

RYAN ALAN SMITH

SUMMARY OF EDUCATION

- 1994 University California, Los Angeles, Los Angeles, California, Ph.D., Sociology
- 1989 University of Wisconsin, Madison, Wisconsin, M.S., Major: Sociology. Minor: African American Studies
- 1987 University of Pennsylvania, Philadelphia, Pennsylvania, B.A., Major: Sociology. Minor: Psychology

CURRENT POSITION

2011-present

Lillie and Nathan Ackerman Chair of Social Justice. Associate Professor. School of Public Affairs, Baruch College, School of Public Affairs, The City University of New York.

2002 - present

Associate Professor, School of Public Affairs, Baruch College, School of Public Affairs, The City University of New York.

1994 - 2002

Assistant Professor, School of Management and Labor Relations, Departments of Labor and Industrial Relations & Human Resource Management. Rutgers University, New Brunswick.

RESEARCH EXPERIENCE/ACADEMIC EMPLOYMENT

1992-1993 Research Fellow, Department of Sociology, University of California, Los Angeles, Under the Direction of Dr. Lawrence Bobo.

1992 Spring Research Assistant, Department of Sociology, University of California, Los Angeles, Under the Direction of Dr. Jeffrey Prager, Project: "Social Psychological Perspectives on Prejudice."

1992 Winter Research Assistant, Department of Sociology, University of California, Los Angeles, Under the Direction of Dr. David Mc Farland, Project: "Forbes 400."

1991-1992 Research Fellow, Center for the Study of Urban Poverty, Directors, Drs. James H. Johnson and Melvin Oliver, University of California, Los Angeles, Project: "Multi-City Study of Urban Inequality."

HONORS & AWARDS

2011- 2112

Lillie and Nathan Ackerman Chair of Social Justice. School of Public Affairs, Baruch College, School of Public Affairs, The City University of New York.

2005 Presidential Excellence Award for Distinguished Scholarship, Baruch College, School of Public Affairs. The City University of New York.

2005 Nominee: The W. Richard Scott Award for Distinguished Scholarship. American Sociological Association. Section on Organizations, Occupations and Work.

2002-2003

Research Fellow, W.E.B Du Bois Institute for Afro-American Research. Harvard University.

1993-1994

Institute of American Cultures, University of California, Los Angeles, Dissertation Fellowship.

1991-1992

Center for the Study of Urban Poverty, University of California, Los Angeles, Research Fellowship.

1989-1991

National Science Foundation, Graduate Minority Fellowship.

1987-1989

Advanced Opportunity Fellowship, University of Wisconsin, Madison.

1992 First Place, Graduate Student Paper Competition, Association of Black Sociologists.

RESEARCH

BOOKS IN PROGRESS

Smith, Ryan A. “*Power at Work: The Persistence of Race, Ethnic, and Gender Inequality in the American Workplace.*” Book-length manuscript currently under review.

Wilson, George and Ryan A. Smith. (co-equal authorship) *Social Stratification in America: Key Readings.* Oxford University Press. (Under Contract)

PUBLISHED PEER REVIEWED ARTICLES and BOOK CHAPTERS

Smith, Ryan A. (2012). “Money, Benefits and Power: A Test of Glass Ceiling and Glass Escalator Hypotheses” *The Annals of the American Academy of Political and Social Science.* 639:1:148-171.

Smith, Ryan A. (2005). “Do the Determinants of Promotion Differ for White Men versus Women and Minorities? An Exploration of Intersectionalism Through Sponsored and Contested Mobility Processes.” *American Behavioral Scientist.* 48:9:1157-1181.

Smith, Ryan A. and James R. Elliott (2005). Family Structure and Organizational Power: A Multi-Racial/Ethnic Analysis of Men and Women. *Du Bois Review.* 2:1:69-90.

Elliott, James R. and Ryan A. Smith (2004). “Race, Gender, and Workplace Power.” *American Sociological Review.* 69:3:365-386.

- *American Sociological Review* Press Release:
<http://www.asanet.org/journals/asr/2004/elliott.pdf>

Smith, Ryan A. (2002). “Race, Gender and Authority in the Workplace: Theory and Research.” *The Annual Review of Sociology.* 28:509-542.

