

CURRICULUM VITAE

December 2008

CEDRIC HERRING

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EDUCATION:

University of Michigan-Ann Arbor. PhD in Sociology, 1985.

Dissertation Title: "Political Disaffection and Alienated Politics: Explaining Declines in Support for the American State."

University of Michigan-Ann Arbor. MA in Sociology, 1981.

University of Houston-University Park. BA in Sociology, 1980.

PROFESSIONAL EXPERIENCE:

Acting Head. Department of Sociology, University of Illinois at Chicago.
2008-Present.

Director, Race and Public Policy Program. Institute of Government and Public Affairs, University of Illinois.
2006-Present.

Professor. Department of Sociology, University of Illinois at Chicago; Institute of Government and Public Affairs, University of Illinois.
1995-Present.

Founding Director. Institute for Research on Race and Public Policy, University of Illinois at Chicago.
1996-1998.

Associate Professor. Department of Sociology, University of Illinois at Chicago; Institute of Government & Public Affairs, University of Illinois.
1990-1995.

Associate Professor. Department of Sociology, Texas A&M University.
1990.

Assistant Professor. Department of Sociology, Texas A&M University.
1985-1990.

PUBLICATIONS:Books:

- Herring, Cedric. In Process. *From Affirmative Action to Diversity: The New Case for Equal Opportunity*.
- Herring, Cedric. (ed.). Under Review. *Combating Racism and Xenophobia: Transatlantic and International Perspectives*.
- Herring, Cedric. (ed.). Under Review. *Combating Racism and Xenophobia: Transatlantic and International Perspectives*.
- Herring, Cedric. (ed). 2006. *The State of the State of Illinois, 2006*. Chicago and Urbana-Champaign: Institute of Government and Public Affairs.
- Herring, Cedric, Verna Keith, and Hayward Derrick Horton (eds.). 2004. *Skin Deep: How Race and Complexion Matter in the "Color-Blind" Era*. Chicago and Urbana-Champaign: IRRPP and University of Illinois Press.
- Herring, Cedric, Michael Bennett, Doug Gills, and Noah Temaner Jenkins (eds.). 1998. *Empowerment in Chicago: Grassroots Participation in Economic Development and Poverty Alleviation*. Chicago and Urbana-Champaign: Great Cities Institute and University of Illinois Press.
- Herring, Cedric. (ed.). 1997. *African Americans and the Public Agenda: The Paradoxes of Public Policy*. Thousand Oaks, CA: Sage Publications.
- Herring, Cedric. 1989. *Splitting the Middle: Political Alienation, Acquiescence, and Activism Among America's Middle Layers*. New York: Praeger Publishers.

Articles and Chapters:

- Cedric Herring. Forthcoming. "Does Diversity Pay?: Racial and Gender Composition of Firms and the Business Case for Diversity." *American Sociological Review*.
- Herring, Cedric and Nicole Michelle Hughes. Forthcoming. "Fairness on the Job: Skin Tone, the Beauty Myth, and the Treatment of African American Women at Work." In *Colorism: Global Perspectives on How Skin Color Still Matters*. R. Hall (Ed.).
- Herring, Cedric and Loren Henderson. 2008. "Diversity in Illinois: Changing Meanings, Demographic Trends, and Policy Preferences." Pp. 79-85 in *The Illinois Report, 2008*. Chicago and Champaign, IL: University of Illinois, Institute of Government and Public Affairs.
- Semyonov, Moshe and Cedric Herring. 2007. "Segregated Jobs or Ethnic Niches? The Impact of Racialized Employment on Earnings Inequality." *Research in Social Stratification and Mobility* 25: 245-257.
- Herring, Cedric and Christopher Herring. 2007. "Demography and Politics of Immigration Policy in Illinois." Pp. 44-49 in *The Illinois Report, 2007*.

- Herring, Cedric. 2006. "Hurricane Katrina and the Racial Gulf: A Du Boisian Analysis of Victims' Experiences." *Du Bois Review: Social Science Research on Race* 3:129-144.
- Pichardo, Nelson A. and Cedric Herring. 2006. "Sacrificing for the Cause: Participation in High Risk Political Activism Within Beneficiary Populations." *Race & Society* 7:113-129.
- Herring, Cedric. 2006. "State of the State: Critical Issues Facing Illinois." Pp. 1-15 in *State of the State of Illinois, 2006*. C. Herring (Ed.). Chicago and Urbana-Champaign: Institute of Government and Public Affairs.
- Herring, Cedric. 2006. "Race, the Digital Divide, and Workforce Readiness." Pp. 165-176 in *State of the State of Illinois, 2006*. C. Herring (Ed.). Chicago and Urbana-Champaign: Institute of Government and Public Affairs.
- Herring, Cedric. 2005. "Open for Business in the Black Metropolis: Race, Disadvantage, and Entrepreneurial Activity in Chicago's Inner City." *The Review of Black Political Economy* 31:35-57.
- Nash, Shondrah and Cedric Herring. 2005. "The Black Church and Community Economic Development." Pp. 363-372 In *African Americans in the United States Economy*. C. Conrad, J. Whitehead, P. Mason, and J. Stewart (Eds.). Lanham, MD: Rowman & Littlefield Publishers.
- Edwards, Korie, Katrina Carter-Tellison, and Cedric Herring. 2004. "For Richer, For Poorer, Whether Dark or Light: Skin Tone, Marital Status, and Spouses' Earnings." Pp. 65-81 in Herring, Cedric, Verna Keith, and Hayward Derrick Horton (eds.). *Skin Deep: How Race and Complexion Matter in the "Color-Blind" Era*. Chicago and Urbana-Champaign: University of Illinois Press.
- Herring, Cedric. 2003. "Bleaching Out the Color Line?: The Skin Color Continuum and the Tripartite Model of Race." *Race and Society* 5:17-31.
- Herring, Cedric. 2002. "Is Job Discrimination Dead?" *Contexts: Magazine of the American Sociological Association* 1:13-18.
- Herring, Cedric, Hayward Derrick Horton, and Melvin Thomas. 2002. "Inner City Entrepreneurship: Is Self-Employment a Cure for Poverty?" Pp. 89-111 in *The New Politics of Race: From Du Bois to The 21st Century*. Marlese Durr (ed.). Westport, CT: Praeger Publishers.
- Hawkins, Darnell and Cedric Herring. 2001. "Race, Crime, and Punishment: Old Controversies and New Challenges." Pp. 240-275 in *New Directions: African Americans in a Diversifying Nation*. J. Jackson (ed.). Washington, DC: National Policy Association.
- Horton, Hayward Derrick, Beverlyn Lundy Allen, Cedric Herring, and Melvin Thomas. 2000. "Lost in the Storm: The Sociology of the Black Working Class, 1850-1990." *American Sociological Review* 65:128-137.
- Herring, Cedric. 2000. "Good Times?: African Americans in 21st Century Chicago." *PRAGmatics: The Journal of Community-Based Research* 3:11-13.

