

CURRICULUM VITAE

William P. Bridges

PERSONAL DATA

Born Rochester, New York

Address 2109 Colfax Street
Evanston, Illinois 60201
847-328-0139
847-227-7615 (Cell)
Wbridges11@att.net
WBridges@uic.edu

UNIVERSITY EDUCATION

B.A.	Sociology, Ohio State University	1969
M.A.	Sociology, Northwestern University	1970
Ph.D.	Sociology, Northwestern University	1975

CURRENT POSITION

Professor (Emeritus)
Department of Sociology
University of Illinois at Chicago

PROFESSIONAL EXPERIENCE - ACADEMIC

Assistant Professor	1975-1981
Associate Professor	1982-1990
Professor	1991-2007
Professor Emeritus	2007-
Acting Head	1991-1992
Head	1996-2002
Department of Sociology	
Senior Associate Dean for Finance	2004-2006
College of Liberal Arts and Sciences	
University of Illinois at Chicago	
Visiting Scholar	
American Bar Foundation, Chicago, IL	2006-2007

PROFESSIONAL EXPERIENCE - SELECTED CONSULTING CLIENTS

Methodological and statistical consultant for the Legal Assistance Foundation of Chicago, 1977

Methodological and statistical consultant for Davis, Barnhill, and Galland, 1984

Methodological and statistical consultant for Meites, Frackman, and Mulder, 1989

Organizational and compensation consultant for American Bar Foundation, 2006-7.

Methodological and statistical consultant for Loevy and Loevy, 2013, 2016, 2019-2020

Methodological and statistical consultant for Hughes, Socol, Piers, Resnick, and Dym, 2014

Methodological and statistical consultant for Miner, Barnhill, and Galland. 2016

AREAS OF SPECIALIZATION

Sociology of labor markets, industrial sociology, social statistics, social stratification

COURES TAUGHT

Graduate level: Categorical data analysis, research methods, sociology of labor markets, social stratification, social statistics.

Undergraduate level: Social statistics, introductory sociology, industrial sociology, social problems.

PUBLICATIONS - ARTICLES AND CHAPTERS

Bridges, William P. and Richard Berk. 1974. "The Determinants of White Collar Income: An Evaluation of Equal Pay for Equal Work." *Social Science Research* 3 (Fall): 211-233.

Bridges, William P. and Jerrold Oppenheim. 1975. Racial Discrimination in Chicago's Storefront Banks. *Evaluation Quarterly*. 1 (February) 159-72.

Reprinted as Chapter 48 in T. Cook (ed.), *Evaluation Studies Annual*, Vol 3., 1978 (Los Angeles: Sage)

Bridges, William P. and Richard Berk. 1978. "Sex, Earnings, and the Nature of Work: A job level analysis of male-female income differences." *Social Science Quarterly*. 58 (March) 553-565.

- Bridges, William P. 1979. "Log-linear Models of Sexism in Selected Industries". Chapter 10 in Rodolfo Alvarez and K. Lutterman, (eds.), *Discrimination in Organizations*. San Francisco: Jossey-Bass.
- Bridges, William P. 1980. "Industry Marginality and Female Employment: A new appraisal." *American Sociological Review*. 45 (February) 58-75.
- Bridges, William P. 1980. "White Collar Work Orientations: Social and Occupational Components". *Sociology and Social Research*. 64 (July) 542-558.
- Berk, Richard A., William P. Bridges and Anthony Shih. 1981. "Does IQ Really Matter?: An analysis of the use of IQ scores for the tracking of the mentally retarded." *American Sociological Review*. 46 (February) 58-71.
- Bridges, William P. and Baila Miller. 1981. "Sex and Authority in the Workplace: A replication and critique." (Comment on Wolf and Fligstein, ASR, 1979), *American Sociological Review*. 46 (October) 677-684.
- Ettlie, John, and William P. Bridges. 1982. "Environmental Uncertainty and Organizational Technology Policy." *IEEE Transactions on Engineering Management*. 29 (February) 1-10.
- Bridges, William P. 1982. "Explaining Occupational Segregation: Theories of Labor Stratification in Industry". *American Journal of Sociology*. 88 (September) 270-295.
- Bridges, William P. and Wayne J. Villemez. 1986. "Informal Hiring and Income in the Labor Market." *American Sociological Review*. 51 (August) 574-582.
- Bridges, William P. and Wayne J. Villemez. 1986. "Overeducated Minority Workers: Does EEOC coverage make a difference? Pp. 72-90 in M.W. Coombs and J. Gruhl, ed., *Affirmative Action: Theory, analysis, and prospects*. (Jefferson, N.C.:McFarland).
- Ettlie, John and William P. Bridges. 1987. "Technology Policy and Innovation in Organizations". Pp 117-137 in *New Technology as Organizational Innovation*. Ed. by J.M. Pennings and A. Buitendam (Cambridge: Ballinger).
- Villemez, Wayne J. and William P. Bridges. 1988. "When Bigger is Better: A closer look at the individual-level effect of firm and establishment size". *American Sociological Review*. 53 (April) 237-55.
- Bridges, William P. 1988. "Developments in Labor Market Research: New Theory and New Data." Editor's introduction to special issue of *The Sociological Quarterly*. 29 (Spring) 1-4.
- Bridges, William P. and Robert L. Nelson 1989. "Markets in Hierarchies: Organizational and Market Influences on Gender Inequality in a State Pay System." *American*

