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CURRICULUM VITAE

DAVID B. BILLS

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FORMAL EDUCATION:

Ph.D. Sociology, University of Wisconsin-Madison, 1981.
M.S. Sociology, University of Wisconsin-Madison, 1977.
B.A. Sociology, Edinboro State College, 1975.

CURRENT POSITION

Professor of Sociology of Education and Emma E. Holmes Faculty Research Fellow
Educational Policy and Leadership Studies
The University of Iowa
Iowa City, Iowa 52242
Initial appointment as Assistant Professor 1985
(also courtesy appointment in the Department of Sociology and secondary
appointment in the Public Policy Center)

Department Executive Officer
Department of Educational Policy and Leadership Studies

PROFESSIONAL EMPLOYMENT:

Interim Chair
Department of Teaching and Learning
2015-2017

Associate Dean for Graduate Programs and Faculty Affairs
College of Education
2006-2016

Assistant Professor of Sociology
Department of Social Sciences
Illinois Institute of Technology
Chicago, IL 60616
1982-1985.

Visiting Assistant Professor
Department of Sociology
Cornell College
Mt. Vernon, IA 52314
December 1981 - January, 1982.

Research Specialist
Department of Rural Sociology
University of Wisconsin-Madison
Madison, WI 53706
1981-1982.

PUBLICATIONS:

Rios-Aguilar, Cecilia , Ryan Wells, David B. Bills, and Diana D. Lopez. Forthcoming. "The (Mis)match between Sub-Baccalaureate Credentials and Middle Skills Jobs: A Community College Spatial Research Agenda." *New Directions for Institutional Research* 180: 41-62.

Bills, David B. 2019. "The problem of meritocracy – the belief in achievement, credentials, and justice." *Research Handbook on Sociology of Education*" Edward Elgar Publishing.

Bills, David B., Valentina Di Stasio, and Klarita Gërkhani. 2017. "Making a Place for Employers: The Demand Side of the Labor Market." *Annual Review of Sociology* 43: 291-310.

Herman, Joan and Margaret Hilton, Editors; Committee on Assessing Intrapersonal and Interpersonal Competencies; Board on Testing and Assessment; Division of Behavioral and Social Sciences and Education; National Academies of Sciences, Engineering, and Medicine. 2017. *Supporting Students' College Success: Assessment of Intrapersonal and Interpersonal Competencies*. (served as one of eleven researchers contributing to the report).

Bills, David B. 2016. "Living, Learning, and the New Higher Education: Essay Review of Richard Arum and Josipa Roksa. 2011. *Academically Adrift: Limited Learning on College Campuses*. Chicago: University of Chicago Press, Daniel F. Chambliss and Christopher G. Takacs. 2014. *How College Works*. Cambridge: Harvard University Press, and Michael W. Kirst and Mitchell L. Stevens (eds.). 2015. *Remaking College: The Changing Ecology of Higher Education*. Stanford: Stanford University Press. *Contemporary Sociology*.

Bills, David B. and Herman van der Werfhorst. 2017. "The Sociology of Workplace Training." *The Cambridge Handbook of Workplace Training and Employee Development*, edited by Kenneth Brown, pp. 626-644..

Bills, David B. 2016. "Education and Development" the *Handbook of Development Sociology*, edited by Gregory Hooks. University of California Press.

Bills, David B. 2016. "Congested Credentials: The Material and Positional Economies of Schooling." *Research in Social Stratification and Mobility* 43: 65-70.

Bills, David B. 2016. "Gender Inequality/Stratification." *The Wiley-Blackwell Encyclopedia of Gender and Sexuality Studies*.

Bills, David B. "Brown v. Board of Education." 2016. *Wiley-Blackwell Encyclopedia of Race, Ethnicity, and Nationalism*."

Park, Sueuk, Ryan Wells, and David B. Bills. 2015. "Changes in Educational Expectations between 10th and 12th Grades across Cohorts." *Social Psychology of Education* 18: 561-583.

Schührer, Susanne, David B. Bills, and Felix Weiss. "The Growth of the Gender Gap over the Life Course: Gender Differences in Labor Market Entry and Long-Term Consequences in the US." 2015. Chapter in '*Gender, Education and Employment: An International Comparison of School-to-Work Transitions*' edited by Hans Peter Blossfeld, Edward Elgar Publishing.

Wells, Ryan, David B. Bills, and Maura Devlin. 2014. "The work-to-college transition: Postsecondary expectations and enrollment for young men and women in the U.S. labor force." *Journal of Vocational Education & Training* 66: 113-134.

Ochola, Evans J., James R. Stachowiak, John Achrazoglou, and David B. Bills. 2013. "Learning Environments and Rapidly Evolving Handheld Technologies." *First Monday* 18 (4), April 2013.

Bills, David B. 2013. "Franchising." *The Wiley-Blackwell Encyclopedia of Consumption and Consumer Studies*, edited by Daniel Thomas Cook and J. Michael Ryan.

Bills, David B. and Kevin Leicht (editors), special issue of *Population Review*, "The Intersection of Demography and Social Stratification," 2012.

Bills, David B. "Education and Work," *Sociology of Work: An Encyclopedia*, Sage, 2013.

Bills, David B. "Training and the Acquisition of Skills," *Sociology of Work: An Encyclopedia*, Sage, 2013.

Bills, David B. "Labor Market Effects on Education," *Sociology of Education: An Encyclopedia*, Sage, 2013.

Brown, David and David B. Bills (editors). 2011. "New Directions in Educational Credentialism." Special issue of *Research in Social Stratification and Mobility*.

Bills, David B. 2009. "Vocationalism." Chapter 16 in *International Handbook of Youth and Young Adulthood*, Routledge, edited by Andy Furlong. (being revised for 2015 edition, with Paula Protsch and Lukas Graf).

Bills, David B. 2008. "Applying Workplace Models of Learning in Social Science Computer Labs." *Applied Social Science* 2: 66-76.
Earlier version presented at the 2004 Annual Meetings of the Midwest Sociological Society, Kansas City.

Bills, David B. and Randy Hodson. 2007. "Worker Training: A Review, Critique, and Extension." *Research in Social Stratification and Mobility* 25: 258-272. (13th most downloaded item from RSSM in 2011)

Bills, David B. and Yuliya Kosyakova 2015/2007. "The Sociology of Adult Education." *Blackwell Encyclopedia of Sociology*. (George Ritzer, ed).

Bills, David B. and James E. Rosenbaum. 2007. "Schooling and Economic Success." *Blackwell Encyclopedia of Sociology*. (George Ritzer, ed).

Bills, David B. 2007. "Franchise." *Blackwell Encyclopedia of Sociology*. (George Ritzer, ed).

Bills, David B. 2007. "Educational Attainment." *Blackwell Encyclopedia of Sociology*. (George Ritzer, ed).

Bills, David B. and Erin Kaufman. 2007/forthcoming. "Affirmative Action." *Blackwell Encyclopedia of Sociology*. (George Ritzer, ed), also published in *Blackwell Encyclopedia of Race, Ethnicity and Nationalism*.

Bills, David B. and Erin Kaufman. 2007. "Brown versus Board of Education." *Blackwell Encyclopedia of Sociology*. (George Ritzer, ed).

Bills, David B., Stephanie Holliman, Laura Lowe, Evans Ochola, Su-Euk Park, Eric Reed, Christy Wolfe, and Laura Thudium Zieglowsky. 2006. "The New Mobile Scholar and the Effective Use of Information and Communication Technology." *First Monday*, April.

Bills, David B. (ed.). 2005. *The Shape of Social Stratification: Papers in Honor of Archibald Haller. Social Stratification and Mobility* volume 22. Elsevier Publishing.

Bills, David B. 2006. "Social Class." *SAGE Encyclopedia of Educational Leadership and Administration* (Fenwick W. English, ed.).

Bills, David B. 2006. "Changing Demographics and Census Data Trends." *SAGE Encyclopedia of Educational Leadership and Administration* (Fenwick W. English, ed.).

Bills, David B. 2005. "Participation in Work-Related Education: Variations in Skill Enhancement Among Workers, Employers, and Occupational Closure." *Research in Social Stratification and Mobility* 23: 67-102.

