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## Nathan Wilmers

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- ACADEMIC POSITIONS MIT Sloan School of Management  
Sarafim Family Career Development Professor, 2019-present  
Assistant Professor, Work and Organization Studies, 2018-present
- EDUCATION Harvard University  
Ph.D., Sociology, 2018  
• Dissertation: “The New Economic Segmentation: Work, Inequality, and Market Power”  
M.A., Sociology, 2016  
University of Chicago  
B.A., Philosophy, 2010
- RESEARCH INTERESTS Wage and Earnings Inequality, Economic Sociology, Organizational Sociology, Labor Unions, Sociology of Work
- PEER-REVIEWED PUBLICATIONS Wilmers, Nathan. 2020. “[Job Turf or Variety: Task Structure as a Source of Organizational Inequality](#),” *Administrative Science Quarterly*, 65: 1018-1057.  
• Finalist, 2021 Scholarly Achievement Award from the Human Resources Division of AOM  
• 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 Relations 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.

OTHER  
PUBLICATIONS

Wilmers, Nathan. Forthcoming. Review of Richman, Shaun, *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 Fine, Janice; 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.

UNDER REVIEW

Wilmers, Nathan and Clemens Aeppli. “Consolidated Advantage: New Organizational Dynamics of Wage Inequality, 1999-2018,” Conditionally Accepted, *American Sociological Review*.

Massenkoff, Maxim and Nathan Wilmers. “Wage Stagnation and the Decline of Fixed Pay Schedules, 1974-1991,” Revise and Resubmit, *American Economic Journal: Applied*.

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

Wilmers, Nathan and William Kimball. “How Internal Hiring Affects Stratification,” Revise and Resubmit, *Social Forces*.

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. “Networks Ties as Obligations: How Family Hiring Affects Earnings Inequality,” under review.

Nicole Kreisberg and Nathan Wilmers. “Blacklist or Short List: Do Employers Discriminate Against Union Supporter Job Applicants?” under review.

Wilmers, Nathan and Letian Zhang. “Values and Inequality: How Pro-social Pay Discounts Offset the College Pay Premium,” under review.

- IN PREPARATION Massenkoff, Maxim and Nathan Wilmers. “Effects of Strikes in an Era of Weak Unions.”
- Wilmers, Nathan and Clem Aeppli. “Between- and Within-firm Sources of Cross-National Variation in Inequality.”
- Wilmers, Nathan and Barry Eidlin. “Does Democracy Pay? Determinants of Organizational Effectiveness in Labour Unions.”
- Wilmers, Nathan, Dylan Nelson and Letian Zhang. “Job Upgrading and Discretion: Where Do High-Paying Jobs Come from?”
- Wilmers, Nathan, Di Tong and Victoria Zhang. “Organizational Social Capital and Between-firm Inequality.”
- Engzell, Per and Nathan Wilmers. “Firms and Intergenerational Earnings Transmission.”
- AWARDS
- Finalist, 2021 Scholarly Achievement Award from the Human Resources Division of AOM
- 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
- 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

Harvard GSAS Completion Fellowship, 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

Institute for Quantitative Social Science Graduate Research Grant, 2017

National Science Foundation Doctoral Dissertation Improvement Grant: “Market Concentration, Skill Segregation, and Rising Wage Inequality” (Co-PI with Bruce Western), 2017

Weatherhead Initiative on Gender Inequality Small Research Grant, 2016

Center for American Political Studies Seed Grant (2), 2016

Swedish Research Council, Graduate Research Opportunities Worldwide, 2015

National Science Foundation, Graduate Research Opportunities Worldwide, 2015

Center for American Political Studies Seed Grant (1), 2014

National Science Foundation, Graduate Research Fellowship, 2013

Multidisciplinary Program in Inequality and Social Policy, Harvard University, Doctoral Research Grant, 2013

INVITED  
PRESENTATIONS

“Organizational Social Capital and Inequality”

- Institute for Advanced Study in Toulouse, Conference in Political Science and Political Economy: Inequality, Migration, and Organized Interests, 2021.

“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.

“Wage Stagnation and Pay Practices”

- University of Oxford, Nuffield College, “Economics of Alternative Work Arrangements.” 2020.

“The Effects of Strikes on Businesses”

- American Sociological Association Annual Meeting, “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.