- Herring, Cedric. 2000. "The Growing Diversity of the Illinois Population, 1990-2020." Pp. 72-80 in *Critical Issues Facing Illinois*. R. F. Rich and S. Koeneman (eds.). Chicago and Champaign, IL: University of Illinois Press.
- Herring, Cedric, Michael Bennett, and Douglas Gills. 2000. "Pulling Together or Pulling Apart?: Black-Latino Cooperation and Competition in the U.S. Labor Market." Pp. 137-155 in *The Collaborative City: Opportunities and Struggles for Blacks and Latinos in US Cities*. J. Betancur and D. Gills (eds.). New York: Garland Publishing.
- Herring, Cedric and David Fasenfest. 1999. "The Economic Context of Welfare Reform: New Paradoxes in the Relationship Between Work and Poverty." Pp. 93-98 in *Families, Poverty, and Welfare Reform in Illinois: Confronting a New Policy Era*. L. Joseph (ed.). Chicago: Center for Urban Research and Policy Studies of the University of Chicago and the University of Illinois Press.
- Herring, Cedric, Melvin Thomas, Marlese Durr, and Hayward Derrick Horton. 1999. "Does Race Matter?: The Determinants and Consequences of Self-Reports of Discrimination Victimization." *Race & Society* 2:109-123.
- Herring, Cedric. 1999. "African Americans in Contemporary America: Progress and Retrenchment." Pp. 211-234 in *The Minority Report, 3rd Edition*. G. Dworkin and R. Dworkin (eds). New York: Harcourt Brace.
- Herring, Cedric. 1998. "One Dialogue with Two Audiences: The President's Commission on Race and Reconciliation." *One City*. Chicago Council on Urban Affairs (Summer):4-7.
- Herring, Cedric. 1998. "A Tale of Two Cities?: Profiles of Chicago's Empowerment Zone Residents and Non-Zone Residents." Pp. 71-96 in *Empowerment in Chicago: Grassroots Participation in Economic Development and Poverty Alleviation*. C. Herring, M. Bennett, D. Gills, and N. Jenkins (eds.). Chicago: Great Cities Institute and University of Illinois Press.
- Herring, Cedric. 1998. "The Impact of Affirmative Action in Illinois: Beliefs Versus Realities." Pp. 31-47 in *Civil Rights Issues in Metropolitan Chicago*. Chicago: U.S. Commission on Civil Rights Midwestern Regional Office.
- Bennett, Michael, Noah Temaner Jenkins, and Cedric Herring. 1998. "Empowerment in Chicago: Grassroots Participation in Economic Development and Poverty Alleviation." Pp. 1-13 in *Empowerment in Chicago: Grassroots Participation in Economic Development and Poverty Alleviation*. C. Herring, M. Bennett, D. Gills, and N. Jenkins (eds.). Chicago: Great Cities Institute and University of Illinois Press.
- Herring, Cedric and Charles Amissah. 1997. "Advance and Retreat: Racially Based Attitudes and Public Policy." Pp. 121-143 in *Racial Attitudes in the 1990s: Continuity and Change*. S. Tuch and J. Martin (eds.). New York: Praeger Publishers.
- Herring, Cedric. 1997. "African Americans, the Public Agenda, and the Paradoxes of Public Policy: A Focus on the Controversies Surrounding Affirmative Action." Pp. 3-24 in *African Americans and the Public Agenda: The Paradoxes of Public Policy*. C. Herring (ed.). Thousand Oaks, CA: Sage Publications.

- Bennett, Michael, Cedric Herring, and Douglas Gills. 1997. "Political Consolidation or American Apartheid?: Some Political and Economic Consequences of Black Empowerment." Pp. 35-50 in *African Americans and the Public Agenda: The Paradoxes of Public Policy*. C. Herring (ed.). Thousand Oaks, CA: Sage Publications.
- Morris, Aldon and Cedric Herring. 1996. "The Civil Rights Movement: A Social and Political Watershed." Pp. 206-223 in *Immigration, Race, and Ethnicity*, S. Pedraza and R. Rumbaut (eds.). Belmont, CA: Wadsworth Press.
- Thomas, Melvin, Cedric Herring, and Hayward Derrick Horton. 1996. "Racial and Gender Differences in Returns to Education" Pp. 239-252 in *Race and Ethnicity in America: Meeting the Challenge in the 21st Century*, G. Thomas (ed.). New York: Taylor and Francis Publishers.
- Herring, Cedric and Karen Rose Wilson-Sadberry. 1995. "Preference or Necessity?: Changing Work Roles of Black and White Women, 1973-1990." Pp. 160-170 in *The Work and Family Interface: Toward a Contextual Effects Perspective*. G.L. Bowen and J.F. Pittman (eds.). Minneapolis, MN: National Council on Family Relations. Reprinted from *Journal of Marriage and the Family* 55:314-325.
- Herring, Cedric and Sharon Collins. 1995. "Retreat From Equal Opportunity?: The Case of Affirmative Action." Pp. 163-181 in *The Bubbling Cauldron*, M. P. Smith and J. Feagin (eds.). Minneapolis: University of Minnesota Press.
- Herring, Cedric. 1995. "African Americans and Disadvantage in the U.S. Labor Market." *African American Research Perspectives* 2:55-61.
- Horton, Hayward Derrick, Melvin Thomas, and Cedric Herring. 1995. "Rural-Urban Differences in Black Family Structure: An Analysis of the 1990 Census." *Journal of Family Issues* 16:298-314.
- Thomas, Melvin, Cedric Herring, and Hayward Derrick Horton. 1994. "Discrimination Over the Life Course: A Synthetic Cohort Analysis of Earnings Differences Between Black and White Males, 1940-1990." *Social Problems* 41:608-628.
- Herring, Cedric. 1994. "Who Represents the People?: African Americans and Public Policy During the Reagan-Bush Years." Pp. 77-97 in *African Americans and the New Policy Consensus: Retreat of the Liberal State?*, M. Lashley and N. Jackson (eds.). New York: Greenwood.
- Herring, Cedric. 1993. "Ethnic Notions About Alien Nations: American Ethnic Groups' Changing Sentiments Toward Foreign Countries." *Sociological Focus* 26:315-332.
- Herring, Cedric and Karen Rose Wilson-Sadberry. 1993. "Preference or Necessity?: Changing Work Roles of Black and White Women, 1973-1990." *Journal of Marriage and the Family* 55:314-325.
- Herring, Cedric, Hayward Derrick Horton, and Melvin Thomas. 1993. "Feminization of Poverty or Pauperization of Women?: Clarifying the Sources of Change in the Impoverishment of Women and That of Their Families." *National Journal of Sociology* 7:43-65.