Earlier version presented at the 2002 Spring Meetings of the International Sociological Society's Research Committee on Social Stratification and Mobility, Oxford University.

Bills, David B. 2004. *The Sociology of Education and Work*. London: Blackwell Publishers. (Korean edition (2006) Wonmisa Publishers.)

Bills, David B. 2003. "Credentials, Signals, and Screens." Explaining the Relationship between Schooling and Job Assignment." *Review of Educational Research* 73: 441-469.

Bills, David B. (ed). 2003. *The Sociology of Job Training. Research in the Sociology of Work*, volume 12, Elsevier Publishing.

Bills, David B. and Mary Ellen Wacker. 2003. "Acquiring Credentials When Signals Don't Matter: Employer Support of Employees Who Pursue Vocational Degrees." *Sociology of Education* 76:170-187.

Earlier version presented at the 2000 Annual Meetings of the American Sociological Association, Washington, DC.

Bills, David B. and Anthony Q. Stanley. 2001. "Social Science Computer Labs as Sites for Teaching and Learning: Challenges and Solutions in Their Design and Maintenance." *Teaching Sociology* 29: 153-162.

Wacker, Mary Ellen and David B. Bills. 2000. "Barriers and Adaptations: Hiring Managers and Contingent Workers." *Research in the Sociology of Work* 9: 231-252.

Bills, David B. 1999. "Labor Market Information and Selection in a Local Restaurant Industry: The Tenuous Balance Between Rewards, Commitments, and Costs." *Sociological Forum* 14: 583-607.

Earlier version presented at the 1993 annual meetings of the Midwest Sociological Society, Chicago.

Bills, David B. 1998. "A Community of Interests: Evolving Relationships Between Franchisors and Franchisees." *Research in Social Stratification and Mobility*.

Earlier version presented at the 1997 Annual Meetings of the Midwest Sociological Society, Des Moines.

Bills, David B. (Editor). 1995. *The New Modern Times: Factors Reshaping the World of Work*. State University of New York Press.

Bills, David B., Lelia Helms, and Mustafa Ozcan. 1995. "The Impact of Student Employment on Teachers' Perceptions of Working Students." *Youth and Society* 27: 169-193.

Earlier version presented at the annual meetings of the American Sociological Association, Pittsburgh.

Helms, Lelia B., David B. Bills, and Mustafa Ozcan. 1994. "Educators' Perspectives on Student Employment." *Educational Policy* 8(3): 272-288.

Earlier version presented at the 1993 annual meetings of the Eastern Educational Research Association, Clearwater, FL.

Bills, David B. 1992. "A Survey of Employer Surveys: What We Know about Labor Markets from Talking with Bosses." *Research in Social Stratification and Mobility* 11: 3-31.

Bills, David B. 1992. "The Mutability of Educational Credentials as Hiring Criteria: How Employers Evaluate Atypically Highly Credentialed Candidates." *Work and Occupations* 19: 79-95.

Earlier version presented at the 1988 meetings of the American Sociological Association.

Schonert, Kimberly A., Judi P. Elliott, and David B. Bills. 1991. "Rural Iowa Youth: A Descriptive Summary of Post-Secondary Persistence Five Years After High School." *Research in Higher Education* 32: 269-288.

Bills, David B. 1990. "Employers' Use of Job History Data for Making Hiring Decisions." *Sociological Quarterly* 31: 23-35.

Earlier version presented at the 1988 semi-annual meetings of the Research Committee on Social Stratification of the International Sociological Association.

Elliott, Judi P., Kimberly A. Schonert, and David B. Bills. 1989. "Rural Schooling and Beyond: The Early Educational and Occupational Experiences of Iowa's Rural Graduates." *Rural Educator* 10 (3): 6-8.

Bills, David B. 1988. "Educational Credentials and Hiring Decisions: What Employers Look for in Entry-Level Employees." *Research in Social Stratification and Mobility* 7:71-97.

Earlier version presented at the 1984 annual meetings of the Midwest Sociological Society.

Bills, David B. 1988. "Educational Credentials and Promotions: Does Schooling Do More Than Get You in the Door?" *Sociology of Education* 61:52-60.

Earlier version presented at the 1986 annual meetings of the Midwest Sociological Society.

Bills, David B. 1988. "Credentials and Capacities: Employers' Perceptions of the Acquisition of Skills." *Sociological Quarterly* 29:439-449.

Bills, David B. 1987. "Costs, Commitments, and Rewards: Factors Influencing the Design and Implementation of Internal Labor Markets." *Administrative Science Quarterly* 32:202-221.

Bills, David B., Archibald O. Haller, Jonathan Kelley, Mary Olson, and Jose Pastore. 1984. "Class, Class Origins, Regional Socioeconomic Development and the Status Attainment of Brazilian Men." *Research in Social Stratification and Mobility* 4: 89-127. Preliminary version presented as "The Effects of Class Background and Class Position in Brazil: Sectoral and Regional Comparisons," at the 1979 annual meetings of the American Sociological Association. The paper was also presented at the 1983 annual meetings of the Latin American Studies Association. Forthcoming in Portuguese in a volume published by Federal University of Minas Gerais Press, edited by Archibald O. Haller and Manoel M. Tourinho.

Bills, David B. and Archibald O. Haller. 1984. "Socioeconomic Development and Social Stratification: Reassessing the Brazilian Case." *Journal of Developing Areas* 19:59-70.

Bills, David B. 1983. "Social Reproduction and the Bowles-Gintis Thesis of a Correspondence Between School and Work Settings." *Research in Sociology of Education and Socialization* 4:185-210.

Bills, David B., Daramea S. Godfrey, and Archibald O. Haller 1983. "A Scale for Measuring the Socioeconomic Status of Occupations in Brazil." *Rural Sociology* 50:233-248.

Preliminary version presented at the 1980 Symposium on Social Mobility, Employment, and the Brazilian Income Distribution, Madison, WI, July, 1980.

Haller, Archibald O., Manoel M. Tourinho, David B. Bills, and Jose Pastore. 1981. "Migration and Socioeconomic Status in Brazil: Interregional and Rural-Urban Variations in Education, Occupational Status, and Income." *Luso-Brazilian Review* 28: 117-138.

Preliminary version presented as "Rural People in the Brazilian City" at the Fifth World Congress of Rural Sociology, Mexico City, 1980, and at the 1980 Symposium on Social Mobility, Employment, and the Brazilian Income Distribution, Madison, WI, July 1980. Forthcoming in Portuguese in a volume published by Federal University of Minas Gerais Press, edited by Archibald O. Haller and Manoel M. Tourinho.

Olneck, Michael R. and David B. Bills. 1980. "What Makes Sammy Run? An Empirical Assessment of the Bowles-Gintis Correspondence Theory." *American Journal of Education* 89:27-61.

Preliminary version presented as Institute for Research on Poverty Discussion Paper 574-79, 1979, and also presented at the 1979 meetings of the Wisconsin Sociological Association and at the 1980 meetings of the American Educational Research Association.

Edington, Everett, Mary Olson, and David B. Bills. 1980. "Rural Youth and Political Influence Aspirations." *Rural Educator* 1:4-7.

Olson, Mary, David B. Bills, and Everett Edington. 1980. "Rural Youth and Adults' Knowledge of Governmental Functions." *Adolescence* 70:423-428.

Olneck, Michael R. and David B. Bills. 1979. "Family Configuration and Achievement: The Effects of Birth Order and Family Size in a Sample of Brothers." *Social Psychology* 43:135-148.

Preliminary version presented as "Family Characteristics and Achievement: Effects of Birth Order and Family Size in the Kalamazoo Brothers Sample," Institute for Research on Poverty Discussion Paper 431-77, 1977, and at the Mathematical Social Science Board Conference on Family Environment and Subsequent Child Development, Palo Alto, CA, 1977.

Book Chapters

Bills, David B. "The Effects of Working on High School Students: Youthwork is Here to Stay: Alas." 1997. *Annual Review of Research for School Leaders*. edited by Peter S. Hlebowitsh and William G. Wraga. New York: Scholastic Leadership Policy Research.

