

Curriculum Vitae

September 2024

Steve McDonald

Department of Sociology and Anthropology
North Carolina State University
Campus Box 8107
Raleigh, NC 27695-8107

Phone: (919) 515-9028
E-mail: steve_mcdonald@ncsu.edu
Web: <http://stevemcd1.github.io>

EDUCATION

2004 Ph.D. in Sociology, Florida State University
1999 Master of Science in Sociology, Florida State University
1997 Bachelor of Science in Sociology (*Magna Cum Laude*), Florida State University

ACADEMIC APPOINTMENTS

2017- Professor of Sociology, North Carolina State University
2012-2017 Associate Professor of Sociology, North Carolina State University
2006-2012 Assistant Professor of Sociology, North Carolina State University
2004-2006 Postdoctoral Fellow, University of North Carolina-Chapel Hill

ADMINISTRATIVE APPOINTMENTS

2023 Interim Department Head – Sociology & Anthropology, NC State University
2016-2021 Director of Graduate Programs – Sociology, NC State University
2014-2015 Associate Department Head – Sociology and Anthropology, NC State University
2014-2015 Director of Undergraduate Programs – Sociology, NC State University

COURTESY APPOINTMENTS

2023- Predictive Intelligence for Pandemic Prevention, Faculty Affiliate, North Carolina State University
2023- AI in Society, Faculty Affiliate, North Carolina State University
2022- Academy of Outstanding Faculty Mentors, North Carolina State University
2016- Communication, Rhetoric, & Digital Media PhD program, Faculty Affiliate, North Carolina State University
2010- Duke Network Analysis Center, Research Affiliate, Duke University

HONORS & AWARDS

2022 Outstanding Graduate Faculty Mentor Award, NC State University
2016 University Faculty Scholar Award, NC State University

- 2015 Outstanding Researcher Award, College of Humanities and Social Sciences, NC State University
- 2015, 2010 Faculty Mentor Award, Sociology Graduate Student Association, NC State University
- 2011 Scholars Program Award, U.S. Department of Labor
- 2006 Postdoctoral Award for Research Excellence, UNC-Chapel Hill
- 2003 Dissertation Research Award, Florida State University
- 2000 James W. Prothro Best Paper Award, Southern Association for Public Opinion Research
- 2000 Best Graduate Student Paper Award, Department of Sociology, Florida State University

BOOKS AND VOLUMES

- Forthcoming Steve McDonald, Rochelle Côté, and Jing Shen, eds. *Handbook of Inequality and Social Capital*. Edward Elgar.
- 2013 Steve McDonald, ed. *Research in the Sociology of Work: Networks, Work, and Inequality*, Vol. 24. London: Emerald.

PEER-REVIEWED ARTICLES (*denotes a current or former NCSU student)

- 2023 Steve McDonald, Amanda Damarin, and Nicholas Membrez-Weiler*. "Organizational Perspectives on Digital Labor Market Intermediaries." *Sociology Compass* <https://doi.org/10.1111/soc4.13061>
- 2022 Annika Wilcox*, Amanda Damarin, and Steve McDonald. "Is Cybervetting Valuable?" *Industrial and Organizational Psychology* 15(3):315-333.
- 2022 Chao Liu*, Steve McDonald, and Vincent Chua. "Of Markets and Networks: Marketization and Job Lead Receipt in Transitional China." *Sociological Inquiry* 92(4):1414-1444. <https://doi.org/10.1111/soin.12460>
- 2022 Steve McDonald, Amanda Damarin, Hannah McQueen*, and Scott Grether*. "The Hunt for Red Flags: Cybervetting as Morally Performative Practice." *Socio-Economic Review* 20(3):915-936. <https://doi.org/10.1093/ser/mwab002>
- 2021 Annika Wilcox*, Steve McDonald, Richard Benton*, and Donald Tomaskovic-Devey. "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks" *Social Science Research* <https://doi.org/10.1016/j.ssresearch.2021.102622>
- 2021 Jon R. Forrest*, Steve McDonald, and Robin Dodsworth. "Linguistic Employment Niches: Southern Dialect across Industries." *Socius*. 7:1-17. <https://doi.org/10.1177/2378023121999161>
- 2019 Steve McDonald, Amanda Damarin, Jenelle Lawhorne*, and Annika Wilcox*. "Black Holes and Purple Squirrels: A Tale of Two Online Labor Markets." *Research in the Sociology of Work* 33: 93-120.
- 2018 Justin Middleton*, Emerson Murphy-Hill, Demetrius Green*, Adam Meade, Roger Mayer, David White, and Steve McDonald. "Which Contributions