- Johnson, Gloria Jones and Cedric Herring. 1993. "Underemployment among Black Americans." *Western Journal of Black Studies* 17:126-134.
- Keith, Verna and Cedric Herring. 1991. "Skin Tone and Stratification in the Black Community." *American Journal of Sociology* 97:760-778.
- Butler, John Sibley and Cedric Herring. 1991. "Ethnicity and Entrepreneurship in America: Toward an Explanation of Racial and Ethnic Group Variations in Self-Employment." *Sociological Perspectives* 34:79-94.
- Herring, Cedric, James S. House, and Richard P. Mero. 1991. "Racially Based Changes in Political Alienation in America." *Social Science Quarterly* 72:123-134.
- Herring, Cedric. 1991. "Splits and Chasms on Affirmative Action." *Illinois Issues* 17:36-37.
- Herring, Cedric and Gloria Jones Johnson. 1990. "Political Responses to Underemployment Among African Americans." *National Political Science Review* 2:92-109.
- Herring, Cedric. 1989. "Convergence, Polarization, or What?: Racially Based Changes in Attitudes and Outlooks, 1964-1984." *Sociological Quarterly* 30:267-281.
- Johnson, Robert J. and Cedric Herring. 1989. "Labor Market Participation Among Young Adults: An Event History Analysis." *Youth & Society* 21:3-31.
- Herring, Cedric. 1989. "Acquiescence or Activism?: Political Behaviors among the Politically Alienated." *Political Psychology* 10:135-153.
- Herring, Cedric. 1988. "Do Blacks Still Support Civil Rights Leaders?" *Sociology and Social Research* 72:87-90.
- Herring, Cedric. 1987. "Alienated Politics and State Legitimacy: An Assessment of Three Neo-Marxian Theories." *Journal of Political and Military Sociology* 15:17-31.
- Morris, Aldon and Cedric Herring. 1987. "Theory and Research in Social Movements: A Critical Review." *Annual Review of Political Science* 2:137-193.
- Herring, Cedric. 1987. "Changes in Political Alienation in America, 1964-1980." *National Journal of Sociology* 1:73-100.
- Herring, Cedric. 1982. "Inside and Outside the For-Profit Nursing Home." *Journal of Sociology and Social Welfare* 9:49-71.

Monographs and Policy Reports:

- Herring, Cedric. 2004. "Defending the United Nations: Levels of Public Support for the United Nations in Eight Countries." Briefing paper prepared for the United Nations, February 19, New York, NY.

- Herring, Cedric. 2003. "African American Interests in Global Perspective." Briefing paper prepared for presentation at the United Nations, October 7, New York, NY.
- Herring, Cedric. 2001. "Race, Redistricting, and Representation in Illinois." Pp. 13-17 in *Redistricting Illinois, 2001*. Chicago and Champaign, IL: University of Illinois, Institute of Government and Public Affairs.
- Herring, Cedric. 2001. "Racial Profiling and Illinois Policy." *Policy Forum* 14:1-5.
- Bennett, Michael, Doug Gills, Cedric Herring, and Noah Temaner Jenkins. 1999. *Business Capital for the Empowerment Zones*. Chicago: Egan Urban Center.
- Herring, Cedric and Edward L. Palmer. 1997. *The Role of Black Intellectuals and the Black Community in Policy Formation*. Chicago: Institute for Research on Race and Public Policy.
- Katz, Robert and Cedric Herring. 1993. *Jobs and Housing: A Study of the Relationship Between Attainable Housing and Employment Opportunities in the Chicago Metropolitan Region*. Report submitted to the Greater Chicagoland Housing Foundation.
- Herring, Cedric. 1993. *Barriers to Minority Employment*. Report submitted to the Illinois House of Representatives' Jobs Summit.
- Herring, Cedric. 1992. *The Underemployment of African-American Males*. Report submitted to State Attorney General Burris' Task Force on African American Males.
- Herring, Cedric. 1992. *Vulnerable Generations: An Assessment of the Quality of Life in Five High-Poverty Community Areas in Chicago*. Report submitted to Families with a Future.
- Herring, Cedric. 1991. "Race, Sex, and Underemployment in Chicago." *Policy Forum* 4:1-4.
- Wilson, Cynthia, James Lewis, and Cedric Herring. 1991. *The 1991 Civil Rights Act: Restoring Basic Protections*. Chicago: Urban League.

Book Reviews and Editorial Essays:

- Herring, Cedric. 2006. "The Digital Divide: Race and Ethnicity are Factors that Determine Which Illinoisans are the 'Haves' in the Age of Information Technology." *Illinois Issues* (June) 30: 32-33.
- Herring, Cedric. 2004. "African Americans Give Bush Thumbs Down." *New African* (September) 432: 56-59.
- Herring, Cedric. 2002. "Why There Is No Freedom in Africa," Review of *Listen Africans: Freedom Is under Fire*, by Emma S. Etuk. *ForeWord Reviews*.
- Herring, Cedric. 2001. "Saving African American Males from the Penal System: A Review of *State of Emergency: We Must Save African American Males*, by Jawanza Kunjufu. *ForeWord Reviews*.