Invited Commentaries

Bills, David B. "Comment on *Rebellion in a High School*," Breakthrough Books feature, *Contexts*, 2012.

Bills, David B. 2005. "Work-Readiness Credentials." *Teachers College Record* (<http://www.tcrecord.org/AuthorDisplay.asp?aid=16778>)

Bills, David B. 2002. "When School Surveys Just Aren't Enough: Uses of The National Household Education Survey." *Education Statistics Quarterly* Winter 2002. Invited Commentary.

Bills, David B. "Comment on "Breakthrough Books" on the Workplace." *Lingua Franca* May/June 2001.

Special Reports and Discussion Papers:

Bills, David B. 2007. "Strengthening the Relationship between Secondary and Postsecondary Education." Prepared for FINE Foundation.

Hudson, Lisa, Rajika Bhandari, Katharin Peter, and David B. Bills. 2005. *Labor Force Participation in Work-Related Education in 2000-01* (NCES 2005-048). U.S. Department of Education. Washington, DC: National Center for Education Statistics.

Bills, David B. 1999. "Social, Demographic, Economic, and Technological Trends Affecting Lifelong Learning." Paper prepared for Education Statistics Services Institute

and American Institutes for Research. Published as a National Center for Education Statistics Working Paper.

Schonert-Reichl, Kimberly A., Judi P. Elliott, and David B. Bills. 1993. "The Effects of Rural Schools and Communities on Adult Adjustment: A Ten-Year Follow-up of Rural Iowa Youth." Report to the FINE Foundation (Grant #028). Des Moines, Iowa.

Elliott, Judi P., Kimberly A. Schonert-Reichl, and David B. Bills. 1992. "Addressing the Needs of Rural "At-risk" Postsecondary Students: The Hidden Indicators." Report to the FINE Foundation (Grant #023). Des Moines, Iowa.

Bills, David B., Kimberly A. Schonert, and Judi P. Elliott. 1989. "The Early Employment Experiences of Rural Youth: Early Results from Iowa's Class of 1983." Report published by the North Central Educational Laboratory, Elmhurst, IL.

Elliott, Judi P., Kimberly A. Schonert, and David B. Bills. 1989. "Rural Pathways: Rural Iowa's Class of 1983." (Executive Summary). Report published by the North Central Educational Laboratory, Elmhurst, IL.

Schonert, Kimberly A., Judi P. Elliott, and David B. Bills. 1988. "The Early Postsecondary Educational Experiences of Rural Youth." Paper prepared for the North Central Regional Educational Laboratory, Elmhurst, Illinois.

Bills, David B. 1987. "Employer Entrance Requirements and the Qualifications of Entry Level Workers: A Survey of Employer Surveys." Paper prepared for the North Central Regional Educational Laboratory, Elmhurst, Illinois.

Bills, David B. 1987. "Projections of Labor Demand: Looking Towards 1995 in the Midwest." Paper prepared for the North Central Regional Educational Laboratory, Elmhurst, Illinois.

Bielby, William T., Clifford B. Hawley, and David B. Bills. 1979. "Research Uses of the National Longitudinal Surveys." U.S. Department of Labor Manpower Monograph. Also published as Institute for Research on Poverty Special Report SR-18, 1977.

Bills, David B. 1977. "An Analysis of the Decline in ACT College Admissions Scores." Revision of Master's Thesis. Institute for Research on Poverty Discussion Paper 432-77.

Book Reviews:

Saar, Ellu (ed.). *Towards a Normal Stratification Order: Actual and Perceived Social Stratification in Post-Socialist Estonia*, *Contemporary Sociology* 41 (2012).

Richard Arum and Josipa Roksa's *Academically Adrift: Limited Learning on College Campuses* (2011) Teachers College Record

- Walters, Pamela Barnhouse, Annette Lareau, and Sheri H. Ranis. 2009. *Education Research on Trial: Policy Reform and the Call for Scientific Rigor*. Contemporary Sociology.
- Mayer, Karl Ulrich and Heike Solga (eds.). *Skill Formation: Interdisciplinary and Cross-National Perspectives*. Cambridge: Cambridge University Press. *American Journal of Sociology*.
- Gumport, Patricia J.(ed.) *Sociology of Higher Education*. Baltimore: Johns Hopkins University Press. *Teachers College Record*, 2007. (with Tricia Seifert).
- Lehmann, Wolfgang . 2007. *Choosing to Labour? School-Work Transitions and Social Class*. McGill-Queen's University Press. *Canadian Journal of Sociology* (with Noga Admon) 2008.
- Rosenbaum, James E. Regina Deil-Amen, and Ann E. Person. 2006. *After Admission: From College Access to College Success*. New York: Russell Sage. *Journal of Higher Education*, 2008.
- Nadine Dolby, Greg Dimitriadis, and Paul Willis (eds). *Learning to Labor in New Times*. London: Taylor and Francis. *Educational Studies*, (with Su Euk Park) 2008.
- Deron R. Boyles (ed.). *Schools or Markets? Commercialism, Privatization, and School-Business Partnerships*. New York: Lawrence Erlbaum. *Educational Studies* 43 (with Ryan Wells). 2008.
- Haridimos Tsoukas and Christian Knudson (eds.). *The Oxford Handbook of Organization Theory: Meta-Theoretical Perspectives*. *Work, Employment and Society*. 2007.
- Masahiro Tanaka (ed.). *The Cross-Cultural Transfer of Educational Concepts and Practices: A Comparative Study*. *International Sociology Review of Books*. 2006. Volume 21, #6.
- Becky Francis and Christine Skelton. *Reassessing Gender and Achievement*. *Teachers College Record*. 2006.
- William H. Dutton et al. (eds). *Transforming Enterprise: The Economic and Social Implications of Information Technology*. *New Media and Society*. 8 (1): 162-165. 2006.
- Thomas R. Bailey, Katherine L. Hughes and David Thompson Moore. *Working Knowledge: Work-Based Learning and Education Reform*. *Teachers College Record*. 2004.
- Amy L. Best. *Prom Night: Youth, Schools, and Popular Culture*. (with Monica Banks-Geddes). *Teachers College Record*. 2002 (104, #5), published online 2001.

Joseph A. Raelin. *Work-Based Learning: The New Frontier of Management Development, Educational Foundations*, 2000.

Mark Iutovich. *An Immigrant's Journey. Sociological Viewpoints*, 16: 67-68, 2000

Keith Whitfield and George Strauss (editors), *Researching the World of Work: Strategies and Methods in Studying Industrial Relations. Work and Occupations*, 1999.

Gary Burtless, *Does Money Matter? The Effect of School Resources on Student Achievement and Adult Success. Educational Foundations* 1999.

Lawrence T. Pinfield, *The Operation of Internal Labor Markets: Staffing Practices and Vacancy Chains. Work and Occupations*, 1997.

Donald R. Stabile, *Work and Welfare: The Social Costs of Labor in the History of Economic Thought. Labor History* 1996.

Bruce Anthony Jones and Kathryn M. Borman (eds.), *Investing in U.S. Schools: Directions for Educational Policy. Educational Foundations* 1996.

Richard L. Simpson and Ida Harper Simpson (eds.), *Research in the Sociology of Work. Contemporary Sociology* 1996.

Christine Williams *Still a Man's World: Men Who Do Women's Work. Labor History* 1995.

Estela Mara Bensimon and Anna Neumann *Redesigning Collegiate Leadership: Teams and Teamwork in Higher Education. Educational Studies* 1995.

John A. Valentine's *The College Board and the School Curriculum. Contemporary Sociology* 1989.

Monte Piliawsky *Exit 13: Oppression and Racism in Academia. Explorations in Sight and Sound* 1987.

Jacques Hallak and Françoise Caillods *Education, Work and Employment, Volume 1: Education, Training and Access to the Labor Market. Social Forces* 1983.

Jose Pastore *Inequality and Social Mobility in Brazil. Rural Sociology* 1983.

A.P.M. Coxon and C.L. Jones *The Images of Occupational Prestige. Contemporary Sociology* 1981.

Thomas W. Merrick and Douglas H. Graham *Population and Economic Development in Brazil: 1800 to the Present. Rural Sociology* 1981.