Journal of Sociology. 95 (November) 616-58.

Barrett, Richard, William Bridges, Moshe Semyonov, and Xiaoyuan Gao. 1991. "Female Labor Force Participation in Rural and Urban China." *Rural Sociology*. 56 (2) 1-21.

Bridges, William P. and Wayne J. Villemez. 1991. "Employment Relations and the Labor Market: Integrating Institutional and Market Perspectives." *American Sociological Review*. 56 (December) 748-64.

William P. Bridges. 1995. "Where Do Markets Go To?: An analysis of change in internal and external mobility patterns." *Research in Social Stratification and Mobility*. Vol. 14 71-98.

William P. Bridges. 1996. "Educational Credentials and the Labor Market: An inter-industry comparison." Pp. 138-157 in *Generating Social Stratification* edited by Alan Kerckhoff (Westview Press).

William P. Bridges. 2001. "Age and the Labor Market Trends in Employment Security and Employment Institutions". Chapter 13 in *Sourcebook on Labor Markets* edited by Ivar Berg and Arne Kalleberg . (New York: Plenum Press)

Robert Nelson and William P. Bridges. 2001 "Justice in the Workplace." in *The Justice Reader*, edited by Joseph Sanders and Lee Hamilton. Plenum Press, Handbook of Law and Social Science Series..

William P. Bridges. 2003. "Rethinking Gender Segregation and Gender Inequality: Measures and Meanings" *Demography* 40 (3) 543-568.

William P. Bridges. 2005. "Racial Equality Without Equal Employment Opportunity: Lessons from a Labor Market for Professional Athletes" Pp. 149-166 in *Handbook of Employment Discrimination Research: Rights and Realities*, Laura Beth Nielsen and R.L. Nelson (eds). Kluwer Academic Press.

Semyonov, Moshe, Noah Lewin-Epstein, and William Bridges. 2011. "Explaining Racial Disparities in Access to Employment Benefits." *Ethnic and Racial Studies*. 34. Pp.2069-2095.

BOOKS

Bridges, William P. and Wayne J. Villemez. 1994. *The Employment Relationship: Causes and Consequences of Modern Personnel Administration*. (New York: Plenum Press)

Robert Nelson and William Bridges. 1999. *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*. (Cambridge: Cambridge University Press)

Selected as Best Book of 1998-1999 by Section on Sociology of Law, American Sociological Association

Selected as Best Book of 1998-1999 by Center for Study of Social Inequality,
Cornell University

Winner, 2001 American Sociological Association Distinguished Scholarly
Publication Award

PUBLICATIONS - BOOK REVIEWS

Bridges, William P. 1976. Review of Blue Collar Community by William Kornblum. *Sociology of Work and Occupations*. 3 (November) 495-8.

Bridges, William P. 1977. Review of Blue Collar Stratification by William Form. *Social Forces*. 55 (June) 1095-6.

Bridges, William P. 1981. Review of The Working Class in the Labour Market by R.M. Blackburn and Michael Mann. *American Journal of Sociology*. 87 (July) 195-6.

Bridges, William P. 1990. Review of The Bureaucratic Labor Market by Thomas DiPrete. *Science* 248 (May) 891-2.

Bridges, William P. 1990. Review of Wage Justice by Sara M. Evans and Barbara J. Nelson and Doing Comparable Worth by Joan Acker. *American Journal of Sociology* 96 (November) 761-4.

Bridges, William P. 1997. Review of The Operation of Internal Labor Markets by Robert Pinfield.. *Contemporary Sociology* 26 (May) 372-3.

Bridges, William P. 1998. Review of Change at Work by Peter Cappelli and couathors. *Work and Occupations* 25 (November) 542-3.

Bridges, William P. 1999. Review of The Realities of Affirmative Action by Barbara Reskin. *Contemporary Sociology*. 28 (July) 405-7.

