

Curriculum Vitae

July 2021

Steve McDonald

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EDUCATION

2004 Ph.D. in Sociology, Florida State University
1999 Master of Science in Sociology, Florida State University
1997 Bachelor of Science in Sociology (*Magna Cum Laude*), Florida State University

ACADEMIC APPOINTMENTS

2017-present Professor of Sociology, North Carolina State University
2012-2017 Associate Professor of Sociology, North Carolina State University
2006-2012 Assistant Professor of Sociology, North Carolina State University
2004-2006 Postdoctoral Fellow, University of North Carolina-Chapel Hill

ADMINISTRATIVE APPOINTMENTS

2016-2021 Director of Graduate Programs – Sociology, NC State University
2014-2015 Associate Department Head – Sociology and Anthropology, NC State University
2014-2015 Director of Undergraduate Programs – Sociology, NC State University

COURTESY APPOINTMENTS

2016-present Faculty Affiliate, Communication, Rhetoric, & Digital Media PhD program, North Carolina State University
2010-present Research Affiliate, Duke Network Analysis Center, Duke University

HONORS & AWARDS

2016 University Faculty Scholar Award, NC State University
2015 Outstanding Researcher Award, College of Humanities and Social Sciences, NC State University
2015, 2010 Faculty Mentor Award, Sociology Graduate Student Association, NC State University
2011 Scholars Program Award, U.S. Department of Labor
2006 Postdoctoral Award for Research Excellence, UNC-Chapel Hill
2003 Dissertation Research Award, Florida State University

- 2000 James W. Prothro Best Paper Award, Southern Association for Public Opinion Research
- 2000 Best Graduate Student Paper Award, Department of Sociology, Florida State University

BOOKS AND VOLUMES

- 2013 Steve McDonald, ed. *Research in the Sociology of Work: Networks, Work, and Inequality*, Vol. 24. London: Emerald.

PEER-REVIEWED ARTICLES (*denotes a NCSU student at time of publication)

- Forthcoming Annika Wilcox*, Steve McDonald, Richard Benton, and Donald Tomaskovic-Devey. "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks" *Social Science Research*.
- Forthcoming Annika Wilcox*, Amanda Damarin, and Steve McDonald. "Is Cybervetting Valuable?" *Industrial and Organizational Psychology*.
- 2021 Jon R. Forrest, Steve McDonald, and Robin Dodsworth. "Linguistic Employment Niches: Southern Dialect across Industries." *Socius*. 7:1-17. <https://doi.org/10.1177/2378023121999161>
- 2021 Steve McDonald, Amanda Damarin, Hannah McQueen*, and Scott Grether. "The Hunt for Red Flags: Cybervetting as Morally Performative Practice." *Socio-Economic Review* <https://doi.org/10.1093/ser/mwab002>
- 2019 Steve McDonald, Amanda Damarin, Jenelle Lawhorne*, and Annika Wilcox*. "Black Holes and Purple Squirrels: A Tale of Two Online Labor Markets." *Research in the Sociology of Work* 33: 93-120.
- 2018 Justin Middleton*, Emerson Murphy-Hill, Demetrius Green*, Adam Meade, Roger Mayer, David White, and Steve McDonald. "Which Contributions Predict Whether Developers are Accepted into GitHub Teams." *Proceedings of Mining Software Repositories*. Pages 403-418. <https://dl.acm.org/citation.cfm?id=3196429>
- 2018 Amanda Wyant*, Anna Manzoni, and Steve McDonald. "Social Skill Dimensions and Career Dynamics." *Socius* 4:1-12. <http://journals.sagepub.com/doi/full/10.1177/2378023118768007>
- 2017 Steve McDonald and Richard A. Benton. "The Structure of Internal Job Mobility and Organizational Wage Inequality" *Research in Social Stratification and Mobility* 47:21-31.
- 2016 Steve McDonald, Lindsay Hamm*, James R. Elliott, and Pete Knepper*. "Race, Place, and Unsolicited Job Leads: How the Ethnoracial Structure of Local Labor Markets Shapes Employment Opportunities." *Social Currents* 3(2):118-137.
- 2016 Maxine S. Thompson and Steve McDonald. "Race, Skin Tone, and Educational Achievement." *Sociological Perspectives* 59(1):91-111.
- 2015 Lindsay Hamm* and Steve McDonald. "Helping Hands: Race, Neighborhood Context, and Reluctant Personal Contacts." *The Sociological Quarterly* 56(3):539-557.