Haller, Archibald O. and David B. Bills. 1979. "Occupational Prestige Hierarchies: Theory and Evidence." Essay Review of Donald Treiman's *Occupational Prestige in Comparative Perspective*. *Contemporary Sociology*.

Paul Erdos *Professional Mail Surveys*. *Contemporary Sociology* 1977.

Papers and Books Being Prepared for Publication or Under Review:

Zebing Wu, David B. Bills, Sanga Kim, and Donghoon Shin. "Gender Differences in Skill Mismatch: Cross-National Evidence from the 2012 PIAAC." Submitted to *Sociological Quarterly*.

Bills, David B., Felix Weiss, Susanne Schuhrer, and Leticia Marteleto. "Gender, Regional Socioeconomic Development, and the School to Work Transition of Young Brazilians." 2015.

Shin, Donghoon and David Bills: "Trends in Education and Numeracy Skill Mismatch"

Kim, Sanga, David Bills, Donghoon Park, and Zeibing Wu. "American Workers in Mid-Career: Are They Too Skilled or Not Skilled Enough?"

Bills, David B. and Yuliya Kosyakova. "Adult Education and Social Inequality."

Other Papers Presented at Professional Meetings:

Invited panelist for session on "Mechanisms and discourses of exclusion in hiring." 2020 Annual Meetings of the American Sociological Association, San Francisco.

Shin, SuYeong and David B. Bills. "Educational Expansion, Skill Upgrading (or not), and Making Education Positional." 2019 Research Committee on Social Stratification and Mobility (RC28), Frankfurt, Germany.

Shin, Donghoon and David B. Bills. 2018. "Family Dynamics and Labor Market Mismatch: Is There a Disadvantage for Women?" PIAAC, Arlington VA. Also presented at 2019 Research Committee on Social Stratification and Mobility (RC28), Frankfurt, Germany.

Bills, David B. 2018. "Job Search Under a Rationalized Hiring Regime." Research Committee on Social Stratification and Mobility (RC28), Seoul Korea.

Bills, David B. 2018 "The Rationalization of Hiring: In Search of Evidence about Algorithms, Intermediaries, and Information." Stanford Conference on Hiring and Organizations.

Ahn, HyeWon, Shin, SuYeong, and David B. Bills. 2018. "The Stratification of Intergenerational Alignment of Educational Expectations," International Sociological Association World Congress of Sociology, Toronto.

Bills, David B., Ryan Wells, and Greg Wolniak. "Trends in Participation in Work-Related Education in the United States: 1991-2005." RC28, Spring 2017, Cologne Germany.

Kurakin, Dmitry, David B. Bills, and Diana Yanbarisova. 2017. "The Transition to Late Modernity and Educational Trajectories: Institutional Settings and Agency in the Early Careers of Russian Youth." Annual Meetings of the American Sociological Association.

Wells, Ryan, Cecilia Rios Aguilar, and David B. Bills. "Exploring the Spatial Mismatch of Education Credentials and Labor Market," 2016 Annual Meetings of the Eastern Sociological Society, Boston.

Wu, Zeibing, David B. Bills, and Sanga Kim. 2015, "Gender Differences in Skill Mismatch: A Cross-National Perspective." RC28 Summer 2015 Conference at the University of Pennsylvania (August 17 – 19).

Bills, David B., Felix Weiss, Susanne Schuhrer, and Leticia Marteleto. "Gender, Regional Socioeconomic Development, and the School to Work Transition of Young Brazilians." 2015 ILO conference (also at Tilburg 2015 RC28 and 2015 American Sociological Association).

Felix Weiss, David Bills B. and Susanne Schuhrer. 2014 "Long term consequences of labor market entry in the US– does a good start make everything?" RC28, Budapest.

Bills, David B., Sanga Kim, Dong Hoon Shin, and Zebing Wu. 2014 "American Boomers in the Late Career: Are They Too Skilled or Not Skilled Enough?" RC28, Budapest (also presented at Annual Meetings of the American Sociological Association, San Francisco).

Bills, David B. American Sociological Association 2012 Professional Workshop: ASA Editors Offer Insights and Advice on Writing and Submitting Articles.

Wells, Ryan S., David B. Bills, and Maura Devlin. "The Work-to-College Transition: Pathways to College Enrollment for Non-Degreed Working Adults," August 2011 meetings of RC28, Iowa City. Later version presented as "The work-to-college transition: Postsecondary expectations and enrollment for young men and women in the labor force" at 2012 American Society for Higher Education.

Bills, David B. "Industry-Focused International Competitiveness Research: Higher Education." Center for Advanced Study in International Competitiveness (CASIC) Research Summit, 2011.

Park, Sueuk, Ryan Wells, and David B. Bills. 2009. "Change in Educational Expectations Between 10th and 12th grade: The Classes of 1992 and 2004." Association for the Study of Higher Education, Vancouver.

Bills, David B. 2008. "Race Trends in Job Training: Persisting Gaps in the Acquisition of Skill." Paper prepared for the International Colloquium on Education, Race, and Inequality. Recife, Brazil, December 15-17, 2008. Also presented at 2010 RC28 in Haifa.

Bills, David B., Noga Admon, Ryan Wells, Sueuk Park, and Yi Chen. 2008 "German Credentialism: Hiring, Inflation, and Sheepskins." Annual Meetings of the American Sociological Association, Boston (earlier version presented at Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association, Brno, Czech Republic).

Bills, David B. 2008 "Has Women's Educational Advantage Moved into the Workplace? Trends in Participation in Work-Related Education and Training." Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association, Florence Italy.

Wells, Ryan, David B. Bills, Sueuk Park, and Yi Chen. 2007. "National Labor Market Effects on Students' Postsecondary Educational Expectations." Annual Meetings of the American Sociological Association, New York City.

Bills, David B. 2006. "Research Uses of the Adult Education Interview of the National Household Education Survey." Invited presentation at the American Sociological Association, Montreal.

Bills, David B. 2005. "Race in the United States: Why Has So Much Educational Equality Led to So Little Socioeconomic Equality?" presented by invitation at the meetings of the Congresso Brasileiro de Sociologia, Belo Horizonte, Minas Gerais.

Bills, David B. 2005. "Enhancing the Skills of the Least Skilled: Employer Support of Adult Basic Education." Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association, Oslo, Norway.

Neves, Jorge A., Danielle C. Fernandes, David B. Bills, and Diogo H. Helal. 2004. "Region, Industry, and Status Transmission in Urban Brazil." Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association, Rio de Janeiro, Brazil.

Bills, David B. 2004. "Creeping Credentialism in the United States and Germany: Changing Relationships between Educational Credentials and Occupational Assignment." Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association, Rio de Janeiro, Brazil.

Bills, David B. 2004. "Applying Workplace Models of Learning in Social Science Computer Labs." Annual Meetings of the Midwest Sociological Society, Kansas City.

Bills, David B. 2003. "Schooling Without Credentials: The Participation of Adults in Personal Development Courses." Semi-Annual Meetings of the International Sociological Association's Research Committee on Social Stratification and Mobility (RC28), New York City.

Bills, David B. and Mary Ellen Wacker. 2000. "Enhancing the Skills of the Least Skilled: Employer Support of Adult Basic Education. Annual Meetings of the American Educational Research Association, New Orleans.

Bills, David B. 1999. "Employer Support of Job-Related Education and Training: Paying the Cost to be the Boss." Annual Meetings of the American Sociological Association, Chicago.

Bills, David B. 1999. "Employers' Involvement and Support of the Adult Education Experiences of their Employees." Annual Meetings of the Association for Institutional Research, Seattle.

Bills, David B. and Terry Ishitani. 1998. "Participation in Job-Related Education: Determinants at the Person and Person-Course Levels." Annual Meetings of the American Sociological Association, San Francisco.

Bills, David B. 1998. "Why Adults Return to School: Credentialism, Skill Enhancement, and Diversion." Annual Meetings of the Midwest Sociological Society, Kansas City.

Bills, David B. 1998. "From School to Work and Back to School: Adults Who Enter Degree Programs." Annual Meetings of the Midwest Sociological Society, Kansas City.