- Herring, Cedric. 2000. Review of *Being Black, Living in the Red: Race, Wealth, and Social Policy in America*, by Dalton Conley. *Contemporary Sociology* 29:349-351.
- Bonilla-Silva, Eduardo and Cedric Herring. 1999. "'We'd Love to Hire Them But' ...: The Underrepresentation of Sociologists of Color and Its Implications." *American Sociological Association's Footnotes* (March): 6-7.
- Herring, Cedric. 1996. "Declaring War on the Poor." Commentary in the *Chicago Sun-Times*, August 3, 1996, p.16.
- Herring, Cedric. 1991. Review of *Race and the Decline of Class in American Politics* by Robert Huckfeldt and Carol Weitzel Kohfeld. *Journal of Politics* 53:554-556.
- Herring, Cedric. 1990. Review of *Western Capitalism and State Socialism: An Introduction* by Howard Davis and Richard Scase. *Sociological Inquiry* 60:208-209.
- Herring, Cedric. 1990. "Deja Vu All Over Again: A Discussion of Wilson's Analysis of the 'Underclass.'" *Association of Black Sociologists Newsletter* 17:4-5.
- Herring, Cedric. 1986. Review of *Black American Politics: From the Marches on Washington to Jesse Jackson* by Manning Marable. *Contemporary Sociology* 15:639-640.

WORKS UNDER REVIEW AND IN PROGRESS:

- Cedric Herring and Sharon H. Mastracci. "Achieving Workplace Diversity: Organizational Factors and Employment Practices that Matter." Under Review.
- Sharon H. Mastracci and Cedric Herring. "Nonprofit Management Practices and Work Processes that Promote Gender Diversity." Under Review.
- Cedric Herring and Sharon Collins. "Managing Diversity and Organizational Change."
- Angela Mascarenas and Cedric Herring. "Marching in March: Early Participation in Chicago's Immigrant Mobilizations."

SELECTED CONFERENCE PAPERS:

- Herring, Cedric. 2008. "Beyond the Bradley Effect: Race, Racism, and the 2008 Presidential Election." Paper presented at the Race and the 2008 Presidential Election Forum, Washington, DC.
- Herring, Cedric. 2008. "From Affirmative Action to Diversity: Toward a 'Critical Diversity' Perspective." Paper presented at the Reinventing Race, Reinventing Racism: The 40th Anniversary of the Kerner Commission Conference in Chicago, IL.

- Herring, Cedric. 2008. "Diversity and Segregation in the Chicago Metropolitan Area." Paper presented at the Association of Collegiate Schools of Planning (ACSP) and the Association of European Schools of Planning Conference in Chicago, IL.
- Herring, Cedric and Nicole Michelle Hughes. 2005. "Fairness on the Job: Skin Tone, the Beauty Myth, and the Treatment of African American Women at Work." Paper presented at the annual meeting of the American Sociological Association in Philadelphia, PA.
- Herring, Cedric. 2004. "Multiracial Democracy." Presentation at the Social Justice and Social Science, April 13, Urbana-Champaign, IL.
- Herring, Cedric. 2004. "Affirmative Action: Historical Perspectives and Contemporary Issues." Presentation at the 50 th Anniversary of *Brown v. Board of Education: Looking Back and Moving Forward Series*, Chicago, IL, March.
- Herring, Cedric. 2003. "African American Interests in Global Perspective." Presentation at the United Nations, New York, NY, October.
- Herring, Cedric. 2003. "African American Interests in Global Perspective: Preliminary Findings from the National Survey of African American Opinion Leaders." Presentation at South Suburban College, IL, June.
2002. "Racial Profiling and Social Justice in 21st Century America." Presentation at the Annual Luncheon for the Human Relations Foundation and the Human Relations Commission of Chicago.
- 2002."Bleaching Out the Color Line?: The Skin Color Continuum and the Tripartite Model of Race." Paper presented at the annual meeting of the Black Studies Association in Chicago, IL.
2002. "Race and Human Development in America's Cities." Paper presented at the annual meeting of the Black Studies Association in Chicago, IL.
2001. "Race Into the Digital Age: The Digital Divide and Workforce Readiness in Illinois." Paper presented at the Critical Issues Facing Illinois Conference, Urbana-Champaign, IL.
2001. "The Future of Affirmative Action: DOA?" Paper presented at the annual meeting of the Association of Black Sociologists in Anaheim, CA.
2001. "The Sociology of Quasi-Whites: Non-Hispanic, Non-European Whites and the Meaning of Race in America." Paper presented at the annual meeting of the American Sociological Association in Anaheim, CA (With Hayward Derrick Horton and Verna Keith).
2000. "Race Traitors, Self-Haters, or Equal Opportunists?: Explaining Support for Unpopular Views' on Affirmative Action." Paper presented at the annual meeting of the American Sociological Association in Washington, DC. (With Hayward Derrick Horton, Verna Keith, and Melvin Thomas).

