

January, 2023

CURRICULUM VITAE

ROBERTO M. FERNANDEZ

OFFICE ADDRESS:

Massachusetts Institute of Technology
MIT Sloan School of Management
Room E62-387
100 Main Street
Cambridge, MA 02142-1347

PHONE: (617) 253-7256
E-Mail: robertof@mit.edu
<https://mitgmtfaculty.mit.edu/rfernandez/>

EDUCATION

Ph.D. Sociology, University of Chicago, 1985
M.A. Sociology, University of Chicago, 1980
B.A. Sociology, Harvard University, 1978

HONORS AND AWARDS

SION Distinguished Faculty Residence, Department of Sociology and Kellogg School of Management, Northwestern University (May, 2018).

Keynote speaker, "Past, Present, and Future Research on Networks and Hiring," at the Hiring and Organizations conference at the Stanford Graduate School of Business (May, 2018).

Keynote speaker, "What do Labor Market Networks Do?" at the "Social Networks, Referrals and Neighborhood Effects in Frictional Labour Markets" conference at the Center of Interdisciplinary Research, Bielefeld University (April, 2018).

Keynote speaker, "Reflections on the Glass Ceiling," at the International Conference on The Role of the Firm in the Labor Market, Berlin, Germany (April, 2017).

Keynote speaker for the 10th Anniversary Celebration of the Ph.D program at ESSEC, Cergy, France (December 8, 2016).

Keynote speaker, "Does Competition Drive Out Discrimination?," at the 5th Madrid Work and Organizations Symposium, Universidad Carlos III de Madrid, Madrid, Spain (October 30, 2015).

Keynote speaker, "What Does Competition Do?," at the Second Lugano Conference on Organizations, Università della Svizzera Italiana, Lugano, Switzerland (June 20, 2015).

Keynote speaker, "The Power of Networks in the Labor Market," at "Embeddedness and Beyond: Do Sociological Theories Meet Economic Realities?" International Conference in Moscow <http://esconf2012.hse.ru/video/> (October 25-28, 2012).

HONORS AND AWARDS (continued):

Elected, Samuel A. Stouffer Fellow of the American Academy of Political and Social Sciences (2012)

Frank E. Perkins Award for Excellence in Graduate Advising, MIT (2011)

Jamieson Prize for Excellence in Teaching, MIT Sloan School (2009)

Fellow, Center for the Study of Poverty and Inequality, Stanford University (2006 -)

Elected, Macro-Organizational Behavior Society [MOBS] (2006)

Recipient, *2003 Distinguished Article Award* for "Skill-Biased Technological Change and Wage Inequality: Evidence from a Plant Retooling" presented by Center for the Study of Inequality, Cornell University (2003)

Endowed Chair, The William F. Pounds Professor, MIT Sloan School of Management (2001).

Recipient, *2001 W. Richard Scott Award for Distinguished Scholarship* for "Social Capital at Work: Networks and Employment at a Phone Center" presented by the Organizations, Occupations, and Work Section of the American Sociological Association (2001)

Elected, Sociological Research Association (2000)

Fellow, Center for Advanced Studies in the Behavioral Sciences (1996-1997)

National Academy of Education's Spencer Postdoctoral fellowship (1987-1989)

Rockefeller Foundation Postdoctoral fellowship (1985-1986)

PROFESSIONAL EXPERIENCE

2015-2018	Director, PhD Program for Behavioral and Policy Sciences, MIT Sloan School
2010-2011	Interim Director, MIT Sloan School Ph.D Program.
2007-2010	Area Head, Behavioral and Policy Sciences, MIT Sloan School of Management, MIT, Cambridge, MA 02142.
2006-	Co-director, Ph.D Program in Economic Sociology, MIT Sloan School of Management, MIT, Cambridge, MA 02142.
2001-	William F. Pounds Professor of Organization Studies, MIT Sloan School of Management, MIT, Cambridge, MA 02142.
2000-2001	Professor, Organization Studies, MIT Sloan School of Management, MIT, Cambridge, MA 02142.

PROFESSIONAL EXPERIENCE (continued):

- 1994-2000 Professor, Organizational Behavior, Graduate School of Business, Stanford University, Stanford, CA 94305.
- 1997-1999 Area Coordinator, Organizational Behavior Group, Graduate School of Business, Stanford University, Stanford, CA 94305.
- 1989-1994 Associate Professor, Department of Sociology; Faculty Fellow, Center for Urban Affairs and Policy Research, Northwestern University, Evanston, IL 60208.
- 1984-1989 Instructor to Assistant Professor, Department of Sociology, University of Arizona, Tucson, AZ 85721.

GRANTS

- 2001-2002 Principal Investigator, "Networks, Race and Poverty." Grant from the Russell Sage Foundation.
- 2000-2001 Principal Investigator, "The War for Talent: The Costs and Benefits of Web-Based Recruiting and Hiring." Grant from the Center for e-Business, MIT Sloan School.
- 1996-1997 Principal Investigator, "Network Hiring and Employee Performance II: Extension and Replication." Grant from Citibank Behavioral Sciences Research Council.
- 1994-1995 Principal Investigator, "Network Hiring and Employee Performance." Grant from Citibank Behavioral Sciences Research Council (with Kathryn Neckerman).
- 1991-1994 Principal Investigator, "The Effects of Spatial and Skill Mismatches on Minority Employment." Grants from Russell Sage, Rockefeller, and National Science Foundations, the Institute for Research on Poverty's Small Grant Program.
- 1991-1992 Principal Investigator, "Social Isolation and the Underclass." Grant from the Social Science Research Council. GRANTS (continued)
- 1987-1988 Principal Investigator, "Reproducing the Underclass: The Role of Structural Factors in Hispanic Youth Achievement." Grant from the Inter-University Program for Latino Research and the Social Science Research Council.
- 1986-1986 Principal Investigator, "Hispanic Supplement: National Educational Longitudinal Study." Contract to National Opinion Research Center, Chicago, IL from the National Center for Education Statistics.
- 1984-1985 Principal Investigator, "Hispanic Youth Unemployment." Contract from the National Research Council of the National Academy of Sciences.
- 1983-1985 Principal Investigator, "The Educational and Occupational Activities of Hispanic Youth." Contract from the National Center for Education Statistics.

RESEARCH AND TEACHING INTERESTS

Organizations, social networks, social stratification, human resources, race and ethnic relations.