- Predict Whether Developers are Accepted into GitHub Teams.” *Proceedings of Mining Software Repositories*. Pages 403-418.
<https://dl.acm.org/citation.cfm?id=3196429>
- 2018 Amanda Wyant*, Anna Manzoni, and Steve McDonald. “Social Skill Dimensions and Career Dynamics.” *Socius* 4:1-12.
<http://journals.sagepub.com/doi/full/10.1177/2378023118768007>
- 2017 Steve McDonald and Richard A. Benton*. “The Structure of Internal Job Mobility and Organizational Wage Inequality” *Research in Social Stratification and Mobility* 47:21-31.
- 2016 Steve McDonald, Lindsay Hamm*, James R. Elliott, and Pete Knepper*. “Race, Place, and Unsolicited Job Leads: How the Ethnoracial Structure of Local Labor Markets Shapes Employment Opportunities.” *Social Currents* 3(2):118-137.
- 2016 Maxine S. Thompson and Steve McDonald. “Race, Skin Tone, and Educational Achievement.” *Sociological Perspectives* 59(1):91-111.
- 2015 Lindsay Hamm* and Steve McDonald. “Helping Hands: Race, Neighborhood Context, and Reluctant Personal Contacts.” *The Sociological Quarterly* 56(3):539-557.
- 2015 Steve McDonald, Feinian Chen, and Christine A. Mair*. “Cross-National Patterns of Social Capital Accumulation: Network Resources, Gender, and Aging in the United States, China, and Taiwan.” *American Behavioral Scientist* 59(8):914-930.
- 2015 Richard A. Benton*, Steve McDonald, Anna Manzoni, and David F. Warner. “The Recruitment Paradox: Network Recruitment, Structural Position, and East German Market Transition.” *Social Forces* 93(3):905-932.
- 2015 Wenhong Chen and Steve McDonald. “Do Networked Workers have more Control? The Implications of Teamwork, Telework, ICTs and Social Capital for Job Decision Latitude.” *American Behavioral Scientist*. 59(4):492-507.
- 2015 Steve McDonald. “Network Effects across the Earnings Distribution: Visible and Invisible Job Finding Assistance in the Labor Market.” *Social Science Research* 49(1):299-313.
- 2014 Steve McDonald and Joshua Lambert*. “The Long Arm of Mentoring: A Counterfactual Analysis of Natural Youth Mentoring and Employment Outcomes in Early Careers.” *American Journal of Community Psychology* 54(3):262-273.
- 2013 Julianne Payne*, Steve McDonald, and Lindsay Hamm*. “Production Teams and Producing Racial Diversity in Workplace Relationships.” *Sociological Forum* 28(2):326-349.
- 2012 Steve McDonald, Richard A. Benton*, and David F. Warner. “Dual Embeddedness: Informal Job Matching and Labor Market Institutions in the United States and Germany.” *Social Forces* 91(1): 75-97.
- 2011 Steve McDonald. “What’s in the “Old Boys” Network? Accessing Social Capital in Gendered and Racialized Networks.” *Social Networks* 33(4): 317-330.