- 2015 Steve McDonald, Feinian Chen, and Christine A. Mair. "Cross-National Patterns of Social Capital Accumulation: Network Resources, Gender, and Aging in the United States, China, and Taiwan." *American Behavioral Scientist* 59(8):914-930.
- 2015 Richard A. Benton*, Steve McDonald, Anna Manzoni, and David F. Warner. "The Recruitment Paradox: Network Recruitment, Structural Position, and East German Market Transition." *Social Forces* 93(3):905-932.
- 2015 Wenhong Chen and Steve McDonald. "Do Networked Workers have more Control? The Implications of Teamwork, Telework, ICTs and Social Capital for Job Decision Latitude." *American Behavioral Scientist*. 59(4):492-507.
- 2015 Steve McDonald. "Network Effects across the Earnings Distribution: Visible and Invisible Job Finding Assistance in the Labor Market." *Social Science Research* 49(1):299-313.
- 2014 Steve McDonald and Joshua Lambert*. "The Long Arm of Mentoring: A Counterfactual Analysis of Natural Youth Mentoring and Employment Outcomes in Early Careers." *American Journal of Community Psychology* 54(3):262-273.
- 2013 Julianne Payne*, Steve McDonald, and Lindsay Hamm*. "Production Teams and Producing Racial Diversity in Workplace Relationships." *Sociological Forum* 28(2):326-349.
- 2012 Steve McDonald, Richard A. Benton*, and David F. Warner. "Dual Embeddedness: Informal Job Matching and Labor Market Institutions in the United States and Germany." *Social Forces* 91(1): 75-97.
- 2011 Steve McDonald. "What's in the "Old Boys" Network? Accessing Social Capital in Gendered and Racialized Networks." *Social Networks* 33(4): 317-330.
- 2011 Steve McDonald. "What You Know or Who You Know? Occupation-Specific Work Experience and Job Matching through Social Networks." *Social Science Research* 40(6): 1664-1675.
- 2010 Julie A. Kmec, Steve McDonald, and Lindsey B. Trimble. "Making Gender Fit and "Correcting" Gender Misfits: Non-Searching for Employment and Job Sex Segregation." *Gender & Society* 24(2): 213-236.
- 2010 Steve McDonald. "Right Place, Right Time: Serendipity and Informal Job Matching." *Socio-Economic Review* 8(2): 307-331.
- 2010 Steve McDonald and Jacob C. Day*. "Race, Gender, and the Invisible Hand of Social Capital." *Sociology Compass* 4(7): 532-543.
- 2010 Steve McDonald and Christine A. Mair*. "Social Capital across the Life Course: Age and Gender Patterns of Occupational Networks." *Sociological Forum* 25(2): 335-359.
- 2010 Jacob C. Day* and Steve McDonald. "Not So Fast My Friend: College Football Coaching, Social Capital, and the Conditional Effects of Race." *Sociological Spectrum* 30(2): 138-158. (Lead Article)