2000. "For Richer, For Poorer, Whether Dark or Light: Skin Tone, Self-Esteem, and Spouses' Earnings." Paper presented at the annual meeting of the Association of Black Sociologists in Washington, DC. (With Korie Edwards and Katrina Carter).
2000. "Not by the Color of Their Skins: Skin Tone Variations and Discrimination Against People of Color." Paper presented at the annual meeting of the Association of Black Sociologists in Washington, DC. (With Katrina Carter and Korie Edwards).
1999. "Perceptions of Social Justice: The Racial Divide." Paper presented at the annual meeting of the American Sociological Association in Chicago, IL (With Melvin Thomas and Hayward Derrick Horton).
1999. "Race into the New Millennium: How Will Things Be Different?" Paper presented at the annual meeting of the Association of Black Sociologists in Chicago, IL.
1998. "Falling Without a (Safety) Net: Plight of the Working Poor in the Post Welfare Reform Era." Paper presented at the annual meeting of the American Sociological Association in San Francisco, CA.
1998. "Lost in the Storm: The Sociology of the Black Working Class, 1850-1990." Paper presented at the annual meeting of the American Sociological Association in San Francisco. (With Hayward Derrick Horton, Melvin Thomas, and Beverly Allen Lundy).
1997. "The Effects of Work and Training Programs in High Poverty Areas of the Inner City." Paper presented at the "Globalization and Local and Regional Policy" Conference, September 15-19, Chicago, IL.
1997. "Welfare Reform and the Changing Relationship Between Work and Poverty." Paper presented at the African American Studies Association Conference, April 17-20, Chicago, IL.
1997. "African Americans and the Public Agenda: A Focus on Affirmative Action." Paper presented at North Carolina State University, Raleigh, NC, January.
1996. "A Tale of Two Cities?: Profiles of Chicago's Empowerment Zone Residents and Non-Zone Residents." Paper presented at the "Metropolis and Politics: Hamburg and Chicago" Conference in Hamburg, Germany, November 11-13, 1996.
1996. "Racial Competition, Scarce Jobs, and the Decline of Marriage Among Men." Paper presented at the annual meeting of the American Sociological Association in New York.
1995. "The Economic Context of Welfare Reform: New Paradoxes in the Relationship Between Work and Poverty." Paper presented at the Chicago Assembly in Chicago, IL.
1995. "African Americans, the Public Agenda, and the Paradoxes of Public Policy: A Focus on the Controversies Surrounding Affirmative Action." Presidential Address presented at the annual meeting of the Association of Black Sociologists in Washington, DC.

1994. "Inner-City Entrepreneurship: Is Self-Employment a Cure for Poverty?" Paper presented at the annual meeting of the Association of Black Sociologists in Los Angeles.
1993. "Ethnic Notions About Alien Nations: American Ethnic Groups' Changing Sentiments Toward Foreign Countries." Paper presented at the 31st International Congress of the International Institute of Sociology at the Sorbonne, Paris, France.
1993. "Affirmative Action in America: A Provisional Assessment of Who Benefits and Who Sacrifices." Paper presented at annual meeting of the Midwestern Sociological Society in Chicago.
1992. "Stopping the Revolving Door: Toward an Understanding of Recruitment and Retention of African American Faculty." Paper presented at the annual meeting of the Association of Black Sociologists in Pittsburgh.
1992. "Who Represents the People?: Results from a Social Survey of Chicago Residents and Their Elected Representatives." Paper presented at the Annual Black Studies Conference in Chicago.
1991. "Unwed Mothers, Labor Force Participation, and Poverty: A Look at Some of the Gaps Between Evidence and New Calls for Action." Invited paper presented at the Opportunities for Action: Policies for Addressing Repeat Births to Teens and Single Young Mothers Conference, Urbana, IL.
1989. "Deja Vu All Over Again: Wilson's Analysis of the Black 'Underclass.'" Invited paper presented at the annual Heman Sweatt Symposium on Civil Rights, Austin, TX.
1989. "Political Responses to Underemployment Among African Americans." Paper presented at the annual meeting of the National Conference of Black Political Scientists, Baton Rouge, LA.
1988. "Monitoring the Monitors: The Study of Racially Based Changes in Political Alienation." Paper presented at the American Sociological Association Meetings, Atlanta, GA.
1988. "A Marriage Made in Heaven?: The Friedman-McAdam Synthesis of Structural and Rational Choice Theories of Collective Action." Paper presented at the Frontiers in Social Movement Theory Workshop, Ann Arbor, MI.
1987. "Class-Based Reactions to Political Alienation." Paper presented at the American Sociological Association Meetings, Chicago, IL.
1986. "Squeezing the Middle: Understanding the Declines in Trust in the American Political System." Paper presented at the American Sociological Association Meetings, New York, NY.
1983. "Political Alienation and State Delegitimation." Paper presented at the annual meeting of the Committee on Institutional Cooperation, Madison, WI.
1982. "Caste by Certification: External Determinants of Power Arrangements in a Competitive Labor Market Setting." Paper presented at the annual meeting of the North Central Sociological Association, Detroit, MI.

RESEARCH GRANTS:

- 2008-2010. "Rethinking Race and Affirmative Action in the U.S. and South Africa." (With Paul Tiyambe Zeleza [P.I.], William Bielby, Zimitri Erasmus, Maria Krysan,, Marcelo Paixao, and Crain Soudien). Submitted to the Ford Foundation. Funded for \$349,000.
- 2005-2007. "The Pulse of Black America Survey, the Civil Society League, and the People's Assembly." (With Alice Palmer and Bobby Austin). Ford Foundation. Funded for \$214,000.
- 2003-2005. "Collaborative Research on Race and Rust Belt Revitalization: What Determines Who Lives Where?" (With Maria Krysan, Reynolds Farley, Phillip Bowman, Mick Couper, and Tyrone Forman.) National Science Foundation. Funded for \$503,855.
- 2002-2003. "Race, Ethnicity and Residential Segregation." (With Philip Bowman, Tyrone Forman, and Maria Krysan.) UIC Campus Research Board. Funded for \$15,000.
2001. "The Changing Terrain of Race: Theory, Methods, and Public Policy." (With Philip Bowman, Sharon Collins, Tyrone Forman, Maria Krysan, Amanda Lewis, and Stephen Warner). Russell Sage Foundation. Funded for \$35,000.
2001. "Race and Human Development in the United States: A Proposal to Create *America's Human Development Report on Race*." University of Illinois at Chicago Great Cities Seed Fund. Funded for \$7,500.
2001. "The Changing Terrain of Race: Theory, Methods, and Public Policy." (With Philip Bowman, Sharon Collins, Tyrone Forman, Maria Krysan, Amanda Lewis, and Stephen Warner). American Sociological Association's Fund for the Advancement of the Discipline. Funded for \$5,000.
- 1997-1999. "The Community Capacity Network." (With Adriana Ballen, John Betancur, and Doug Gills). John D. and Catherine T. MacArthur Foundation. Funded for \$600,000
- 1995-1998. "The National Empowerment Zone Action Research Project." (With Michael Bennett and Doug Gills). John D. and Catherine T. MacArthur Foundation. Funded for \$200,000
- 1995-1996. "Citizen Participation in Empowerment Zones in the Midwest." (With Michael Bennett and Doug Gills). Beatrice Joyce Foundation. Funded for \$70,000
- 1994-1995. "Evaluating Empowerment Zones." (With Michael Bennett and Doug Gill). University of Illinois at Chicago Great Cities Initiative Seed Fund. Funded for \$12,000
- 1992-1993. "Jobs and Housing in the Metropolitan Chicago Region." (With Robert Katz). Greater Chicagoland Housing Foundation. Funded for \$50,000
- 1990-1991. "Working but Poor: Underemployment in America." Ford Foundation. Funded for \$25,0000