Smith, Ryan A. and James R. Elliott (2002). “Does Ethnic Niching Influence Access to Authority? An Examination of Race and Gender in Three Metro Areas.” *Social Forces.* 81:1:255-279.

Smith, Ryan A. (2001). “Particularism in Control Over Monetary Resources at Work: An Analysis of Racioethnic Differences in the Authority Outcomes of Black, White and Latino Men.” *Work and Occupations.* 28:4:447-468.

Elliott, James R. and Ryan A. Smith (2001). “Ethnic Matching of Supervisors to Subordinate Work teams: Exploratory Findings on ‘Bottom-up’ Ascription.” *Social Problems.*

48:2:258-276.

Smith, Ryan A. (1999). "Racial Differences in Access to Hierarchical Authority: An Analysis of Change Over Time, 1972-1994". *The Sociological Quarterly*. Vol. 40:3:367-395.

Bobo, Lawrence D., and Ryan A. Smith (1998). "From Jim Crow Racism to Laissez-Faire Racism: The Transformation of Racial Attitudes in the United States." In Beyond Pluralism: Essays on the Conceptions of Groups and Group Identities in America. Edited by N. Landsman, W. Katkin, and A. Tyree. University of Illinois Press.

Smith, Ryan A. (1997). "Race, Income, and Authority at Work: A Cross-Temporal Analysis of Black and White Men, 1972-1994". *Social Problems*. Vol. 44:1:701-719.

Bobo, Lawrence D., James R. Kluegel, and Ryan A. Smith (1997). "Laissez Faire Racism: The Crystallization of a 'Kinder, Gentler' Anti-Black Ideology." In Racial Attitudes in the 1990s: Continuity and Change. Edited by S. A. Tuch and J. K. Martin. Greenwood, CT.: Praeger.

Bobo, Lawrence D., and Ryan A. Smith (1994). "Antipoverty Policy, Affirmative Action, and Racial Attitudes." In Confronting Poverty: Prescriptions for Change. Edited by S. Danziger, G. Sandefur, and D. Weinberg. Cambridge: Harvard University Press.

PUBLISHED BOOK REVIEWS

Smith, Ryan A. (2003). "Prosperity for All? *The Economic Boom and African Americans*" edited by Robert Cherry and William M. Rodgers III. New York. Russell Sage Foundation. The British Journal of Industrial Relations. 41:1:138-140.

Smith, Ryan A. (2000). "Why Americans Hate Welfare" by Martin Gilens. Illinois. University of Chicago Press. Review Essay prepared for *The Annals of the American Academy of Political and Social Science*. November. Vol. 572:177-179.

RESEARCH REPORTS

Smith, Ryan A. 2010. National Urban Fellows: Changing the Face of Public Service. Pp. 1-45.

Gauda, Jacinta C., Ryan A. Smith, Edward N. Gadsden, Jesse Lerner, Gretchen Munding. 2009. Corporate Environmental Scan: Best Practices in Diversity. Pp. 1-130.

Frye, James, Ilene G. Rapkin, Ryan A. Smith. 2005. Best Practices Analysis: Recruitment, Selection and Retention Discovery Report. (Study of conglomerate of advertising firms in New York).

Smith, Ryan A. 1994. "A House Divided: Authority and Income Differentials Among Black and White Workers." In The UCLA Center for Afro-American Studies Report. Research Report, Vol. 15. Nos. 1 & 2, pp. 16-27. University of California, Los Angeles.

MANUSCRIPTS IN PROGRESS

Smith, Ryan A. *Managing For Diversity*. Book Proposal.

Wilson, George and Ryan A. Smith. "The Impact of Public Sector Reform on African American Mobility into White Collar Occupations." Targeted Journal: *American Journal of Sociology*.

Smith, Ryan A. "A Proposed Approach to Teaching the Capstone Course" Targeted Journal: *Journal of Public Affairs Education*.

Smith, Ryan A. "The Role of Promotion in the Authority Attainment Process: A Multi-Racial/Ethnic Analysis of Men and Women."

Smith, Ryan A. "Ascriptive Allocation of Workplace Authority: A Review of Data and Methods."

