

**Robert L. Nelson**

Offices: American Bar Foundation Department of Sociology  
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EDUCATION

Graduate School: Northwestern University, Evanston, Illinois.  
Masters in Sociology, 1976. Ph.D., June 1983.

Law School: Northwestern University School of Law, Chicago,  
Illinois. J.D., June 1979.

Honors: Lowden-Wigmore Prize for the best student  
law review article, 1977-1978. Northwestern  
University Law Review, Staff Member, 1976-1977;  
Editorial Board, 1977-1978.  
Graduated Cum Laude.

College: Northwestern University, Evanston, Illinois.  
B.A. in Sociology, 1974.  
Honors: Consecutive Dean's List; Phi Beta Kappa;  
Honors in Sociology.

RESEARCH AND TEACHING POSITIONS

American Bar Foundation, Chicago, Illinois. Director, September 2004-present.  
Research Professor, June 1983-present.  
MacCrate Research Chair in the Legal Profession, October 2002-present.

Northwestern University, Department of Sociology. Professor since 1997. Associate Professor,  
September 1991-1997; Assistant Professor, September 1986-1991. School of Law, Adjunct  
Professor, since 1998. Courses taught: Law and Society; Sociology of Law (both at undergraduate  
and graduate levels); Graduate Workshop in Social Organization, Graduate Research Methods,  
Seminar on Discrimination Law (law school), Advanced Research Seminar in Legal Studies.

PROFESSIONAL HONORS

Fellow, Center for Advanced Study in the Behavioral Sciences,  
Stanford, California, 1992-93.

Officer, Council of the Sociology of Law Section, American Sociological Association, 1994-  
1996 term. 2009-present.

Member, Board of Trustees, Law and Society Association, 1997-1999 term.

Secretary-Treasurer, Section on Organizations, Occupations, and Work of American Sociological Association. 1999-2001.

Elected, Board of Overseers, General Social Survey. 2001-2005.

Awards for Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America by Robert L. Nelson and William P. Bridges (Cambridge University Press, 1999).

- Winner, Distinguished Publication Award, 2000-01, American Sociological Association;
- Winner, Sociology of Law Best Book Prize 1998-99, Sociology of Law Section of the American Sociological Association;
- Finalist, Best Book Award, Society for the Study of Social Problems, 1999-2000;
- Honorable Mention, Herbert Jacob Prize for Best Book in Law and Society, the Law and Society Association, 1998-2000;
- Distinguished Book Award 2000-01, Cornell University Center for the Study of Inequality

Editorial Board, Law & Society Review, 2000-2004.

Named MacCrate Research Chair in the Legal Profession, American Bar Foundation, October 2002.

Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford, California, to be in residence in 2005-06. (Declined).

Sociological Research Association, 2004-present.

#### ADMINISTRATIVE POSITIONS

Director, American Bar Foundation Program on Professionalism, Law, and Economic Change. 1987 to 1993.

Director of Graduate Affairs, Department of Sociology, Northwestern University. 1991-92, 1993-1996.

Co-Director, Program in Law and the Social Sciences, Northwestern University, 1994-present.

Chair, Department of Sociology, Northwestern University, 1997-2000.

Founding Director, Center for Legal Studies, Northwestern University/American Bar Foundation, 2001-2004.

Director, American Bar Foundation, September 2004-present.

## PUBLICATIONS

### Books

Global Perspectives on the Rule of Law. Edited by James J. Heckman, Robert L. Nelson, and Lee Cabatingan. Routledge-Cavendish. Forthcoming.

Urban Lawyers: The New Social Structure of the Bar. John P. Heinz, Robert L. Nelson, Rebecca L. Sandefur, and Edward O. Laumann. University of Chicago Press. 2005.

Handbook of Employment Discrimination Research: Rights and Realities. Laura Beth Nielsen and Robert L. Nelson, editors. Springer. 2005.

Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America. Robert L. Nelson and William P. Bridges. Cambridge University Press. 1999.  
-winner of five book awards (see above)

The Hollow Core: Private Interests in National Policy Making. John P. Heinz, Edward O. Laumann, Robert L. Nelson and Robert H. Salisbury. Harvard University Press. 1993.

Lawyers' Ideals/Lawyers' Practices: Transformations in the American Legal Profession. Robert L. Nelson, David M. Trubek, and Rayman L. Solomon, editors. Cornell University Press. 1992.

Partners with Power: The Social Transformation of the Large Law Firm. University of California Press. 1988.

### Articles and Chapters

Robert L. Nelson and Lee Cabatingan, "Global Perspectives on the Rule of Law: A Preface and an Introduction," in Global Perspectives on the Rule of Law, edited by James J. Heckman, Robert L. Nelson, and Lee Cabatingan, Routledge-Cavendish (forthcoming).

