

Melissa E. Wooten
 Rutgers University
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 Piscataway, NJ 08854
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EDUCATION

University of Michigan Ph.D. in Management & Organizations	2006
Kettering University B.S. in Computer Science	1999

ACADEMIC AND PROFESSIONAL APPOINTMENTS

Postdoctoral Fellow in Sociology and Policy <i>Dartmouth College</i>	2006 – 2007
Assistant Professor of Sociology <i>University of Massachusetts, Amherst</i>	2007 – 2015
Scholar-In-Residence <i>Rockefeller Archive Center, Sleepy Hollow NY</i>	2011 – 2012
Associate Professor of Sociology <i>University of Massachusetts, Amherst</i>	2015 – 2020
Associate Chair of Sociology <i>University of Massachusetts, Amherst</i>	2017 – 2018
Visiting Research Scholar <i>University of Melbourne</i> <i>Faculty of Business & Economics</i> <i>Management & Marketing Department</i>	Summer 2018
Chancellor's Leadership Fellow <i>University of Massachusetts, Amherst</i>	Spring and Fall 2019
Senior Director of Educational Equity <i>Rutgers University, New Brunswick</i>	2020 – present

HONORS AND AWARDS

Higher Education Resource Services (HERS) Institute Participant. Wellesley Institute. 2019-2020.

University of Massachusetts, Amherst Center for Teaching and Faculty Development Lilly Teaching Fellow. 2012 – 2013.

University of Massachusetts, Amherst Center for Public Policy and Administration Fellow. 2009 – 2010.

University of Michigan, Ann Arbor Stephen M. Ross School of Business Whitaker Fellowship. 2006.

University of Michigan, Ann Arbor Stephen M. Ross School of Business Whitaker Fellowship. 2004

University of Michigan, Ann Arbor Horace H. Rackham School of Graduate Studies Merit Fellow. 2001 – 2006.

PUBLICATIONS

Books and Edited Volumes

Wooten, Melissa E. (ed). 2019. Race, Organizations, and the Organizing Process. Volume 60, *Research in the Sociology of Organizations*.

Wooten, Melissa E. 2015. *In the Face of Inequality: How Black Colleges Adapt*. Albany, NY: SUNY Press.

Peer-Reviewed Journal Articles & Book Chapters

Wooten, Melissa E. 2019. "The Struggle is Real: Black Colleges, Resources, and Respect." Pp. 46-47 in *Race, Work, & Leadership: New Perspectives on the Black Experience*, edited by Laura Morgan Roberts, Anthony J. Mayo, and David R. Thomas. Cambridge, MA: Harvard Business Review.

Wooten, Melissa E. 2019. "Race, Organizations, and the Organizing Process." *Research in the Sociology of Organizations*, 60: 1-14.

Wooten, Melissa E. and Lucius Coloute. 2017. "The Production of Racial Inequality Within and Among Organizations." *Sociology Compass* e12446.
doi: [10.1111/soc4.12446](https://doi.org/10.1111/soc4.12446)

Wooten, Melissa E. 2017. "Institutional Constraints on the Pursuit of Racial Justice." *Research in the Sociology of Organizations*, 48(B): 261 – 280.

Wooten, Melissa E. and Andrew J. Hoffman. 2017. "Organizational Fields: Past, Present and Future." Pp. 55-74 in *Sage Handbook of Organizational Institutionalism, 2nd edition*, edited by Royston Greenwood, Christine Oliver, Thomas Lawrence and Renate E. Meyer. London: Sage Publications.

Wooten, Melissa E. 2016. "College Admissions and Academic Ethic: How Context-Specific Evaluation Within a Science Based Compensatory Program Benefits African American Students." *Education and Urban Society*, 48(2): 176 – 199.

Wooten, Melissa E. and Timothy Sacco. 2016. "Configurations in Inter-Organizational Cooperation: From Dyads to Organizational Fields." In *Palgrave Handbook on Inter-Organizational Relations*, edited by Rafael Biermann and Joachim Koops. New York: Palgrave Macmillan.

Wooten, Melissa E. and Enobong H. Branch. 2013. "Defining Appropriate Labor: Race, Gender, and Idealization of Black Women in Domestic Service." *Race, Gender & Class*, 19(3/4): 292 – 308.

Branch, Enobong H. and Melissa E. Wooten. 2012. "Suited for Service: Racialized Rationalizations for the Changing Ideal of the Domestic Servant from the 19th to the early 20th Century." *Social Science History*, 36(2): 2 – 36.

Wooten, Melissa E. 2010. "Soliciting Elites: The Framing Activities of the United Negro College Fund." *Mobilization* 15(3): 369 – 391.