PROFESSIONAL SERVICES AND AFFILIATIONS

Keynote address, Junior Faculty Consortium, Academy of Management (2018).

Faculty Mentor, Junior Faculty Consortium, Academy of Management meetings (2015).

Member of the Program Committee for the 2013 meetings of the American Sociological Association (2011-2012).

Organizer, Thematic Session for the 2008 meetings of the American Sociological Association, "Getting to Work: Cross National Perspectives on Commuting and Relocation" (August, 2008)

Member of the Editorial Board, *American Sociological Review* (2004-2007)

Member of the council of the Economic Sociology section of the American Sociological Association (2004-2007)

Member of the council of the Organizations, Occupations and Work section of the American Sociological Association (2003-2006)

Member of the Panel on the Definition and Measurement of Discrimination, National Research Council of the National Academy of Science (2001-2004). Final Report: Measuring Racial Discrimination. Washington, D.C.: National Academy of Science Press, 2004.

Invited Discussant, National Research Council's Research Conference on Racial Trends in the United States. Sponsored by the Clinton Administration's Initiative on Race and the White House Council of Economic Advisors (October, 1998).

National Fellow, Program on Inequality and Social Policy, Kennedy School of Government, Harvard University (1998-present).

Senior Affiliate, the Joint Center for Poverty Research, Northwestern University/University of Chicago (1998-2004).

Member, Committee on Employment Studies, Manpower Demonstration Research Corporation, New York (1997-2005).

Member of the Advisory Board of the New Hope Project in Milwaukee, WI (1992-1999).

Member of the Social Science Advisory Board of the Poverty and Race Research Action Council, Washington, D.C. (1991-1995).

Invited panelist in the "Race, Poverty, and the American City: The Kerner Commission in Retrospective" conference University of North Carolina Law School, Chapel Hill, North Carolina (February 12-13, 1993).

PROFESSIONAL SERVICES AND AFFILIATIONS (continued):

Member of the National Advisory Board for the Morehouse Research Institute, Morehouse College, Atlanta, Georgia (1991-1993).

Member of the Northwestern University-University of Chicago Research Training Group on Race, Poverty and Policy funded by the National Science Foundation (1990-1994).

Member of the Urban Family Life Project (1990-1991) and presenter at the Chicago Urban Poverty and Family Life Conference, University of Chicago, Chicago, Illinois (October, 1991).

Invited discussant in the conference on Urban Labor Markets sponsored by The Urban Institute, Airlie House, Airlie, Virginia (March, 1991).

Member of the Fellowship Selection Committee of the Social Science Research Council's Program for Research on the Urban Underclass (1991).

Member of the Survey Design Planning Committee for the UCLA-University of Michigan Research Training Program for Research on Urban Poverty, the Underclass, and Public Policy (1991).

Member of the Panel on At-Risk Youth of the National Research Council of the National Academy of Science (1990-1993) Final Report: Losing Generations: Adolescents in High-Risk Settings. Washington, D.C.: National Academy of Science Press, 1993.

Member of the Technical Review Panel for the National Assessment of Educational Progress Validity Study Project (1990-1991).

Member of the Committee on Urban Education Policy Issues for the Division of Urban Affairs of the National Association of State Universities and Land-Grant Colleges (1990-1994).

Member of the Advisory Board for the Child Care Plus Demonstration Project, Rockefeller Foundation (1990-1994).

Invited participant in the Midwest American Assembly on "The Future of Social Welfare in America," at Wingspread, Racine, Wisconsin, June 14-16, 1990.

Invited participant in the Workshop on Schools sponsored by the Committee for Research on the Urban Underclass of the Social Science Research Council, New York, March 1, 1990.

Invited participant in the American Assembly on "The Future of Social Welfare in America," at Arden House, Harriman, New York, November, 1989.

Member of the Board on Comparative International Studies in Education of the National Research Council of the National Academy of Science (1989-1991).

Member of the Demographics Subcommittee of the National Center for Education Statistics' National Education Data Agenda Committee (1989-1990).

PROFESSIONAL SERVICES AND AFFILIATIONS (continued):

Member of the Panel to Evaluate the National Center for Education Statistics, National Research Council of the National Academy of Science (1985-1986). Final Report: Creating a Center for Education Statistics: A Time for Action. Washington, D.C.: National Academy Press, 1986.

Member of the Panel to Evaluate Youth Employment Programs. Final Report: Youth Employment Training Programs: The YEDPA Years. Washington, D.C.: National Academy Press, 1985.

Member of the Education Subcommittee of the Ford Foundation Task Force on Statistical Policy and Data Needs of Hispanics (1983).

Member of the Data Advisory Committee for the National Commission on Secondary Schooling for Hispanics (1984-1986).

Member of the Planning Committee for the Adult Literacy Assessment of the National Assessment of Educational Progress (1984).

Member of the Advisory Panel for the National Science Foundation's study of Persistence in Science of High Ability Minority Students (1986-1987).

Organizer of the "Hispanics in the United States" session at the American Sociological Association meetings in Atlanta (1988).

Member of the Steering Committee of the Association of Latina/o Sociology.

Consulting

Editor: *American Journal of Sociology* (1990-1992).

Reviewer: *American Sociological Review*, *American Journal of Sociology*, *Social Forces*, *Administrative Science Quarterly*, *Hispanic Journal of Behavioral Science*, *Journal of Quantitative Anthropology*, *Human Relations*, *Social Networks*, *Social Problems*, *Social Science Research*, *Sociological Forum*, *Sociological Science*, *Urban Affairs Quarterly*.

Reviewer: Proposals for the National Science Foundation, the Spencer Foundation, the Rockefeller Foundation, the Ford Foundation, the U.S. Department of Education, and the Social Science Research Council.

PUBLICATIONS

Minjae Kim and Roberto M. Fernandez. 2023. "What Makes Weak Ties Strong?" Forthcoming in *Annual Review of Sociology* 49.

Roberto M. Fernandez. 2021. "Strength of Weak Ties in the Labor Market: An Assessment of the State of Research." Pp. 295-310 in *Frontiers of Ego-Network Analysis*, edited by Brea Perry, Bernice Pescosolido, Mario Small, and Ned Smith. Cambridge University Press.

Brittany Bond and Roberto M. Fernandez. 2020 "Networks for the Unemployed?" Pp. 275-308 in *Social Networks at Work*, edited by Daniel J. Brass and Stephen P. Borgatti. Routledge: New York.