"Divergent Paths: Conflicting Conceptions of Employment Discrimination in Law and the Social Sciences" (with E. Berrey and L.B. Nielsen), 4 Annual Review of Law and Social Science 103-122 (2008).

"The AJD Project: The First National Longitudinal Study of Lawyer Careers," 36 Southwestern University Law Review 355 (2007).

Robert L. Nelson, Ronit Dinovitzer, Bryant G. Garth, Joyce S. Sterling, Gita Z. Wilder, and

**Robert L. Nelson**

Terry Adams. "Observations from the After the JD Survey of the Bar Class of 2000." 24 Quinnipiac Law Review 539 (2006).

Laura Beth Nielsen and Robert L. Nelson, "Realizing Rights: An Empirical Analysis of Employment Discrimination Litigation as a Claiming System." 2005 Wisconsin Law Review 663 (2005).

Laura Beth Nielsen and Robert L. Nelson, "Scaling the Pyramid: A Sociolegal Model of Employment Discrimination Litigation." Chapter in Laura Beth Nielsen and Robert L. Nelson, ed., Handbook of Employment Discrimination Research: Rights and Realities. Springer. 2005.

Robert L. Nelson and Rebecca L. Sandefur with John P. Heinz and Edward O. Laumann, "From Professional Dominance to Organizational Dominance: Professionalism, Inequality, and Social Change Among Chicago Lawyers, 1975-1995," chapter in William L.F. Felstiner, ed., Reorganization and Resistance: Legal Professions Confront a Changing World (Hart Publishing 2005).

William P. Bridges and Robert L. Nelson, "Economic and Sociological Approaches to Gender Inequality in Pay," chapter in Mark Granovetter and Richard Swedberg, eds., The Sociology of Economic Life (Westview 2001).

John P. Heinz, Robert L. Nelson, and Edward O. Laumann, "The Scale of Justice: Observations on the Transformation of Urban Law Practice." 27 Annual Review of Sociology 337 (2001).

John P. Heinz and Paul S. Schnorr with Edward O. Laumann and Robert L. Nelson. "Lawyers' Roles in Voluntary Associations: Declining Social Capital?" 26 Law and Social Inquiry 597 (2001).

"Wage Justice for Women: Markets, Firms, and the Law Governing Gender Differences in Pay." Robert L. Nelson and William P. Bridges. Chapter in Joseph Sanders and V. Lee Hamilton (eds.), Justice. Plenum Press. (2001).

Robert L. Nelson and Laura Beth Nielsen, "Cops, Counsel, and Entrepreneurs: Constructing the Role of Inside Counsel to Large Business Corporations," 34 Law & Society Review 457 (2000).

Kathleen E. Hull and Robert L. Nelson, "Assimilation, Choice, or Constraint? Testing Theories of Gender Differences in the Careers of Lawyers," 79 Social Forces 229 (2000).

Robert L. Nelson and Monique R. Payne, "Minority Graduates from Michigan Law School: Differently Successful." 25 Law and Social Inquiry 521 (2000).

"The Changing Character of Lawyers' Work: Chicago in 1975 and 1995," 32 Law and Society Review 751 (1998) (with John P. Heinz, Edward O. Laumann, and Ethan Michelson).

**Robert L. Nelson**

"Bringing Legal Realism to the Study of Ethics and Professionalism," 67 Fordham Law Review 697-707 (1998) (with Douglas Frenkel and Austin Sarat).

"The Discovery Process as a Circle of Blame: Institutional, Professional, and Socio-Economic Factors That Contribute to Unreasonable, Inefficient, and Amoral Behavior in Corporate Litigation," 67 Fordham Law Review 773-808 (1998).

Review essay. "Gender Inequality in Law: Problems of Structure and Agency in Recent Studies of Gender in Anglo-American Legal Professions." Kathleen Hull and Robert Nelson. 23 Law and Social Inquiry 681 (1998).

"The Constituencies of Elite Urban Lawyers." John P. Heinz and Edward O. Laumann with Robert L. Nelson and Paul S. Schnorr. 31 Law and Society Review 441 (1997).

"Law, Markets, and Gender Inequality in Pay." 10 Berkeley Women's Law Journal 61 (1995).

"The Futures of American Lawyers: A Demographic Profile of a Changing Profession in a Changing Society." 44 Case Western Reserve Law Review 345. Symposium Issue: The Future of the Legal Profession. (1994)

\_\_\_\_\_. [Reprinted in part in Richard Abel (ed.), Lawyers: A Critical Reader. New York: New Press (1997).]

Review Essay, "Discrimination and Law: Stubborn Facts, Stubborn Theories." Review Essay on Cornwall and Wunnava (eds.) and Epstein. 22 Contemporary Sociology 645-649 (September 1993).

