

John-Paul Ferguson

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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.

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; and the Center for Population Dynamics Workshop, McGill University, October 2020.
- "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 – 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 – Editorial board, *American Sociological Review*

2018 – Senior Consulting Editor, *American Journal of Sociology*

2019 U.S. National Science Foundation, Sociology Dissertation Advisory Panel

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, Mellefolkeligt Samvirke, Copenhagen, Denmark
- 2001 Researcher for Special Projects, International Labor Organization, Washington, DC