PUBLICATIONS (continued):

- Roberto M. Fernandez and Brian Rubineau. 2019. "Network Recruitment and the Glass Ceiling: Evidence from Two Firms." RSF: The Russell Sage Foundation Journal of the Social Sciences 5 (3):88-102. (<https://doi.org/10.7758/RSF.2019.5.3.05>).
- Santiago Campero and Roberto M. Fernandez. 2019. "Gender Composition of Job Queues and Gender Disparities in Hiring." Social Forces 97 (4):1487-1516. (<https://doi.org/10.1093/sf/soy097>).
- Brittany M. Bond, Tatiana Labuzova, and Roberto M. Fernandez. 2018. "At the Expense of Quality?" Sociological Science 5: 380-401.
- Adina Sterling and Roberto M. Fernandez. 2018. "Once in the Door: Gender, Tryouts and the Initial Salaries of Managers." Management Science 64 (11):5444-5460.
- Wolter H.J. Hassink and Roberto M. Fernandez. 2018. "Worker Morale and Effort: Is the Relationship Causal?" The Manchester School 86 (6):816-839.
- Roberto M. Fernandez and Santiago Campero. 2017. "Gender Sorting and the Glass Ceiling in High-Tech." Industrial and Labor Relations Review 70 (1):73-104.
- Minjae Kim and Roberto M. Fernandez. 2017. "Strength Matters: Tie Strength as a Causal Driver of Networks' Information Benefits." Social Science Research 65:268-281.
- Jason Greenberg and Roberto M. Fernandez. 2016. "The Strength of Weak Ties in MBA Job Search: A Within-Person Test." Sociological Science 3:296-316.
- Isabel Fernandez-Mateo and Roberto M. Fernandez. 2016. "Bending the Pipeline? Executive Search and the Gender Inequality in Hiring for Top Management Jobs." Management Science 62 (12):3636-3655.
- Brian Rubineau and Roberto M. Fernandez. 2015. "Tipping Points: The Gender Segregating and Desegregating Effects of Network Recruitment." Organization Science 26 (6):1646-1664
- Brian Rubineau and Roberto M. Fernandez. 2015. "How Do Labor Market Networks Work?," in Emerging Trends in the Social and Behavioral Sciences, (eds.) Robert Scott and Stephen Kosslyn, Hoboken, N.J.: John Wiley and Sons.
- Roberto M. Fernandez and Roman Galperin. 2014. "The Causal Status of Social Capital in Labor Markets." Pp. 445-62 in Contemporary Perspectives on Organizational Social Networks, edited by D. J. Brass et al. Bingley, UK: Emerald Group Publishing Limited..
- Brian Rubineau and Roberto M. Fernandez. 2013. "Missing Links: Referrer Behavior and Job Segregation." Management Science 59 (11):2470-89.
- Roberto M. Fernandez and Jason Greenberg. 2013. "Race, Network Hiring, and Statistical Discrimination." Research in the Sociology of Work 24:81-102.

PUBLICATIONS (continued):

Roberto M. Fernandez and Gokce Basbug. 2013. "Gendered Musical Chairs: Job Succession and Gender Segregation." LERA 65th Annual Proceedings B: 19-26.

Roberto M. Fernandez and Colette Friedrich. 2011. "Gender Sorting at the Application Interface." Industrial Relations 50: 591-609.

Roberto M. Fernandez. 2008. "Race, Spatial Mismatch, and Job Accessibility: Evidence From a Plant Relocation." Social Science Research 37: 953-975.

Roberto M. Fernandez and M. Louise Mors. 2008. "Competing for Jobs: Labor Queues and Gender Sorting in the Hiring Process" Social Science Research 37:1061-80.

Roberto M. Fernandez and Isabel Fernandez-Mateo. 2006. "Networks, Race and Hiring." American Sociological Review 71:42-71.

[Reprinted in Social Capital in Business, edited by Keith Koput and Joseph Broshak. Cheltenham, UK: Edward Edgar, 2010].

[Reprinted in Social Stratification: Class, Race, and Gender in Sociological Perspective, 3rd Edition, edited by David B. Grusky, Manwai C. Ku, and Szonja Szelényi. Boulder: Westview Press, 2008].

Roberto M. Fernandez and M. Lourdes Sosa. 2005. "Gendering the Job: Networks and Recruitment at a Call Center." American Journal of Sociology 111: 859-904.

Roberto M. Fernandez and Celina Su. 2004. "Space in the Study of Labor Markets." Annual Review of Sociology 30: 545-69.

Neckerman, Kathryn and Roberto M. Fernandez. 2003. "Keeping a Job: Network Hiring and Turnover in a Retail Bank." Research in the Sociology of Organizations 20:299-318.

Roberto M. Fernandez. 2001. "Skill-Biased Technological Change and Wage Inequality: Evidence From a Plant Retooling." American Journal of Sociology 107:273-320. (Winner of the 2003 *Distinguished Article Award* presented by the Center for the Study of Inequality, Cornell University).

Roberto M. Fernandez and Emilio Castilla. 2001. "How Much is That Network Worth? Social Capital in Employee Referral Networks." Pp. 85-104 in Nan Lin, Karen Cook and Ron Burt (eds.), Social Capital: Theory and Research. Chicago: Aldine de Gruyter.

Roberto M. Fernandez, Emilio Castilla and Paul Moore. 2000. "Social Capital at Work: Networks and Employment at a Phone Center." American Journal of Sociology 105:1288-1356. (Winner of the 2001 *W. Richard Scott Award for Distinguished Scholarship* presented by the Organizations, Occupations, and Work Section of the American Sociological Association).

[Reprinted in Social Capital in Business, edited by Keith Koput and Joseph Broshak. Cheltenham, UK: Edward Edgar, 2010].

PUBLICATIONS (continued):

Roberto M. Fernandez. 1998. "Structural Factors in Hispanic Youth Employment." Pp. 202-222 in William Velez (ed.), Race and Ethnicity in the United States: An Institutional Approach. New York: General-Hall.

Roberto M. Fernandez and Nancy Weinberg. 1997. "Sifting and Sorting: Personal Contacts and Hiring in a Retail Bank." American Sociological Review 62:883-902.

[Reprinted in Nan Lin (ed.), Social Capital: Critical Concepts. Oxford, England: Routledge, 2010].

Roberto M. Fernandez. 1997. "Spatial Mismatch: Housing, Transportation and Employment in Regional Perspective." Pp. 81-99 in Burton Weisbrod and James Worthy (eds.), The Urban Crisis: Linking Research to Action. Evanston, IL: Northwestern University Press.