CONFERENCE  
PRESENTATIONS

“Wage Stagnation and the Rise of Merit Pay, 1974-1991”

- Academy of Management. 2020.
- European Group for Organizational Studies. 2020.
- Population Association of America. 2020.
- Junior Faculty Organizational Theory Conference. 2019.
- People & Organizations Conference. 2019.

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

- Washington Center for Equitable Growth, 2020.
- American Sociological Association. 2020.
- People & Organizations Conference. 2020.

“Seeing Like a Corporation: Changing Conceptions of the Employee, 1935-2005”

- Social Science History Association. 2019.

“Job Turf or Variety: Task Structure as a Source of Organizational Inequality”

- Labor and Employment Relations Association. 2020.
- BRIQ Workshop on Firms, Jobs and Inequality. 2018.
- Junior Faculty Organizational Theory Conference. 2018.

- American Sociological Association. 2018.
- “Labor Union Structure: Centralization, Density and Democracy”
- Labor and Employment Relations Association. 2018.
- “Solidarity Within and Across Workplaces: How Cross-Workplace Coordination Affects Earnings Inequality”
- Changing Job Quality: Causes, Consequences, and Challenges (Russell Sage Foundation and W.K. Kellogg Foundation). 2018.
- “Wage Stagnation and Buyer Power: How Buyer-Supplier Relations Affect U.S. Workers’ Wages, 1978-2014”
- American Sociological Association Annual Meeting. 2017.
  - Economic Sociology/Organizations, Occupations and Work Mini-conference. 2017.
  - Academy of Management Annual Meeting. 2017.
- “The New Industrial Segmentation: Inequality, Economic Dynamism and Market Position”
- RC28 Social Stratification and Mobility Summer Meeting. 2017.
- “Do the Poor Pay More for Housing? Exploitation and Profit-Seeking in Rental Markets” (with Matthew Desmond)
- American Sociological Association Annual Meeting. 2017.
- “Task Reallocation and Earnings Inequality: Using Nepotistic Hiring to Study Earnings Effects of Task Reallocation”
- Aage Sørensen Memorial Conference. 2016.
- “Between-firm Earnings Inequality: New Evidence from Large Firms, 1950-2014”
- Social Science History Association. 2015.
- “Labor Unions as Activist Organizations: A Union Power Approach to Estimating Union Wage Effects”
- American Sociological Association Annual Meeting. 2015.
- “Can High Income Consumers Increase Within-Industry Wage Inequality?”
- Aage Sørensen Memorial Conference. 2015.
  - American Sociological Association Annual Meeting. 2014.

AFFILIATIONS

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

Graduate Research Fellow, Weatherhead Initiative in Gender Inequality, 2017

Affiliate, Institute for Quantitative Social Science, 2016-2018

Special Sworn Status, US Census Bureau, 2016-present

Visiting Researcher, Swedish Institute for Social Research (SOFI), 2015

Fellow, Harvard Multidisciplinary Program in Inequality and Social Policy, 2013-2018

TEACHING  
EXPERIENCE

15.311: Organizational Processes, Fall 2020  
Instructor

15.311: Organizational Processes, Fall 2019  
Instructor

15.311: Organizational Processes, Fall 2018  
Instructor

SOC 97: Sociological Theory, Fall 2014 and Spring 2015.  
Teaching Fellow

- Certificate of Distinction, Harvard Bok Center for Teaching and Learning

PROFESSIONAL  
SERVICE

Co-coordinator, MIT Institute for Work and Employment Research Seminar, 2021-present.

Chair, Committee for Zelizer Award for Best Book in Economic Sociology, 2021.

Session Organizer, ASA Economic Sociology Section, 2021.

Member, Research Committee, Organization and Management Theory, 2021.

Co-coordinator, MIT Economic Sociology Seminar, 2020-present.

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, *Administrative Science Quarterly*, *American Journal of Sociology*, *American Sociological Review*, *British Journal of Sociology*, Center for Equitable Growth, *Comparative European Politics*, Economic Policy Institute, *European Sociological Review*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Journal of Comparative Sociology*, *International Review of Applied Economics*, *Management Science*, *Organization Science*, *Social Forces*, *Sociological Forum*, *Socio-Economic Review Socius*, *Theory & Society*,

*Work and Occupations.*

Member, American Sociological Association, Academy of Management, European Group for Organizational Studies, and Labor and Employment Relations Association