

John-Paul Ferguson

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1 June 2022

Employment

- 2020 – Associate Professor of Organizational Behavior, Desautels Faculty of Management, McGill University
- 2018 – 2020 Assistant Professor of Organizational Behavior, Desautels Faculty of Management, McGill University
- 2018 – Visiting Researcher, American Federation of Labor – Congress of Industrial Organizations
- 2009 – 2018 Assistant Professor of Organizational Behavior, Stanford Graduate School of Business

Education

- 2009 PhD in Management, MIT Sloan School of Management
- 2001 MA in International Relations, the Johns Hopkins University
- 1999 BAs in Political Science and History, the University of Oklahoma

Peer-Reviewed Publications

- Koning, Rembrand and Sampsa Samila and John-Paul Ferguson. 2021. Who do We Invent for? Patents by Women Focus More on Women's Health, but Few Women Get to Invent. *Science* 372(6548): 1345 – 1348.
- Sampsa, Samila and Rembrand Koning and John-Paul Ferguson. 2020. Inventor Gender and the Direction of Invention. *AEA Papers and Proceedings* 110: 250 – 254.
- Ferguson, John-Paul and Rembrand Koning. 2018. Firm Turnover and the Return of Racial Establishment Segregation. *American Sociological Review* 83(3): 445 – 474.
- Ferguson, John-Paul and Gianluca Carnabuci. 2017. Risky Recombinations: Institutional Gatekeeping in the Innovation Process. *Organization Science* 28(1): 133 – 151.
- Ferguson, John-Paul and Thomas Dudley and Sarah A. Soule. 2017. Osmotic Mobilization and Union Support during the Long Protest Wave, 1960 – 1995. *Administrative Science Quarterly* 63(2): 441 – 477.
- Ferguson, John-Paul. 2016. Racial Diversity and Union Organizing in the United States, 1999 – 2008. *Industrial and Labor Relations Review* 69(1): 53 – 83.
- Hasan, Sharique and John-Paul Ferguson and Rembrand Koning. 2016. The Lives and Deaths of Jobs: Technical Interdependence and Survival in a Job Structure. *Organization Science* 26(6): 1665 – 1681.
- Ferguson, John-Paul. 2015. The Control of Managerial Discretion: Evidence from Unionization's Impact on Employment Composition. *American Journal of Sociology* 121(3): 675 – 721.
- Ferguson, John-Paul and Sharique Hasan. 2013. Specialization and Career Dynamics: Evidence from the Indian Administrative Service. *Administrative Science Quarterly* 58(2): 233-256.

- Ferguson, John-Paul. 2008. The Eyes of the Needles: A Sequential Model of Union Organizing Drives, 1999 – 2004. *Industrial and Labor Relations Review* 62(1): 1-18.
Reprinted in *Labor and Employment Law Initiatives and Proposals Under the Obama Administration* (New York: Kluwer Law International, 2011)
- Kochan, Thomas A. and John-Paul Ferguson and Joel Cutcher-Gershenfeld and Betty Barret. 2007. Collective Bargaining in the Twenty-First Century: A Negotiations Institution at Risk. *Negotiations Journal* 23(3): 249-265.
- Douglas, William A. and Erin Klett and John-Paul Ferguson. 2004. An Effective Confluence of Forces in Support of Workers' Rights: ILO Standards, US Trade Laws, Unions and NGOs. *Human Rights Quarterly* 26(2): 273-299.

Invited Publications

- Ferguson, John-Paul. 2022. Introduction: Frames and Framing in Human Relations and Industrial Relations Research. *Industrial Relations* 61: 259-267.

Working Papers

- Ferguson, John-Paul. 2020. "Same Planet, Different Worlds? Spatial Employment Segregation by Race in America."
- Galperin, Roman and John-Paul Ferguson. 2020. "Occupational Licensure, Race, and Entrepreneurship."
- Ferguson, John-Paul and Rembrand Koning. 2019. "Industry Contributions to Racial Establishment Segregation."
- Koning, Rembrand and John-Paul Ferguson. 2019. "Does Public Ownership and Accountability Increase Diversity? Evidence from IPOs."

Other Research Projects

- "The Uncertain Integration of European Science." With Sampsa Samila. Data analysis in progress.
- "Separated but Equal? Outsourcing, Pay, and Race." With Kaisa Snellman. Data analysis in progress.
- "Race and Outsourcing." With J. Adam Cobb and Rembrand Koning. Data collection in progress.
- "Employee Sorting in the Absence of Managerial Discretion." With Christine Isakson. Data collection in progress.

Presentations

- "Same Planet, Different Worlds? Spatial Employment Segregation by Race in America." Presented at the 19th Organizational Ecology Workshop, June 2020; the 36th Colloquium of the European Group for Organizational Studies, July 2020; the Center for Population Dynamics Workshop, McGill University, October 2020; the European School of Management and Technology, March 2022; and the University of Minnesota's Carlson School, April 2022.
- "Occupational Licensure, Race, and Entrepreneurship." Presented at the 79th Meeting of the Academy of Management, Boston, August 2019; and the 12th People and Organizations Conference, the Wharton School, November 2019.