Albert Bergesen and Roberto M. Fernandez. 1995. "Who Has the Most Fortune 500 Firms?: A Network Analysis of Global Economic Competition, 1956-1989." Journal of World-Systems Research 1 (2).

[Reprinted in Volker Bornschier and Christopher Chase-Dunn (eds.), The Future of Global Conflict. London: Sage Publications, 1999].

Roberto M. Fernandez. 1994. "Race, Space, and Job Accessibility: Evidence From a Plant Relocation." Economic Geography 70: 390-416.

Roberto M. Fernandez and Roger V. Gould. 1994. "A Dilemma of State Power: Brokerage and Influence in the National Health Policy Domain." American Journal of Sociology 99:1455-91.

Boyd, William Lowe, Vernon M. Briggs, Jr., Eugene E. Eubanks, Roberto M. Fernandez, Jeffrey A. Raffel. 1993. "Policy Dilemmas in Urban Education: Addressing the Needs of Poor, At-Risk Children." Journal of Urban Affairs 14:263-290.

Roberto M. Fernandez. 1992. "Demand-Side and Supply-Side Explanations of Black Male Joblessness." Pp. 155-159 in George Peterson and Wayne Vroman (eds.), Urban Labor Markets and Job Opportunity. Washington, D.C.: The Urban Institute Press.

Roberto M. Fernandez and David Harris. 1992. "Social Isolation and the Underclass." Pp. 257-293 in Adele Harrell and George Peterson (eds.), Drugs, Crime, and Social Distress: Barriers to Urban Opportunity. Washington, D.C.: The Urban Institute Press.

Roberto M. Fernandez. 1991. "Structural Bases of Leadership in Intraorganizational Networks." Social Psychology Quarterly 54:36-53.

Doug McAdam and Roberto M. Fernandez. 1990. "Microstructural Bases of Recruitment to Social Movements." Research in Social Movements, Conflicts and Change 12:1-33.

Roberto M. Fernandez, Ronnelle Paulsen and Marsha Hirano-Nakanishi. 1989. "Dropping Out Among Hispanic Youth." Social Science Research 18:21-52.

PUBLICATIONS (continued):

- Roger V. Gould and Roberto M. Fernandez. 1989. "Structures of Mediation: A Formal Approach to Brokerage in Transaction Networks." Sociological Methodology 19:89-126.
- Roberto M. Fernandez and Doug McAdam. 1989. "Multiorganizational Fields and Recruitment to Social Movements." International Social Movement Research 2:315-343.
- Roberto M. Fernandez and Doug McAdam. 1988. "Social Networks and Social Movements: Multiorganizational Fields and Recruitment to Mississippi Freedom Summer." Sociological Forum 3:357-382.
- Neil Fligstein and Roberto M. Fernandez. 1988. "Worker Power, Firm Power and the Structure of Labor Markets." The Sociological Quarterly 29:5-28.
- Albert Bergesen, Roberto M. Fernandez and Chintamani Sahoo. 1987. "America and the Changing Structure of Hegemonic Production." Pp. 157-175 in Terry Boswell and Albert Bergesen (eds.), America's Changing Role in the World System. New York: Praeger.
- Donald B. Holsinger and Roberto M. Fernandez. 1987. "School-to-Work Transition Profiles of Mexican American and Non-Hispanic White High School Graduates." Sociology and Social Research 71:21 1-220.
- Roberto M. Fernandez and Francois Nielsen. 1986. "Bilingualism and Hispanic Scholastic Achievement: Some Baseline Results." Social Science Research 15:43-70.
- Neil Fligstein and Roberto M. Fernandez. 1985. "Educational Transitions of Whites and Mexican-Americans." Pp. 161-192 in George Borjas and Marta Tienda (eds.), Hispanics in the U.S. Economy. New York: Academic Press.
- Roberto M. Fernandez. 1985. "Hispanic Youth in the Labor Market: An Analysis of High School and Beyond." Pp. 410-461 in Charles Betsey, Robinson Hollister and Mary Papageorgiou (eds.) Youth Employment and Training Program: The YEDPA Years. Washington, D.C.: National Academy Press.
- Neil Fligstein and Roberto M. Fernandez. 1985. "Hispanics and Education." Pp. 113-146 in Pastora Cafferty and William McCready (eds.), Hispanics in the United States: A New Social Agenda. New Brunswick, New Jersey: Transaction Books.
- Francois Nielsen and Roberto M. Fernandez. 1982. Achievement of Hispanic Students in American High Schools: Background Characteristics and Achievement. Washington, D.C.: National Center for Education Statistics.
- Roberto M. Fernandez and Jane C. Kulik. 1981. "A Multilevel Model of Life Satisfaction: Effects of Individual Characteristics and Neighborhood Composition." American Sociological Review 46:840-850.

Book Reviews:

Roberto M. Fernandez. 1993. Review of American Apartheid: Segregation and the Making of the Underclass, by Douglas Massey and Nancy Denton (Cambridge, MA: Harvard University Press, 1993) in Contemporary Sociology 22:365-366.

Roberto M. Fernandez. 2001. Review of Prismatic Metropolis: Inequality in Los Angeles by Lawrence D. Bobo, Melvin L. Oliver, James H. Johnson Jr., and Abel Valenzuela Jr., editors, (New York: Russell Sage Foundation, 2000) in American Journal of Sociology 107:509-11.

WORKS IN PROCESS

M. Lourdes Sosa, Roberto M. Fernandez, and Fernando Sandoval. 2019. "Adoption in the Shadow of the Profession: Medical Innovation Revisited."

M. Lourdes Sosa, Roberto M. Fernandez, and Andrew Lo. 2021. "Choosing Disruption: Natural, Chemistry, and Biotech-Based Drug Discovery." (Reject and Resubmit, *Strategic Management Journal*).

Jacqueline Ng Lane, Karim Lakhani, and Roberto M. Fernandez. 2021. "Setting a Gendered Bar: How Early Gender Bias Shapes the Qualifications of Women Who Apply and Enroll in Online Technological Skills Training Programs." (Under submission, *Organization Science*).

Ulla Eriksson-Zetterquist, Tatiana Labuzova, Roberto M. Fernandez, and Michael McGrath. "One Size Does Not Fit All: Industries Cracking the Glass Ceiling."