Bills, David B., Gregory Truckenmiller, Terry Ishitani. 1998. "The Participation of Adults in Personal Development Courses: New Evidence from the National Household Education Survey." Annual Meetings of the Association for Institutional Research, Minneapolis.

Bills, David B. 1998. "Trends in Participation in Adult Education Between 1991 and 1995: Access and Barriers." Annual Meetings of the Association for Institutional Research, Minneapolis.

Muston, Raymond, David B. Bills, Chet Rzonca, Greg Truckenmiller, Scott McLeod, and Sungbin Lim. 1997. "Designing and Developing a Data Analysis and Information Laboratory for Educational Policy Research." Annual Meetings of the Association for Institutional Research. Orlando.

Bills, David B. and Stacey Gray. 1997. "Trends in the Determinants of Adult Education." Annual Meetings of the Midwest Sociological Society, Des Moines.

Bills, David B., Mary Ellen Wacker, and Stacey Gray. 1997. "The Marginalization of Sociology in High Schools: The Educational Preparation of Sociology Teachers." Annual Meetings of the American Educational Research Association, Chicago.

Bills, David B. 1996. "What Colleges of Education Can Learn from Sociology." Annual Meetings of the Midwest Sociological Society, Chicago.

Bills, David B. 1996. "Defining the Work of Sociologists Outside of Sociology Departments." Annual Meetings of the Midwest Sociological Society, Chicago.

Bills, David B. 1995. "Networking Strategies and Opportunities for Graduate Students." Annual Meetings of the American Sociological Association, Washington, D.C.

Ozcan, Mustafa, David B. Bills, and Lelia B. Helms. 1994. "The Impact of Teacher Perceptions of Working Students on Teacher Motivation." Annual Meetings of the American Sociological Association, Los Angeles.

Davine, Valerie R. and David B. Bills. 1993. "Can Pedagogy be Hastened? Changing Race-Related Attitudes in a Summer Course." Annual Meetings of the Midwest Sociological Society, Chicago.

Davine, Valerie R. and David B. Bills. 1992. "Multicultural Education? and Attitude Change." Annual Meetings of the National Association of School Psychologists, Nashville.

Davine, Valerie R. and David B. Bills. 1992. "Changing Attitudes Towards Race-Related Issues: Is a Sociological Perspective Effective?" Annual Meetings of the American Sociological Association, Pittsburgh.

Bills, David B., Mary Ellen Wacker, and Anne Zalenski. 1994. "Educationally Mismatched Workers: Consequences for Job Satisfaction." Annual Meetings of the Midwest Sociological Society, St. Louis.

Schonert-Reichl, K.A., J.P. Elliott, and D.B. Bills. 1994. "I Feel that a Rural Education is a Wonderful Thing: Rural School Students' Narratives of their Rural School Education Ten Years after High School Graduation." Annual Meetings of the American Educational Research Association, New Orleans, LA.

Schonert-Reichl, K.A., J.P. Elliott, and D.B. Bills. 1993. "The effects of rural schools and communities on adult adjustment." Annual Meetings of the American Educational Research Association, Atlanta, GA.

Elliott, J.P., K.A. Schonert-Reichl, and D.B. Bills. 1992. "To leave or not leave the rural community: A question of values?" Annual Meetings of the National Rural Education Association, Traverse City, Michigan.

Bills, David B., Mary Ellen Wacker, and Nancy J. Iber. 1991. "Organizational Forms and the Transferability of Training-Acquired Skills." Annual Meetings of the Midwest Sociological Society, Des Moines.

Bills, David B. 1990. "Gates and Ladders: Jobs, Transactions, and Labor Market Analysis." Annual Meetings of the Midwest Sociological Society, Chicago.

Bills, David B., K.A. Schonert, and J.P. Elliott. 1989. "Using diverse data in research on rural schools." Annual Meetings of the American Educational Research Association, San Francisco.

Bills, David B. 1991. "The Honors Program of the American Sociological Association." Annual Meetings of the Midwest Sociological Society, Des Moines.

Bills, David B. and William Matthes. 1989. "Two Decades Later: Characteristics of Students in Rural Settings." Annual Meetings of the American Educational Research Association.

Elliott, Judi, Kimberly Schonert, and David B. Bills. 1988. "At-Risk Youth: Educational and Occupational Pathways." National Job-Training Partnership Act (JTPA) Conference, Tulsa, OK.

Schonert, Kimberly, David B. Bills, and Judi Elliott. 1988. "The Educational Paths of Rural High School Graduates." Rural Education Research Forum, Bismark, ND.

Elliott, Judi, Kimberly Schonert, and David B. Bills. 1988. "Rural Pathways: Initial Findings from Rural Iowa's Class of 1983." Second North Central Regional Educational Laboratory Conference on At-Risk Youth, Chicago, IL.

Matthes, William A. and David B. Bills. 1988. "A Decade Later: Characteristics of Students in Rural Settings." Annual Meetings of the National Rural Education Association, Bismark, ND.

Bills, David B. and Virginia Lambert. 1987. "Class Polarization and the Contracting Middle Class." Annual Meetings of the Society for the Study of Social Problems.

Bills, David B. 1987. "Demographic and Economic Trends Affecting Education in the Midwest." First North Central Regional Educational Laboratory Conference on At-Risk Youth, Chicago, IL.

Bills, David B. 1985. "Organizational Influences on Hiring Decisions." Annual Meetings of the American Sociological Association.

Bills, David B. 1985. "Studying Job Matches: Methodological and Practical Considerations." Annual Meetings of the American Educational Research Association.

Bills, David B. 1984. "A Demand-Side Appraisal of the Job-Search Literature." Annual Meetings of the Midwest Sociological Society.

Bills, David B. 1983. "Employers, Credentials, and Staffing: Hirings and Promotions in an Urban Labor Market." Annual Meetings of the Midwest Sociological Society.

Haller, Archibald O. and David B. Bills. 1982. "Antecedents of Income Differences: Complementary Hypotheses from Competing Theories?" Annual Meetings of the Midwest Sociological Society.

Bills, David B. 1980. "Correspondence in the Nature of Work: Task Activity Structures of Schools and Work." Annual Meetings of the Southern Sociological Society.

Bills, David B. 1980. "Educational and Occupational Hierarchies: The Authority Structures of Schools and Work." Annual Meetings of the Wisconsin Sociological Association.

Kelley, Jonathan, Archibald O. Haller, and David B. Bills. 1980. "Economic Development and the Wages of the Working Class: The Brazilian Experience." Annual Meetings of the American Sociological Association.

Bills, David B., Mary Olson, and Archibald O. Haller. 1980. "Trends in Inequality of Educational Opportunity in Brazil: A Test of Two Competing Theories." Annual Meetings of the American Sociological Association.

Olson, Mary, Archibald O. Haller, and David B. Bills. 1979. "The Measurement of Political and Income Aspirations and Expectations." Annual Meetings of the Rural Sociological Society.

Olson, Mary and David B. Bills. 1978. "Political Participation in a Rural Wisconsin County." Annual Meetings of the Rural Sociological Society.

GRANTS AND AWARDS

University of Iowa International Travel Award to participate in Spring Meetings of International Sociological Association Research Committee on Social Stratification and Mobility (RC28), 2014.

"Trends in Employer Hiring and Training in Germany and the United States: Work Skills, Educational Credentials, General and Specific Experience, and Interrupted Schooling." Fulbright Foundation, 2003. Wissenschaftszentrum Berlin für Sozialforschung (Social Science Research Center-Berlin).

College of Education Research Fund in support of "Trends in Employer Hiring and Training in Germany and the United States," 2003, \$475.00.

University of Iowa Travel Award to Nuffield College, Oxford University, England to participate in Spring Meetings of International Sociological Association Research Committee on Social Stratification and Mobility (RC28), 2002.

"Employers' Involvement and Support of the Adult Education Experiences of their Employees." The Association for Institutional Research 1998 "Improving Institutional Research in Postsecondary Educational Institutions" program, \$19,942.

"Trends in Participation in Adult Education Between 1991 and 1995: Access and Barriers." The Association for Institutional Research 1997 Improving Institutional Research in Postsecondary Educational Institutions grant. \$19,942.