1987-1989. "Racial Differences in the Causes of and Responses to Political Alienation." National Science Foundation. Funded for \$15,000

1986. "From Acquiescence to Activism: Discrete Behavioral Reactions to Political Alienation." Summer Research Award, Texas A&M University, College of Liberal Arts. Funded for \$5,000

1983-1984. "Political Alienation and the Legitimacy Crisis of the State." American Sociological Association Minority Fellowship Program. Funded for \$3,500

HONORS AND AWARDS:

Fellow, CIC Academic Leadership Program, University of Illinois at Chicago, 2007-2008.

Fellow, Great Cities Institute, University of Illinois at Chicago, 1995-96.

President, Association of Black Sociologists, 1994-1995; President-Elect, 1993-1994.

Summer Fellow, Center for Advanced Study in Behavioral Sciences, Stanford University, 1994.

Recipient of Indiana University Minority Faculty Recruitment Fellowship, 1989.

Recipient of Ford Foundation Minority Postdoctoral Fellowship, 1987-1988.

Recipient of Sydney Spivack Dissertation Award, 1985.

Recipient of Horace H. Rackham Predoctoral Fellowship, 1984-85.

Recipient of American Sociological Association Minority Fellowship, 1982-84.

Recipient of CIC Minorities Fellowship, 1980-1982.

Recipient of the Werlin Award, University of Houston, 1980.

TEACHING AND RESEARCH INTERESTS:

*Race and Public Policy/Sociology of African Americans

*Social Policy/Political Sociology

*Labor Force Issues and Policies

*Stratification and Inequality

TECHNICAL SKILLS:

*Research Design and Implementation

- *Survey Research Methods
- *Qualitative Research Methods
- *Program Evaluation and Assessment
- *Statistics and Data Analysis/Data Management

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS:

- American Sociological Association.
- Association of Black Sociologists.
- American Political Science Association.
- Midwestern Sociological Society.
- National Conference of Black Political Scientists.

PROFESSIONAL SERVICE:

- Co-Organizer of “Reinventing Race, Reinventing Racism: The 40th Anniversary of the Kerner Commission” Conference in Chicago, IL. Conference co-sponsored with the Institute for Research on Race and Public Affairs (UIC) and the Institute of Government and Public Affairs of the University of Illinois, 2008.
- Co-Organizer of “Planning Committee for the Trans Atlantic Commission on Race, Ethnicity, Immigration and Citizenship” Conference co-sponsored with the European Union, the London School of Economics, and the Institute of Government and Public Affairs of the University of Illinois, London, United Kingdom, 2006.
- Co-Organizer of “Corporate Social Responsibility and Sustainability” Conference co-sponsored with the United Nations Global Compact, the PEOPLE Program, and the Institute of Government and Public Affairs of the University of Illinois, Chicago, IL, 2006.
- Co-Organizer of “The Trans Atlantic Conference on Race and Xenophobia” Conference co-sponsored with the European Union, Illinois Black United Fund, Howard University, and the Institute of Government and Public Affairs, Chicago, IL, 2002.
- Co-Organizer of “The Changing Terrain of Race and Ethnicity: Theory, Methods, and Public Policy” Conference, Chicago, IL, 2001.
- Co-Chair, American Sociological Association's Committee on the Status of Racial and Ethnic Minorities, 1999-2001.

- Organizer of “Blacks on Black Life: A Dialogue with African American Authors and Intellectuals,” Chicago, IL, 1997.
- Co-Organizer and Convener for “Globalization and Local and Regional Policy” Conference, Chicago, IL, 1996.
- Co-Organizer and Convener for “Human Development and Economic Growth: Investments in People or Markets?” Conference co-sponsored with the United Nations Development Programme, Chicago, IL, 1996.
- Co-Organizer and Convener for “The Role of Black Intellectuals and the Black Community in Policy Formation.” Conference in Chicago, IL, 1996.
- Co-Organizer and Convener for “Empowerment Zones: Debunking the Myths/Confirming the Realities of Citizen Participation.” Conference co-sponsored with the John D. and Catherine T. MacArthur Foundation, Chicago, IL, 1996.
- Midwest Sociological Society, Organizer and Presider for “Ethnic and Racial Contact and Customs in America” session at the annual meeting in Chicago, IL, 1996.
- Midwest Sociological Society, Organizer for “Racial and Ethnic Immigrants and Migrants in America” session at the annual meeting in Chicago, IL, 1996.
- American Sociological Association's Section on Racial and Ethnic Minorities, Council Member, 1994-1995.
- American Sociological Association's Committee on Committees, Elected Representative, 1992-1994.
- Midwest Sociological Society's Minority Scholars Committee, Chair, 1992-1994.
- Midwest Sociological Society, Organizer and Presider for “Stratification: Global and International Dimensions” session at the annual meeting in Kansas City, MO, 1992.
- American Sociological Association, Organizer and Presider for “Civil Rights and Voting Rights: The Long Term Policy Consequences” session at the annual meeting in Cincinnati, 1991.
- American Sociological Association's Section on Racial and Ethnic Minorities Nominations Committee, 1991.
- Association of Black Sociologists, Graduate Student Paper Competition Committee, Co-Chair, 1991.
- American Sociological Association, Organizer and Presider for “Social Movement Outcomes and Effects on Public Policy” session at the annual meeting in Washington, DC, 1990.

American Sociological Association, Organizer and Presider for “Social Movements and Collective Behavior: Issues of Mobilization and Demobilization” session at the annual meeting in Washington, DC, 1990.

American Sociological Association, Organizer for “Community and Local Dimensions of Collective Action” session at the annual meeting in Washington, DC, 1990.