PAPERS PRESENTED

Audrey Mang, Roberto M. Fernandez, and Brittany Bond. 2022. "Do Women Ask? Gender differences in applying for internal job openings." Paper presented at the 2022 European Group for Organization Studies (EGOS) meetings.

Brian Rubineau, Sumeet Duggal, Roberto M. Fernandez and Erin Arcario. 2021. "Influencing Referring Behavior: An Organizational Field Experiment." Paper presented at the 2021 American Sociological Association meetings.

Brittany M. Bond and Roberto M. Fernandez. 2021. "In, Out or Up? Drivers of the Glass Ceiling Pattern in Organizations." Paper presented at the 2021 meetings of the American Sociological Association and the 2019 Academy of Management meetings in Boston.

Jacqueline Ng Lane, Karim Lakhani, and Roberto M. Fernandez. 2021. "Setting a Gendered Bar: How Early Gender Bias Shapes the Qualifications of Women Who Apply to Online Technological Skills Training Programs." Presented at the 2021 European Group for Organization Studies (EGOS) meetings.

Gokce Basbug and Roberto M. Fernandez. 2020. "Gendered Job Search: A Longitudinal Analysis of Reservation Wages." Paper presented at the 2020 European Group for Organization Studies (EGOS) meetings in Hamburg (July, 2020).

PAPERS PRESENTED (continued):

Jacqueline Ng Lane, Karim Lakhani, and Roberto M. Fernandez. 2020. "Rewiring the Gender Distribution of Managerial Jobs in Technical Fields: Online Training Programs and Gender (In)equality in the Digital Age." Paper presented at the 2020 Academy of Management meetings in Vancouver (August, 2020).

Roberto Fernandez, Tatiana Labuzova & Ulla Eriksson-Zetterquist. 2019. "Blue and White-Collar Glass Ceilings." Paper presented at the 2019 Scancor-Weatherhead Conference at Harvard University (May, 2019), the 2019 European Group for Organization Studies (EGOS) meetings in Edinburgh (July, 2019).

Sarah Ashwin, Irina Kozina, and Roberto M. Fernandez. 2019. "Gendered Engineering: Gender Essentialist Ideology or Rational Response?" Paper presented at the 2019 European Group for Organization Studies (EGOS) in Edinburgh (July, 2019) and the 2019 American Sociological Association meetings in New York (August, 2019).

Roberto M. Fernandez. "Reflections on the Glass Ceiling." Presented at London Business School (February, 2022), University of Michigan Ross School of Business (February, 2022), Duke's Fuqua School of Business (February, 2021), Yale SOM (March, 2020), Goizueta Business School, Emory University (February, 2019), Department of Sociology, University of North Carolina, Chapel Hill (January, 2019), Department of Sociology, Northwestern University (May, 2018), Department of Sociology, the School of Industrial Relations, University of Illinois (January, 2018), Columbia Business School (January, 2018), Macro Organizational Behavior (MOBS) at Harvard Business School (November, 2017), the Industrial Liaison Program at MIT, (<http://ilp.mit.edu/video.jsp?confid=172>) (September, 2017), Asia School of Business in Kuala Lumpur (August, 2017), and Tsinghua University, Beijing, China (May 30, 2017), Federal Reserve Bank of Boston (2014), Boston HR Leadership Summit (2013), Department of Sociology, University of Oslo (February, 2012), Conference on Board Diversity, Copenhagen Business School (September, 2011), the Danish Federation of Industries (November, 2010).

Christian Hunkler and Roberto M. Fernandez. 2018. "Who's Closure? Gender Inequality and Access to Skill Training." Paper presented at the 2018 ESA Economic Sociology Midterm Conference Konstanz, (September, 2018), the 12th meetings of the European Sociological Association in Prague (August, 2015), and the 2014 meetings of the European Group for Organization Studies in Rotterdam (July, 2014).

Jeraul C. Mackey and Roberto M. Fernandez. 2018. "Executive Recruitment and Hiring in Higher Education." Paper presented at the 2018 European Group for Organization Studies (EGOS) meetings in Tallinn (July, 2018).

Roberto M. Fernandez and Brian Rubineau. 2017. "Network Recruitment and the Glass Ceiling in Biotech." Paper presented at the Broadening Perspectives on Women in Work: An Interdisciplinary Conference at Johns Hopkins Carey Business School (October, 2017); the ES OOW 2017: Fellow Travellers on Different Roads: The Intersections of Economic Sociology and Organizations, Occupations, and Work conference at McGill University, Montreal (August, 2017), and the Economic Sociology conference at Northwestern University (October, 2016). (Published in RSF: The Russell Sage Foundation Journal of the Social Sciences (<https://doi.org/10.7758/RSF.2019.5.3.05>).

PAPERS PRESENTED (continued):

Brittany M. Bond, Tatiana Labuzova, and Roberto M. Fernandez. 2016. "At the Expense of Quality?" Paper presented at the Wharton "People and Organizations" conference (September, 2016). (Published in Sociological Science).

Melissa Staha and Roberto M. Fernandez. 2016. "Space and Networks in the Labor Market." Paper presented at the 2016 meetings of the International Network of Analytical Sociologists in Utrecht (June, 2016).

Minjae Kim and Roberto M. Fernandez. 2015. "Strength Matters: Why You Will Hear about Your Next Job from Your Friend." Paper presented at the Wharton "People and Organizations" conference titled "Bringing the Motivation Issue Back: Tie Strength as a Causal Driver of the Information Benefits" (October, 2015). (Published in Social Science Research).

Sarah Ashwin, Irina Kozina, and Roberto M. Fernandez. 2015. "Gendered Engineering in Soviet and Post-Soviet Russia." Paper presented at the Society for the Advancement of Socio-Economics meetings in London, July 2015, and the American Sociological Association meetings in Chicago (August, 2015).

Adina Sterling and Roberto M. Fernandez. 2015. "On Level Ground? Gender, Trial Employment, and Initial Salaries." Paper presented at the American Sociological Association meetings in Chicago August, 2015). (Published in Management Science with the title: "Once in the Door: Gender, Tryouts and the Initial Salaries of Managers").

Jason Greenberg and Roberto M. Fernandez. 2015. "What's the Value of Social Capital? A Within-Person Job Offer and Choice Test." Paper presented at the Academy of Management meetings in Vancouver (August, 2015), and the American Sociological Association meetings in San Francisco. (August, 2014). (Revised version published in Sociological Science: "The Strength of Weak Ties in MBA Job Search: A Within Person Test").

