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Nathan Wilmers

ACADEMIC POSITIONS	MIT Sloan School of Management Erwin H. Schell Associate Professor of Management, 2025-present Associate Professor (with Tenure), Work and Organization Studies, 2023-present Core Faculty, Institute for Work and Employment Research, 2018-present Core Faculty, Economic Sociology Program, 2018-present Sarofim Family Career Development Associate Professor, 2022-2025 Associate Professor (without Tenure), Work and Organization Studies, 2022-2023 Sarofim Family Career Development Associate Professor, 2019-2022 Assistant Professor, Work and Organization Studies, 2018-2022
EDUCATION	Harvard University Ph.D., Sociology, 2018 M.A., Sociology, 2016
	University of Chicago B.A., Philosophy, 2010
RESEARCH INTERESTS	Wage and Earnings Inequality, Economic Sociology, Organizational Sociology, Labor Unions, Sociology of Work
PEER-REVIEWED PUBLICATIONS	Roh, Soohyun and Nathan Wilmers. "Declining Inequality and Persistent Inequality Structures," <i>Sociological Science</i> . Lyttelton, Tom and Nathan Wilmers. Forthcoming. " The Politicization of Wage-setting ," <i>Administrative Science Quarterly</i> . Nelson, Dylan and Nathan Wilmers. Forthcoming. "Racial Inequality and Bureaucracy in US Manufacturing," <i>Management Science</i> . Engzell, Per and Nathan Wilmers. 2025. " Firms and the Intergenerational Transmission of Labor Market Advantage ," <i>American Journal of Sociology</i> , 131. Nelson, Dylan and Nathan Wilmers. 2025. " Earnings Effects of Direct Worker Voice in Production ," <i>ILR Review</i> , 79. Lukas Lehner, Zachary Parolin, and Nathan Wilmers. 2025. " Declining Earnings Inequality, Rising Income Inequality: What Explains Discordant Inequality Trends in the United

States?” *Journal of Public Economics*, 244.

Wilmers, Nathan, Di Tong and Victoria Zhang. 2025. “Between-firm Inequality and Informal Social Relations,” *American Journal of Sociology*, 130: 1217-1262.

Massenkoff, Maxim and Nathan Wilmers. 2025. “Rubbing Shoulders: Class Segregation in Daily Activities,” *Journal of Public Economics*, 244.

Kelly, Erin L., Hazhir Rahmandad, Nathan Wilmers and Aishwarya Yadama. 2023. “How Do Employer Practices Affect Economic Mobility?” *ILR Review*, 76: 792-832.

Massenkoff, Maxim and Nathan Wilmers. 2023. “Economic Outcomes of Strikers in an Era of Weak Unions,” *Journal of Labor Economics*, 42: 25-51.

Massenkoff, Maxim and Nathan Wilmers. 2023. “Wage Stagnation and the Decline of Standardized Pay Rates, 1974-1991,” *American Economic Journal: Applied Economics*, 15: 474-507.

- 2020 Best Paper Award, Academy of Management OMT Division.

Aeppli, Clem and Nathan Wilmers. 2022. “Rapid Wage Growth at the Bottom Has Offset Rising US Inequality,” *Proceedings of the National Academy of Sciences*, 119.

Wilmers, Nathan and Letian Zhang. 2022. “Values and Inequality: How Pro-social Pay Discounts Offset the College Pay Premium,” *American Sociological Review*, 87: 415-442.

Nicole Kreisberg and Nathan Wilmers. 2022. “Blacklist or Short List: Do Employers Discriminate Against Union Supporter Job Applicants?” *Industrial and Labor Relations Review*, 74: 943-973.

Wilmers, Nathan and William Kimball. 2022. “How Internal Hiring Affects Stratification,” *Social Forces*, 101: 111-149.

- IPUMS CPS Award for Best Published Research, 2021.

Wilmers, Nathan and Clemens Aeppli. 2021. “Consolidated Advantage: New Organizational Dynamics of Wage Inequality, 1999-2017,” *American Sociological Review*, 86: 1100-1130.

- RC28 Significant Scholarship Award, 2023

Wilmers, Nathan. 2020. “Job Turf or Variety: Task Structure as a Source of Organizational Inequality,” *Administrative Science Quarterly*, 65: 1018-1057.