- 2009 Steve McDonald, Nan Lin, and Dan Ao. "Networks of Opportunity: Gender, Race and Unsolicited Job Leads." *Social Problems* 56(3): 385-402. (Lead Article)
- 2009 Lance D. Erickson, Steve McDonald, and Glen H. Elder, Jr. "Informal Mentoring and Educational Attainment: Compensatory or Complementary Resources?" *Sociology of Education* 82(4): 344-367.
- 2007 Steve McDonald, Lance D. Erickson, Monica Kirkpatrick Johnson, and Glen H. Elder, Jr. "Informal Mentoring and Young Adult Employment." *Social Science Research* 36(4):1328-1347.
- 2006 Steve McDonald and Glen H. Elder, Jr. "When Does Social Capital Matter? Non-Searching for Jobs Across the Life Course." *Social Forces* 85(1):521-550.
Reprinted in Nan Lin (ed.). 2010. *Social Capital: Critical Concepts in the Social Sciences*. Volume 4. London: Routledge.
- 2006 Larry W. Isaac, Steve McDonald, and Greg Lukasik. "Takin' It From the Streets: How The Sixties Breathed Life into the Labor Movement." *American Journal of Sociology* 112(1):46-96.
- 2006 Steve McDonald and Robert E. Crew, Jr. "Welfare to Web to Work: Internet Job Search Among Former Welfare Clients." *Journal of Sociology and Social Welfare* 33(1):239-253.
- 2005 Steve McDonald. "Patterns of Informal Job Matching Across the Work Career: Entry-Level, Reentry-Level, and Elite Non-Searching." *Sociological Inquiry* 75(3):403-428.
- 2003 Debra Street, Jill Quadagno, Lori Parham, and Steve McDonald. "Reinventing Long Term Care: The Effect of Policy Changes on Florida Nursing Homes, 1989-1997." *The Gerontologist* 43 (special issue II):118-131.
- 2001 Steven J. McDonald. "How Whites Explain Black and Hispanic Inequality." *Public Opinion Quarterly* 65:562-573.

NON-PEER REVIEWED WRITINGS (selected examples, last 5 years)

- 2021 Amanda Damarin and Steve McDonald. May 2021. "Cybervetting in hiring: the hunt for moral performances." *Oxford University Press Blog*. blog.oup.com/2021/05/cybervetting-in-hiring-the-hunt-for-moral-performances/
- 2021 Steve McDonald. "Illuminating the linguistic marketplace." *Work in Progress*. www.wipsociology.org/2021/05/06/illuminating-the-linguistic-marketplace/
- 2020 Steve McDonald and Richard A. Benton. "Social Capital and Economic Inequality." Pp. 563-582 in *The Oxford Handbook of Social Networks*, ed. R. Light and J. Moody. Oxford University Press.
- 2019 Steve McDonald, Amanda Damarin, and Annika Wilcox. "Segmenting the Online Job Market: Avoiding Black Holes and Recruiting Purple Squirrels." *Work in Progress*. <http://www.wipsociology.org/2019/08/14/segmenting-the-online-job-market-avoiding-black-holes-and-recruiting-purple-squirrels/>

GRANT FUNDING**External**

- 2014 *American Sociological Association*. Fund for the Advancement of the Discipline. "Employer Use of Internet-Based Labor Market Intermediaries: Consequences for Inequality." PI: Amanda K. Damarin; Co-PI: Steve McDonald.
- 2013 *National Science Foundation*. Improving Doctoral Dissertation Research. PI: Steve McDonald; Co-PI: Richard A. Benton (Grant# 1332034).
- 2004 *National Institute of Health*. Postdoctoral Training Grant in Life Course and Aging (Grant# 5 T32 AG0015514).
- 2003 *National Science Foundation*. Improving Doctoral Dissertation Research. PI: Jill Quadagno; Co-PI: Steve McDonald (Grant# 0327138).

PROFESSIONAL PRESENTATIONS (last 5 years)

- 2020 "Digital Distinctions and Tacit Targeting: How Labor Market Practices Reproduce Inequality Today," with Amanda Damarin. American Sociological Association annual meeting, San Francisco, CA [virtual].
- 2020 "Structural Sources of Open Collaboration in GitHub's Online Community," with Chao Liu. Sunbelt Social Network Conference, Paris, France [virtual].
- 2020 "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks," with Annika Wilcox, Richard Benton, and Donald Tomaskovic-Devey. Sunbelt Social Network Conference, Paris, France [virtual].
- 2019 "Red Flags, Black Holes, and Purple Squirrels: Economic and Social Implications of Cybersourcing and Cybervetting Job Candidates." Invited presentation, University of North Carolina - Charlotte.
- 2019 "Gender, Job Mobility Networks, and Organizational Hierarchy," with Annika Wilcox and Richard Benton. American Sociological Association annual meeting, New York, NY.
- 2019 "Breaking the Iron Law of Oligarchy: Distributed Collaboration in Open Source Software Teams," with Chao Liu. American Sociological Association, New York, NY.
- 2019 Author-Meets-Critics: "Relational Inequality, by Donald Tomaskovic-Devey and Dustin Avent-Holt." Invited Critic, Southern Sociological Society annual meeting. Atlanta, GA.
- 2019 "Of Markets and Networks: Chinese Marketization and Job Lead Receipt," with Chao Liu and Vincent Chua. Southern Sociological Society annual meeting, Atlanta, GA.
- 2019 "The Importance of Being Social: Social Skill Experience and Race/Gender Inequality in Wage Growth across Careers," with Amanda Wyant and Anna Manzoni. Southern Sociological Society annual meeting, Atlanta, GA.
- 2018 "Racial Dynamics of Relational Work," Invited panelist, American Sociological Association annual meeting, Philadelphia, PA.