American Sociological Association, Organizer for “Collective Behavior Episodes” session at the annual meeting in Washington, DC, 1990.

National Research Council's Selection Panel for the Ford Foundation's Minority Fellowship Program, 1989.

Association of Black Sociologists, Organizer and Presider for “Poverty, Race, and Gender: The Quest for Change in the Black Community” session at the annual meeting in San Francisco, CA, 1989.

Southwestern Sociological Association, Chair, Elections Committee, 1988-1990.

American Sociological Association's Collective Behavior and Social Movements Section's Nominations Committee, 1988-1990.

Southwestern Social Science Association's Committee on the Profession, 1988-1990.

Association of Black Sociologists' Executive Committee, 1987-1991.

Association of Black Sociologists, Editor, *Association of Black Sociologists Newsletter*, 1987-1991.

Occasional Referee, *American Sociological Review*, *American Journal of Sociology*, *Social Forces*, *Sociological Quarterly*, *Race & Society*, *National Journal of Sociology*, *Rural Sociology*, *Social Science Quarterly*, *Social Problems*, *Sociological Inquiry*, National Science Foundation.

PUBLIC SERVICE:

Media Appearances

2008. Guest on WILL-TV concerning the 2008 election, October, 2008.

2008. Panelist on CAN-TV concerning new racism, June, 2008.

2007. Guest on WBBM-Radio concerning the presidential candidacy of Barak Obama, January 2007.

2007. Guest on *Hispanics Today* (a nationally syndicated show) concerning the impact of diversity on business performance, January 2007.

2007. Featured in several newspapers and magazines (including *Washington Post*, *Cincinnati Post*, *Anchorage Daily News*, *The Journal Times* (Racine, WI), *The Miami Herald*, *The South Bend (IN) Tribune*, *The Sarasota (FL) Herald-Tribune*, *The Arizona Republic*, *Diverse News in Higher Education*, and *Workplace Diversity News*) concerning the impact of diversity on business performance, January and February of 2007..
2006. Cited by *DiversityInc. Magazine* as having conducted one of the five best research efforts on the impact of diversity, December 2006.
2006. Featured Guest on WTTW-TV: Chicago Tonight to discuss the race for Illinois Governor, Cook County politics, and Sen. Barack Obama's trip to Africa, August 2006.
2006. Featured guest on WILL-Radio to discuss “*The State of the State of Illinois, 2006.*”
2006. Featured in *The Society for Human Resource Management Magazine* concerning the benefits from diversity, August, 2006.
2006. Featured in a University of Illinois News Bureau story about how changes in diversity in Illinois are likely to affect the state’s policy choices, May, 2006.
2006. Quoted extensively in a story in the *Memphis Commercial Appeal* about race and skin complexion as a political wedge, February, 2006.
2004. Featured in a story entitled “Study: Blacks, Whites Differ on Foreign Policy” in the *Chicago Defender*, May 10, 2004.
2004. Mentioned prominently in a story entitled “Why the United Nations is Important and Why We Must Join with Others to Defend It” in the *Chicago Defender*, March 13, 2004.
2004. Featured in a story entitled “Defending the United Nations: Levels of Public Support for the United Nations in Eight Countries” in the *IATP* (Institute for Agriculture and Trade Policy) *Trade Observatory*, March 9, 2004.
2004. Featured in a story entitled “Successful Blacks in Position to Help Close Wage Gap” in the *Chicago Sun-Times*, January 8, 2004.
2003. Featured in a story entitled “Sociologist Provides Briefing at the United Nations” in the *American Sociological Association’s Footnotes*, December 2003.
2003. Featured in a front page story entitled “Crossing the Color Line” in the *Winston-Salem Chronicle*, October 9, 2003.
2003. Featured Guest on WVON Radio in Chicago to discuss “African American Interests in Global Perspective.”

2003. Featured Guest on WUPC-TV in Chicago on “Community Connection” to discuss *Skin Deep: How Race and Complexion Matter in the “Color-Blind” Era*.
2003. Featured Guest on WBEZ-Radio in Chicago on “Where We Stand: Cities, Challenge, and Change.”
2003. Featured Guest on WBBM Radio on “At Issue: Affirmative Action.”
2003. Featured Guest on WVON Radio in Chicago to discuss “African American Interests in Global Perspective.”
2002. Featured Guest on WVON Radio in Chicago to discuss “The Trans-Atlantic Survey of African American Opinion Leaders.”
2002. Featured in “Health Crisis Can Heal or Hurt a Couple” in the *Chicago Tribune*; Chicago, Ill.; Dec 4, 2002; pg. 2 of C Edition; Kevin McKeough, Special Contributor to the *Chicago Tribune*.
2002. Quoted in “Minority Faculty Finish Last on Tenure Track” in *The Chicago Reporter*, Chicago, IL, November 2002; Rupa Shenoy, Feature Writer for *The Chicago Reporter*.
2002. Featured Guest on “The Michael Reagan Show” on nationally syndicated radio to discuss “Is Job Discrimination Dead?”
2002. Featured Guest on “America's Independent Voice” on WAOK-Radio in Atlanta to discuss “Is Job Discrimination Dead?”
2002. Interviewed for an article concerning the impact of unemployment on families in the *Chicago Tribune*.
2002. Interviewed for an article about derogatory racial terms in *The Chicago Reporter*.
2001. Featured Guest on Fox 32 TV News Series and Special Report: “Experiment in Black and White” Series on race relations.
2001. Guest on WGN Radio’s Extension 720: “Racial Politics in America.”
2000. Featured Guest on WTTW-TV: Chicago Tonight about “Racial Profiling and Discrimination.”
2000. Interviewed on National Public Radio in a story about the Audiobook Publishing Industry.
1999. Guest on Fox 32 TV News about “Racial Hate Groups.”
1999. Guest on WBEZ Radio about “Racism as a Psychiatric Condition.”
1998. Guest on BBC Radio 4's series on “African American Politics, Affirmative Action, and Class Inequality.”