Wooten, Melissa E. and Andrew J. Hoffman. 2008. "Organizational Fields: Past, Present and Future." Pp. 130 – 148 in *Sage Handbook of Organizational Institutionalism*, edited by Royston Greenwood, Christine Oliver, Roy Suddaby and Kerstin Sahlin. London: Sage Publications.

Wooten, Melissa E. 2006. "Race and Strategic Organization." *Strategic Organization* 4(2): 191 – 199.

Wayne Baker, Rob Cross, and Melissa Wooten. 2003. "Positive Organizational Network Analysis and Energizing Relationships". Pp. 328 – 342 in *Positive Organizational Scholarship*, edited by Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn. San Francisco: Berrett-Koehler Publishers.

Works In Progress

"Sometimes it's Both-And: Variants of Racial Segregation in Educational Philanthropy."

“Every Little Step I Take: Entrepreneurs and their Pathways into 20th Century Black Educational Philanthropy.”

Branch, Enobong H. and Melissa E. Wooten (eds). *Idealizing Labor, Producing Inequality: Maintaining Race, Gender, & Class Divisions through Work*. New Brunswick, NJ: Rutgers University Press.

Encyclopedia & Bibliography Entries

Wooten, Melissa E. 2019. “Race, Organizations, and Social Movements,” In *Oxford Bibliographies in Sociology* in Sociology. Ed. Lynette Spillman. New York: Oxford University Press.

Wooten, Melissa E. 2013. “Organizational Fields,” In the *International Encyclopedia of the Social and Behavioral Sciences*, 2nd edition, edited by James D. Wright

Book Reviews

Wooten, Melissa E. 2018. “Reparation & Reconciliation: The Rise and Fall of Integrated Higher Education” by Christi M. Smith. *Contemporary Sociology* 47: 222-225.

Media Interviews and Essays

2018. The Unevenness of Archives.

<https://histphil.org/2018/09/04/the-unevenness-of-archives/>

2018. Searching for the Black Organizational Past.

<https://www.aaihs.org/searching-for-the-black-organizational-past/>

2015. Yes, Historically Black Colleges Are Still Necessary.

<http://workinprogress.oowsection.org/2015/06/23/yes-historically-black-colleges-and-universities-are-still-necessary/>

2015. Why Historically Black Colleges Matter in Today's America.

<https://theconversation.com/why-historically-black-colleges-and-universities-matter-in-todays-america-45351>

2015. In the Face of Inequality.

<https://www.insidehighered.com/news/2015/06/26/author-discusses-book-how-historically-black-colleges-evolved-amid-unfair-treatment>

2015. The Academic Minute: A WAMC National Production.

Are Black Colleges Necessary?. (<http://academicminute.org/2015/12/melissa-wooten-university-of-massachusetts-amherst-are-black-colleges-necessary/>)

2014. Best and Worst States for Underprivileged Children.
 (<http://wallethub.com/edu/best-worst-states-underprivileged-children/5403/#melissa-wooten>)

2014. The Dilemmas of Funding: A Commentary on the United Negro College Fund.
 (<http://orgtheory.wordpress.com/2014/09/02/the-dilemmas-of-funding-a-commentary-on-the-united-negro-college-fund-by-melissa-wooten/>)

2014. Protesters calling for justice in Garner, Brown deaths part of broader movement to bring about change, Amherst area professors say.
 (http://www.masslive.com/news/index.ssf/2014/12/protestors_calling_for_justice.html)

GRANTS AND FELLOWSHIPS

Internal

University of Massachusetts, Amherst Healy Foundation/Faculty Research Grant. \$7,000. "20th and 21st Century Pathways into Black Educational Philanthropy." 2018.

Massachusetts Society of Professors Research Support Fund Grant. \$1000. 2014 – 2017.

Massachusetts Society of Professors Research Support Fund Grant. \$1000. 2014 – 2016.

University of Massachusetts, Amherst College of Social and Behavioral Sciences Research Grant. \$2,000. "Institutional Constraints on the Pursuit of Racial Justice." 2015- 2016.

Massachusetts Society of Professors Research Support Fund Grant. \$1000. 2014 – 2015.

University of Massachusetts, Amherst Institute for Social Science Research Fellows Program. Not Awarded. "The Politics of Constraint: The United Negro College Fund, the National Association for the Advancement of Colored People, and Black Educational Protest." Applied 2014.

University of Massachusetts, Amherst Center for Teaching and Faculty Development Flex Teaching Grant. \$500. "Using Visual Aids to Illustrate Research Methods." 2013 – 2014.