FUNDED GRANT PROPOSALS

"Managing for Diversity." PSC-CUNY #64413-00-42 (\$3499.00). July 1, 2011. (Resulted in book proposal preparation and new course development)

"Managing for Diversity." PSC-CUNY #62688-00-40 (\$3516.28). May 14, 2009. (Resulted in book proposal preparation and new course development)

"Money and Power: How Strong is the Connection and for Whom?" PSC-CUNY #69471-0038. (\$4,125.00). April 2007. (Resulted in published peer review article)

"Power at Work: Race, Gender and Job Authority." PSC-CUNY #PSCREG-36-471 (\$3,840.00). July 2005. (Resulted in book-length manuscript currently under review)

"Colortocracy at Work." PSC-CUNY #60017-33-34 (\$4,840). April 1, 2003.

“Family Structure and Access to High Authority.” Diversity Projects Development Fund. (\$1,700). January 2003. (Resulted in published peer review article)

“Assessing the Effects of Union-Sponsored Training Programs.” School of Management and Labor Relations Research Grant, Rutgers University, (\$4,000). November 2000.

“The Causes and Consequences of Job Authority: Beyond Black/White and Male/Female Comparisons.” Rutgers University, (\$5,000), May 1996.

RESEARCH INTERESTS

Urban Labor Markets and Workplace Inequality
Managerial Responses to Diversity
Racial & Gender Stratification at Work
Determinants of and Rewards for Job Authority
Theories of Social Stratification
Effects of Diversity on Work Outcomes

RESEARCH QUOTED IN POPULAR PRESS and MEDIA INTERVIEWS

DiversityInc. “Exclusive Data on Discrimination at Work”. April 15, 2010. Reporter, Gail Zoppo. (Article on National Urban Fellows 40th Anniversary Report).

Blacks in Higher Education. “Workplace Inequality Common in the United States, Study Shows.” October 7, 2004. p. 10.

WRSU Radio. New Brunswick, New Jersey. “Race in America.” February 25, 2000.

City News. (New Jersey Paper), “Black Men, Big Cities.” October 6, 1999.

Rutgers Focus. (Faculty and Staff Newspaper), “Positions of Power.” September 3, 1999, p. 5. Reporter, Pam Orel.

Rutgers Focus. (Faculty and Staff Newspaper), “A Great Divide.” October 3, 1997, p. 4. Reporter, Pam Orel.

Daily Targum. (Rutgers Student Newspaper) “Study: Black Salaries Lag Behind: A Professor's Report Has Found A Significant Gap In Income Among Black, White Men.” October 27, 1997. Reporter, Jean Chen.

Star Ledger, (New Jersey State Newspaper) “Study Finds Glass Ceiling Blocks African American Males,” Thursday, May 29, 1997, p. 45. Reporter: Ellen Simon.

Rutgers Magazine, (Rutgers Faculty and Alumni Magazine) “Color Blocks: Unequal Pay for Equal Work,” Summer 1997, p. 12. Reporter: Bill Glovin.

Money Radio, 1600am Your Road to Success, KMNY-2300 S. Mills Ave. Pomona, CA. 91766. May 19, 1997, Interviewer: Bobbie Daniels.

TEACHING EXPERIENCE & COURSE DEVELOPMENT

Courses Taught at the School of Public Affairs, Baruch College (CUNY)

- Workplace Diversity in the Public and Nonprofit Sectors (New Course, Spr 2012)
- Capstone Seminar: Researching the World of Workplace Diversity (New Course, Spr 2012)
- Capstone Thesis (Substantially revised graduate course)
- Managing Organizations in the Public and Not-for-Profit Sectors (Substantially revised graduate Course)
- Organizational Theory (Substantially revised graduate course)
- Organizational Behavior (Substantially revised graduate course)
- Public Personnel and Human Resource Management (Substantially revised graduate course)
- Human Resources Policy (Substantially revised graduate course)

Course Taught at the School of Management and Labor Relations, Rutgers University

- Minorities and Work (formally Minorities and the Labor Movement) (Industrial and Labor Relations Department)
- Black Workers in American Society (Industrial and Labor Relations Department)
- Organizational Behavior (Human Resource Management Department)
- Managing Cultural Diversity in the Workplace (Human Resource Management Department)