- 2018 “Structural Sources of Project Involvement in GitHub’s Online Community,” with Chao Liu. Southern Sociological Society annual meeting, New Orleans, LA.
- 2017 “Passive Job Finding and Race/Ethnic Inequality in the US and UK, 1995-2016,” with Annika Wilcox. Conference on Ethnic Inequality on the Labour Market: Cross-National Perspectives and Causal Analysis. Amsterdam, Netherlands.
- 2017 “Black Holes and Purple Squirrels: A Tale of Two Online Labor Markets,” with Amanda K. Damarin, Jenelle Lawhorne, and Annika Wilcox. American Sociological Association annual meeting, Montreal, Canada.
- 2017 “Of Markets and Networks: Chinese Marketization and Unsolicited Job Leads,” with Vincent Chua, Elena Obukhova, and Joonmo Son. Fellow Travelers on Different Roads (Economic Sociology and Organizations, Occupations, and Work Preconference to ASA). Montreal, Canada.
- 2017 “Linguistic Job Matching: Southern Dialect and Employment across Industries,” with Jon Forrest and Robin Dodsworth. Southern Sociological Society annual meeting, Greenville, SC.
- 2017 “Digital Distinctions: How Employers Construct Job Candidates in Online Labor Markets,” with Amanda K. Damarin. Southern Sociological Society annual meeting, Greenville, SC.

TEACHING

Undergraduate

Social Problems (203)
 Jobs and Work (205)
 Methods of Social Research (300)
 Data Analysis in Sociology (429)
 Special Topics (495)
 Social Capital
 Quantitative Applications in Sociology

Graduate

Advanced Quantitative Analysis (708)
 Social Network Analysis
 Missing Data Strategies
 Causal Inference
 Computational Text Analysis
 Research Methods in Sociology (711)
 Economic Sociology (754)

MENTORING

Chaired Dissertation Theses (7)

- 2021 Annika Wilcox. “Agentic Action Under Social Constraints: Diversity Meaning-Making in a High-Tech Organization.”
- 2018 Jon R. Forrest. “A Firm-Specific Analysis of Southern US English and Workplace Processes.” Co-chaired with Dr. Robin Dodsworth.
- 2018 Amanda Wyant. “Household- and Country-Level Predictors of Household Food Insecurity.” Co-chaired with Dr. Sarah Bowen.
- 2018 James A. Tuttle. “Explaining Longitudinal and Cross-National Variation in Homicide: Towards a Theory of Institutional Legitimacy.” Co-chaired with Dr. Patricia McCall.
- 2017 Lindsay M. Hamm. “‘The Art of Education is Dead:’ A Mixed-Methods Study of Public-School Teachers’ Dignity at Work during North Carolina’s Neoliberal Shift.”

- 2014 Richard A. Benton. "Corporate Governance and Director Interlocks: The Effects of Network Mechanisms, Structural Cohesion, and Institutional Contexts on the Balance of Power in American Corporations."
- 2012 Jacob C. Day. "Stuck on the Sideline: Race, Segregation, and Mobility in the College Football Coaching Profession."