- ASQ Dissertation Award, 2021
- Finalist, Scholarly Achievement Award from the Human Resources Division of AOM, 2021

Wilmers, Nathan. 2019. “Solidarity Within and Across Workplaces: How Cross-Workplace Coordination Affects Earnings Inequality,” *Russell Sage Foundation Journal of the Social Sciences*, 5: 190-215.

Desmond, Matthew and Nathan Wilmers. 2019. “Do the Poor Pay More for Housing? Exploitation, Profit, and Risk in Rental Markets,” *American Journal of Sociology*, 124: 1090-1124.

Wilmers, Nathan. 2018. “Wage Stagnation and Buyer Power: How Buyer-Supplier Relations Affect U.S. Workers’ Wages, 1978-2014,” *American Sociological Review*, 83: 213-242.

Wilmers, Nathan. 2017. “Does Consumer Demand Reproduce Inequality? High-income Consumers, Vertical Differentiation and the Wage Structure,” *American Journal of Sociology*, 123: 178-231.

- Winner, Granovetter Award for Best Paper in Economic Sociology (ASA), 2018
- Co-winner, Consumers and Consumption Graduate Student Award (ASA), 2017
- Honorable Mention, Consumers and Consumption Distinguished Scholarly Publication Award (ASA), 2017

Wilmers, Nathan. 2017. “Labor Unions as Activist Organizations: A Union Power Approach to Estimating Union Wage Effects,” *Social Forces*, 95: 1451-1478.

UNDER REVIEW Wilmers, Nathan, Soohyun Roh, and Clem Aeppli. “The Decline of Low Wage Work,” R&R *American Sociological Review*.

Nelson, Dylan, Nathan Wilmers and Letian Zhang. “Work Organization and High-paying Jobs,” R&R *American Journal of Sociology*.

Lyttelton, Tom, Dylan Nelson and Nathan Wilmers. “Are decredentialed jobs a route to upward mobility?”, R&R *Nature: Human Behavior*.

Wilmers, Nathan, Soohyun Roh, and Jiawei Tang. “Corporate Minimum Wages and Working Poverty.”

Gomory, Henry and Nathan Wilmers. “How Employer Wage-Setting Shapes Working Poverty.”

OTHER PUBLICATIONS El fatihi, Hajar and Nathan Wilmers. Forthcoming. “Entrepreneurship, Innovation and Income Inequality,” *Handbook of the Sociology of Innovation and Entrepreneurship*.

Wilmers, Nathan. 2024. “Generative AI and the Future of Inequality,” *MIT Exploration of Generative AI*.

Wilmers, Nathan. 2024. Review of Matt Vidal’s *Management Divided* (Oxford University Press 2021). *American Journal of Sociology*.

Wilmers, Nathan. 2022. Invited comment, “Frames or social structures? Comment on ”Making sense of (mis)matched frames of reference: A dynamic cognitive theory of (in)stability in HR practices.” *Industrial Relations*.

Wilmers, Nathan. 2021. [Review](#) of Sandy Jacoby's *Labor in the Age of Finance* (Princeton University Press 2021). *Perspectives on Work*.

Wilmers, Nathan. 2021. [Review](#) of Shaun Richman's *Tell the Bosses We're Coming: A New Action Plan for Workers in the 21st Century* (MR Press 2020). *Contemporary Sociology*.

Wilmers, Nathan. 2020. [Review](#) of Janice Fine; Linda Burnham; Kati Griffith; Minsun Ji; Victor Narro; and Steven Pitts, *No One Size Fits All: Worker Organization, Policy, and Movement in a New Economic Age* (LERA 2018). *Work and Occupations*.

Wilmers, Nathan. 2017. “[Sociological Perspectives on Economic Inequality](#),” *Cambridge Handbook of Sociology*, ed. Korgen, Kathleen. New York: Cambridge University Press.

AWARDS

William Julius Wilson Early Career Award, ASA Inequality, Poverty and Mobility Section, 2025.

MIT Committed to Caring Graduate Student Mentorship Award, 2024.

RC28 Significant Scholarship Award, 2023.