- 2011 Steve McDonald. "What You Know or Who You Know? Occupation-Specific Work Experience and Job Matching through Social Networks." *Social Science Research* 40(6): 1664-1675.
- 2010 Julie A. Kmec, Steve McDonald, and Lindsey B. Trimble. "Making Gender Fit and "Correcting" Gender Misfits: Non-Searching for Employment and Job Sex Segregation." *Gender & Society* 24(2): 213-236.
- 2010 Steve McDonald. "Right Place, Right Time: Serendipity and Informal Job Matching." *Socio-Economic Review* 8(2): 307-331.
- 2010 Steve McDonald and Jacob C. Day*. "Race, Gender, and the Invisible Hand of Social Capital." *Sociology Compass* 4(7): 532-543.
- 2010 Steve McDonald and Christine A. Mair*. "Social Capital across the Life Course: Age and Gender Patterns of Occupational Networks." *Sociological Forum* 25(2): 335-359.
- 2010 Jacob C. Day* and Steve McDonald. "Not So Fast My Friend: College Football Coaching, Social Capital, and the Conditional Effects of Race." *Sociological Spectrum* 30(2): 138-158. (Lead Article)
- 2009 Steve McDonald, Nan Lin, and Dan Ao. "Networks of Opportunity: Gender, Race and Unsolicited Job Leads." *Social Problems* 56(3): 385-402. (Lead Article)
- 2009 Lance D. Erickson, Steve McDonald, and Glen H. Elder, Jr. "Informal Mentoring and Educational Attainment: Compensatory or Complementary Resources?" *Sociology of Education* 82(4): 344-367.
- 2007 Steve McDonald, Lance D. Erickson, Monica Kirkpatrick Johnson, and Glen H. Elder, Jr. "Informal Mentoring and Young Adult Employment." *Social Science Research* 36(4):1328-1347.
- 2006 Steve McDonald and Glen H. Elder, Jr. "When Does Social Capital Matter? Non-Searching for Jobs Across the Life Course." *Social Forces* 85(1):521-550.
Reprinted in Nan Lin (ed.). 2010. *Social Capital: Critical Concepts in the Social Sciences*. Volume 4. London: Routledge.
- 2006 Larry W. Isaac, Steve McDonald, and Greg Lukasik. "Takin' It From the Streets: How The Sixties Breathed Life into the Labor Movement." *American Journal of Sociology* 112(1):46-96.
- 2006 Steve McDonald and Robert E. Crew, Jr. "Welfare to Web to Work: Internet Job Search Among Former Welfare Clients." *Journal of Sociology and Social Welfare* 33(1):239-253.
- 2005 Steve McDonald. "Patterns of Informal Job Matching Across the Work Career: Entry-Level, Reentry-Level, and Elite Non-Searching." *Sociological Inquiry* 75(3):403-428.
- 2003 Debra Street, Jill Quadagno, Lori Parham, and Steve McDonald. "Reinventing Long Term Care: The Effect of Policy Changes on Florida Nursing Homes, 1989-1997." *The Gerontologist* 43 (special issue II):118-131.

- 2001 Steven J. McDonald. "How Whites Explain Black and Hispanic Inequality." *Public Opinion Quarterly* 65:562-573.

CHAPTERS IN EDITED VOLUMES (selected)

- 2022 Chao Liu* and Steve McDonald. "Old Boy Networks at Work in the United States." Pp. 199-215 in *Informal Networks in International Business*, ed. S. Horak. Emerald Publishing.
- 2020 Steve McDonald and Richard A. Benton*. "Social Capital and Economic Inequality." Pp. 563-582 in *The Oxford Handbook of Social Networks*, ed. R. Light and J. Moody. Oxford University Press.
- 2013 Steve McDonald, S. Michael Gaddis, Lindsey B. Trimble, and Lindsay Hamm*. "Frontiers of Sociological Research on Networks, Employment, and Inequality." *Research in the Sociology of Work*, 24: 1-41.
- 2011 Edward L. Kick, Laura McKinney*, Steve McDonald, and Andrew K. Jorgenson. "A Multiple-Network Analysis of World Systems, 1995-1999." Pp. 311-327 in *Handbook of Social Network Analysis*, ed. J. Scott & P. Carrington. Sage.
- 2003 Jill Quadagno and Steve McDonald. "Racial Segregation in Southern Hospitals: How Medicare Broke the Back of Segregated Health Facilities." Pp. 119-137 in *The New Deal and Beyond: Social Welfare in the South Since 1930*, Elna Green (ed.). University of Georgia Press: Athens.

GRANT FUNDING

External

- Under review *National Science Foundation*. "Linguistic Variation and Ego Networks." PI: Robin Dodsworth; Co-PIs: Nandi Sims and Steve McDonald.
- 2014 *American Sociological Association*. Fund for the Advancement of the Discipline. "Employer Use of Internet-Based Labor Market Intermediaries: Consequences for Inequality." PI: Amanda K. Damarin; Co-PI: Steve McDonald.
- 2013 *National Science Foundation*. Improving Doctoral Dissertation Research. PI: Steve McDonald; Co-PI: Richard A. Benton (Grant# 1332034).
- 2004 *National Institute of Health*. Postdoctoral Training Grant in Life Course and Aging (Grant# 5 T32 AG0015514).
- 2003 *National Science Foundation*. Improving Doctoral Dissertation Research. PI: Jill Quadagno; Co-PI: Steve McDonald (Grant# 0327138).