Review Essay, "Of Tournaments and Transformations: Explaining the Growth of Large Law Firms." 1992 Wisconsin Law Review 733-750.

"New Problems and New Paradigms in Studies of the Legal Profession." Robert L. Nelson and David M. Trubek. Chapter in Lawyers' Ideals/Lawyers' Practices: Transformations in the American Legal Profession, Nelson, Trubek, and Solomon (eds.), Cornell University Press. 1992.

"Arenas of Professionalism: The Professional Ideologies of Lawyers in Collective and Workplace Contexts." Robert L. Nelson and David M. Trubek. Chapter in Lawyers' Ideals/Lawyers' Practices: Transformations in the American Legal Profession, Nelson, Trubek, and Solomon (eds.), Cornell University Press. 1992.

"Triangles, Networks, and Hollow Cores: The Complex Geometry of Washington Interest Representation." Robert H. Salisbury, with John P. Heinz, Edward O. Laumann, and Robert L. Nelson. Chapter in The Politics of Interests, Mark Petracca (ed.), Westview Press: Boulder, Colo., 1992.

"The Social Organization of the Washington Establishment." Edward O. Laumann, Tony Tam

and John P. Heinz, with Robert L. Nelson and Robert H. Salisbury. Chapter in Research in Politics and Society, Volume 4: The Political Consequences of Social Networks, Gwen Moore and J. Allen Whitt (eds.), 1992.

"Organizations in Political Action: Representing Interests in National Policy Making." Edward O. Laumann and John P. Heinz, with Robert L. Nelson and Robert H. Salisbury. Chapter in Policy Networks: Empirical Evidence and Theoretical Considerations, Bernd Marin and Renate Mayntz (eds.), Campus Verlag: Frankfurt am Main, 1991.

"Inner Circles or Hollow Cores? Elite Networks in National Policy Systems." John P. Heinz, Edward O. Laumann, Robert H. Salisbury, and Robert L. Nelson. 52 Journal of Politics 356 (1990).

"Markets in Hierarchies: Organizational and Market Influences on Gender Inequality in a State Pay System." William P. Bridges and Robert L. Nelson. 95 American Journal of Sociology 616 (1989).

"Who You Know versus What You Know: The Uses of Government Experience for Washington Lobbyists." Robert H. Salisbury, Paul Johnson with John P. Heinz, Edward O. Laumann, and Robert L. Nelson. 33 American Journal of Political Science 175 (February 1989).

"Lawyers and the Structure of Influence in Washington." Robert L. Nelson and John P. Heinz (with Edward O. Laumann and Robert H. Salisbury). 22 Law and Society Review 237. (1988).

"Who Works with Whom? Interest Group Alliances and Opposition." Robert H. Salisbury, John P. Heinz, Edward O. Laumann, and Robert L. Nelson. 81 American Political Science Review 1217 (December 1987).

Review Essay, "Ideology, Scholarship, and Socio-Legal Change: Lessons from Galanter and the Litigation Crisis." 21 Law and Society Review 677. (1987).

"Private Representation in Washington: Surveying the Structure of Influence." 1987 American Bar Foundation Research Journal. 141 (Winter 1987). Robert L. Nelson, John P. Heinz, Edward O. Laumann, and Robert H. Salisbury.

"Ideology, Practice, and Professional Autonomy: Social Values and Client Relationships in the Large Law Firm," 37 Stanford Law Review 503 (January 1985).

\_\_\_\_\_. [Reprinted in part in Richard Abel (ed.), Lawyers: A Critical Reader. New York: New Press (1997).]

"Washington Lawyers - and Others: The Structure of Washington Representation," Edward O. Laumann and John P. Heinz (with Robert L. Nelson and Robert H. Salisbury). 37 Stanford Law Review 465 (January 1985).

"The Changing Structure of Opportunity: Recruitment and Careers in Large Law Firms," 1983 American Bar Foundation Research Journal 109 (Winter 1983).

"The Statutory Protection of Confidential Research Data: Synthesis and Evaluation." Robert L. Nelson and Terry E. Hedrick. Chapter in Solutions to Ethical and Legal Problems in Social Research, Ross, Boruch, and Cecil (eds.), (Academic Press: 1983).

"Practice and Privilege: Social Change and the Structure of Large Law Firms," 1981 American Bar Foundation Research Journal 95 (Winter 1981).

"Federal Judicial Survey." The Chicago Lawyer, October 1979 (with Richard A. Hay).

Note, "Judicially Required Rulemaking as Fourth Amendment Policy: An Applied Analysis of the Supervisory Power of Federal Courts." 72 Northwestern University Law Review 595 (1977).

#### BOOK REVIEWS AND PUBLISHED COMMENTARY

"Law, Democracy, and Domination: Law and Society Research as Critical Scholarship." 35 Law & Society Review 401 (2001).