1998. Guest on WBEZ Radio about "Color Blindness in Race Relations."
1998. Guest on WBEZ Radio about "Racial Hate Crimes."
1997. Guest on WTTW Channel 11 TV on "Chicago Tonight: Tight Labor Markets and Welfare Reform."
1997. Guest on WBBM Radio about "The President's Apology for Slavery."
1997. Guest on WAMC Radio (Albany, New York) Vox Pop Show about "African Americans and the Public Agenda."
1997. Guest on WBBM Radio about "The Gallup Poll on Racial Perceptions (the Social Audit)."
1997. Guest on WILL Radio (Central Illinois) Afternoon Magazine about "African Americans and the Public Agenda."
1997. Guest on WVON Radio about "The Institute for Research on Race and Public Policy and African Americans and the Public Agenda."
1997. Guest on WBBM Radio about "Race Relations among Youth."
1997. Guest on Univision Television (Channel 66) about "Disproportionate Incarceration Rates for Minorities."
1997. Guest on WBEZ Radio about "Increasing Minority Entrepreneurship in America."
1996. Guest on WBEZ Radio about "Welfare Reform in the United States."
1996. Guest on WVON Radio about "Welfare Reform in Illinois and Wisconsin."
1995. Guest on WTTW Channel 11 TV on "Chicago Tonight: Racial Divide in Chicago: A Comparison of Chicago's Black and White Middle Class."
1995. Guest on WJJD Radio about "Chicago's Black and White Middle Class."
1995. Guest on WGN Radio about "Chicago's Black Middle Class."
1995. Guest on WVON Radio about "The Racial Divide in America."
1995. Guest on WBEZ Radio about "The Possible Presidential Candidacy of General Colin Powell."
1995. Guest on WTTW Channel 11 TV on "Chicago Tonight: The Possible Presidential Candidacy of General Colin Powell."

1995. Interview on WVON Radio about "African Americans, the Public Agenda, and the Paradoxes of Public Policy."
1994. Featured Guest on WLS Channel 7 TV on "Face to Face: The General Agreement on Trade and Tariffs, Deindustrialization, and the Likely Impact on Employment Prospects."
1994. Featured Guest on WFLD Channel 32 TV on "32 This Week: Racial Hate Crimes."
1994. Interview on WPNT Radio about "The Illinois Governor's Race."
1993. Featured Guest on WBBM Channel 2 TV on "Different Drummers: Racial Stereotypes and African Americans."
1993. Featured Guest on WFLD Channel 32 TV on "32 This Week: Discrimination and the Labor Market."
1992. Interview on WPNT Radio about "Institutional Discrimination and the Labor Market."
1992. Featured Guest on WBBM Channel 2 TV on "Different Drummers: Youth Values and Presidential Politics."
1992. Interview on WMAQ Channel 5 TV about the Illinois U. S. Senate Race.
1992. Guest on WVON Radio. "Color and Inequality in the Black Community."
1992. Interview on WLS Channel 7 TV on Poverty and Policy in Chicago in the 1990s.
1992. Guest on WVON Radio. "The Jesse Jackson Legacy in American Politics."
1991. Guest on WVON Radio. "Affirmative Action in America."
1988. Guest on NBC Radio. "The Super Tuesday Elections."
1988. Guest on the National Black Network. "The Jackson Factor in the Democratic Primary."
1988. Guest on Radio Station KAMU and the Texas Radio Network's "Perspectives: Political Alienation; Political Participation: The 1988 Vote."
1988. Guest on several radio stations across the nation to discuss the effects of political alienation on the 1988 presidential elections.

Expert Testimony and Task Force Service

2006. Served as Expert witness for discrimination lawsuit: *Thomas v. Waffle House*.

2006. Served as Expert witness for discrimination lawsuit: *Edwards et al. v. Waffle House*.
2004. Provided a briefing on “The Global Compact and Defending the United Nations” to national and international opinion leaders at the United Nations.
2003. Provided a briefing on “African American Interests in Global Perspective” to national and international opinion leaders at the United Nations.
2001. Worked with the Chief Justice of the Circuit Court of Cook County to provide training to judges in order to help reduce bias in the courts.
- 1998-1999. Expert Witness for Interest Arbitration Hearings on Residency Requirements for Public Safety Officers in Cicero, IL.
1998. Worked with the Chief Justice of the Circuit Court of Cook County to provide training to judges in order to help reduce bias in the courts.
1997. Expert Witness for Illinois General Assembly on Jobs and Welfare Reform.
1996. Expert Witness for Illinois Advisory Committee to the U.S. Civil Rights Commission Hearings on Affirmative Action.
1993. Expert Witness for Illinois House of Representatives' Jobs Summit.
1993. Guest Speaker for the Illinois Minority Graduate Incentive Program and Illinois Consortium for Educational Opportunity Program, Chicago, IL.
1992. Expert Witness for State Attorney General Burriss' Task Force on African American Males.
1992. Member of State Senator Palmer's Task Force on Social Problems in the Englewood Community.
- 1991-1993. Member of the Community Development Needs Assessment Committee of the United Way of Chicago.
- 1990-1997. Advisory Council for Research, Chicago Urban League.

UNIVERSITY SERVICE:

- UIC’s Campus Promotion and Tenure Committee, 2007-2008.
- UIC’s Diversity Mission Statement Committee, 2007-2008.
- UIC's Chancellor's Committee on the Status of Blacks, Co-Chair, 1996-1998; Chair of the Social Policy Subcommittee, 1993-96; Member, 1992-2005.

University of Illinois Institute of Government and Public Affairs Director Search Committee, 1997;
2004-2005.

Task Force to Explore the Creation of a Race and Public Policy Research Institute, 1996.

Steering Committee, Consortium for Institutional Cooperation-Alliance for Success, 1994-1995.

UIC College of Liberal Arts and Sciences' Dean Search Committee, 1994.

Advisory Board for UIC's Great Cities Initiative, 1993-1994.

Ad Hoc Committee to Explore a School of Public Affairs, 1992.

UIC Chancellor's Standing Campus Priorities Committee, 1991-1993.

UIC Dean of College of Liberal Arts and Sciences' Task Force on Restructuring the College, 1991-1992.

TAMU College of Liberal Arts Council, Elected Representative, 1989-1990.

TAMU Athletic Council, 1988-1990.

Search Committee for TAMU Associate Deans of Liberal Arts, 1987.