

Curriculum Vitae

Robert F. Freeland
Department of Sociology
University of Wisconsin
Madison, WI 53705
rfreeland@wisc.edu

WORK EXPERIENCE

current Professor, Department of Sociology, University of Wisconsin, Madison.
2003 Associate Professor, Department of Sociology, University of Wisconsin, Madison.
1997 Assistant Professor, Department of Sociology, Stanford University.
1994 Assistant Professor, Departments of Sociology and International and Public Affairs,
Columbia University, New York.

EDUCATION

1994 University of California, Berkeley. PhD.
1979 Haverford College, BA.

AREAS OF SPECIALIZATION

Complex Organizations, Economic Sociology, Corporations, Social Theory

PUBLICATIONS

2023 "Prospects for Democratizing the Corporation in U.S. Law." *Politics & Society*.
51,2:278-292.
2024 A version of the above essay is published in Isabelle Ferreras, Tom Malleson, and
Joel Rogers. *Democratizing the Corporation: The Bicameral Firm*. London: Verso.
2018 "The Problems and Promise of Hierarchy: Voice Rights and the Firm." (with Ezra
W. Zuckerman). *Sociological Science*. 5,7:143-181.
An earlier version is available as an SSRN working paper: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2523245
2016 "Coase and the Employment Relationship." Chapter 11 in Claude Ménard and
Elodie Bertrand (eds.), *The Elgar Companion to Ronald H. Coase*. London: Edward
Elgar, 2016.
In process *The Firm as a Minisociety*. Book manuscript.
2011 Review of David Stark, "The Sense of Dissonance: Accounts of Worth in Eco-
nomic Life." *Contemporary Sociology: A Journal of Reviews*. 40: 224-226.
2009 "The Legal and Structural Bases Of the Firm." *Enterprises et Histoires*. n. 57, 2009:4.
2007 Review Essay, Alfred D. Chandler, Jr., *Shaping the Industrial Century: The Remark-
able Story of the Evolution of the Modern Chemical and Pharmaceutical Industries*. (Har-
vard University Press, 2005).and Alfred D. Chandler, Jr., *Inventing the Electronic
Century: The Epic Story of the Consumer Electronics and Computer Industries*. (Har-
vard University Press, 2005) Invited review, *Industrial and Corporate Change*.
16:977-981.
2006 Paperback edition, *The Struggle for Control of the Modern Corporation*. New York:
Cambridge.
2005 "Review of Kenneth LiPartito and David B. Sicilia (eds.). *Constructing Corporate
America: History, Politics, Culture*. *Journal of Economic History*. 65,3:873-874.
2004 "Review of David Farber's, *Sloan Rules: Alfred P. Sloan and the Triumph of General
Motors*. *Enterprise and Society*, v. 4, 2004.
2003 "Review of Charles Perrow's, *Organizing America: Wealth, Power, and the Origins of
Corporate Capitalism*." *Administrative Science Quarterly*, 48,2:314-317.
2002 "When Organizational Messiness Works." *Harvard Business Review*, 80,5:24-25.
2001 "Spontaneous and Strategic Action in Manufacturing Consent: Cooperation, Ra-
tional Choice, and the Theory of the Firm." *Contemporary Sociology*, 30,5:446-448.
2001 *The Struggle for Control of the Modern Corporation*. New York: Cambridge Univer-

- sity Press, 2001. (Recipient of the 2001-2003 Thomas Newcomen Book Award, awarded by the Business History Review, Harvard University, May 2005.)
- 2000 "Creating Hold-Up Through Vertical Integration: Fisher Body Revisited." *Journal of Law and Economics*, 43,1:33-66.
- 1999 "Review of Oliver Williamson, *The Mechanisms of Governance*." *Administrative Science Quarterly*, 44,1:189-192.
- 1997 "Culture and Volition in Organizational Decision-Making." Review Essay of, *The Challenger Launch Decision*. (by Diane Vaughan). *Qualitative Sociology*, 20,1:127-137.
- 1996 "Theoretical Logic and Predictive Specificity: A Reply to Shanley." *American Journal of Sociology*. 102,2:537-542.
- 1996 "The Myth of the M-Form? Governance, Consent, and Organizational Change." *American Journal of Sociology*. 102,2:483-526.
- 1996 "The Struggle for Control of the Modern Corporation: Organizational Change at General Motors, 1924-1958." *Business and Economic History* 25,1:32-37.
- 1995 "Theoretical and Comparative Perspectives on Corporate Organization." (with Neil Fligstein), *Annual Review of Sociology*. 21:21-43.
- 1988 "Review of János Kornai's *Contradictions and Dilemmas: Studies on the Socialist Economy and Society*." *Contemporary Sociology*, 17,1 (January):34-35.
- 1986 "Individualism and Commitment in American Life: An Interview with Robert N. Bellah." (Interview by Scott Busby, Michele Dillon, Robert Freeland and Karla Hackstaff. Co-edited by Robert Freeland and Karla Hackstaff. Introduction by Robert Freeland.) *Berkeley Journal of Sociology*, 30:117-141.