SELECTED PAPERS AND PRESENTATIONS

Nelson, Robert, and William P. Bridges. 1991. "Markets, Managers, and Gender Inequality: The Case of *EEOC v Sears*." Law and Society Association. Amsterdam, Netherlands. June 29, 1991.

William P. Bridges and Robert L. Nelson. 1992. "What Happened to Pay Equity in the Private Sector?: Insights from a Random Regression Model." Presented to the Southern Sociological Society. New Orleans, LA. April 12, 1992.

Wayne Villemez, William P. Bridges, and Joan Morris. 1992. "Market Choice or Constraint? An analysis of the Micro-level impact of Sex Segregation on Earnings" Presented to

the Annual Meetings of the American Sociological Association. Pittsburgh, PA, August 1992.

William P. Bridges. 1993. "Where do Markets Go To: An Analysis of Change in Internal and External Mobility Patterns?" Presented to the Summer Meetings of the International Sociological Association Research Committee on Social Stratification. Duke University. Durham NC. August 10, 1993.

William P. Bridges, Pam Popielarz, John Walsh, and Hyunjung Bae. 1993. "Worker Empowerment, Team Reward Systems, and Work Group Productivity." Presented to the Center for Human Resource Management, University of Illinois. Fall Meetings.

William P. Bridges. "Educational Credentials and the Labor Market: An inter-industry comparison." Invited presentation to the Duke University/Jensen Fund conference, Institutions and Careers, Durham NC, April 9-11, 1994.

William P. Bridges. "Public Decency?: Pay Equity Comparisons between the Government and Private Sectors" Invited departmental seminar. Department of Sociology, Ohio State University, May 19, 1995.

William P. Bridges. "Fouling the Market: Organizational Mediation of Between-Job, Gender Differences in Pay." Invited paper presented to Conference on Gender and Organizations, Ohio State University, May 20, 1995.

William P. Bridges. "Following the Market? Organization and Market Forces in Generating Wage Differences by Sex" Invited paper presented to Workshop on Social Organization of Competition. Graduate School of Business. University of Chicago. November 4, 1997.

William P. Bridges. "Labor Market Processes and Structures in Industrial Societies: General Principles and Applications to Chinese Society." Institute of Population Research. Fudan University. Shanghai, China. September 20, 1999.

William P. Bridges. "Five Lessons from North America about Job Displacement." Institute of Population Research. Fudan University. Shanghai, China. September 22, 1999.

William P. Bridges. "Age and the Labor Market Trends in Employment Security and Employment Institutions". Institute of Government and Public Affairs. University of Illinois. November 22, 1999.

William P. Bridges and Erin Ruel. "Displaced or Downsized: New Evidence on Demographic Patterns in Organizational Restructuring." American Sociological Association Annual Meetings. (Session on Labor Markets) August 2000.

William P. Bridges. "Measuring Gender Segregation and Inequality: An Integrated Approach" International Sociological Association RC 28. Mannheim, Germany, April 2001.

William P. Bridges "Racial and Ethnic Disadvantage in Employment: Specifying and Applying an Organizational Inequality Model" American Sociological Association Annual Meetings. (Thematic Session. Allocation Processes in Organizations) August 2002.

William P. Bridges. "Competition and Discrimination in Major League Baseball: The Case of Major League Baseball". Sociology Day Conference. University of Illinois at Chicago. October 26, 2002

William P. Bridges. "Racial Equality Without Equal Employment Opportunity: Lessons from a Labor Market for Professional Athletes . Presented at Conference on Rights and Realities: Legal and Social Scientific Approaches to Employment Discrimination. Stanford CA March 25, 2003

William P. Bridges. "Assets, Race, and Place: How do cities matter in promoting asset accumulation through home ownership?" Presented to the American Bar Foundation Research Seminar, Chicago, IL. November 29, 2006.

RESEARCH GRANTS

Principal Investigator. Further explorations in Occupational Segregation by Sex. Project funded by the University of Illinois at Chicago Graduate College Research Board. Amount of award, \$1810.

Subcontractor (Consultant) A Longitudinal Study of Innovation in the Food Processing Sector. Principal Investigator, John Ettlie, Department of Management, DePaul University. Amount of award to UICC, \$13398.

Co-principal investigator. Pilot study for Jobs and Workers in a Metropolitan Labor Market. Award from UICC Office of Social Science Research. Amount of award \$1100. (With Wayne Villemez).

Co-principal investigator (with Wayne J. Villemez) Jobs and Workers in a Metropolitan Labor Market. Proposal submitted to National Science Foundation. Funds granted for Oct. 15, 1980 - March 31, 1983. Amount of award, \$307,035.

