2015 "Real Estate Holdings among the Super Rich" Cities and Super-Rich Workshop, City University of Hong Kong, Hong Kong.

2014 "Corporate Governance and Nested Authority: The Effects of Selection and Influence on the Balance of Power in American Corporations" Sunbelt XXXIV, the annual meeting of the International Network for Social network Analysis, St. Pete Beach, FL.

2013 "Socially Embedded Corporate Governance: Selection and Influence in Interlocking Directorates." Section on Economic Sociology. American Sociological Society annual meeting, New York NY.

2013 "The Structure of Contacts and Resources across the Social Hierarchy: Social Contacts, Tie Strength, and Stratification." Networks and Inequality MiniConference. Southern Sociological Society annual meeting, Atlanta, GA

2012 "Institutional Transference and Labor Market Informality: The Case of German Reunification, 1991-2001." Section on Economic Sociology Paper Session. American Sociological Society annual meeting, Denver CO.

2012 "Stratification, Social Capital, and Market Transition: The Case of German Unification" with Steve McDonald, Anna Manzoni, and David F. Warner. Summer Meeting of the International Sociological Association Research Committee on Social Stratification and Mobility, Charlottesville, VA.

2012 "Social Capital and Work Activity: How Are Work Autonomy and Supervisions Related to Network Resources?" Southern Sociological Society Annual Meeting, New Orleans, LA

2012 "Dual Embeddedness and Institutional Transference: Network-based Job Finding and Macro-Institutional Dynamics in Germany and the United States" with Steve McDonald and David F. Warner. Duke Network Analysis Center Seminar Series. Durham, NC

2011 "Visualizing the Abstract: Using Word Clouds to Visualize Sociological Texts." with Nicholas Solebello. Southern Sociological Society annual meeting, Jacksonville FL.

2010 "Informal Job Matching and Labor Market Institutions: Non-Searching for Jobs in the United States and Germany." with Steve McDonald and David F. Warner Southern Sociological Society annual meeting, Atlanta GA.

Teaching

University of Illinois

2018 "Summer Research Opportunities Program (SROP)" Faculty Mentor.

2019-present Social Networks in Human Resource Management (LER 590SN).

2016-present Recognized on University of Illinois List of Teachers Ranked Excellent by their Students

2015-present Organizational Fundamentals (LER 523).

2016-present Power and Influence in Organizations (LER 569).

North Carolina State University

2012-2014 Sociology of Jobs and Work.

2012 Technology in Society and Culture.

2011-2012 Current Social Problems.

2010 Social Research Methods: Undergraduate Lab.

Service

Associate Editor for *Corporate Governance: An International Review*. (2023-)

Associate Editor for *Group and Organization Management*. (2021-2023)

Committee Member, James D. Thompson Graduate Student Paper Award. American Sociological Association, Organizations, Occupations, and Work Section.

National Science Foundation, Sociology Advisory Panel.

Editorial Board Memberships:

Socius: Sociological Research for a Dynamic World (2018-)

Social Science Research (2019-)

Occasional Reviewer for: *National Science Foundation, American Sociological Review, American Journal of Sociology, Social Forces, Organization Science, Industrial and Labor Relations Review, Management Science, Journal of Management, Socio-Economic Review, Social Problems, Sociological Theory, Research in Social Stratification and Mobility, Corporate Governance: An International Review, Computational and Mathematical Organization Theory, Journal of Social Structure, Journal of Vocational Behavior, Sociological Perspectives, Review of Managerial Science, The Sociological Quarterly, Sociology Compass.*

Website administrator and monthly newsletter collaborator for the Organizations, Occupations, and Work section of the American Sociological Association (2014-2016)

Committee Memberships - University of Illinois

University of Illinois Faculty Senate (2018-2020; 2021-2023)

School of Labor and Employment Relations, Department Colloquium Committee (Chair) (2017-2018)

School of Labor and Employment Relations, Academic Affairs Committee (2015-2017)

School of Labor and Employment Relations, Tim Judge Fellowship Selection Committee (2016)

School of Labor and Employment Relations, Library Committee (2016)

School of Labor and Employment Relations, Admissions Committee (2018-2019)

School of Labor and Employment Relations, PhD Advisory Committee (2020-present)

References

Professor Lisa Keister, Duke University.
lkeister@soc.duke.edu.

Professor Steve McDonald, North Carolina State University.
steve_mcdonald@ncsu.edu.

Professor Mark Mizruchi, University of Michigan.
mizruchi@umich.edu.

Professor Jim Moody, Duke University.
james.moody@duke.edu.

Last updated: September 13, 2024
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