University of Iowa Developmental Assignment, Fall 1996 to conduct research on "Franchising, Displaced Managers, and the Transformation of Self-Employment."

"Franchising, Displaced Managers, and the Transformation of Self-Employment." American Sociological Association/National Science Foundation Advancement of the Discipline Award, 1995.

"Becoming Lifelong Learners: The Role of Schools, Communities, and Workplaces." University of Iowa Graduate College Block Allocation, 1995-96.

University of Iowa Developmental Assignment, Spring 1991 to complete edited volume, *The New Modern Times: Factors Reshaping the World of Work*.

"Part-Time Work Among High School Students: How Do Schools Respond? Follow-Up and Data Analysis." University of Iowa Old Gold Program. Summer 1991.

"Part-Time Work Among High School Students: How Do Schools Respond?" With Lelia Helms, Graduate College Bloc Grant Program, 1990-91.

"Addressing the Needs of 'At-Risk' Rural Postsecondary Students: The Hidden Indicators." With Judi Elliott and Kimberly Schonert. FINE Foundation of Iowa, 1990-91.

"Customized Labor Training, the Acquisition of Skills, and Internal Labor Markets." Graduate College Bloc Grant Program, 1989-90.

"The Transition from School to Work: An Analysis of Surveys of Employer Hiring Practices." Graduate College Bloc Grant Program, 1988-89.

"Educational Credentials and Career Opportunity: The Food Service Industry in Cedar Rapids." Old Gold Summer Assignment, 1987.

"Rural Students At Risk in the Midwest." \$12,000 from the North Central Regional Educational Laboratory for the purpose of planning, conducting, and preparing a report of findings from a survey of and interviews with recent graduates of rural high schools in Iowa to further develop an R & D information base pertaining to at-risk youth, 1987.

"The Evaluation of Educational Credentials in Hiring and Promotion Decisions." Fifteen-month grant of \$43,296 from the National Science Foundation, 1983-84.

Grants Under Review or In Preparation:

"Educational Credentials and Algorithmic Hiring"

"Adult Workers' Pursuit of Job Skills: Information, Decision-Making, and Educational Re-Entry." With Ryan Wells and Greg Wolniak.

"The Spatial Mismatch of Education Credentials and Labor Markets." With Ryan Wells and Cecilia Rios-Aguilar.

"Comparative Systems of Educational Credentialism"

INVITED PRESENTATIONS

"Merit and Inequality in the Information Society." Korea University College of Education, May 2018.

Amsterdam Centre for Inequality Studies (AMCIS), University of Amsterdam, September 2017

University of Wisconsin-Madison, Interdisciplinary Training Program in the Educational Sciences and the Center for Research on College-Workforce Transitions, November 2017.

George Mason University Public Choice Seminar, "Classrooms, Coffee Shops, and Counterfactuals: Rethinking the Role of Education in Economic Development." March 2017.

Keynote Speaker, "Qualifications, Transitions, and Trust across Societies and Over Time." The International Conference "Trajectories and Educational Choice: Research on "Trajectories in Education and Careers", the First Russian National Longitudinal Study." Institute of Education, Higher School of Economics, Moscow, September 2106.

"Writing for Publication: Getting Your Research into the Right Journal." Iowa Educational Research and Evaluation Association Annual Conference, ACT, December 2015

Amsterdam Centre for Inequality Studies (AMCIS), University of Amsterdam,
September 2015

Keynote Speaker, "Rethinking Schooling and Economic Development," Vitoria da
Conquista, University of Southeastern Bahia, March 2015.

Keynote Speaker, "Rethinking Schooling and Economic Development," Educational
Researches and Publications Associations (ERPA), Istanbul, Turkey, June 2014.

Invited Speaker, "Trends in American Educational Research," Sakarya University,
Turkey, June 2014.

"Writing for Publication: Getting Your Research into the Right Journal." College for
Interdisciplinary Educational Research, Wissenschaftszentrum Berlin für Sozialforschung,
2013.

Keynote Speaker, European Network on Transitions in Youth Workshop 2011, Tallinn,
Estonia.

Jacobs Center on Lifelong Learning and Institutional Development, Bremen, Germany,
May 2011, "Lifelong Learning."

Pennsylvania State University Population Research Institute, September 2010, "Varieties
of Credentialism: Qualifications, Hiring, and Trust across Societies."

University of Georgia Department of Sociology, October 2010, "Varieties of
Credentialism: Qualifications, Hiring, and Trust across Societies."

AREAS OF TEACHING INTEREST:

Sociology of Education
Education and Social Change
Education and the World of Work
Demographic Analysis for Educational Research
Sociological Perspectives on Educational Policy and Reform
Research Process and Design
Education, Race, and Ethnicity
Research Uses of the National Household Education Survey
Human Relations for the Classroom Teacher
Education and Gender
The Good Society
Multiculturalism and the Politics of Difference
Introductory Sociology
Complex Organizations
Occupations and Professions

Social Organization
Industrial Society
Social Stratification

AWARDS

Election to Iowa Academy of Education, 2006. President, 2013.

Collegiate Teaching Award, 2001.

Commitment to Diversity Award from University of Iowa Students of Color, 1995.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

American Sociological Association
Midwest Sociological Society
International Sociological Association (Research Committee on Social
Stratification and Mobility - RC28)

INTERNATIONAL EXPERIENCE

Institute of Education, Higher School of Economics, Moscow, September 2106..

European University Institute. May 2006. Final eduLIFE conference.

Germany, Summer, 2013. Invited Scholar at Wissenschaftszentrum Berlin für
Sozialforschung.

Chile, consulted on establishing graduate program in educational research, Universidad
Católica del Maule, 2011.

Brazil, Collaborator on The Social Dimension of Inequality: Stratification and Social
Mobility Indicators System (Millenium Institutes Program). Funded by the Brazilian
Scientific Research Council (CNPq), 2006.

Germany, Fall, 2003. Visiting Fulbright Scholar at Wissenschaftszentrum Berlin für
Sozialforschung.

Tokyo Denki University
Tokyo, Japan
Visiting Lecturer
February, 1997

University of the Yucatan, Merida Mexico

Cooperative Education Program
1986-1988 (three one-month visits)

PROFESSIONAL SERVICE:

Manuscript and Proposal Referee:

International Sociology
European Journal of Cultural and Political Sociology
International Online Journal of Educational Sciences
Revista Internacional de Sociología
European Sociological Review
Social Currents
Journal of Higher Education
Asian Journal of Social Science
POROI: An Interdisciplinary Journal of Rhetorical Analysis and Invention
International Sociology
Social Science Research
Social Forces
Canadian Journal of Sociology
Comparative Education Review
Population Review
Comparative Sociology
Teachers College Record
Educational Researcher
Teaching Sociology
Educational Policy
American Journal of Sociology
Social Science Quarterly
American Sociological Review
Social Problems
Sociological Focus
Sociology of Education
Sociological Quarterly
Work and Occupations
Demography
American Sociologist
Rural Sociology
Research in Social Stratification and Mobility
Academy of Management Journal
Sociological Perspectives
Social Science Research
Sociology Compass
International Perspectives on Education and Society
Transformations: The Journal of Inclusive Scholarship and Pedagogy

Sociological Forum
Industrial and Labor Relations

National Science Foundation
 Doctoral Dissertation Research Program
 Sociology Division
 Information Sciences and Technology Division
Dutch Programme Council for Educational Research (2010)
South Africa National Research Foundation
Israel Science Foundation
Israel Academy of Sciences and Humanities
National Center for Education Statistics
Social Sciences Research Council – Netherlands Organisation for Scientific Research
(NWO)
Research Foundation Flanders (FWO)
Spencer Foundation
Research Foundation Flanders
Monash University Small Grant Scheme
Fonds National de la Recherche Luxembourg (Multi-Annual Thematic Research
Programme), 2016, 2018
National Science Center, Poland
American Educational Research Association Annual Meeting Reviewer 2019

Promotion and Tenure External Reviewer

University of Western Ontario
Arizona State University
University of Pittsburgh
Colorado State University
University of Nevada, Reno
Temple University (2)
Wesleyan University
Tel Aviv University
Mt. Holyoke College
University of Pennsylvania (2)
Pennsylvania State University
University of South Florida
University of Virginia
Stanford University
Clemson University
University of Wisconsin-Madison
Rice University
University of St. Thomas
University of North Carolina at Greensboro
University of Notre Dame
University of Arkansas-Fayetteville (2)

University of Cincinnati (2)
Duquesne University
University of Georgia (2)
University of Hartford
University of Louisville

External Dissertation Member

Hafid Ballafkih, University of Amsterdam, 2017

Bertalan Magyar, Department of Sociology, University of Auckland, 2013.