University of Massachusetts, Amherst College of Social and Behavioral Sciences Research Grant. \$4,500. "Cultivating Cultural Capital: Compensatory Education Programs as Mechanisms of Dissemination." 2011 – 2012.

Massachusetts Society of Professors Research Support Fund Grant. \$800. 2010 – 2011.

University of Massachusetts, Amherst Center for Teaching and Faculty Development Mellon Mutual Mentoring Micro (M⁴) Grant. \$1,200. 2009 – 2010.

University of Massachusetts, Amherst College of Social and Behavioral Sciences Research Grant. Not Funded. "Racial Differences in Earned Degrees at Historically Black Colleges." Applied 2010.

University of Massachusetts, Amherst College of Social and Behavioral Sciences Research Grant. \$4,500. "Entrepreneurship as a Community Resource: Improving Educational Achievement among Minority Youth." 2007 – 2008.

University of Massachusetts, Amherst Faculty Research Grant. Not Funded. "Entrepreneurship as a Community Resource: Improving Educational Achievement among Minority Youth." Applied 2007.

University of Michigan, Ann Arbor Horace H. Rackham School of Graduate Studies Research Grant. \$4,000. "Desegregation and Atlanta Georgia Hotels." 2003 – 2004.

External

American Sociological Association Fund for the Advancement of the Discipline. Under Review. "20th and 21st Century Pathways into Black Educational Philanthropy."

University of Melbourne Faculty of Business & Economics Visiting Research Scholar. \$19,000 (AUD). "University Art Collections." Erica M. Coslor (Co-PI). Summer 2018.

American Sociological Association Fund for the Advancement of the Discipline. Not Awarded. "Creating an Intellectual Space for the Study of Race and Organizations." Applied 2017.

American Council of Learned Societies. Not Awarded. "Bad Choices: The State, Elites, and the Struggle for Black Education." Applied 2016.

Rockefeller Archive Center Residency Fellowship. \$45,000. "Creating Bridges to Social Scientists." 2011 – 2012.

Ford Foundation Post-Doctoral Fellowship. Not Awarded. "Cultivating Cultural Capital: Compensatory Education Programs as Mechanisms of Dissemination." Applied 2010.

National Academy of Education/Spencer Foundation Fellowship. Not Awarded "Cultivating Cultural Capital: Compensatory Education Programs as Mechanisms of Dissemination." Applied 2010.

Russell Sage Foundation Visiting Scholars Program. Not Awarded. "Cultivating Cultural Capital: Compensatory Education Programs as Mechanisms of Dissemination." Applied 2010.

Rockefeller Archive Center Grant-in-Aid. \$2,500. "The Institutional Origins of the United Negro College Fund." Summer 2009.

Kaufmann Foundation. Not Funded. "Entrepreneurship as a Community Resource: Improving Educational Achievement among Minority Youth." Applied 2007.

ACADEMIC SESSIONS ORGANIZED

Wooten, Melissa E. and Lucius Couloute. "Mini-Conference: Race and Organizations, Eastern Sociological Society, March 14 – 17, 2019. Boston, MA.

Wooten, Melissa E. "Mini-Conference: Race, Organizations, and the Organizing Process," Eastern Sociological Society, February 22 – 25, 2018. Baltimore, MD.

Wooten, Melissa E. "Mini-Conference: Race, Organizations, and the Organizing Process," Eastern Sociological Society, February 23 – 26, 2017. Philadelphia, PA.

Wooten, Melissa E. "Tackling the Empirical Challenges of Educational Research", Institute for Social Science Research, March 4, 2104, University of Massachusetts, Amherst.

Wooten, Melissa E. "The Joys and Pitfalls of Using Social Movement Theory to Study Non-State Actors," Eastern Sociological Society, March 21 – 24, 2013, Boston, MA.

Wooten, Melissa E. "Institutional Trajectories: Emergence, Settlement, and Change," Organizations, Occupations and Work Section, American Sociological Association, August 14 – 17, 2010, Atlanta, GA.

Wooten, Melissa E. "Networks, Relationships, and Movement Inside and Around Organizations," Organizations, Occupations and Work Section, American Sociological Association, August 14 – 17, 2010, Atlanta, GA.

Wooten, Melissa E. "Organizational and Institutional Politics," Organizations, Occupations and Work Section, American Sociological Association, August 14 – 17, 2010, Atlanta, GA.