Roberto M. Fernandez and Santiago Campero. 2015. "Gender Sorting and the Glass Ceiling in High Tech." Paper presented at the "What Works? Increasing Inclusion/Reducing Discrimination" conference at the Cornell School of Industrial and Labor Relations, New York (June, 2015). (Published in Industrial and Labor Relations Review).

Brittany Bond and Roberto M. Fernandez. 2015. "Networks for the Unemployed?" Paper presented at the meetings of the International Network of Analytical Sociologists, Cambridge (June, 2015), the European Group for Organization Studies (EGOS) meetings in Naples, Italy (July, 2015), and the American Sociological Association meetings in Chicago (August, 2015). (Under review for publication under the title "Networks or Lemons?" in "Social Networks at Work," a volume edited by Daniel J. Brass and Stephen P. Borgatti).

Roberto M. Fernandez and Santiago Campero. "Does Competition Drive Out Discrimination?" Paper presented at the Economy and Society @ Yale conference (October, 2014), SCANCOR, Stanford University (June, 2015), Haas School of Business, University of California, Berkeley (October, 2015), Strategy Workshop, Rotman School of Business, University of Toronto (October, 2015), the 5th Madrid Work and Organizations Symposium, at Universidad Carlos III de Madrid (October, 2015), the Copenhagen Business School (May, 2016), and McGill University (April, 2017).

PAPERS PRESENTED (continued):

Roberto M. Fernandez and Santiago Campero. 2014. "Job Queues and the Gender Composition of Jobs in High Tech." Paper presented at the American Sociological Association meetings in San Francisco (August, 2014). (Revised version forthcoming in Social Forces with the title: "Gender Composition of Job Queues and Gender Disparities in Hiring." (<https://doi.org/10.1093/sf/soy097>)).

Adina Sterling and Roberto M. Fernandez. 2014. "Gender, Trial Employment, and Initial Salaries." Paper presented at the 2014 meetings of the Academy of Management in Philadelphia (August, 2014). (Published as "Once in the Door: Gender, Tryouts and the Initial Salaries of Managers" in Management Science).

Roberto M. Fernandez. 2013. "Executive Search and the Glass Ceiling." Paper presented at the American Sociological Association meetings in New York (August, 2013).

Roberto M. Fernandez. 2013 "How Do Labor Market Networks Work?" Presented at the Department of Sociology, Duke University (April, 2013), NYU Stern Economic Sociology Workshop (October, 2013), Department of Management and Organization, Robert H. Smith Business School, University of Maryland (February, 2014), Department of Sociology, Princeton University (March, 2014), Macro Organizational Behavior Society, Harvard Business School (November, 2014). (Published in 2015 in Emerging Trends in the Social and Behavioral Sciences (eds.) Robert Scott and Stephen Kosslyn, Hoboken, N.J.: John Wiley and Sons).

Isabel Fernandez-Mateo and Roberto M. Fernandez. 2013. "Women on Top: Sources of the Gender Gap in Allocation to Top Corporate Jobs." Paper presented at the Olin School, Washington University (March, 2014) and the American Sociological Association meetings in New York (August, 2013). (Published in Management Science under the title "Bending the Pipeline? Executive Search and the Gender Inequality in Hiring for Top Management Jobs").

Roberto M. Fernandez and Gokce Basbug. 2013. "Gendered Musical Chairs: Job Succession and Sex Segregation." Paper presented at the Labor and Employment Relations meetings in St, Louis (June, 2013). (Published in the 2013 Proceedings of the 65th Annual Meeting of the Labor and Employment Relations Association Series).

Ruthanne Huising, Emily Linder and Roberto M. Fernandez. 2013. "Sex Segregation at Work: Gender and Self-Presentation at the Hiring Interface." Paper presented at the Eastern Sociological Society meetings in Boston (March, 2013).

Roberto M. Fernandez, Megan Cox, and Kristen Wilhite. 2013. "Gender Sorting Into An Organizational Hierarchy." Paper presented at the Eastern Sociological Society meetings in Boston (March, 2013).

Roberto M. Fernandez. 2012. "The Power of Networks in the Labor Market." Keynote address presented at "Embeddedness and Beyond: Do Sociological Theories Meet Economic Realities?" International Conference in Moscow (October 25-28, 2012; <http://esconf2012.hse.ru/video/>).

Roberto M. Fernandez and Santiago Campero. 2012. "Gender Sorting and the Glass Ceiling in High Tech." Paper presented at the 2012 annual meetings of the American Sociological Association (Denver, Colorado), European Group for Organization Studies (EGOS) Helsinki (July, 2012).

PAPERS PRESENTED (continued):

Roberto M. Fernandez and Roman V. Galperin. 2012. "The Causal Status of Social Capital in Labor Markets." Paper presented at the 2012 annual meetings of the American Sociological Association in Denver (August, 2012). (Published in 2014 in Research in the Sociology of Organizations).

Roberto M. Fernandez and Jason Greenberg. 2012. "Race, Gender and Statistical Discrimination: Network Hiring in a Low Wage Labor Market." Paper presented at the 2012 annual meetings of the Southern Sociological Society in New Orleans (Published in 2013 in Research in the Sociology of Work).

Hassink, Wolter H.J. and Roberto M. Fernandez. 2012. "Fair or Fear? Incentives and Work Effort." Paper presented at the 2012 meetings of the Society of Labor Economists in Chicago, IL. (Published with the title: "Worker Morale and Effort: Is the Relationship Causal?" The Manchester School 86 (6):816-839:).

Roberto M. Fernandez. 2012. "Glass Ceilings and Glass Doors: Internal and External Sorting Into Three Organizational Hierarchies." Paper presented at Sabanci University, Istanbul (April, 2012), IESE, Barcelona (May, 2012), Royal Complutense, Cambridge, MA (August, 2012).

Roberto M. Fernandez and Mabel Botelho Abraham. 2011. "Glass Ceilings and Glass Doors: Internal and External Hiring in an Organizational Hierarchy." Paper presented at the 2011 annual meetings of the American Sociological Association in Las Vegas (August, 2011). (<http://papers.ssrn.com/abstract=1804896>).

Roberto M. Fernandez. 2010. "The Glass Ceiling." Presentation at the Danish Center for Leadership (November, 2010).

