

**Melissa E. Wooten**

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**ACADEMIC APPOINTMENTS****University of Massachusetts, Amherst**

- Assistant Professor, Department of Sociology, 2007 – present

**Rockefeller Archive Center, Sleepy Hollow NY**

- Scholar-In-Residence, 2011 – 2012

**Dartmouth College**

- Postdoctoral Fellow in Sociology and Policy, 2006 - 2007

**EDUCATION****University of Michigan**

- Ph.D. in Management & Organizations, 2006

**Kettering University**

- B.S. in Computer Science, 1999

**PUBLICATIONS**

- Wooten, Melissa E. and Enobong H. Branch. *Forthcoming*. "Defining Appropriate Labor: Race, Gender, and Idealization of Black Women in Domestic Service." *Race, Gender & Class*.
- Wooten, Melissa E. *Forthcoming*. "Organizational Fields". In the *International Encyclopedia of the Social and Behavioral Sciences*, 2<sup>nd</sup> edition, edited by James D. Wright.
- Branch, Enobong H. and Melissa E. Wooten. 2012. "Suited for Service: Racialized Rationalizations for the Changing Ideal of the Domestic Servant from the 19<sup>th</sup> to the early 20<sup>th</sup> 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". In *Positive Organizational Scholarship*, edited by Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn. San Francisco: Berrett-Koehler Publishers.

## **UNDER REVIEW**

- College Admissions and Academic Ethic: How Context-Specific Evaluation Within a Science Based Compensatory Program Benefits African American Students
- Organizations Unite!: Legitimacy and Coalition Formation

## **MANUSCRIPTS IN PREPARATION**

- *Agency Constrained: How Black Colleges Adapt*
  - *Agency Constrained* is a sociological study of the dynamics that curtailed the organizational growth and development of historically black colleges in the twentieth century. Black colleges are a useful empirical case to identify the mechanisms by which the adaptive capacity of institutions of mobility are constrained and the consequences of doing so. Schools need the ability to adjust so that they can prepare students to function in society as new industries, technologies, opportunities, and cultural values emerge. Yet, from the outset state-sanctioned racial segregation made it so that black colleges could not adapt in ways most beneficial to their students. The system of racial segregation produced a particular set of beliefs about what a black college should do and how a black college should be structured. If an adaptive strategy appeared to challenge the ideologies associated with racial segregation, then black college risked losing their place in society. The impediments to their development continued to plague the black colleges long after state-sanctioned racial segregation was ruled unconstitutional. Quantitative and qualitative archival data sources are used to examine organizational adaptation among historically black colleges and the role of students, sponsors, and donors in this process. Emphasis is placed on identifying whether and how each group prevented adaptation from occurring or enabled adaptation but a more constrained form of it than what the colleges had intended. This manuscript will be completed in Spring 2013.

## **CONFERENCE PRESENTATIONS**

### **American Sociological Association Annual Meeting**

- 2012 Regular Session
  - Presented “Defining Appropriate Labor: Race, Gender, and Idealization of Black Women in Domestic Service” (with Enobong Branch)
- 2008 Mini-Conference on Race, Labor, and Empire
  - Presented “Who Gets to Work? Race, Gender, and the Notion of Appropriate Labor” (with Enobong Branch)

### **Eastern Sociological Society Annual Meeting**

- 2010 Boston, MA.
  - Presented “Organizations Unite!: Collective Action Among Private Black Colleges”
- 2008 New York, NY.
  - Presented “Playing on the Fears of Whites for the Benefit of Blacks: Translating Black Higher Education for Mass Consumption”

### **Academy of Management Annual Meeting**

- 2005 Honolulu, HI
  - Organized Symposium “Incorporating and Modeling Social Movements Within Organizations Research” (with Marc Schneiberg)
  - Presented “Upper Echelons Diversity and Organizational Effectiveness: An Empirical Investigation.”
- 2004 New Orleans, LA
  - Organized Symposium “Power of Collective Action: How Social Movements Affect the Development of Organizational Fields” (with Gerald F. Davis)
  - Presented “The Civil Rights Movement, Black Higher Education, and Black Consumerism” (with Gerald F. Davis)
- 2002 Denver, CO
  - Presented “The Impact of Race and Gender Diversity on Organizational Effectiveness: Toward a More Encompassing Theory” (with Kathleen M. Sutcliffe)