- “Does Public Ownership and Accountability Increase Diversity? Evidence from IPOs.” Presented at the Human and Social Capital Seminar, the Wharton School, Philadelphia, PA, February 2019; the Employment Relations Seminar, Queens University, Kingston, ON, March 2019; and the Organizational Behavior Seminar, School of Management, Yale University, New Haven, CT, April 2019.
- “Firm Turnover and the Return of Racial Establishment Segregation.” Presented at the 34th Colloquium of the European Group for Organizational Studies, Tallinn, Estonia, July 2018; and the 78th Meeting of the Academy of Management, Chicago, August 2018.
- “Industry and Area Contributions to Racial Establishment Segregation.” Presented at the 18th Organizational Ecology Workshop, Cambridge, United Kingdom, June 2018.
- “Population Processes and Establishment-level Racial Employment Segregation.” Presented at the 17th Organizational Ecology Workshop, Madrid, Spain, June 2017.
- “Plant Relocation and Spatial Mismatch: Evidence from Natural Disasters.” Presented at the 8th People and Organizations Conference, the Wharton School, November 2015; the INSEAD joint economics/organizational behavior seminar, May 2016; the 32nd Colloquium of the European Group for Organizational Studies, Naples, Italy, July 2016; and the Strategy Seminar at Harvard Business School, December 2016.
- “Risky Recombinations: Institutional Gatekeeping in the Innovation Process.” Presented at the London Business School strategy seminar, April 2016; and the Instituto de Empresa organizational behavior seminar, Madrid, April 2016.
- “Employee Sorting in the Absence of Managerial Discretion.” Presented at the joint IWER/OSG seminar, MIT-Sloan, March 2016.
- “Movement Spillover and Union Support during the ‘Long Protest Wave.’” Presented at the 2nd Junior Organization Theory Conference, Haas School of Business, November 2014; the 110th annual meeting of the American Sociological Association, Chicago, August 2015; and the Workshop on Social Movements and the Economy, Northwestern University, November 2015.
- “The Control of Managerial Discretion: Evidence from Unionization’s Impact on Workplace Composition.” Presented at the INSEAD OB seminar, March 2014; the 30th Colloquium of the European Group for Organizational Studies, Rotterdam, Netherlands, July 2014; and the 109th annual meeting of the American Sociological Association, San Francisco, August 2014.
- “Bureaucracy and Employment Segregation: Evidence from Labor-Union Elections.” Presented at the Management of Organizations Seminar, Haas School of Business, UC-Berkeley, February 2013; the Economic Sociology Working Group at MIT-Sloan, June 2013; and the Junior Organization Theory Conference, Chicago Booth School of Business, October 2013.
- “The Lives and Deaths of Jobs.” Presented at the 2nd annual Strategy Conference, Fuqua School of Business, Duke University, October 2012; the Organizations & Markets Workshop, Chicago Booth School of Business, November 2012; the 13th annual meeting of the Nagymaros Group on Organizational Ecology, Budapest, Hungary, July 2013; and the 108th annual meeting of the American Sociological Association, New York, August 2013.

- “Specialization and Career Dynamics: Evidence from the Indian Administrative Service.” Presented at the annual meetings of the American Sociological Association, Denver, CO, August 2012.
- “The Examiner’s Dilemma: Differential Selection and Patent Impact.” Poster at the 12th annual meeting of the Nagymaros Group on Organizational Ecology, Copenhagen, Denmark, July 2012.
- “Organizational Diversity as a Demographic Process.” Presented at the annual meetings of the Academy of Management, San Antonio, TX, August 2011; and the Human and Social Capital Seminar, the Wharton School of Business, University of Pennsylvania, April 2012.
- “Categorization in Labor Markets: Evidence from the Indian Administrative Service.” Presented at the IWER Seminar, MIT-Sloan, May 2011; the 11th annual meeting of the Nagymaros Group on Organizational Ecology, Lugano, Switzerland, July 2011; and the 4th annual People and Organizations Conference, the Wharton School of Business, University of Pennsylvania, October 2011.
- “Corrosion of Conformity: Resource Partitioning Among Trade Unions.” Presented at the 10th annual meeting of the Nagymaros Group on Organizational Ecology, Helsinki, Finland, June 2010.
- “Space Invaders: Categories, Valuation and Union Organizing Drives, 1961 – 1999.” Presented at the Harvard-MIT Economic Sociology Seminar, Cambridge, MA, October 2008; the annual meetings of the American Sociological Association, San Francisco, CA, August 2009; the Institute for Labor and Industrial Relations Seminar, Urbana-Champaign, IL, April 2010; and the SCANCOR Seminar, Stanford, CA, May 2010.
- “Whither Redistribution? The Death and Curious Rebirth of Social Concertation in Western Europe.” Roundtable presentation at the annual meetings of the American Sociological Association, Boston, MA, August 2008.
- “Sequential Failures in Worker Attempts to Organize.” Briefings for the AFL-CIO and National Labor Relations Board, Washington, DC, May 2008
- “Unfair Labor Practices and Union First Contracts.” Presented at the Collective Bargaining Roundtable, School of Industrial and Labor Relations, Cornell University, October 2005.