"Professionalism from a Social Science Perspective." 52 South Carolina Law Review 476 (2001).

Rights at Work: Pay Equity Reform and the Politics of Legal Mobilization, Michael W. McCann. 24 Contemporary Sociology 663 (1995).

Sociological Justice, Donald Black. 95 American Journal of Sociology 1095 (1990).

Judging Credentials: Nonlawyer Judges and the Politics of Professionalism, Doris Marie Provine. 12 The Justice System Journal 277 (1987).

Social Research in the Judicial Process: Cases, Readings, and Text, Wallace D. Loh. 3 Constitutional Commentary 624 (Summer 1986).

Women in Law, Cynthia Fuchs Epstein 89 American Journal of Sociology 261 (1983).

Social System and Legal Process: Theory, Comparative Perspectives, and Special Studies, Harry M. Johnson (ed.). Sociology and Social Research (January 1979) (with Errol E. Meidinger).

#### EXTERNAL GRANTS RECEIVED

**Robert L. Nelson**

National Science Foundation, Law and Social Sciences Division, Doctoral Dissertation Research Award. Grant No. SOC79-20246: The Social Organization of Law: A Study of Large Law Firms in Chicago. (July 1979). \$5,000.

National Science Foundation, Joint Award by the Law and Social Sciences Panel and the Sociology Panel. NSF Grant No. SES-8320275: Washington Lawyers and National Policy Making. (June 1984) (with John P. Heinz, Edward O. Laumann, and Robert H. Salisbury). \$90,000.

National Science Foundation, Joint Award by the Law and Social Sciences Panel and the Sociology Panel. NSF Grant No. SES-8800627: Labor Markets and Sex-Based Wage Discrimination. (June 1988) (with William P. Bridges). \$57,000.

National Science Foundation, Supplemental Award. NSF Grant No. SES-8800627, Amendment 1: Labor Markets and Sex-Based Wage Discrimination. (June 1989) (with William P. Bridges). \$4,000.

National Science Foundation, Law and Social Sciences Panel, Doctoral Research Award to Marjorie Schaafsma, with Robert Nelson, Faculty Advisor. NSF Grant No. SBR-9311649: Integration of Women into the Legal Profession: Hierarchies, Ideologies, and Cultures. (June 1993) \$6,500.

National Science Foundation, Law and Social Sciences Panel. NSF Grant No. SBR-9411515: The Changing Social Structure of the Urban Legal Services Industry. (August 1994) (with John P. Heinz, Edward O. Laumann, and Paul S. Schnorr) \$110,000.

Law School Admission Council. "Gender Differences in the Careers of Urban Lawyers: A Proposal for Analysis and Supplementary Data Collection." (April 1997) (with Kathleen Hull) \$39,998.

National Institute of Justice, Doctoral Research Award to Giel Stein. 1998. Effect of Legal Formality on Jury Decision making. \$10,000.

Stanford Law School, Support for Conference on Rights and Realities: Legal and Social Scientific Approaches to Employment Discrimination. (March 2003) (with Laura Beth Nielsen) \$20,000.

Ford Foundation and the Center for Advanced Study in Behavioral Sciences. Grants for Special Project on Legal and Social Scientific Perspectives on Employment Discrimination. (September 2003) (with Laura Beth Nielsen) \$395,000.

Sloan Foundation. Grant for Center on Legal and Professional Services. (December 2003) (with David Wilkins and others) \$375,000.

National Science Foundation, Law and Social Sciences Panel, NSF Grant No. \_\_\_\_\_,

## Robert L. Nelson

The Changing Dynamics of Employment Discrimination Disputes. (September 2004 to August 2006)(with Laura Beth Nielsen, Peter Siegelman, and John Donohue III) \$165,000.

Searle Foundation. The Changing Dynamics of Employment Discrimination Disputes. (June 2004 to June 2006). (with Laura Beth Nielsen, Peter Siegelman, and John Donohue III). \$100,000.

National Science Foundation, Supplemental Grants, for Summer Undergraduates, \$13,950, and for Graduate Research Assistant, \$ 5,969. In connection with The Changing Dynamics of Employment Discrimination Disputes.

“After the JD: Legal Careers in Transition,” with Ronit Dinovitzer, Bryant Garth, and Joyce Sterling. (September 2006 to July 2010)

National Science Foundation, \$355,341

Law School Admissions Council, \$500,000

Access Group, \$300,000

NALP Foundation, \$150,000

American Bar Foundation, \$400,000

National Science Foundation Supplemental Grant for Summer Undergraduates, \$8,241 (2008)

National Science Foundation, Grant to the Law and Society Association, for Law and Social Science Doctoral Fellowships, held at the American Bar Foundation. \$256,000 for 2008-2014, with Laura Beth Nielsen and others.