PRESENTATIONS

- "A Relational Theory of the Firm." Sloan School of Management, MIT, Institute for Work and Employment Seminar, May 2024.
- "Prospects for Democratizing the Corporation in U.S. Law." Democratizing the Corporation, A Real Utopias Project Conference, Institute for Futures Studies, Stockholm, January 27-29, 2021. (Conference held virtually due to covid.)
- Presider, Economic Sociology Section, "Economic Sociology without Borders." American Sociological Association, Seattle, WA, August 20, 2016.
- Discussant, Economic Sociology Section #117. "Embeddedness, Hybridity and Economic Performance in Asian Capitalisms." American Sociological Association, San Francisco, CA, Saturday, August 16, 2014.
- "Hierarchy is Alienating and Fosters Perfunctory Performance, So Why Are Firms Ubiquitous and Why Do Some Firms Elicit Strong Identification and Consummate Performance?" copresenter (virtual) with Ezra W. Zuckerman. Institute for Work and Employment Seminar, Sloan School of Management, MIT, October 16, 2012.
- "The Firm as an Accountability Mechanism." Invited presentation, Symposium on Incentives and Identity in Organizations. Toulouse School of Economics. Toulouse, France, June 12-13, 2012.
- "Managerial Control is Alienating and Often Inefficient, So Why Do Firms Dominate the Capitalist Economy and Sometimes Even Perform Well?" (with Ezra W. Zuckerman). *American Sociological Association*. Las Vegas, NV, August 22, 2011.
- Presider. "Roundtables on Economic Sociology." *American Sociological Association*. Las Vegas, NV, August 23 2011.
- "The Legal and Social Construction of Economic Actors." Invited presentation. Networks and Organizations Workshop. Stanford University. February 2011.
- "The Legal Bases of Managerial Authority: The Development of the Employment Relation." *Social Science History Association*, Long Beach, CA. November 2009.
- "Social Theory in Action." Organizer/moderator. *Social Science History Association*. Long Beach, CA. November 2009.
- "The Social and Legal Bases of Managerial Authority - The Development of the Modern Employment Relation in Anglo-American Law." Invited Presentation, École des Hautes Études en Sciences Sociales, Paris, March 9, 2009.
- "Governance and Organizational Form at General Motors." Invited Presentation, École des Hautes Études en Sciences Sociales, Paris, March 27, 2009.