John T. Dunlop Outstanding Scholar Award, LERA, 2023

Best Symposium Award, Academy of Management OMT Division, 2022

Upjohn Institute Early Career Research Award, 2022

IPUMS CPS Award for Best Published Research, 2022

Best Dissertation Article Award, *Administrative Science Quarterly*, 2021

Finalist, Scholarly Achievement Award from the Human Resources Division of AOM, 2021

Best Paper Award, Academy of Management OMT Division, 2020

ASA Granovetter Award for Best Paper in Economic Sociology, 2018

Co-winner, ASA Consumers and Consumption Graduate Student Award, 2017

Honorable Mention, ASA Consumers and Consumption Distinguished Scholarly Publication Award, 2017

Presidential Scholar in Harvard Graduate School of Arts and Sciences, 2012

GRANTS AND FELLOWSHIPS

Forte: Swedish Research Council for Health, Working Life and Welfare: “Employer pay disparities in the Swedish labor market: changes, drivers, and distributional consequences,”

2025 (Co-PI)

Anthropic Economic Futures, 2025

MIT Generative AI Impact Consortium: “AI Adoption and Organizational Inequality,” 2025

Russell Sage Foundation Fellowship, 2024

Gates Foundation: “Credentials and Economic Opportunity”, 2024

MIT Generative AI Impact, 2024

Work of the Future Initiative: “Job Upgrading and Discretion: Where Do High-Paying Jobs Come from?” 2022

Junior Faculty Research Assistance Program Award, MIT Sloan: “Job Upgrading and Discretion: Where Do High-Paying Jobs Come from?” 2022

Russell Sage Foundation Research Grant: “Firms and the Intergenerational Transmission of Labor Market Advantage,” 2022

Junior Faculty Research Assistance Program Award, MIT Sloan: “Social Capital and Between-firm Inequality,” 2021

Abdul Latif Jameel World Education Lab (J-WEL), Workforce Learning Innovation Research Grant: “Bridging Tasks as a Source of Wage Growth for Low-wage Workers,” 2020

Urban Institute, Workrise: “Bridging Tasks as a Source of Wage Growth for Low-wage Workers,” 2020

Junior Faculty Research Assistance Program Award, MIT Sloan: “Wage Stagnation and the Transformation of Pay Practices,” 2020

Russell Sage Foundation Research Grant: “Wage Stagnation and the Transformation of Pay Practices,” 2019

Washington Center for Equitable Growth Research Grant: “Between Exclusion and Cumulative Advantage: Effects of Within-Organization Mobility on Inequality,” 2019

Institute for Work and Employment Research Faculty Grant: “Between Exclusion and Cumulative Advantage: Effects of Within-Organization Mobility on Inequality,” 2018

Washington Center for Equitable Growth Doctoral Research Grant: “Unions, Managers and Monopolies: How Concentration and Managerial Power Contribute to Rising Wage Inequality,” 2017

Harvard GSAS Completion Fellowship, 2017

Social Sciences & Humanities Research Council of Canada: “Does Democracy Pay? Determinants of Organizational Effectiveness in Labour Unions” (Co-PI), 2017

Fonds de recherche du Québec, Research Grant: “Organizational Democracy and Effectiveness: Is There a Tradeoff? The Case of Labour Unions” (Co-PI), 2017

Institute for Quantitative Social Science Graduate Research Grant, 2017

National Science Foundation Doctoral Dissertation Improvement Grant: “Market Concentration, Skill Segregation, and Rising Wage Inequality” (Co-PI), 2017

Weatherhead Initiative on Gender Inequality Small Research Grant, 2016

Center for American Political Studies Seed Grant (2), 2016

Swedish Research Council, Graduate Research Opportunities Worldwide, 2015

National Science Foundation, Graduate Research Opportunities Worldwide, 2015

Center for American Political Studies Seed Grant (1), 2014

National Science Foundation, Graduate Research Fellowship, 2013

Multidisciplinary Program in Inequality and Social Policy, Harvard University, Doctoral Research Grant, 2013

INVITED PRESENTATIONS 2026: Mannheim Centre for European Social Research, Stanford GSB Macro OB seminar, Yale SOM Macro OB seminar, Sciences Po firm hierarchies workshop, NYUAD inequality conference