Executive Program Facilitator

- Center for Management Development. Managing for Diversity. Rutgers University. Piscataway, New Jersey. June 1, 2011.
- United Neighborhood Houses Professional Development Program. Managing for Diversity: A Human Resources Imperative. New York, NY. December 11, 2009.
- Health and Hospitals Corporation. HR Basics and Current Trends in the Field. New York, NY. April 11, 2006.
- Greater New York Hospital Association. New York, NY. January 3, 2006
- Partnership for After School Emerging Leaders Program. New York, NY. April 7, 2006; December 1, 2006; April 29, 2005
- National Urban Fellows, Capstone Seminar (Distance Learning Format), New York, NY. fall 2004-spring 2005; Organizational Behavior, Summer 2003
- United Way Junior Fellows: February 16, 2007; October 20, 2006; May 3, 2006; November

5, 2004

PAST AND PRESENT PROFESSIONAL ASSOCIATION MEMBERSHIP

American Sociological Association
Academy of Management
Society for the Study of Social Problems
Society for the Advancement of Socio-Economics
Industrial Relations Research Association
Southern Sociological Society

PROFESSIONAL SERVICE

Service to School of Public Affairs, Baruch:

Promotions & Budgets Committee, Fall 2006—Spring 2009; Fall 2009 - present
National Urban Fellows Review Committee (Chair), Spring 2005—Spring 2006
Dean Search Committee, Fall 2005
Curriculum Committee, Fall 2002 - 2005
Executive Committee, May 2003 – 2006; Fall 2007
Lillie and Nathan Ackerman Search Committee 2004

Service to Baruch College:

Institutional Review Board, Fall 2009 - 2011
Provost Search Committee I & II, Spring 2006 – Fall 2007
Human Resources Committee I, 2004 – September 2005
Human Resources Committee II, March 2007

Service to Discipline:

Social Problems (Editorial Advisory Board, 1999-2002)
Member, Industrial Relations Research Association Education Committee, 2000-2001
President, Industrial Relations Council on Graduate Opportunities in Advanced Level
Studies, 1999-2001

Occasional Reviewer of Refereed Articles, Books and Grant Proposals

Administrative Science Quarterly
American Sociological Review
American Journal of Sociology
British Journal of Industrial Relations
Work and Occupations; Social Problems
Human Resource Management Journal
Sociological Perspectives
Law and Society Review

Rutgers University Press
National Science Foundation

CONFERENCE PRESENTATIONS AND INVITED LECTURES

“Four Imperatives for Developing Leadership Diversity.” National Urban Fellows Public Service Diversity Summits. Washington, DC, (April 21, 2010), Atlanta (May 17, 2010), Chicago (June 10, 2010), Los Angeles (June 17, 2010).

“Managing For Diversity: A Social Problem in Need of Solutions.” Invited Lecture. Department of Management. Zicklin School of Business. Baruch College, CUNY. November 12, 2009.

“Corporate Diversity Best Practices: Lessons for Community-Based and Faith-Based Organizations.” Diversity Summit. Rider University, Lawrenceville, NJ. May 20, 2009.

“The Legitimacy of Race?” Invited Lecture. Brooklyn College. February 18, 2009.

“Managing Diversity in the Workplace: A Human Resource Imperative.” Prepared for United Way Junior Fellows, School of Public Affairs, Baruch College. March 3, 2006.

“Diversity Management in the Workplace.” New York City Police Department’s Office of Equal Employment Opportunity, 8th Annual EEO Liaison Conference. One Police Plaza, New York, NY. March 22, 2006.

“HR Basics and Current Trends in the Field.” Prepared for the Health and Hospitals Corporation. School of Public Affairs, Baruch College. April 11, 2006.

“HR Basics and Current Trends in the Field.” Prepared for the Partnership of After School Emerging Leaders Program, School of Public Affairs, Baruch College. April 29, 2005; April 7, 2006.

“Workplace Diversity, Power, and Wages: An Ethnoracial Analysis of Men and Women.” (with James Elliott) The annual meetings of the American Sociological Association. San Francisco, CA. August 16, 2004; The annual meetings of the Society for the Advancement of Socio-Economics. Washington, DC. July 10, 2004.

“Race, Gender, and Authority in the Workplace: Assessing the Role of Family Structure as a Mediating Variable.” School of Public Affairs, February 29, 2004; Zicklin School of Business, The City University of New York. March 25, 2004.

“Family Structure and Access to High Authority: A Multi-Racial Analysis of Men and Women.” Annual meetings of the American Sociological Association. August 18, 2003.