Valentina di Stasio, Department of Sociology, University of Amsterdam, 2015

Yuliya Kosyakova, European University Institute, 2016

International Service

Invited to serve on European Society for Research on the Education of Adults (ESREA) Policy Studies in Adult Education network, Member of Scientific Committee, 2015-16.

National Service:

Advisory Editor, *Sociological Quarterly* 2016-2018.

National Academy of Sciences Committee on Assessing Intra and Interpersonal Competencies 2015-2016.

Grawemeyer Awards in Education Selection Committee, University of Louisville, 2015.

Fulbright Sociology Specialist Peer Review Committee, 2015

Editorial Board, *Social Forces*, 2014-2022.

Editorial Board, *Research in the Sociology of Education*, 2014-2017.

National Center for Education Statistics Background Questionnaire Expert Committee (background questionnaires from NAAL and PIAAC), July 2012.

Organized semi-annual meetings of Research Committee on Social Stratification and Mobility (RC28) with Kevin Leicht, Iowa City, IA August 2011.

Selection subcommittee for the Graduate Student Paper Competition, Midwest Sociological Society, 2011.

American Sociological Association Website oversight committee 2011

Participation in Research Summit organized by the newly launched CIC Center for Advanced Study in International Competitiveness (CASIC). 2010

Nominations Committee Chair, Midwest Sociological Society, 2011

Chair, Student Outreach Committee, American Sociological Association Section on Inequality, Poverty, and Mobility, 2011.

International Advisory Board Member, International Journal of Online Pedagogy and Course Design, 2010.

Nominations Committee, Inequality, Poverty, and Mobility section, American Sociological Association, 2010

Nominations Committee, Midwest Sociological Society, 2010-2013.

Fulbright Review Panel, October 2009, October 2010.

National Science Foundation reviewer – ADVANCE PAID program, March 2009, 2011.

Editor, *Sociology of Education*, 2010-2013.

Editorial Board, *Sociology of Education*, 2002-2004, 2009.

Nominations Committee Chair, Sociology of Education Section of the American Sociological Association, 2007

Scientific Review Board, *Population Review*, 2007.

Committee to review manuscripts for Sociology of Education section of American Sociological Association Annual Meetings, 2005.

Nominated as Candidate for President of Midwest Sociological Society, 2004.

Editorial Board, *Rural America: A Journal of Research and Policy Analysis*, 2004.

Technology Committee, Midwest Sociological Society, 2003-2004.

Regional Education Policy Research Consortium of the North Central Regional Educational Laboratory, 2003-2005.

Member of Publications Committee, Midwest Sociological Society, 2001-2004 (chair, 2003-2004).

Editorial Board Member, *The Sociological Quarterly*, 1999-2007.

Technical Review Panel for 1999 and 2001 National Household Education Survey, 1999-2000.

Iowa State Director, Midwest Sociological Society, 1998-1999. State Directors are members of the Board of the Society.

Member of Membership Committee, Midwest Sociological Society, 1998-1999.

Member of Planning Committee for the 1997 Annual Meetings of the Midwest Sociological Society.

Advisory Board Member of American Sociological Association Honors Program, 1995-01.

Director of Honors Program of the American Sociological Association?, 1990-1995. (Submitted successful proposal to ASA to defray the expenses of undergraduate students' travel to the Honors Program/Annual Meeting. \$2500/year for two years)

Member, Committee on Teaching of the American Sociological Association, 1992-1995. Committee Chair, 1995.

Task Force on Community Colleges. American Sociological Association, 1995-1998.

Proposal Reader for the Comprehensive Program of the Fund for the Improvement of Postsecondary Education, 1994.

Member, Committee on Standards, Training, and Employment. Midwest Sociological Society, 1994-1997.

"Honor and Imagination for What: Working as a Sociologist in an Illiberal Age." Invited plenary lecture at graduate student? symposium, "Contemporary Research: Developing a Sociological Imagination." Buffalo, NY, 1992.

Chair, Committee on Nominations and Elections, Midwest Sociological Society, 1991-1992.

Member of Undergraduate Education Committee, 1987, Midwest Sociological Society. Chair of Committee, 1988-90.

Selected University Service:

Note – List does not include assignments related to position of Associate Dean.

Social Science Fund Program (SSFP) grants reader, 2010, 2012.

Board – Social Science Research Center 2009-2010.

Social Science Fund Program (SSFP) grants reader, 2007.

Ballard-Seashore Selection Committee, 2006.

Graduate Council, 2005-2006.

Steering Committee, Institute for Inequality Studies, 2005-2006

Jakobsen Forum Judge, 2005, 2006.

POROI advisory committee, 2001-2004.

Member, University of Iowa Faculty Senate, 1999-2002.

Chaired Honorary Degree Committee, 2000.

Third World Development Support Program Review Committee, 1999.

Department Executive Officer. Planning, Policy, and Leadership Studies, 1993-1999.

College of Education Representative to Office of Vice President of Research, 1999-2000.

Committee to Review the Office of the Vice-President for Student Services, 1999.

Study Abroad Scholarship Committee 1998-2000

Administrative Institute Leadership Panel, 1998.

Search Committee for Education Program Coordinator, University of Iowa Residence Halls.

Participation in UI Libraries Self-Study Focus Group, April 1998.

Chair, committee to examine awarding of Honorary Doctoral Degrees, 1997-98.

Committee to examine relationship between College of Liberal Arts and College of Education, 1997.

Ad Hoc Graduate Council Nominations Committee, 1997.

Faculty Senate Elections Committee, 1996-99. Committee Chair, 1999-2000.

Provost Search Committee, 1996.

Committee to Review Faculty Grievance Procedures, 1995-96.

Faculty Senate Committee for Selection of Central Academic Officials, 1995-1998.

Michael J. Brody Award Selection Committee, 1995.

University Strategic Planning Committee, 1994-1997.

Organized Student Research Symposium, "Sociology among the Disciplines: What We Can Teach, What We Can Learn," 1995.

Liberal Arts Assembly, 1994-1997.

Co-sponsored (on behalf of PPLS) Ida Beam Distinguished Visiting Professor, Jerald Hage, 1994.

Indicators of Instructional Enhancement Committee, 1993.

External Review Committee of Division of Continuing Education, 1993.

Member, University of Iowa Faculty Senate, 1991-1995.

Member, University of Iowa Faculty Council, 1992-1995.

Participation in "Leadership Weekend '90: A Forum on Issues in Higher Education." Sponsored by University of Iowa Alumni Association.

College of Education Service (last five years):

Associate Dean duties since 2007 include faculty development, diversity, graduate programs, faculty research, mentoring, programming, curricular development.

Chair of Ad Hoc Committee on College of Education Research Requirements, 2006.

Three-year Evaluation Committee for Brian An

Post-Tenure Review Committee for Chris McCarthy, 2006

Post-Tenure Review Committee for Paul Umbach, 2006

College representative on the University Graduate Council, 2005-

Post-Tenure Review Committee for Don Yarbrough, 2005

Curriculum Committee Task Force, 2004.

Belin-Blank Center Program Associate Search Committee, 2003.

Career Developmental Awards Committee, 2002

Third year review of Assistant Professor Stephen Desjardins, 2001.

Special Graduate Assistantship Committee, 2000-2001.

Student Computer Fee Committee, 2000-2006.

Howard Jones Award Committee, Chair 1999-2000.

Collegiate Teaching Award Selection Committee, October 1999.

Research presentation to College of Education Honors Program, March 1999.

International Education Advisory Board Member, 1997

Participation in Faculty Panel on "Better Quality Dissertations," March 1997.