### **Social Science History Association Annual Meeting**

- 2004 Chicago, IL
  - Presented “The Civil Rights Movement and Black Consumerism” (with Gerald F. Davis)

### **Symposium on African American Culture and Philosophy**

- 2006 Purdue University
  - Presented “A Mind Is A Terrible Thing To Waste”: Framing Black Higher Education For Mass Consumption”

### **Workshop on the Present and Future Status of Institutional Theory**

- 2006 University of Alberta
  - Presented “Organizational Fields: Interests and Identities”

### **INVITED PRESENTATIONS**

**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

**GRANTS AND AWARDS****Academy of Management**

- Organization Management and Theory Division
  - Best Symposium Proposal Award, 2005
- OMT/ODC/MOC Doctoral Consortium Attendee, 2005
- Organization Management and Theory Division
  - Best Symposium Proposal Award, 2004

**The Rockefeller Archive Center**

- Grant-in-Aid, \$2,500; 2009 – 2010

**University of Massachusetts, Amherst**

- Office of Faculty Development & Center for Teaching Lilly Teaching Fellow, 2012 - 2013
- Center for Public Policy and Administration Fellow, 2009 – 2010
- Office of Faculty Development Mellon Mutual Mentoring Grant, \$1,200; 2009 – 2010
- College of Social and Behavioral Sciences Research Grant, \$4,500; 2007 – 2008; 2011 – 2012

**University of Michigan, Ann Arbor**

- Horace H. Rackham School of Graduate Studies
  - Research Grant, \$4,000; 2003 – 2004
  - Merit Fellow, 2001 - 2006
- Ross School of Business Whitaker Fellowship, 2004; 2006

**COURSES TAUGHT**

### **University of Massachusetts, Amherst**

- Sociology Department, Undergraduate Courses
  - Research Methods
  - Complex Organizations
  - Sociology of Education

### **Dartmouth College**

- Sociology & Policy Departments, Undergraduate Courses
  - Organizations and Public Policy
  - Race and Education

### **GRADUATE STUDENT MENTORING**

#### **University of Massachusetts, Amherst**

#### **Comprehensive Exam Committees**

- Yolanda Wiggins, Sociology Department, Chair
- Jillian Crocker, Sociology Department, Member
- Patricia Sanchez-Connely, Sociology Department, Member
- Aurora Vergara, Sociology Department, Member
- Carlos Valderamma, Sociology Department, Member

#### **Dissertation Committees**

- Patricia Sanchez-Connely, Sociology Department, Member
- Aurora Vergara, Sociology Department, Member
- Kathleen Siseneros, School of Education, Member
- Cynara Robinson, Afro-American Studies Department, Member

### **PROFESSIONAL SERVICE**

#### **Academy of Management**

- AOM Session Chair, 2005
- OMT Division Reviewer, 2004; 2007; 2009;

#### **American Sociological Association**

- Organizations, Occupations, and Work Section
  - Regular Session Organizer, 2010
  - Institutional Trajectories: Emergence, Settlement, and Change
  - Networks, Relationships, and Movement Inside and Around Organizations
  - Organizational and Institutional Politics
- Collective Behavior and Social Movements Section
  - CriticalMass co-editor, Fall 2012 –

### **University of Massachusetts, Amherst**

- Sociology Personnel Committee, 2012 - 2013
- Sociology Committee on Intellectual Activities, 2008 – 2009
- Sociology Graduate Student Recruitment, Spring 2009; Spring 2011

- Sociology Faculty Recruitment, 2009 – 2010
- Sociology Graduate Policy Committee, 2010 – 2011
- Office of Faculty Development Mellon Team Grant Selection Committee, 2011

#### **OCCASIONAL MANUSCRIPT REVIEWER**

- Administrative Science Quarterly
- Journal of Management Studies
- Organization Studies
- Social Science & Medicine
- Sociological Forum
- Social Problems

#### **NON ACADEMIC EMPLOYMENT**

##### Electronic Data Systems

- Information Technology Consultant, 2000-2001
- Information Analyst, 1997-2000

##### General Motors Corporation

- Corporate Systems Auditor, 1995-1997