Grants Received

- 2020 “Racial Employment Segregation and the Boundary of the Firm.” Insight Grant, Canadian Social Sciences and Humanities Research Council. \$215,986.
- 2019 “Studying Employment, not Employers: a Respondent-Driven Sampling Survey of Gig-Economy Workers.” Insight Development Grant, Canadian Social Sciences and Humanities Research Council. \$69,500.

University Service

- 2020 – 2022 Masters Programs Coordinator, McGill Desautels
- 2020 – Academic Director, MBA program, McGill Desautels
- 2014 – 2016 Faculty Liaison, OB PhD program, Stanford GSB

Teaching

- 2021 – Real-time Decisions, McGill Desautels (Core MBA course)
2020 – Managing Organizational Behaviour, McGill Desautels (Core MBA course)
2019 – Managing Resources, McGill Desautels (Core MBA course)
2018 – Introduction to Organizational Behaviour, McGill Desautels (Core undergraduate course)
2018 – Meso-Organizational Behaviour, McGill Desautels (PhD course)
2009 – 2017 Strategic Leadership, Stanford GSB (Core MBA course)
2016 – Doctoral Proseminar on Theory Development (PhD course)
2014 – Stratification in Organizations, Stanford GSB (PhD course)
2014 – Work and Employment in Organizations, Stanford GSB (PhD course)
2013 – Introduction to Organizational Behavior, Stanford Law School
2012 – Social and Political Processes in Organizations, Stanford GSB (PhD course)
- 2004 – 2009 TA at the MIT Sloan School. Courses included Managerial Psychology and People & Organizations (undergraduate); Strategic Human Resource Management, Power & Negotiations, and Organizational Processes (MBA); and Communicating with Statistical Data (Sloan Fellows)
- 2000 – 2001 TA at the Johns Hopkins University. Courses included International Trade Theory and Intermediate Microeconomics (MA courses)

Academic Memberships and Service

- American Sociological Association
Academy of Management
Labor and Employment Relations Association
- 2021 – Associate Editor, *Organization Science*
2021 – Research Committee, Organization and Management Theory Division, Academy of Management
2020 – Consulting Editor, *Sociological Science*
2019 – Associate Editor, *Industrial Relations*
2018 – 2021 Editorial board, *American Sociological Review*
2018 – 2021 Senior Consulting Editor, *American Journal of Sociology*
2019 – 2023 U.S. National Science Foundation Panelist
2013, 2015 Granovetter Award Committee (Best peer-reviewed article in Economic Sociology), American Sociological Association
2010, 2012 Ron Burt Award Committee (Best PhD dissertation in Economic Sociology), American Sociological Association
- Ad Hoc Reviewer for *American Journal of Sociology*, *American Sociological Review*, *American Political Science Review*, *Quarterly Journal of Political Science*, *Organization Science*, *Management Science*, *Administrative Science Quarterly*, *British Journal of Industrial Relations*, *Journal of Labor Research*, *Industrial & Labor Relations Review*, *Sociological Compass*, *Sociological Forum*, *Industrial and Corporate Change*, *Industrial Relations* and *Research in the Sociology of Organizations*

Fellowships and Honors

- 2019 Recognition for outstanding service to the editorial board, *Organization Science*
- 2016 Shanahan Family Faculty Scholar, Stanford GSB
- 2015 John T. Dunlop Outstanding Scholar, Labor and Employment Relations Association (Given for outstanding contributions to work and employment research by faculty out less than ten years)
- 2015 Distinguished Faculty Service Award, Stanford GSB (Given for excellence in teaching and advising in the PhD program)
- 2010 Fletcher Jones Faculty Scholar, Stanford GSB (Given for contributions to MBA teaching)
- 2009 James D. Thompson Award for Best Graduate Student Work, ASA's Organizations, Occupations and Work section
Ronald W. Burt Award for Best Graduate Student Work, ASA's Economic Sociology Section
- 2006 – 2007 MIT Presidential Research Fellowship
- 2003 – 2006 Alumni Doctoral Studies Fellowship
- 1999 – 2000 Andrew W. Mellon Fellow in Humanistic Studies
- 1998 Cortez A.M. Ewing Congressional Fellow
- 1995 – 1999 National Merit Scholar

Relevant Professional Experience

- 2002 – 2003 Consultant, World Bank Group, Washington, DC
- 2001 – 2002 NGO Liaison, Mellempfolkeligt Samvirke, Copenhagen, Denmark
- 2001 Researcher for Special Projects, International Labor Organization, Washington, DC