2025: Northwestern Kellogg, Management & Organizations Seminar; Russell Sage Foundation Visiting Scholar Seminar; Panel Study of Income Dynamics Seminar; UCLA Sociology Colloquium; UMass Economics Labor & Applied Micro Workshop; Norwegian Academy of Science and Letters Social Inequality Symposium; Harvard Inequality Seminar

2024: UMD Smith Management and Organization seminar; Columbia Center for the Study of Wealth and Inequality; MIT Applied Microeconomics Seminar; BC-MIT Workshop on Worker and Employer Power; Frankfurt School of Finance and Management seminar; Stockholm University Department of Economics seminar; NYU Sociology Puck Seminar; University of Toronto International Institute on Social Policy

2023: London School of Economics, Employment Relations Seminar; McGill Desautels, Organizational Behavior Seminar; University of Chicago, Sociology Department Colloquium; University of Wisconsin-Madison, Institute for Research on Poverty Seminar; Stanford University, Sociology Colloquium; University of Toronto, Data Sciences Institute Inequity Speaker Series; UCLA Anderson, Strategy Seminar; Bocconi, Department of Social and Political Sciences; MIT Work of the Future Initiative; Economics for Inclusive Prosperity,

Inaugural Conference; University of Michigan, Interdisciplinary Committee on Organizational Studies; UIUC School of Labor and Employment Relations

2022: Princeton, Sociology Department Colloquium; Duke, Sociology Department Colloquium; Stanford CASBS, Organizations and their Effectiveness; Urban Institute, Workrise Leadership Board; Labor & Antimonopoly Network; National University of Singapore, Strategy and Policy Seminar

2021: Harvard Economics, Labor-Public Seminar; NYU Abu Dhabi, Social Research and Public Policy; Harvard Business School Strategy Seminar; Institute for Advanced Study in Toulouse; Yale Center for Empirical Research on Stratification and Inequality; London Business School Strategy and Entrepreneurship Seminar; Wharton School, Management Department; Michigan Ross, Strategy Seminar

2020: Berkeley Haas School of Business, Management of Organizations; Cornell Center for the Study of Economy & Society; University of Oxford, Nuffield College; MIT Institute for Work and Employment Research

2019: Sciences Po, MaxPo-MPIfG Seminar

2018: Bureau of Labor Statistics, Brownbag Seminar

CONFERENCE PRESENTATIONS	2025: American Sociological Association Annual Meeting; RC28 Summer Meeting; AEA/ASSA Annual Meeting; Population Association of America 2024: American Sociological Association Annual Meeting; RC28 Summer Meeting 2024: American Sociological Association Annual Meeting; RC28 Summer Meeting; Wharton People & Organizations Conference 2023: Labor and Employment Relations Association; Opportunity Insights Conference on Economic Mobility. 2022: European Group for Organizational Studies; American Sociological Association Annual Meeting; Academy of Management Annual Meeting. 2021: Academy of Management; American Sociological Association Annual Meeting; Wharton People & Organizations Conference; Labor and Employment Relations Association 2020: Academy of Management; European Group for Organizational Studies; Population Association of America; Washington Center for Equitable Growth; American Sociological Association; Wharton People & Organizations Conference; Labor and Employment Relations Association. 2019: Junior Faculty Organizational Theory Conference; People & Organizations Conference; Social Science History Association
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- 2018: BRIQ Workshop on Firms, Jobs and Inequality; Junior Faculty Organizational Theory Conference; American Sociological Association; Labor and Employment Relations Association; Changing Job Quality: Causes, Consequences, and Challenges (Russell Sage Foundation and W.K. Kellogg Foundation)
- 2017: American Sociological Association Annual Meeting; Economic Sociology/Organizations, Occupations and Work Mini-conference; Academy of Management Annual Meeting; RC28 Social Stratification and Mobility Summer Meeting.
- 2016: Aage Sørensen Memorial Conference.
- 2015: Social Science History Association; American Sociological Association Annual Meeting; Aage Sørensen Memorial Conference.
- 2014: American Sociological Association Annual Meeting.