Wooten, Melissa E. and Marc Schneiberg. "Incorporating and Modeling Social Movements Within Organizations Research," Academy of Management, August 5 – 10, 2005, Honolulu, HI. *Best Symposium Proposal Award Winner from Organization Management and Theory Division.*

Wooten, Melissa E. and Gerald F. Davis. "Power of Collective Action: How Social Movements Affect the Development of Organizational Fields," Academy of Management, August 6 – 11, 2004, New Orleans, LA. *Best Symposium Proposal Award Winner from Organization Management and Theory Division.*

ACADEMIC PRESENTATIONS

Wooten, Melissa E. "20th and 21st Century Pathways into Black Educational Philanthropy," presented at 5th Triennial Alberta Institutions Conference, June 7 – 9, 2018, Edmonton, Alberta, Canada.

Wooten, Melissa E. "The State, Elites, and the Struggle for Black Education," presented at Academy of Management, August 4 – 8, 2017, Atlanta, GA.

Wooten, Melissa E. "The State, Elites, and the Struggle for Black Education," presented at Social Movements, Economic Innovation, and Institutional Change, November 3 – 5, 2016, UCLA Meyer & Renee Luskin Conference Center, Los Angeles, CA.

Wooten, Melissa E. "Institutional Constraints on the Pursuit of Racial Justice," presented at Mini-Conference for Collective Behavior and Social Movements Section of the American Sociological Association, August 20 – 21, 2015, Chicago, IL.

Wooten, Melissa E. "Institutional Constraints on the Pursuit of Racial Justice," presented at 4th Triennial Alberta Institutions Conference, June 12 – 14, 2015, Banff, Alberta, Canada.

Wooten, Melissa E. "Same Issue, Different Goal: The United Negro College Fund, the National Association for the Advancement of Colored People, and Black Educational Protest," presented at the Social Science History Association, November 6 – 9, 2014, Toronto, ON.

Wooten, Melissa E. and Enobong H. Branch. "Defining Appropriate Labor: Race, Gender, and Idealization of Black Women in Domestic Service," presented at American Sociological Association, August 17 – 20, 2012, Denver, CO.

Wooten, Melissa E. "Organizations Unite!: Collective Action Among Private Black Colleges," presented at Eastern Sociological Society, March 18 – 21, 2010, Boston, MA.

Enobong H. Branch and Melissa E. Wooten. "Who Gets to Work? Race, Gender, and the Notion of Appropriate Labor," presented within Mini-Conference on Race, Labor, and Empire at the American Sociological Association, August 2, 2008, Boston, MA.

Wooten, Melissa E. "Playing on the Fears of Whites for the Benefit of Blacks: Translating Black Higher Education for Mass Consumption," presented at Eastern Sociological Society, February 21 – 23, 2008, New York, NY.

Wooten, Melissa E. "A Mind Is A Terrible Thing To Waste": Framing Black Higher Education For Mass Consumption," presented at Symposium on African American Culture and Philosophy, December 7 – 9, 2006, Purdue University, West Lafayette, IN.

Wooten, Melissa E. "Organizational Fields: Interests and Identities," presented at Workshop on the Present and Future Status of Institutional Theory, June 2 – 3, 2006, University of Alberta, Alberta, CA.

Wooten, Melissa E. and Kathleen M. Sutcliffe. "Upper Echelons Diversity and Organizational Effectiveness: An Empirical Investigation," presented at Academy of Management, August 5 – 10, 2005, Honolulu, HI.

Wooten, Melissa E. and Gerald F. Davis. "The Civil Rights Movement, Black Higher Education, and Black Consumerism," presented at Social Science History Association, November, 2004, Chicago, IL.

Wooten, Melissa E. and Gerald F. Davis. "The Civil Rights Movement, Black Higher Education, and Black Consumerism," presented at Academy of Management, August 6 – 11, 2004, New Orleans, LA.

Wooten, Melissa E. and Kathleen M. Sutcliffe. "The Impact of Race and Gender Diversity on Organizational Effectiveness: Toward a More Encompassing Theory," presented at Academy of Management, August 9 – 14, 2002, Denver, CO.

INVITED PRESENTATIONS

2019 "Every Little Step I Take: Entrepreneurs and their Pathways into 20th Century Black Educational Philanthropy" University of Massachusetts, Institute of Diversity Sciences Seminar

2018 "20th and 21st Century Pathways into Black Educational Philanthropy" University of Melbourne, Department of Management and Marketing

“The Struggle is Real: Black Colleges, Resources, and Respect “
Harvard Business School Gender and Work Symposium