“Ascriptive Allocation of Workplace Authority: The Last Frontier in the Battle for Equal Opportunity at Work.” Annual meetings of the American Sociological Association. Chicago, IL. August 18, 2002.

“Accessing Positions of Supervisory Authority: Differences by Race and Gender and their Implications for Homosocial Reproduction.” (with Jim Elliott). Chicago, IL. August 19, 2002.

“From Poverty to Family Sustaining Jobs: Findings from Las Vegas and Philadelphia.” Annual meetings of the AFL/CIO Working for America Institute. Section on “Moving Workers from Poverty to Family Sustaining Jobs.” San Jose, CA. April 23, 2001.

“Ethnic Matching of Supervisors to Subordinate Work teams: Exploratory Findings on ‘Bottom-up Ascription.’” (with Elliott, James R). The annual meetings of the Population Association of America. Section on “Demography of Inequality.” Washington, DC. April 31, 2001.

“Paths to Pay Equity.” New Perspectives on Pay Equity: A Mini Conference. The Center for Women and Work. Rutgers University. April 2, 2001.

“Connecting Low-Income Workers to Union-Sponsored Education, Training and Placement Programs.” (with Brian Turner). The Ford Foundation’s Institute of International Education. A meeting on ‘Private Sector Training-Related Investments in Low-Wage Workers.’” Ford Foundation. New York, New York. February 28, 2001.

“Does Family Structure Influence Access to Supervisory Authority Between Black and White Women?: An Examination of National and Urban Labor Markets.” (with dt ogilvie). Society for the Advancement of Socioeconomics. London School of Economics. London, England. July 7-10, 2000.

“Particularism in Control Over Monetary Resources at Work: An Analysis of Racioethnic Differences in the Authority Outcomes of Black, White, Asian, and Latino Men.” Presented at the annual meetings of the American Sociological Association. Washington, DC. August 12-16, 2000.

“Does Ethnic Niching Influence Access to Authority? An Examination of Race and Gender in Three Metro Areas.” (with James Elliott). Presented at the annual meetings of The Southern Sociological Society. New Orleans, Louisiana. April 19-22, 2000.

“Particularism in Authority Outcomes of Black, White, Asian, and Latino Supervisors.” Presented at the Critical Management Studies Workshop of the Annual Meetings of the Academy of Management. Chicago, Illinois. August 8-10, 1999.

“Particularism in Authority Outcomes of Black, White, Asian, and Latino Supervisors.”

Presented at the annual meetings of the Society for the Study of Socioeconomics. Madison, Wisconsin. July 8-11, 1999.

“The Effective Management of Diverse Workforces: Understanding the Challenge in Theoretical Context.” Presented at the showcase symposium: *A Critical Look at Current Topics in Diversity: What Should Matter? Versus What Does Matter?* Annual Meeting of the Academy of Management. San Diego, California. Westin Horton Plaza Hotel. August 9-12, 1998.

“Race and Authority at Work.” American Sociological Association. New York, New York. Sheraton Hotel, August 1996.

“Racial Discrimination in the Workplace: Authority and Income Differentials Among Black and White Men.” Society for the Study of Socioeconomics. Seventh Annual International Conference on Socio-Economics. Key Bridge Marriott, Washington, D.C., April 7-9, 1995.

“Race and Job Authority: The Declining or the Enduring Significance of Race.” Association of Black Sociologists, Pittsburgh, Pennsylvania, Sheraton Hotel, August 20, 1992.

“The Los Angeles Rebellion in Context: A Social Psychological View Before and After.” Association of Black Sociologists, Pittsburgh, Pennsylvania, Sheraton Hotel, August 21, 1992 (with Lawrence Bobo).

OTHER CONFERENCE PARTICIPATION

Discussant, “Over and Underpayment of Workers,” Annual Meetings of the *American Sociological Association*. New York, New York. August 2007.

Presider, “Organizations, Occupations and Work” Roundtable Discussions. Annual Meetings of the *American Sociological Association*. New York, New York. August 2007.

Moderator, “Management Reform Under Fiscal Stress.” Presenters: David M. Walker, Comptroller General of the United States and William C. Thompson, Jr. Comptroller of the City of New York. School of Public Affairs. Baruch College. The City University of New York. April 22, 2004.

Presider, “Theoretical and Conceptual Issues of Class and Mobility Revisited.” American Sociological Association. New York, New York. August 1996.