PROFESSIONAL PRESENTATIONS (last 5 years)

- 2024 "Have You Any Pull? Acceptance of Foreign Knowledge Transfers to GitHub Projects," with Yan, X., Daniel, J., and Liu, C. American Sociological Association annual meeting, Montreal, Canada.
- 2024 "Company Culture and Relational Dynamics of Knowledge Transfer in Distributed Workplace Contexts," with Yan, X., Daniel, J., and Liu, C. Sunbelt: International Network for Social Network Analysis annual meeting, Edinburgh, Scotland.

- 2024 "Social Class and the Landscape of Adolescent Mentoring Resources," with Leppard, T. Southern Sociological Society annual meeting, New Orleans, LA.
- 2024 "Graduate Students' Experiences in A Convergent Research Environment: Social Networks, Expectancy Value, and Imposterism," with Jones, M.G., Nieuwsma, J., Bordewieck, K., Childers, G., Marshall, A., Mayer, B., Classen, J., & Cuchiara, M. American Educational Research Association annual meeting, Philadelphia, PA.
- 2024 "Wicked Problems and Wicked Solutions: Graduate Students' Experiences in A Convergent Research Environment," with Jones, M.G., Nieuwsma, J., Bordewieck, K., Childers, G., Marshall, A., Mayer, B., Classen, J., & Cuchiara, M. National Association for Research in Science Teaching (NARST) Annual International Conference, Denver, CO.
- 2023 "Gender Stereotypes, Job Advertisement Language, and Occupational Segregation," with Jill Yavorsky, Dakota Dougherty, Adam Goldfarb, Daulton Selke, and Tremaine Winstead. American Sociological Association annual meeting. Philadelphia, PA.
- 2023 "Digital Intermediaries and Labor Market Savvy," with Amanda K. Damarin. American Southern Association annual meeting. Philadelphia, PA.
- 2023 "Organizational Perspectives on Digital Labor Market Intermediaries," with Amanda K. Damarin and Nicholas Membrez-Weiler. Southern Sociological Society annual meeting. Myrtle Beach, SC.
- 2023 "Federal Job Advertisements and Stereotype Content: An Intersectional and Socio-Linguistic Analysis of Occupational Segregation," with Dakota Dougherty, Adam Goldfarb, Daulton Selke, Tremaine Winstead, and Jill Yavorsky. Southern Sociological Society annual meeting. Myrtle Beach, SC.
- 2022 "Membership has its Privileges: Alumni Affiliation, Race, and Job Finding Assistance," with S. Michael Gaddis. Symposium on Networks, Inequality, and Labor Markets. Copenhagen Business School, Copenhagen, Denmark.
- 2022 "Job Advertisements, Stereotype Content, and Occupational Segregation: A Socio-Linguistic Analysis," with Dakota Dougherty, Adam Goldfarb, Daulton Selke, Tremaine Winstead, and Jill Yavorsky. Southern Sociological Society annual meeting, Birmingham, AL.
- 2022 "Warmth and Competence in Job Advertisements: Validating a Sociolinguistic Measurement Strategy," with Dakota Dougherty, Adam Goldfarb, Daulton Selke, Tremaine Winstead, and Jill Yavorsky. North Carolina Sociological Association annual meeting, Pembroke, NC [virtual].
- 2020 "Digital Distinctions and Tacit Targeting: How Labor Market Practices Reproduce Inequality Today," with Amanda Damarin. American Sociological Association annual meeting, San Francisco, CA [virtual].
- 2020 "Structural Sources of Open Collaboration in GitHub's Online Community," with Chao Liu. Sunbelt Social Network Conference, Paris, France [virtual].
- 2020 "Gender Inequality in Relational Position-Taking: An Analysis of Intra-Organizational Job Mobility Networks," with Annika Wilcox, Richard