### UNIVERSITY GRANTS

Northwestern University, Cross-School Initiative to Create Undergraduate Legal Studies Program. (April 2001) with Wesley Skogan. \$50,000.

### SELECTED PAPERS AND PRESENTATIONS

“Individualized Justice: Litigating Claims of Employment Discrimination in the Post-Civil Rights United States” (with L.B. Nielsen and R. Lancaster), Conference on The Discoveries of the Discrimination Research Group, Stanford Law School, Stanford CA, November 2008.

“Scholarship on the Rule of Law,” Moderator and Introduction, World Justice Forum, Vienna, Austria, July 2008. Also presentations at several World Justice Project events, 2007-2008.

“Uncertain Justice: the Determinants of Outcomes in Federal Employment Discrimination Litigation, 1987-2003” (with L.B. Nielsen and R. Lancaster), various versions given at Law & Society Meetings, Berlin Germany, July 2007; Fellows Research Seminar, Los Angeles, CA, February 2008; Radcliffe Seminar, Radcliffe Institute, Cambridge, MA, April 2008; Conference on Empirical Legal Studies, Cornell University, September, 2008.

“After the JD—A National Study of Legal Careers,” Plenary Session, National Council of Bar Presidents and Bar Executives, Chicago, February 2006.

Author Meets Readers Discussion of Urban Lawyers, Plenary Session, National Conference on Professional Responsibility, Vancouver, CA, June 2006.

“Anti-Discrimination Law as a Social and Legal System (with L.B. Nielsen), Plenary Session, Midwest Law and Society Meetings, Madison, WI, September 2006.

American Bar Foundation, Inaugural Lecture, MacCrate Research Chair in the Legal Profession. “Shifting Inequalities: Stratification by Race, Gender, and Ethnicity in an Urban Legal Profession.” May 14, 2003.

International Institute in the Sociology of Law, Two week Masters Course on the Legal Profession, Onati, Spain. March 31, 2003-April 11, 2003.

“Rights and Realities: A Sociological Model of Employment Discrimination Law.” Laura Beth Nielsen and Robert L. Nelson. Presented at American Bar Foundation Conference on Rights and Realities: Legal and Social Scientific Perspectives on Employment Discrimination. Stanford Law School, March 24, 2003.

Keynote Speaker, “New Perspectives on Pay Equity: A Mini-Conference.” Rutgers University, New Brunswick, NJ, April 2, 2001.

“Legalizing Gender Inequality: Postscript and Future Plans.” Talk presented at Cornell Center for Study of Social Inequality, Cornell University, Ithaca, NY. May 10, 2001.

Robert L. Nelson, Rebecca L. Sandefur, and John P. Heinz, “Inequalities of Ethnicity, Gender, and Race and the Transformation of an Urban Legal Profession: Chicago Lawyers 1975-1995.” Paper presented at the Law & Society Association Meetings, Budapest, Hungary, July 6, 2001.

Robert L. Nelson and John P. Heinz, “Changing Patterns of Client Relationships and Professional Autonomy within the Urban Bar: Chicago Lawyers 1975-1995.” Paper presented at the Law & Society Meetings, Budapest, Hungary, July 7, 2001.

Chair and Organizer, Professional Workshop on Serving as an Expert Witness. Annual Meetings of the American Sociological Association, Anaheim, California. August 20, 2001.

Author Meets Critics Session on Legalizing Gender Inequality (Cambridge U. Press 1999 by Robert Nelson and William Bridges), Annual Meetings of the American Sociological Association, Anaheim, California. August 21, 2001.

“From Professional Dominance to Organizational Dominance? Professionalism, Inequality, and Social Change Among Chicago Lawyers, 1975-1995.” Presented at Cornell University Law

School, Ithaca, New York, November 3, 2000.

“Social science Perspectives on Unprofessional Conduct.” Presented at Conference on Improving the Professionalism of Lawyers sponsored by the University of South Carolina Law School and Stanford Law School, Savannah, Georgia, October 21, 2000.

“Changing Patterns of Stratification Among Chicago Lawyers: 1975-1995.” Presentation at the Working Group on the Legal Profession of the International Sociological Association, Peyresq, France, July 17, 2000.

“Peril or Prosperity? The Changing Character of Lawyers’ Careers.” Presented at the Fellows of the American Bar Foundation Symposium, London, England, July 15, 2000.

"Anti-discrimination Law and Inequality in Labor Markets, Occupations, and Organizations." Invited presentation at Conference on Sociology and Education sponsored by the Spencer Foundation and the American Sociological Association. Emory University, Atlanta, Georgia, March 3, 2000.

"The Discovery Process as a Circle of Blame: Presentation on the Ethics Beyond the Rules Project." American Bar Association National Conference on Professional Responsibility. May 30, 1998, Montreal, Canada.