College Representative to Graduate Opportunity Fellowship Program, 1996-97.

"The Honors Program of the American Sociological Association," radio interview with Gerry Roe, 1994.

"The Impact of Student Employment on Teachers' Perceptions of Working Students." Invited Presentation to PDK, 1992.

College of Education Space Utilization Committee, 1992-1994.

Participation in College of Education Faculty Roundtable Discussion on "Cultural Diversity in Higher Education: Issues, Concerns, and Solutions." Televised by University of Iowa TV Station and Iowa Public Broadcasting System, 1991.

Topic Editor, "Social, Historical, and Philosophical Aspects of Education." *Journal of Research for School Executives*, 1990-1992.

College Committee on Multicultural Education, 1992-1993.

College of Education Teacher Award Committee, 1992.

Community Service:

Iowa City Community School District Professional Development Day, Presentation on Demographics of Education, January 2011, 2012, and 2013.

Member of Audit Team for Tate Alternative High School, 2009.

FINE Foundation Conference Planning Committee, 2006.

Panel member to review research proposals to the FINE Foundation, 1997-98.

"Changing Demographics, Technologies, and Workplaces: Toward the Year 2000." Presentation to the annual meetings of the Iowa Association of Alternative Education, Iowa City, 1995.

"What Difference Does Gender Make in the Elementary Classroom?" Presentation to Longfellow Elementary School PTA, February, 1995.

"Defining the 'Normal' Family," Invited presentation to the Unitarian Universalist Society, 1992.

Presentation on rural education in Iowa at 1990 State Convention of Rural Schools of Iowa, Des Moines, March 1990.

Ex-Officio Board Member of Iowa Alternative Schools Association, 1989-93.

Consulting and Evaluation:

ACT Work Keys Program, 2001.

"Work-Related Education: Results from the 2001 National Household Education Survey." Under contract with MPR Associates.

Evaluation of Iowa City Community School District's Senior High Alternative Center, 1999.

Evaluation of Implementation of Total Quality Management Program at Eastern Iowa Community College (with Chet Rzonca and Ray Muston), April, 1994.

Rock Island Arsenal Study of "Glass Ceiling" effect among civilian employees in U.S. Armed Services, May 1994.

Discussant:

"High School and Beyond: Effects of Equality and Inequality of Educational Opportunity at Midlife," American Educational Research Association, San Antonio, March 2017.

“Student Aspirations and Educational Marketing in the United States from the Nineteenth to the Twenty-First Century.” Social Science History Association, Chicago, November 2016.

“Should Everyone Go to College?” Center for Research on Educational Opportunity, University of Notre Dame, November 2009.

“Labor Markets.” 2005 Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association, Oslo, Norway.

“From Apprenticeship to the Academy: Responses to Changes in Technology, Standards, and Certification.” 2005. Social Science History Association, Portland, Oregon.

“Colleges and their Consequences.” 2005. American Sociological Association, Philadelphia.

“Effects of Stratification.” 2004. Research Committee on Social Stratification and Mobility (RC28) of the International Sociological Association, Rio de Janeiro, Brazil.

“Temporary Work and Unemployment.” 2002 Annual Meetings of the International Sociological Society’s Research Committee on Social Stratification and Mobility, Oxford University.

“International Stratification Systems.” 1999 Annual Meetings of the American Sociological Association, Chicago.

“International Dimensions of Education.” 1998 Annual Meetings of the American Sociological Association, San Francisco.

“International Stratification Structures.” Social Stratification and Social Behavior Symposium to Honor Archibald O. Haller. Madison, WI, April, 1996.

“Labor Markets: Internal Labor Markets.” 1993 Annual Meetings of the American Sociological Association.

“Sociology of Education.” 1992 Annual Meetings of the Midwest Sociological Society.

Conference on Rural Families, Des Moines, Iowa. April, 1991.

“Work and Organizations.” 1989 Annual Meetings of the Midwest Sociological Society.

“Stratification, Class, and Mobility,” 1987 Annual Meetings of the American Sociological Association.

“Work, Labor, and Organizations,” 1987 Annual Meetings of the Midwest Sociological Society.

"Comparative Sociology," 1983 Annual Meetings of the Midwest Sociological Society.

"Methodological Issues," 1980 Symposium on Social Mobility, Employment, and the Brazilian Income Distribution, Madison, WI.

Session Organizer:

"Labor Market Processes in the Internet Era." Fourth ISA Forum of Sociology (July 14-18, 2020), Porto Alegre, Brazil.

"Author Meets Critics: Tressie Cottom, *Lower Ed: The Troubling Rise of For-Profit Colleges in the New Economy*. 2018 American Sociological Association, Philadelphia.

"Work in the Postindustrial Society." 2005 Annual Meetings of the Midwest Sociological Society (3 sessions).

"The Sociology of Community Colleges." 2002 Annual Meetings of the American Sociological Association, Chicago. Selected as a Thematic Session.

"Educational Institutions." 1999 Annual Meetings of the Midwest Sociological Society, Minneapolis.

"Computer Technology and Social Change." 1998 Annual Meetings of the American Sociological Association.

"Community College Sociology and University Sociology: Bridging the Gaps." 1997. (with Betty Bryant) Academic Workplace Workshop, Annual Meetings of the American Sociological Association, Toronto.

"Education" (General Topic Organizer). 1997 Annual Meetings of the Midwest Sociological Society.

"Threats to a Discipline: From Community Colleges to Ph.D. Universities." 1996 Annual Meetings of the Midwest Sociological Society, Chicago.

"Sociology of Education." 1994 Annual Meetings of the Midwest Sociological Society.

Series of roundtables for ASA Honors Program Students, 1992 Annual Meetings of the American Sociological Association, Pittsburgh.

Series of teaching roundtables, 1989 Annual Meetings of the Midwest Sociological Society.

"Teaching Dialogue: Sociology, the Liberal Arts, and the Trend Toward Vocationalism." 1988 Annual Meetings of the Midwest Sociological Association.

"Work, Education, and Leisure." 1987 Annual Meetings of the Midwest Sociological Society.

"Occupational Sociology." 1986 Annual Meetings of the Midwest Sociological Society.

"Factors Reshaping the World of Work." Thematic session organized for the 1984 Annual Meetings of the Midwest Sociological Society.

"Reagan's Economics." 1982 Annual Meetings of the Midwest Sociological Society.

GENERAL STATEMENT OF RESEARCH INTERESTS

I concentrate my research on social inequality and social stratification, with a focus on the articulation between educational institutions, labor markets, and the workplace. It proceeds along three interrelated strands. These are: 1) the dynamics of educational credentialism, focusing on the demand side of labor markets and job matching; 2) changes in the world of work and the acquisition of skill; and 3) comparative analyses of schooling, inequality, and socioeconomic development.

1. Educational Credentialism

Much of my research has focused on how employers evaluate educational credentials when making hiring and promotion decisions. This research investigates the role of organizations and institutions in social stratification by examining the allocation practices and policies of employers. This project has developed over time from the micro to the macro level. It began with six case studies of Chicago organizations, both public and private. More recently, I have been developing a broader perspective under the general theme of "Varieties of Credentialism," in which I investigate variations in systems of credentialism, both across societies and across time. Much of the framework for this project is present in my book, *The Sociology of Education and Work*.

2. Changes in the World of Work and the Acquisition of Skill

I maintain a strong interest in technological, managerial, and demographic changes in the workplace, and the implications of those changes for how workers acquire or fail to acquire the skills needed to keep up with those changes. I set this agenda out most directly in my 2007 paper with Randy Hodson, "Worker Training: A Review, Critique, and Extension." More recently, I have submitted a research proposal with two colleagues entitled "Adult Workers' Pursuit of Job Skills and Credentials: Information, Decision-Making, and Educational Re-Entry."

3. Comparative Sociology of Schooling and Socioeconomic Development

I am increasingly interested in extending virtually all of my research efforts in a comparative direction. My involvement with the Research Committee on Social Stratification and Mobility has led to a number of possible collaborations that I am eager to finally have the opportunity to pursue. I am currently preparing my “roadmap” for this project in a paper on education and economic development for the *Handbook of Development Sociology*.