- Benton, and Donald Tomaskovic-Devey. Sunbelt Social Network Conference, Paris, France [virtual].
- 2019 "Red Flags, Black Holes, and Purple Squirrels: Economic and Social Implications of Cybersourcing and Cybervetting Job Candidates." Invited presentation, University of North Carolina - Charlotte.
- 2019 "Gender, Job Mobility Networks, and Organizational Hierarchy," with Annika Wilcox and Richard Benton. American Sociological Association annual meeting, New York, NY.
- 2019 "Breaking the Iron Law of Oligarchy: Distributed Collaboration in Open Source Software Teams," with Chao Liu. American Sociological Association, New York, NY.
- 2019 Author-Meets-Critics: "Relational Inequality, by Donald Tomaskovic-Devey and Dustin Avent-Holt." Invited Critic, Southern Sociological Society annual meeting. Atlanta, GA.
- 2019 "Of Markets and Networks: Chinese Marketization and Job Lead Receipt," with Chao Liu and Vincent Chua. Southern Sociological Society annual meeting, Atlanta, GA.
- 2019 "The Importance of Being Social: Social Skill Experience and Race/Gender Inequality in Wage Growth across Careers," with Amanda Wyant and Anna Manzoni. Southern Sociological Society annual meeting, Atlanta, GA.

TEACHING

Undergraduate

Social Problems (SOC 203)
 Jobs and Work (SOC 205)
 Tech in Society and Culture (SOC 261)
 Methods of Social Research (SOC 300)
 Data Analysis in Sociology (SOC 429)
 Special Topics (SOC 495)
 Social Capital
 Quantitative Applications in Sociology
 Intro to Social Network Analysis (DSC 295)

Graduate

Advanced Social Network Analysis (DSC 595)
 Advanced Quantitative Analysis (SOC 708)
 Social Network Analysis
 Missing Data Strategies
 Causal Inference
 Computational Text Analysis
 Research Methods in Sociology (SOC 711)
 Social Stratification (SOC 736)
 Economic Sociology (SOC 754)
 Theory Construction (SOC 791)
 Advanced Research Seminar (SOC 791)

MENTORING

Chaired Dissertation Theses (8)

- 2022 Chao Liu. "Network Embeddedness and Team Collaboration in the GitHub Community."
Best Dissertation Award, College of Humanities and Social Sciences
- 2021 Annika Wilcox. "Agentic Action Under Social Constraints: Diversity Meaning-Making in a High-Tech Organization."
Best Dissertation Award, College of Humanities and Social Sciences
- 2018 Jon R. Forrest. "A Firm-Specific Analysis of Southern US English and Workplace Processes." Co-chaired with Dr. Robin Dodsworth.
Best Dissertation Award, Department of Sociology

- 2018 Amanda Wyant. "Household- and Country-Level Predictors of Household Food Insecurity." Co-chaired with Dr. Sarah Bowen.
- 2018 James A. Tuttle. "Explaining Longitudinal and Cross-National Variation in Homicide: Towards a Theory of Institutional Legitimacy." Co-chaired with Dr. Patricia McCall.
Best Dissertation Award, College of Humanities and Social Sciences
- 2017 Lindsay M. Hamm. "'The Art of Education is Dead:' A Mixed-Methods Study of Public-School Teachers' Dignity at Work during North Carolina's Neoliberal Shift."
- 2014 Richard A. Benton. "Corporate Governance and Director Interlocks: The Effects of Network Mechanisms, Structural Cohesion, and Institutional Contexts on the Balance of Power in American Corporations."
Best Dissertation Award, College of Humanities and Social Sciences
- 2012 Jacob C. Day. "Stuck on the Sideline: Race, Segregation, and Mobility in the College Football Coaching Profession."

Chaired Master's Theses (9)

- 2022 Daulton Selke. "All I Did Was Stand in the Middle: A Case of Pitch Contours and Boundary Maintenance in the Prosody of Tupak Shakur." Co-chaired with Dr. Robin Dodsworth.
- 2019 Brooke Graham. "Queer-ly Unequal: LGBT+ Students' Experiences with Social Support and Resiliency in Education."
- 2018 Jenelle Lawhorne. "Cybervetting as Surveillance: HR Justifications for Online Job Candidate Screening."
- 2017 Annika Wilcox. "Explaining the Black/White Gap in Job Satisfaction."
- 2017 Michael J. Fox. "Accounting for the Role of Homophily in the Participation in Sound Change." Co-chaired with Dr. Robin Dodsworth.
- 2015 Madison Boden. "The World Wildlife Web: The Network Structure of the International Trade of Protected Animal Species."
- 2011 Joshua Lambert. "Against the Grain: Lingering Parental Education Effects in Graduate Student Attainment."
- 2011 Lindsay Hamm. "Helping Hands: Race, Trust, and Assisting Others on the Job Hunt."
- 2008 Mark Bodkin. "Beyond Human and Social Capital Punishment: The Stigma of Incarceration, Race and Their Effect on Earnings throughout the Life Course."