- "Corporate Control and Social Embeddedness." Invited Presentation, École des Hautes Études en Sciences Sociales, Paris, March 2009.
- Discussant, Law and Economy Session, Section on Economic Sociology, co-sponsored with the Section on Sociology of Law, *American Sociological Association*, New York, NY, August 2007.
- Discussant, Section on Sociology of Law, "Legal Dynamics in the Economy/Economic Dynamics in the Law." *American Sociological Association*, Philadelphia, PA, August 15, 2005.
- Session Organizer. "Methods: Integrating Qualitative and Quantitative Approaches." *American Sociological Association*, Philadelphia, PA, August 13, 2005.
- "The Nature of the Firm Revisited." *American Sociological Association*, San Francisco, CA, August 2004.
- Discussant, Economic Sociology Section, The Firm, I: "Trust, Opportunism, and Governance." *American Sociological Association*, August, San Francisco, CA, August 2004.
- "The Firm as a Minisociety." Invited talk, Massachusetts Institute of Technology, Alfred P. Sloan, Jr. School of Business, December 5, 2002.
- "The Nature of Authority." Scandinavian Consortium for Organizational Research, Stanford University, April 2, 2001.
- "The Struggle for Control of the Modern Corporation." Plenary session of the Business History Conference, Hagley Museum and Library, Wilmington, DE, April 19, 2002.
- "The Nature of Authority." Invited Workshop/Seminar Presentation. Haverford College. Haverford, PA, October 26, 2001.
- "Vertical Integration, Holdup, and Governance." Invited Seminar Discussant, Haverford College, Haverford, PA, October 25, 2001.
- "The Problem of Order and Corporate Governance: Cooperation, Efficiency, and Organizational Form." Invited Lecture. Phillips Distinguished Lecturer Series. Haverford College, Haverford, PA, October 25, 2001.
- "Decentralization and Cooperation: Organizational Form at General Motors, 1924-1958." Paper delivered at Fifth Annual Conference of the International Society for the New Institutional Economics, Berkeley, CA, September 14, 2001.
- "Spontaneous and Strategic Action in Manufacturing Consent: Cooperation, Rational Choice, and the Theory of the Firm." Paper delivered at the Labor Studies Division, *Society for the Study of Social Problems*, Washington, DC, August 12, 2000.
- "Authority and the Theory of the Firm," invited talk; *Business Strategy Seminar*; Wharton School of Business, University of Pennsylvania, January 20, 2000.
- "Cooperation and Organizational Form." invited talk; *Economic and Business History Seminar*, Wharton School of Business, University of Pennsylvania, January 21, 2000.
- "Rationality as a Local Construct," Paper delivered at the *Institutions, Conflict, and Change Workshop*, Kellogg School of Management, Northwestern University, December 1998.
- "Creating Hold-up Through Vertical Integration." Paper delivered at the Stanford University Graduate School of Business *Strategy Workshop* (Fall 1998).
- "Creating Hold-up Through Vertical Integration." Paper delivered at the Stanford University *Economic History Workshop* (Spring 1998).
- "Creating Hold-up Through Vertical Integration." Paper delivered at the Stanford University *Workshop on Economic Sociology* (Winter 1998).
- "Vertical Integration, Incentives, and Motivation within the Firm." Paper delivered at a special session of *American Sociological Association Annual Convention*, August 1997, Toronto.
- "Forging Industrial Policy; Politics and Industrialization." Author meets critic commentary, presented at the *Social Science History Association Annual Conference*, October 11, 1996, New Orleans, LA.
- "The Struggle for Control of the Modern Corporation." Paper presented at the *Business and Economic History Annual Conference*, March 1996, Columbus, Ohio.
- "What General Motors Could Learn from Weber and Durkheim: The Importance of Classical Social Theory in Contemporary Organizational Analysis." Paper presented at the *American Sociological Association Annual Convention, Theory Section*, July 10, 1994, San Diego, CA.
- "Internal Governance of the Modern Corporation." Paper delivered at the *Sixteenth Annual Stanford Conference on Organizations at Asilomar*. April 29-May 1, 1992, Asilomar, CA.
- "Governance as a Political Process: The Decentralized Structure and Political Control." Paper delivered at the *Pacific Sociological Association Annual Meeting*, April, 1992, Oakland, CA.
- "Organizational Failure in Historical Perspective: The Limits of Rational Choice Models." Paper

delivered at the *Social Science History Association Annual Meeting*, November 3, 1991, New Orleans.

"Roundtable on Comparative Historical Sociology." Moderator, *American Sociological Association*, San Francisco, CA, August 1989.

AWARDS AND HONORS

- 2012 **Undergraduate Teaching Award**, Sociology Department.
- 2005 **Thomas Newcomen Book Award**. Awarded by the *Business History Review*, Harvard University, May 2005. Best book published in the area of business history over the past five years.
- 1998 **President's Award, Social Science History Association**, Annual Meeting, November 1998. Award for best book manuscript in the social sciences utilizing historical method by a junior scholar.
- 1996 **Finalist, Best Dissertation Award (Business and Economic History)**, Business and Economic History Association Meeting, March 1996. Dissertation one of five finalists in competition to determine best dissertation submitted in the discipline of sociology in the preceding three years.
- 1995 **Honorable Mention, Best Dissertation Award (Sociology), American Sociological Association**, Annual Meeting, August 1995. Dissertation named runner-up in competition to determine best dissertation submitted in the discipline of sociology in the preceding year.
- 1994 **Finalist, Newcomen Award in Business History**, Harvard Business School, Boston, MA. One of three finalists chosen in international competition for recent Ph.D.'s doing work in the area of business history.
- 1993 **James Thompson Award, American Sociological Association**, August 1993. Award for best paper written by a graduate student in the area of organizations and occupations.