AFFILIATIONS	Visiting Fellow, Russell Sage Foundation, 2024-2025. Research Affiliate, MIT Shaping the Future of Work, 2023-present. Affiliate, Stone Center for Research on Wealth Inequality and Mobility, University of Chicago, 2023-present. Affiliate, UW Institute for Research on Poverty, 2024-present. Visiting Assistant Professor, Strategy & Entrepreneurship. London Business School, Fall 2021 Faculty, Institute for Work and Employment Research, MIT, 2018-present Faculty, Economic Sociology Program, MIT, 2018-present Visiting Researcher, Bureau of Labor Statistics, 2017-present Special Sworn Status, US Census Bureau, 2016-present CASBS Summer Institute on Organizations and Their Effectiveness, 2018 Visiting Researcher, Swedish Institute for Social Research (SOFI), 2015 Fellow, Harvard Multidisciplinary Program in Inequality and Social Policy, 2013-2018
TEACHING EXPERIENCE	MIT 15.311: Organizational Processes, Fall 2023 Instructor MIT 15.S19: Employer Practices and Employee Outcomes, Spring 2021

Co-instructor

MIT 15.311: Organizational Processes, Fall 2020
Instructor

MIT 15.311: Organizational Processes, Fall 2019
Instructor

MIT 15.311: Organizational Processes, Fall 2018
Instructor

Harvard SOC 97: Sociological Theory, Fall 2014 and Spring 2015.
Teaching Fellow

- Certificate of Distinction, Harvard Bok Center for Teaching and Learning

PROFESSIONAL
SERVICE

Executive Board Member, Labor and Employment Relations Association, 2026-2029.

Consulting Editor, *American Journal of Sociology*, 2025-2027.

Deputy Editor, *American Sociological Review*, 2024-2027.

Associate Editor, *Management Science*, 2024-2027.

Editorial Board, *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 2025-2028.

Editorial Board, *Administrative Science Quarterly*, 2025-2027.

Medici Summer School in Management Studies, organizing committee, 2023-.

Chair, Committee for ASA Devah Pager Best Article in Inequality, Poverty and Mobility, 2024.

Session Organizer, PAA Diverse Forms of Employment and Economic Inequality, 2024.

Member, Best International Paper Award Subcommittee, AOM Organizational and Management Theory, 2024.

Member, *American Sociological Review* Editorial Board, 2023-2025.

Member, Best Student Paper Award Subcommittee, AOM Organizational and Management Theory, 2023.

Co-coordinator, MIT Institute for Work and Employment Research Seminar, Spring 2021, Fall 2022, Fall 2023.

Co-coordinator, MIT Economic Sociology Seminar, 2020-2021, 2022-2023.

Session Organizer, ASA Labor Markets, 2023.

Member, Nominations Committee, ASA Organizations, Occupations and Work, 2023.

Member, LERA Program Committee, 2022 and 2023.

Member, Best Paper Award Subcommittee, AOM Organizational and Management Theory, 2022.

Chair, Committee for Zelizer Award for Best Book in Economic Sociology, 2021.

Session Organizer, ASA Economic Sociology Section, 2021.

Member, Responsible Research Award Subcommittee, AOM Organizational and Management Theory, 2021.

Member, Research Committee, AOM Organizational and Management Theory, 2021, 2022, 2023.

Council Member, ASA Economic Sociology Section, 2019-2022.

Faculty Steering Committee, Good Companies, Good Jobs Initiative at MIT Sloan, 2018-present.

Chair, Committee for Granovetter Award for Best Paper in Economic Sociology, 2019.

Coordinator, Workshop on History, Culture and Society, 2014-2015.

Reviewer, *Administrative Science Quarterly*, *American Economic Review*, *American Economic Journal: Applied Economics*, *American Economic Review: Insights*, *American Journal of Sociology*, *American Sociological Review*, *Demography*, *European Sociological Review*, European Research Council, *Industrial and Labor Relations Review*, *Industrial Relations*, *Management Science*, National Science Foundation, *Organization Science*, *Quarterly Journal of Economics*, *Research in Social Stratification and Mobility*, *Review of Economics and Statistics*, Russell Sage Foundation, *Social Forces*, *Social Problems*, *Socio-Economic Review*, *Strategic Management Journal*, *Theory & Society*, Washington Center for Equitable Growth, *Work and Occupations*.

Member, American Sociological Association, Academy of Management, European Group for Organizational Studies, and Labor and Employment Relations Association, RC28