Other (non-chaired) Completed Dissertations (28)/Theses (14)

PROFESSIONAL SERVICE

- 2016- Editorial Board, *Social Science Research*
- 2018-2022 Editorial Board, *Sociological Perspectives*
- 2019-2020 Junior Faculty Mentoring Committee, ASA's IPM section
- 2017-2019 National Science Foundation panelist

2017-2019	Ad Hoc Website Committee, Southern Sociological Society
2018	Book Award Committee, ASA's OOW section
2015-2016	Vice President, Southern Sociological Society
2015-2016	Nominations Committee (Chair), Southern Sociological Society
2014-2016	Executive Committee, Southern Sociological Society
2013-2014	Granovetter Prize Committee, ASA's Economic Sociology Section
2013	Program Committee (Chair), Southern Sociological Society
2011-2014	Publications Committee, Southern Sociological Society
2010-2011	Nominations Committee (Chair), ASA's OOW Section
2009	Program Committee, Southern Sociological Society annual meeting
2004-2009	Webmaster, ASA's Economic Sociology Section
2003-2004	ASA's Student Forum Advisory Board (Chair)
2002-2003	ASA's Student Forum Advisory Board

Ad hoc reviewer for over 30 academic journals. I review about 15 articles each year.

UNIVERSITY SERVICE

College

2023	CHASS Executive Leadership Team
2021, 2020	CHASS Reappointment, Promotion, and Tenure Committee
2017-2021	CHASS Electronic Transfer Funds Committee
2016-2021	CHASS Graduate Curriculum Committee
2019-2020	CHASS Research Committee
2018-2019	Ad Hoc Sociolinguistics Review Committee (chair)
2021, 19, 17	CHASS University Faculty Scholars Nomination Selection Committee
2021, 18, 17	CHASS Thesis and Dissertation Award Selection Committee (chair)
2017	CHASS Alumni Association Distinguished Graduate Professorship Award Selection Committee
2014-2015	CHASS Undergraduate Curriculum Committee
2009	CHASS Ad hoc Budget Retreat Committee
2008-2009	CHASS Public Relations Committee

Department

2024	Distinguished Professor Search Committee (chair)
2022-2024	Awards Committee (chair)
2021-2022	Awards Committee
2016-2021	Graduate Recruitment and Admissions Committee (chair)
2016-2021	Graduate Curriculum Committee (chair)
2017-2019	Comprehensive Post-Tenure Review Committee (chair)
2017-2019	Annual Peer Review Committee (chair)
2014-2018, 2010-2012	Advisory Committee
2015-2016	Faculty Search Committee (chair)
2014-2015	Branding and Communications Committee (chair)
2014-2015	Undergraduate Curriculum Committee (chair)
2008-2015	Methodology Area Coordinator
2013-2015	Awards Committee (chair)
2012-2013	Speaker Series Coordinating Committee
2012-2013, 2022-2023	Graduate Curriculum Committee
2006-2013	Faculty Diversity Recruitment Committee (chair)
2010-2011	Faculty Search Committee

2009-2011 Graduate Curriculum Committee
2008-2010 Web and Public Relations Committee (chair)
2008 Ad hoc Family Leave Policy Committee (chair)
2007-2009 Graduate Recruitment and Admissions Committee

PROFESSIONAL MEMBERSHIPS (various years)

American Sociological Association
Economic Sociology Section
Organizations, Occupations, and Work Section
Inequality, Poverty, and Mobility Section
Aging and Life Course Section
Communications, Information Technology, and Media Section
Mathematical Sociology Section
Southern Sociological Society
International Sociological Association, Research Council 28
International Network for Social Network Analysis
Society for the Advancement of Socio-Economics
Academy of Management