Co-principal investigator (with Wayne J. Villemez), Supplement to "Jobs and Workers in a Metropolitan Labor Market". National Science Foundation. 1983. Amount of award, \$27,000.

Co-principal investigator (with Robert L. Nelson), "An Empirical Analysis of Labor Markets and Sex-Based Wage Discrimination". 1988. National Science Foundation. Total award \$58,000. Award to UIC \$12,097

Co-principal investigator (with Robert L. Nelson), "Legal Theory and Labor Market Structure: Comparable Worth, Comparable Treatment, and Wage Discrimination." 1986. American Bar Foundation. Total award \$98,000. Award to UIC \$17,440

Renewed. 1990-1993. Award to UIC \$43,082.

Principal Investigator. "Displacement and Downsizing Effects on Older Workers. 1997-8. National Science Foundation. Amount of award, \$30,584.

Co-Investigator. "The Economic Integration of Skilled Migrants in Four Countries." (Moshe Semyonov, PI) 2007-2008. Population, Migration, and Environment (PME) Foundation and the International Metropolis Project. Total award, (Euro) 97,000.

PROFESSIONAL SERVICE AND MEDIA APPEARANCES

Member, American Sociological Association, Midwest Sociological Society.

Associate editor of *Sociology of Work and Occupations*, June 1976-August, 1977.

Associate editor of *Sociological Quarterly*, September 1984 - June 1988.

Member. UIC Faculty Advisory Board. China Statistics Archive. Dec. 1988-1991.

Editorial Board, *American Sociological Review*. 1992-4

External referee for various journals incl., *American Sociological Review*, *American Journal of Sociology*, *Social Forces*, *Sociology of Work and Occupations*, *Social Science Quarterly*

Ad Hoc proposal reviewer for Sociology Program, and Law and Social Science Program, National Science Foundation.

Session Organizer. Four regular sessions on Sociology of Labor Markets, Annual Meetings of American Sociological Association, Washington, D.C., August 1995.

Invited Discussant. Panel on the Changing American Workplace. Southern Sociological Association Annual Meetings. New Orleans, LA. April 5, 1997.

Elected Member. Council of the ASA Section on Organizations, Occupations, and Work. 1996-

Program Chair. ASA Section on Organizations, Occupations, and Work. 1997-8.

Member, *Sociology Program Review Panel*, National Science Foundation, September 1997-May 1999.

Discussion of *Legalizing Gender Inequality*. With Robert L. Nelson. Odessey (WBEZ Radio, Chicago) October 25, 1999

Council Member, ASA Section on Organizations, Occupations and Work, 2003- 6

AWARDS AND FELLOWSHIPS

Phi Beta Kappa, Ohio State University, 1969

UICC Graduate College Research Board Faculty Summer Research Fellowship, 1976, Amount of award \$2000.

Member, Sociological Research Associates. 1997- (An invited honor society of sociological researchers).

American Sociological Association, 2001 Distinguished Scholarly Publication Award (co-winner).

UNIVERSITY AND ADMINISTRATIVE SERVICE

Director of Graduate Studies, Department of Sociology, 1982-5.

College Election Committee, College of Liberal Arts and Sciences, 1982-83.

Graduate College Executive Committee, Member, 1983-5

Chairman, Executive Committee, Social Science Data Archive, 1983-1999.

Chairman, Review Committee for Department of Communication and Theater, 1985-6.

Chairman, Selection Committee for UIC Excellence in Teaching Award, College of Liberal Arts and Sciences, March 1990.

Acting Head, Department of Sociology, 1991-92.

Campus Research Board, Social Sciences Sub-committee, November 1987-June 1992

Graduate College Executive Committee, Social Science Sub-Committee, October 1989 - June 1991

Faculty Senate (elected member), April 1990 - June 1993.

Graduate College Executive Committee, Elected Member, 1995-1996; 1997-1999.

Member, Review Committees for Head of Department of Criminal Justice, and Office of Social Science Research, 1995-1996.

Member, Ad-Hoc Committee to Implement Joint BA-MD program. 1996-7.

Faculty Senate (elected member), April 1999 - June 2001.

Head, Department of Sociology. 1996-2002

Faculty Senate (elected member), April 2002 -

Member, UIC Campus Promotion and Tenure Committee. 2002 -4

Director, Office of Social Science Research 2002-

LAS Executive Committee, Elected Member, Fall 2003-4

UIC Faculty Standing Committee on Classified and Restricted Research, (Appointed Member)
Fall 2003-7

UIC Institutional Advisory Committee, WISEST (Women in Science and Engineering System
Transformation) NSF Advance Award.