Chaired Master's Theses (8)

- 2019 Brooke Graham. "Queer-ly Unequal: LGBT+ Students' Experiences with Social Support and Resiliency in Education."
- 2018 Jenelle Lawhorne. "Cybervetting as Surveillance: HR Justifications for Online Job Candidate Screening."
- 2017 Annika Wilcox. "Explaining the Black/White Gap in Job Satisfaction."
- 2017 Michael J. Fox. "Accounting for the Role of Homophily in the Participation in Sound Change."
- 2015 Madison Boden. "The World Wildlife Web: The Network Structure of the International Trade of Protected Animal Species."
- 2011 Joshua Lambert. "Against the Grain: Lingering Parental Education Effects in Graduate Student Attainment."
- 2011 Lindsay Hamm. "Helping Hands: Race, Trust, and Assisting Others on the Job Hunt."
- 2008 Mark Bodkin. "Beyond Human and Social Capital Punishment: The Stigma of Incarceration, Race and Their Effect on Earnings throughout the Life Course."

PROFESSIONAL SERVICE

- 2018-present Editorial Board, *Sociological Perspectives*
- 2016-present Editorial Board, *Social Science Research*
- 2019-2020 Junior Faculty Mentoring Committee, ASA's IPM section
- 2017-2019 National Science Foundation panelist
- 2017-2019 Ad Hoc Website Committee, Southern Sociological Society
- 2018 Book Award Committee, ASA's OOW section
- 2015-2016 Vice President, Southern Sociological Society
- 2015-2016 Nominations Committee (Chair), Southern Sociological Society
- 2014-2016 Executive Committee, Southern Sociological Society
- 2013-2014 Granovetter Prize Committee, ASA's Economic Sociology Section
- 2013 Program Committee (Chair), Southern Sociological Society
- 2011-2014 Publications Committee, Southern Sociological Society
- 2010-2011 Nominations Committee (Chair), ASA's OOW Section
- 2009 Program Committee, Southern Sociological Society annual meeting
- 2004-2009 Webmaster, ASA's Economic Sociology Section
- 2003-2004 ASA's Student Forum Advisory Board (Chair)
- 2002-2003 ASA's Student Forum Advisory Board

Ad hoc reviewer for roughly 30 academic journals. I review about 20 articles each year.

UNIVERSITY SERVICE

College

2020-2021	CHASS Reappointment, Promotion, and Tenure Committee
2017-2021	CHASS Electronic Transfer Funds Committee
2016-2021	CHASS Graduate Curriculum Committee
2019-2020	CHASS Research Committee
2018-2019	Ad Hoc Sociolinguistics Review Committee (chair)
2019, 2017	CHASS University Faculty Scholars Nomination Selection Committee
2017-2018	CHASS Thesis and Dissertation Award Selection Committee (chair)
2017	CHASS Alumni Association Distinguished Graduate Professorship Award Selection Committee
2014-2015	CHASS Undergraduate Curriculum Committee
2009	CHASS Ad hoc Budget Retreat Committee
2008-2009	CHASS Public Relations Committee

Department

2016-2021	Graduate Recruitment and Admissions Committee (chair)
2016-2021	Graduate Curriculum Committee (chair)
2017-2019	Comprehensive Post-Tenure Review Committee (chair)
2017-2019	Annual Peer Review Committee (chair)
2014-2018	Department Advisory Committee
2015-2016	Faculty Search Committee (chair)
2014-2015	Department Branding and Communications Committee (chair)
2014-2015	Undergraduate Curriculum Committee (chair)
2008-2015	Methodology area coordinator
2013-2015	Department Other Awards Committee (chair)
2012-2013	Speaker Series Coordinating Committee
2012-2013	Graduate Curriculum Committee
2006-2013	Faculty Diversity Recruitment Committee (chair)
2010-2012	Department Advisory Committee
2010-2011	Faculty Search Committee
2009-2011	Graduate Curriculum Committee
2008-2010	Web and Public Relations Committee (chair)
2008	Ad hoc Family Leave Policy Committee (chair)
2007-2009	Graduate Recruitment and Admissions Committee

PROFESSIONAL MEMBERSHIPS (various years)

American Sociological Association
 Economic Sociology Section
 Organizations, Occupations, and Work Section
 Inequality, Poverty, and Mobility Section
 Aging and Life Course Section
 Communications and Information Technology Section
 Southern Sociological Society
 International Sociological Association, Research Council 28
 International Network for Social Network Analysis
 Society for the Advancement of Socio-Economics
 Academy of Management