PROFESSIONAL SERVICE

- 2008-2011 **Section Representative**. Economic Sociology Section, *American Sociological Association*.
- 2010 **Chair, Viviana Zelizer Book Award Committee**. *American Sociological Association*. Economic Sociology Section.
- 2005 **Session Organizer**. *American Sociological Association*, Philadelphia, PA.
- 2001-02 **Consulting Editor**. *American Journal of Sociology*.
- 1999 **Social Science History Association, President's Award Committee**. One of four committee members. Committee responsible for determining winner of best book in area of social science history for SSHA.
- 1994-95 **Member, Candace Rogers Award Committee, Eastern Sociological Society**. Committee reviews entries to determine the outstanding graduate student paper for the Eastern Sociological Association.

Occasional Referee

Academy of Management Review
Administrative Science Quarterly
American Journal of Sociology
American Sociological Review
Industrial and Corporate Change
Journal of Industrial Economics
Journal of Institutional Economics
 MIT Press
Organization Science
Social Forces
Socio-Economic Review

Sociological Forum
Sociological Quarterly
Sociological Theory

UNIVERSITY/DEPARTMENT SERVICE

- 2022-2024 Chair, Advanced Standing Committee
 Member, Graduate Admissions Committee
 Member, University Committee to Review Mass Communications Program at UW
 Madison
- 2015-present Organizer, Economic Sociology brownbag
- 2021-2022 Chair, Placement and Professionalization Committee
 member, reading committee (Erving)
- 2019-2020 Chair, Placement Committee
 Member, Assistant Professor Search Committee
- 2018-2019 Chair, Assistant Professor Review
 Member, Minority Recruitment and Retention Committee
 Coordinator, Comparative Political Economy Brownbag (aka Econ Soc)
- 2017-2018 Minority Recruitment and Retention Committee
 Associate Professor Review Committee
 Coordinator, Comparative Political Economy Brownbag (aka Econ Soc)
 Member, ad hoc committee reviewing three target of opportunity candidates
- 2016-2017 Chair, Minority Recruitment and Retention
 Member, Faculty Search Committee
 Coordinator, Comparative Political Economy brownbag (aka Econ Soc)
 Co-Coordinator, Politics, Culture and Society brownbag
- 2015-2016 Director of Graduate Studies
 Chair, Graduate Admissions and Awards
 Chair, Minority Recruitment and Retention
 Chair, Graduate Recruitment Hospitality
 University Fellowship Committee, College of Letters and Science.
 Coordinator, Comparative Political Economy brownbag (aka Econ Soc)
 Co-Coordinator, Politics, Culture and Society brownbag
- 2014-2015 Assistant Professor Review Committee
- 2013-2015 Chair of Minority Recruitment and Retention Committee
- 2013-2015 University Fellowship Committee. College of Letters and Science.
- 2014-2015 University Advanced Opportunity Fellowship Working Committee. College of Letters and Science.
- 2012-2015 Minority Recruitment and Retention Committee.
- 2013-2015 Director of Graduate Studies; Chair of Graduate Admissions and Awards
- 2013-2015 Hospitality Committee..
- 2013-2015 Academic Senate. Alternate representative.
- 2008-2014 Coordinator, Comparative Political Economy brownbag.
- 2013-2014 Graduate Curriculum Review Committee.
- 2012-2013 Graduate Admissions Committee.
- 2011-2012 Director of Graduate Studies; Chair of Graduate Admissions and Awards.
- 2011-2012 University Fellowship Committee. College of Letters and Science, Social Science Representative.
- 2011-2012 L&S Graduate Research Scholars Faculty Advisory Committee. Social Sciences representative.
- 2011-2012 Chair, Minority Recruitment and Retention Committee
- 2011-2012 Hospitality Committee.
- 2011-2012 Reading Committee. Criminology Position (Andrew Papachristos).
- 2005-2010 Chairman/Member, Minority Recruitment and Retention Committee.
- 2006-2009 Director of Graduate Studies.
- 2006-2009 University Fellowship Committee, College of Letters and Science, Social Science Representative.
- 2006-2007 Department Coordinator, National Research Council Survey of Graduate Programs.