"Assimilation, Choice or Constraint? Explaining Gender Differences in the Careers of Lawyers" (with Kathleen Hull). Paper presented at the Annual Meetings of the American Sociological Association, San Francisco, California, August 1998.

"Cops, Counsel, and Entrepreneurs: The Shifting Roles of Lawyers in Large Business Corporations." (with Laura Beth Nielsen and Lisa E. Douglass). Paper presented at Law and Society Association Meetings. St. Louis, Missouri, May 30, 1997.

"The Social Organization of the Chicago Bar, 1975 and 1995." (with John P. Heinz and Edward O. Laumann). Paper presented at the Law and Society Association Meetings. St. Louis, Missouri, May 29, 1997.

"Gender Differences in the Careers of Chicago Lawyers." Presentation at ABA Annual Meetings, San Antonio Texas, February 2, 1997.

"Legalizing Gender Inequality: Rethinking the Relationship Between Law, Markets, and Gender Inequality in Organizations." Presentation to the Law and Society Workshop, Georgetown University Law School. Washington, D.C., September 10, 1996.

Kathleen Hull and Robert Nelson, "Gender Inequality Among Chicago Lawyers." Paper presented at the Meetings of the Working Group on the Legal Profession of the International Sociological Association. Peyresq, France. July 17, 1996.

Robert Nelson and William Bridges. "Legalizing Gender Inequality: Rethinking the Relationship Between Law, Markets, and Gender Inequality in Organizations." Paper presented at the Law and Society Association Meetings. Glasgow, Scotland. July 12, 1996.

"Gender Differences in the Careers of Chicago Lawyers." Presentation to the Conference on Replications in Socio-Legal Research, Institute for Legal Studies, University of Wisconsin Law School, Madison, Wisconsin, April 17, 1996.

"Unequal Pay: The Courts, the Institutional Construction of Markets, and Gender Inequality." Presentation to the Crime, Law, and Deviance Colloquium, Department of Sociology, University of Wisconsin, Madison, April 16, 1996.

"Jurisprudential Sociology, Critical Empiricism, Gender Inequality, and the Law." Presentation

to Program on Jurisprudence and Social Policy, University of California, Berkeley, November 20, 1995.

"The Future of the Legal Profession and the Academy," Presentation to the Faculty Legal Theory Workshop, University of Miami School of Law, October 20, 1995.

"The Futures of American Lawyers," Presentation to the Fellows of the American Bar Foundation, State of California, San Francisco, California, October 1, 1995.

"Changing Patterns of Inequality in the Chicago Bar: 1975-1995," Paul Schnorr, John Heinz, Robert Nelson, and Edward Laumann. Paper presented at the Annual Meetings of the Law and Society Association, Toronto, Canada, June 4, 1995.

Robert Nelson and Bryant Garth. "Globalization and Corporate Law Practice." Paper presented at the Conference on Globalization, Law, and Social Science. International Institute for the Sociology of Law. Onati, Spain. July 26, 1994.

Presenter, Roundtable on "Lawyers on Their Own--Reconsidering Metropolitan Lawyering." Law and Society Association Annual Meetings. Phoenix, Arizona. June 16, 1994.

Faculty Member, Graduate Student Workshop, Law and Society Association, Phoenix, Arizona. June 14-15, 1994.

"Lawyers in Business: Making Meaning or Making Money?" Paper presented to the Faculty-Student Workshop on the Legal Profession. Stanford Law School. March 11, 1993.

"Law, Markets, and Gender Inequality in Organizational Pay Systems." Paper presented to the Faculty Colloquium. Stanford Law School. April 7, 1993.

"The Futures of American Lawyers: A Demographic Profile of a Changing Profession in a Changing Society." Invited Paper and Presentation, the Institute on the Future of the Legal Profession, Case Western Reserve University School of Law, Cleveland, Ohio, June 2, 1993.

"Law, Markets, and the Organization of Gender Inequality in Pay." Presentation to the Fellows' Seminar, Center for Advanced Study in the Behavioral Sciences. Stanford, California. April 21, 1993.

William P. Bridges and Robert L. Nelson, "What Happened to Pay Equity in the Private Sector: Insights from a Random Regression Model." Paper presented at the Annual Meetings of the Southern Sociological Association. New Orleans, La. April 11, 1992.

Presenter, Roundtable on Power in the Legal Profession, Law and Society Association Annual Meetings. Philadelphia, Pa. May 31, 1992.

Lisa Douglass and Robert Nelson, "(Why) Are There No Studies of the Ideologies of American

Corporate Elites?" Paper presented at the Meetings of the Social Science History Association. Chicago, IL. November 7, 1992.

"Patterns of Organizational Dominance Among Corporate Law Firms," Paper presented at the Conference on Professional Service Organizations, School of Business, University of Alberta. Edmonton, Alberta. May 22, 1992.