Roberto M. Fernandez and Mabel Botelho Abraham. 2010. "Gender Sorting Into an Organizational Hierarchy." Paper presented at the 2010 annual meetings of the European Group for Organization (EGOS) Studies in Lisbon, Portugal.

Roberto M. Fernandez and Colette Friedrich. 2010. "Gender and Race Sorting at the Application Interface." Paper presented at the Department of Sociology, University of Utrecht, Netherlands, (July, 2010). (Revised version published in 2011 in Industrial Relations as "Gender Sorting at the Application Interface").

Roberto M. Fernandez and Mabel Botelho Abraham. 2010. "From Metaphors to Mechanisms: Gender Sorting Into an Organizational Hierarchy." Paper presented at the Department of Economics, University of Utrecht, Netherlands (July, 2010), the 2010 annual meeting of the Eastern Sociological Society in Boston, and the 2010 annual meetings of the American Sociological Association in Atlanta (August, 2010). (<http://papers.ssrn.com/abstract=1589012>).

Roberto M. Fernandez. "Creating Connections for the Disadvantaged: Networks and Labor Market Intermediaries at the Hiring Interface." Paper presented at the 2009 meetings of the American Sociological Association in San Francisco (revise and resubmit Social Forces). (<http://papers.ssrn.com/abstract=1576608>).

PAPERS PRESENTED (continued):

Roberto M. Fernandez. 2009. "Sources and Mechanisms of Workplace Discrimination." Paper presented at the 2009 Olin Conference Combating Workplace Discrimination, University of Virginia School of Law (April, 2009).

Roberto M. Fernandez. 2009. "How Employers Use Space." Paper presented at the S4 colloquium series Brown University (February, 2009).

Roberto M. Fernandez. 2008. "What Do Employers Do? Networks, Race and Gender at the Hiring Interface." Paper presented at Stanford University (February, 2008), Harvard University (April, 2008), Emory University and University of Pennsylvania (October, 2008), McGill University (January, 2009), Cornell University, MIT, and Northwestern University (October, 2009).

Roberto M. Fernandez. 2008. "Race, Spatial Mismatch, and Job Accessibility: Evidence From a Plant Relocation." Presented at the 2008 meetings of the American Sociological Association in Boston. (Revised version published in 2008 in Social Science Research).

Roberto M. Fernandez and Colette Friedrich. 2007. "Job Queues: Gender and Race at the Application Interface." Presented at the 2007 meetings of the American Sociological Association in New York. (Revised version "Gender Sorting at the Application Interface" published in Industrial Relations).

Roberto M. Fernandez and Jason Greenberg. 2006. "Hiring Managers' Race in the Hiring Process." Presented at the 2006 meetings of the American Sociological Association in Montreal.

Brian Rubineau and Roberto M. Fernandez. 2006. "Tipping Points: Referral Homophily and Job Segregation." Presented at the 2006 meetings of the American Sociological Association in Montreal.

Roberto M. Fernandez and Marie Louise Mors. 2005. "Gendering Jobs: Networks and Queues in the Hiring Process." Paper presented at the 2005 meetings of the American Sociological Association in Philadelphia, PA. (Revised version "Competing for Jobs: Labor Queues and Gender Sorting in the Hiring Process" published in Social Science Research).

Brian Rubineau and Roberto M. Fernandez. 2005. "Missing Links: Referral Processes and Job Segregation." Paper presented at the 2005 meetings of the American Sociological Association in Philadelphia, PA. (http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1628165; Revised version "Missing Links: Referrer Behavior and Job Segregation" published in 2013 in Management Science).

Roberto M. Fernandez. 2004. "Race, Space and Job Accessibility II: More Evidence From a Plant Retooling." Paper presented in the National Poverty Center seminar series at the Ford School of Public Policy, University of Michigan, October 5, 2004. (Published in 2008 in Social Science Research as "Race, Spatial Mismatch, and Job Accessibility: Evidence From a Plant Relocation").

Roberto M. Fernandez and Isabel Fernandez-Mateo. 2004. "Networks, Race and Hiring." Paper presented at the 2004 meetings of the American Sociological Association in San Francisco (Published in 2006 in the American Sociological Review).

PAPERS PRESENTED (continued):

Brian Rubineau and Roberto M. Fernandez. 2004. "Job Sex Segregation as a Complex System: Exploring a Simulation Approach." Paper presented at the 2004 meetings of the American Sociological Association in San Francisco.

Roberto M. Fernandez and Lourdes Sosa. 2003. "Gendering the Job: Networks and Recruitment at a Call Center." Paper presented at the 2003 meetings of the American Sociological Association in Atlanta (Published in 2006 in the American Journal of Sociology).

Roberto M. Fernandez and Isabel Fernandez-Mateo. 2002. "Networks, Race and Poverty." Paper presented at the 2002 meetings of the American Sociological Association in Chicago.

Roberto M. Fernandez. 1999. "Skill-Biased Technological Change and Wage Inequality: Evidence From a Plant Retooling." Paper presented at the Summer Institute Research Conference of the Multidisciplinary Training Program in Inequality and Social Policy, Kennedy School, Harvard University, June, 1999 (Published in 2001 in the American Journal of Sociology).

Roberto M. Fernandez, Emilio Castilla and Paul Moore. 1998. "Social Capital at Work: Networks and Hiring at a Phone Center." Paper presented at the Social Networks and Social Capital conference, Duke University, October 30-November 1, 1998. (Published in 2000 in the American Journal of Sociology).

Roberto M. Fernandez and Emilio Castilla. 1998. "Who Sent You? Referrals, Homophily, and Hiring at a Phone Center." Presented at the Sunbelt XVIII and Fifth European International Social Networks Conference, Barcelona, Spain, May 30, 1998. (Revised version published in 2001 in an edited volume Social Capital: Theory and Research).

Roberto M. Fernandez. 1997. "Skill Mismatch and Technological Change: Evidence From a Plant Retooling." Presented at the Milken Institute Seminar, Los Angeles, December 8, 1997.

Kathryn Neckerman and Roberto M. Fernandez. 1997. "Keeping a Job: Network Hiring and Turnover in a Retail Bank." Presented at the Citicorp Behavioral Sciences Research Council Research Conference in New York, November. (Published in 2003 in Research in the Sociology of Organizations).

Kathryn Neckerman and Roberto M. Fernandez. 1997. "Recruitment Practices and Turnover: Are Network Hires Better Matched to Their Jobs?" Presented at the 1997 meetings of the American Sociological Association in Toronto.