- 2017** “The State, Elites, and the Struggle for Black Education,”
Dartmouth College, Sociology Department
- 2016** “Stigmatizing an Institutional Space: Inequality and the Organizing
Processes of Black Colleges”
University of Melbourne, Department of Management and Marketing
Wayne State University, Humanities Center
University of Michigan, Ross School of Business
University of Iowa, Sociology Department
Northwestern University, Sociology Department
- 2013** “Tobacco Free Campuses as a Social Problem” Faculty Chat, University
of Massachusetts, Amherst Moore Hall Lounge
- 2012** “Creating Bridges to Social Scientists”, Rockefeller Archive Center,
Sleepy Hollow, NY
- 2009** “Organizations Unite!: Collective Action and the Formation of the
United Negro College Fund”, W.E.B. Du Bois Emerging Research
Colloquium, University of Massachusetts, Amherst
- 2006** “When Diversity Leads to Homogeneity: Degree Distributions within
American Higher Education”
University of Massachusetts, Amherst
University of Illinois, Chicago
University of Southern California

“The Evolution of the Field of Black Higher Education”
Emory University
London School of Business

TEACHING INTERESTS

Organization Theory, Introduction to Research Methods, Sociology of Education,
Social Problems, Comparative Historical Methods, Social Movements

GRADUATE STUDENT MENTORING

Sociology Department Comprehensive Exam Committees

Student	Role	Defended
Timothy Sacco	Chair	2015
Yolanda Wiggins	Chair	2014
Armanthia Duncan	Chair	2015
Alma Castro	Chair	2015
Diego Leal	Member	2015
Jillian Crocker	Member	2010
Patricia Sanchez-Connally	Member	2012
Patricia Sanchez-Connally	Member	2010
Aurora Vergara-Figueroa	Member	2011
Carlos Valderamma	Member	2012

Dissertation Committees

Student	Department	Role	Defended
Kathleen Siseneros	Education	Member	2011
Aurora Vergara-Figueroa	Sociology	Member	2013
Patricia Sanchez-Connally	Sociology	Member	2016
Kyla Walters	Sociology	Member	2019
Timothy Sacco	Sociology	Member	No
Cassie Lynch	Education	Member	No
Cynara Robinson	Afro-American Studies	Member	No

PROFESSIONAL SERVICE

Departmental Service, University of Massachusetts Amherst

Fall 2018	Personnel Committee
2017 - 2018	Associate Department Chair
Fall 2017	Chair, Faculty Recruitment Committee Sociology and School Public Policy
2015 - 2016	Civility & Equity Committee
2014 - 2015	Faculty Recruitment
2013 - 2014	Graduate Policy Committee
Spring 2014	Graduate Student Recruitment
2012 - 2013	Personnel Committee
Spring 2011	Graduate Student Recruitment
2010 - 2011	Graduate Policy Committee
Spring 2009	Graduate Student Recruitment
2009 - 2010	Faculty Recruitment for Computation Social Science Cluster
2008 - 2009	Co-Chair, Committee on Intellectual Activities

University Service, University of Massachusetts Amherst

2019	Chancellor's Leadership Fellow
2015 – 2016	Member, Massachusetts Society of Professors Board
2014 – 2016	Chair, Institute for Social Science Research Methods Certificate Steering Committee
2013 – 2014	Member, College of Social and Behavioral Sciences Research Council
Spring 2011	Member, Center for Teaching and Faculty Development Mellon Team Grant Selection Committee

University Service, Rutgers University New Brunswick

2020	Student Success Committee
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Disciplinary Service

Panel Member, National Science Foundation, 2019.

Editorial Board Member, Sociology of Education 2017 – 2020.

Council Member, Organizations, Occupations, and Work Section, American Sociological Association, Membership Committee Chair 2019.

Council Member, Organizations, Occupations, and Work Section, American Sociological Association, Nominations Committee Chair 2018.

Council Member, Organizations, Occupations, and Work Section, American Sociological Association, Max Weber Book Award Committee Chair 2017.

Workshop Committee Member, Collective Behavior and Social Movements Section, American Sociological Association, 2015 – 2018.

Grant Reviewer, Canadian Social Sciences and Humanities Research Council, 2013.

Newsletter Co-Editor, Collective Behavior and Social Movements Section, American Sociological Association, Fall 2012 – Spring 2014.

Conference Submission Reviewer, Organization and Management Theory Division, Academy of Management, 2009.

Conference Submission Reviewer, Organization and Management Theory Division, Academy of Management, 2007.

Session Chair, Academy of Management, Organization and Management Theory Division, August 5 – 10, 2005, Honolulu, HI.

Conference Submission Reviewer, Organization and Management Theory Division, Academy of Management, 2004.

Ad hoc Peer-Reviewer

Administrative Science Quarterly
American Journal of Sociology
American Sociological Review
Journal of Management Studies
Organization Science
Organization Studies
Social Science & Medicine
Sociological Forum
Social Problems
Sociological Focus