Robert L. Nelson, David M. Trubek, and Rayman L. Solomon, Author-Meets-Critics Session on Lawyers' Ideals/Lawyers' Practices: Transformations in the American Legal Profession (Cornell University Press, 1992), European Conference on Legal Professions. Aix-En-Provence, France, June 16, 1992.

Invited Participant, "A Conference on Civil Discovery: Towards a Research Agenda for the 1990's and Beyond." Federal Judicial Center, Washington, D.C., September 20, 1991.

Robert L. Nelson and William P. Bridges, "Managers, Markets, and Gender Inequality in Pay: E.E.O.C. v. Sears, Roebuck & Co.", Paper presented at the Annual Meetings of the Law and Society Association, Amsterdam, The Netherlands, June 29, 1991.

Presentation, "The Political Economy of Law Making and the Americanization of European Corporate Legal Practice." Given to the Session on Professional Services to Business, the Annual Meetings of the Law and Society Association, June 29, 1991, Amsterdam, The Netherlands.

Chair and Discussant, Panel on Lawyers' Work, the Annual Meetings of the Law and Society Association, Amsterdam, The Netherlands, June 26, 1991.

Chair of Planning Committee, Conference on the New European Legal Profession and the American Legal Challenge. Sponsored by the American Bar Foundation, The Working Group on Legal Professions of the International Sociological Association, and the Working Group on Corporate Practitioners of the Centre de Recherche Interdisciplinaire de Vaucresson. Amsterdam, The Netherlands, June 24, 1991.

"The Rationalization of Work and Power by Large Corporate Law Firms." Presentation to Conference on The American Law Firm: The Functions of and Changes in the Model, sponsored by Institut des Hautes Etudes sur la Justice, Paris, France, June 13, 1991.

Discussant, Meetings of the Working Group on Corporate Professionals, Centre de Recherche Interdisciplinaire de Vaucresson, Ministere de la Justice, Vaucresson, France, June 10-11, 1991.

"Structure and Uncertainty: The Social Organization of Interest Representation and Its Implications for National Policy Making" (with John P. Heinz). Paper presented at the Law and Society Association Annual Meetings, Berkeley, California, June 1, 1990.

Critic in Author Meets Critic Session, on Lawyers in Society, Vols. I-III, Richard Abel and

Philip Lewis (eds.), University of California Press (1988, 1989). Law and Society Association Annual Meetings, Berkeley, California, June 2, 1990.

"Pay Inequality in the Transition from Paternalism to Bureaucracy: Christensen v. State of Iowa." (with William P. Bridges). Paper presented at the Law and Society Association Annual Meetings, June 9, 1989, Madison, Wisconsin.

Author Meets Critic Session on Partners with Power: The Social Transformation of the Large Law Firm. European Conference on Legal Professions, Aix-En-Provence, France, May 17-20, 1989.

"A Tale of Two Legal Professions: Changing Economic Conditions among American Lawyers," Address to the Benchers' Retreat, Law Society of Upper Canada, Toronto, Canada, May 5, 1989. (The Benchers' are the elected leaders of the provincial Law Society.)

Bridges and Nelson, "Markets in Hierarchies: Organizational and Market Influences on Gender Inequality in a State Pay System." Paper presented to the Fellows' Seminar, American Bar Foundation, Chicago, IL, May 3, 1989.

"Markets in Hierarchies: Organizational and Market Influences on Gender Inequality in a State Pay System." Paper presented to the Law & Society Colloquium, New York University Law School. New York, New York, November 2, 1988.

"Lawyer Professionalism and Its Discontents: From Arenas of Words to Arenas of Work." (with David M. Trubek). Paper presented to the American Bar Foundation Conference on Professionalism, Ethics, and Economic Change. Evanston, Illinois, September 22-24, 1988.

"Markets in Hierarchies: Organizational and Market Influences on Gender Inequality in a State Pay System." (with William P. Bridges). Paper presented at the Annual Meetings of the American Sociological Association, Section on Stratification. Atlanta, Georgia, August 24, 1988.

"Changing Patterns of Work in Large American Law Firms." Presentation to the Socio-Legal Group 1988 Annual Conference, "Socio-Legal Research 20 Years On." Oriel College, Oxford University. Oxford, England, March 23, 1988.

"Social Change and Organizational Structure in the Large Law Firm." Paper presented at the Symposium, "Rehnquist Revisited: The Growth of the Large Law Firm and Its Impact on the Legal Profession - and Legal Education." Indiana University School of Law. Bloomington, Indiana, March 10, 1988.

"Professionalism, Bureaucracy, and Commitment in the Large Law Firm." Presentation to the Law and Social Sciences Section, Annual Meetings of the American Association of Law Schools. Miami Beach, Florida, January 8, 1988.