Roberto M. Fernandez, Calvin Morrill, and Nancy Weinberg. 1996. "Gender and Influence Style." Paper presented at a conference on "Power, Politics, and Influence in Organizations," Stanford University, May 4, 1996.

Roberto M. Fernandez and Nancy Weinberg. 1996. "Getting a Job: Networks and Hiring in a Retail Bank." Presented at the 1996 meetings of the American Sociological Association in New York. (Published in 1997 in the American Sociological Review as "Sifting and Sorting: Personal Contacts and Hiring in a Retail Bank").

PAPERS PRESENTED (continued):

- Roberto M. Fernandez and Nancy Weinberg. 1996. "Networks and Hiring." Presented at the International Sunbelt Social Network Conference in Charleston, S.C., Feb. 22-25, 1996.
- Roberto M. Fernandez and Nancy Weinberg. 1995. "Social Networks and Gender." Presented at the International Sunbelt Social Network Conference in San Diego, CA, February, 1995.
- Roberto M. Fernandez. 1994. "Spatial Mismatch: Housing, Transportation and Employment in Regional Perspective." Presented at the Metropolitan Assembly, Northwestern University, Sept. 30-Oct. 2, 1994. (Published in 1997 in an edited volume The Urban Crisis: Linking Research to Action).
- Roberto M. Fernandez and Judith A. Levine. 1994. "Different From Whom? Diversity and Organizational Commitment in a Manufacturing Plant." Presented at the 1994 meetings of the American Sociological Association in Los Angeles.
- Albert Bergesen and Roberto M. Fernandez. 1994. "Who Has the Most Fortune 50 Firms? A Network Analysis of Global Economic Competition, 1956-1989." Presented at the 1994 Political Economy of the World System Conference, Irvine, CA, April, 1994. (Published in 1995 in the Journal of World-Systems Research).
- Roberto M. Fernandez. 1993. "Effects of Spatial and Skill Mismatches on Minority Employment." Presented at the IRP-ASPE Research Seminar at the U.S. Department of Health and Human Services, Washington, D.C., May 7, 1993.
- Roberto M. Fernandez. 1992. "A Review of 'Why Black Men Are Doing Worse in the Labor Market.'" Paper presented at Social Science Research Council's conference entitled "The Urban Underclass: Perspectives From the Social Sciences" at the University of Michigan, Ann Arbor, June 8-10, 1992.
- Roberto M. Fernandez. 1992. "Race, Space, and Job Accessibility: Evidence From a Plant Relocation." Paper presented at the 1992 American Sociological Association Meetings in Pittsburgh (Published in 1994 in Economic Geography).
- Roberto M. Fernandez and David Harris. 1991. "Social Isolation and the Underclass." Presented at the 1991 meetings of the American Sociological Association in Cincinnati. (Published in 1992 in an edited volume Drugs, Crime, and Social Distress).
- Roberto M. Fernandez. 1990. "Structural Factors in Hispanic Youth Achievement." Presented at the 1990 meetings of the Association of Policy Analysis and Management in San Francisco. (Published in 1998 in an edited volume Race and Ethnicity in the United States).
- Roberto M. Fernandez. 1989. "Mimetic Process in Interorganizational Networks." Paper presented at the 1989 meetings of the American Sociological Association in San Francisco.
- Roberto M. Fernandez, Ronnelle Paulsen and Marsha Hirano-Nakanishi. 1988. "Dropping Out Among Hispanic Youth." Paper presented at the 1988 meetings of the American Sociological Association in Atlanta. (Published in 1989 in Social Science Research).

PAPERS PRESENTED (continued):

Roberto M. Fernandez, Roger Gould and David Prensky. 1988. "Information Brokerage in the National Health Policy Domain." Paper presented at the 1988 meetings of the American Sociological Association in Atlanta.

Roberto M. Fernandez and Lisa Rowe. 1988. "A Micro Model of Activism in a Social Movement Organization: Differential Activism in a Women's Center." Paper presented at the 1988 meetings of the American Sociological Association in Atlanta.

Albert Bergesen and Roberto M. Fernandez. 1987. "International Economic Competition: A Network Analysis." Presented at the 1987 meetings of the American Sociological Association in Chicago.
Roberto M. Fernandez and Doug McAdam. 1987. "Multiorganizational Fields and Recruitment Contexts: Network and Contextual Factors in Recruitment to Freedom Summer." Paper presented at the 1987 meetings of the American Sociological Association in Chicago. (Published in 1988 in Sociological Forum).

Roberto M. Fernandez. 1987. "Structural Bases of Leadership in Intraorganizational Networks." Paper presented at the 1987 meetings of the American Sociological Association in Chicago. (Published in 1991 in Social Psychology Quarterly).

Roberto M. Fernandez and Doug McAdam. 1986. "Microstructural Bases of Recruitment to Social Movements." Paper presented at the 1986 meetings of the American Sociological Association in New York. (Published in 1990 in Research in Social Movements).

Roberto M. Fernandez. 1985. "Hispanic Youth in the Labor Market." Paper presented at the 1985 meetings of the American Sociological Association in Washington, D.C.. (Published in 1985 in an edited volume Youth Employment and Training Program: The YEDPA Years).

Roberto M. Fernandez and Marsha Hirano-Nakanishi. 1984. "The Educational and Occupational Activities of Hispanic Youth." Presented at the National Center for Education Statistics, Washington, D.C..

Roberto M. Fernandez. 1982. "Bilinguals and Scholastic Achievement: Some Baseline Results." Paper presented at the 1982 meetings of the American Sociological Association in San Francisco. (Published in 1986 in Social Science Research).

Neil Fligstein and Roberto M. Fernandez. 1982. "Educational Transitions of Whites and Mexican-Americans." Paper presented at the Hispanic Labor Market Conference, February 4-5, 1982 in Santa Barbara, California. (Published in 1985 in an edited volume Hispanics in the U.S. Economy).

Neil Fligstein and Roberto M. Fernandez. 1982. "Worker Power, Firm Size, and the Structure of Labor Markets." Paper presented at the 1982 meetings of the American Sociological Association in San Francisco. (Published in 1988 in The Sociological Quarterly).

Francois Nielsen and Roberto M. Fernandez. 1981. "Achievement of Hispanic Students in the United States Schools: Some Baseline Models." Paper presented at the 1981 meetings of the Population Association of America in Washington, D.C. (Published in 1982 by the National Center for Education Statistics).