2006-2007 Junior Faculty Review Committee.
 2006-2007 Graduate Student Support Committee, College of Letters and Science.
 2003-2006 Academic Senate, alternate representative.
 2005-2006 Ex Officio Member, Graduate Admissions Committee.
 2005-2006 Chair, Social Committee.
 Sp 2005 Coordinator, Politics, Culture, Society brownbag (co-coordinator most of 2006-2014).
 2004-2005 Coordinator, Economic Sociology brownbag.
 2004-2005 Assistant Professor Hiring Subcommittee.
 2003-2004 Advanced Standing Committee.
 Fall 2003 Reading Committee, (re courtesy appointment for Prof. Karl Shoemaker)

DISSERTATION COMMITTEES (UW, Completed; Sociology unless otherwise noted)

Gracie Venechuk, Spring 2024
 Mikki Ruo-Fan Liu, Fall 2023
 Yotaro Natani, Summer 2022
 Yea Hee Ko, Spring 2022 (School of Business)
 Michael Billeaux Martinez, Spring 2022
 Sangyun Kim, Summer 2021 (School of Business)
 Adam Hayes, Spring 2021
 Matias Cocina, Summer 2020
 Maria Jose Azocar Benavente, Summer 2020 (co-chair)
 Yair Kaldor, Spring 2020
 Zhi Cao, Spring 2020 (School of Business)
 Sung Ik Cho, Summer 2019
 Madeleine Pape, Summer 2019
 Emanuel Ubert, Summer 2019 (chair)
 Kate Anderson, Spring 2019
 Mei Zhang, Spring 2018 (Library & Information Studies)
 Shannon Younger, Spring 2018 (School of Business)
 Bo Hee Min, Fall 2017
 Ian Carillo, Fall 2017
 Michael Halpin, Summer 2017
 Kellea Miller, May 2017
 David Calnitsky, July 2016
 Annabel Ipsen, June 2016
 Aliza Luft, Spring 2016
 Trevor Young-Hyman (co-chair), Winter 2016
 Robert Thomas, Fall 2015
 Hanif Nu'Man, Spring 2014
 Edo Navot, member, Summer 2014.
 Magda Konieczna, Spring 2014 (Journalism).
 Vivian Zheng, Spring 2012 (School of Business).
 Gregory Kordsmeier, Summer 2011.
 Kyle Rearick, Summer 2011.
 Cecile David, Spring 2010.
 Sebnem Ozkan, Fall 2010.
 Anat Yom-Tov, Spring 2009.
 Cynthia White, Summer 2008.
 Ricky Leung, Spring 2008.
 Li-Fang Yang, (co-chair), Fall 2006.
 Scott Graffin, Spring 2006 (Business School).
 Jeff Rothstein, Spring 2005.

MASTER'S & MASTER'S WAIVER COMMITTEES (UW, Completed)

Alvaro Cabrera, Summer 2024
 Clayton Adamson, Spring 2024 (waiver)

Alexandre Guelerman Ramos, Spring 2024 (waiver)
Anupama Kumar, Spring 2023 (waiver)
Sara Trongone, Fall 2022
Eun Ji Kim, Fall 2022 (waiver)
Cullen Cohane, Summer 2022
Daniela Campos Ugaz, Spring 2021
James Rosenberg, Fall 2020 (waiver)
Anna Popovych, Fall 2020 (waiver)
SoYun Park, Spring 2020 (waiver)
John Canfield, Fall 2019 (waiver)
Wendy Li, Fall 2019
Griffin Bur, Spring 2019
Siying Fu, Spring 2019
Masoud Movahed, Fall 2018 (waiver)
Kendra Nervik, Fall 2018
Ja'Dell Davis, May 2018
Todd Flournoy, April 2018
Janaina Saad Peabody, Fall 2017 (waiver)
Jee Jee Kim, Summer 2017
Jienian Zhang, Summer 2017
Adam Hayes, Spring 2017 (waiver)
Jungmyung Kim, Fall 2017 (waiver)
Michael Halpin, Spring 2016
Laura Hanson-Schlachter, September 2015
Rahul Mahajan, January 2015
Lindsey Twin, Spring 2015
Kris Arsaellsson (waiver), Spring 2015
Michael Billeaux, Summer 2014
Yotaro Notani, Spring 2013.
Bo Hee Min, Winter 2012.
Adrienne Pagac, Winter 2012.
Viviana Zheng (Business School), Summer 2011.
David Calnitsky (waiver), 2010.
Molly Noble, Spring 2010.
Trevor Young-Hyman (secondary waiver), Fall 2010.
Sebnem Ozkan, Fall 2010.
Sung-Ik Cho, Fall 2009.
Adam Sechooler, August 2009.
Charity Schmidt, (LACIS), Spring 2009.
Hanif Nu'Man, Summer 2009.
Edo Navot, Spring 2009.
Kyle Rearick, Fall 2007.
Patrick McLeod, Summer 2007.
Liberty Karp, Summer 2006.
Jennifer Huck, Summer 2006.