"Theories of Growth and Structural Change in the Large Law Firm." Presentation to Faculty-Student Seminar, University of Wisconsin Law School. Madison, Wisconsin, October 12, 1987.

"The Constituencies of Notable Washington Representatives." Paper presented at the American Political Science Association Annual Meetings. Chicago, Illinois, September 4, 1987. John P. Heinz, Edward O. Laumann, Robert L. Nelson, and Robert H. Salisbury.

"Preliminary Results from a National Survey on Lawyer Job Satisfaction." Presentation to Conference on Women in Law: Assimilation or Innovation. Institute for Legal Studies, University of Wisconsin Law School. Madison, Wisconsin. August 3, 1987.

"Surveying the Structure of Influence in Washington: The Washington Representatives Project." Panel and Set of Papers presented at Law and Society Association Annual Meetings. Washington, D.C., June 12, 1987. (with John P. Heinz and Robert H. Salisbury).

"Hierarchies in Markets: Bureaucratic and Market Influences on Wage Determination and Wage Discrimination." (with William P. Bridges). Faculty Colloquium, Department of Sociology, University of Illinois-Chicago. May 28, 1987.

"Organizations in Political Action: Representing Interests in National Policy Making." Paper presented at the American Sociological Association Annual Meetings. New York, New York, September 1, 1986. (with Edward O. Laumann, John P. Heinz, and Robert H. Salisbury).

"Who Works with Whom: The Structure of Conflict in National Policy Making." Paper presented at the American Political Science Association Annual Meetings, Washington, D.C., August 30, 1986. (with Robert H. Salisbury, Edward O. Laumann, and John P. Heinz).

"Reconsidering the Obvious: Lawyers and the Structure of Influence in Washington." Paper presented at the Law and Society Association Annual Meetings, Chicago, Illinois, May 30, 1986. Robert L. Nelson with John P. Heinz, Edward O. Laumann, and Robert H. Salisbury.

"Bureaucracy, Professionalism, and Commitment: Patterns of Authority in Large Law Firms." Paper presented at the American Bar Foundation's London Symposium. University College, London, July 16, 1985.

"Lawyers, Lobbyists, and More: The Social Organization of Washington Representation." Paper presented at the Law and Society Association Annual Meetings, San Diego, CA, June 9, 1985. (with Robert H. Salisbury, John P. Heinz, and Edward O. Laumann).

"Soaking and Poking Among the Movers and Shakers: Quantitative Ethnography Along the K Street Corridor." Paper presented at the American Political Science Association Annual Meetings, Washington, D.C., September 5, 1984. Robert H. Salisbury (with John P. Heinz, Edward O. Laumann and Robert L. Nelson).

"Crisis, Continuity, and Change: The American Legal Profession 1900-1984." Paper presented

at the Midwest Sociological Society Annual Meetings, Chicago, Illinois, April 19, 1984.

"Ideology, Practice, and Professional Autonomy: Social Values and Client Relationships in the Large Law Firm." Paper presented at the Symposium on the Law Firm as a Social Institution, Stanford Law School, Palo Alto, California, February 24, 1984.

\_\_\_\_\_. Faculty Colloquium at the University of Texas School of Law, Austin, Texas, February 13, 1984.

"Practice, Politics, and Professional Autonomy: Social Values and Client Interactions in the Large Law Firm." Paper presented at the Law and Society Association Annual Meetings, Denver, June 5, 1983.

"The Social Organization of Washington Representatives," presented at the Seminar on Law and Social Policy, Center for Urban Affairs and Policy Research, Northwestern University, October 12, 1982 (with John P. Heinz).

Chair, Panels on The Private Occupations of Law, at the Law and Society Association Annual Meetings, Toronto, June 5, 1982.

"Recruitment and Careers: The Organization of Opportunity in the Large Law Firm." Paper presented at the Law and Society Association Annual Meetings, Toronto, June 5, 1982.

Participant in Planning Conference on the Program on the Legal Profession, Harvard Law School, May 13-14, 1982.

"Conflict and Consensus: Authority in the Large Law Firm." Paper presented at the Law and Society Association Annual Meetings, Amherst, Massachusetts, June 1981.

"Practice and Privilege: Social Change and the Structure of Large Law Firms." Paper presented at the Law and Society Association Annual Meetings, Madison, Wisconsin, June 1980.

#### LEGAL EXPERIENCE

Jenner and Block, 1 IBM Plaza, Chicago, Illinois. Summer Associate, Summer 1977.

Davis, Miner, and Barnhill, 22 West Erie Street, Chicago, Illinois. Summer Associate, Summer 1976.

Northwestern University Legal Assistance Clinic, Chicago, Illinois. Law Clerk, Summer 1975.