

**Robert L. Nelson**

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EDUCATION

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

Law School: Northwestern University School of Law, 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, B.A. in Sociology, 1974.  
Honors: Consecutive Dean's List; Phi Beta Kappa; Honors in Sociology.

RESEARCH AND TEACHING POSITIONS

American Bar Foundation, Director Emeritus, September 2015-present.  
Research Professor, June 1983-present.  
MacCrate Research Chair in the Legal Profession, October 2002-present. Director, September 2004-September 2015.

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; Legal Studies Research Methods

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. Chair-elect, 2009-10, Chair, 2010-11.

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

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

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

Award for Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality by Ellen Berrey, Robert L. Nelson, and Laura Beth Nielsen (University of Chicago Press, 2017). Honorable Mention, Best Book Prize 2017-18, Sociology of Law Section of the American Sociological Association.

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, 1994-2004.

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-August 2015.

PUBLICATIONS

Books

Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality. Ellen Berrey, Robert L. Nelson, and Laura Beth Nielsen. University of Chicago Press (2017).

Diversity in Practice: Race, Class, and Gender in Legal and Professional Careers. Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer, and David Wilkins, editors. Cambridge University Press (2016).

Global Perspectives on the Rule of Law. James J. Heckman, Robert L. Nelson, and Lee Cabatingan, editors. Routledge-Cavendish. (2010).

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

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).

### Online Books

Metrics, Diversity, and Law. Atinuke Adediran and Robert L. Nelson, editors. American Bar Foundation. Available at <http://www.americanbarfoundation.org/research/project/1119> (2018).

### Articles and Chapters

Robert L. Nelson, Ioana Sendroiu, Ronit Dinovitzer, and Meghan Dawe. “Perceiving Discrimination: Race, Gender, and Sexual Orientation in the Legal Workplace,” Law & Social Inquiry (forthcoming 2019).

Elizabeth Chambliss, Renee Newman Knake, and Robert L. Nelson, “What We Know and Need to Know about ‘Access to Justice’ Research,” 67 South Carolina Law Review 193 (2016).

Editor (with Elizabeth Chambliss and Renee Newman Knake), Symposium on Future of Legal Services, 67 South Carolina Law Review (Winter) 2016.

Spencer Headworth and Robert L. Nelson, Introduction, in Diversity in Practice: Race, Class, and Gender in Elite Legal and Professional Careers. Cambridge University Press (2016).

*After the JD III: Third Results from a National Study of Legal Careers* (with Ronit Dinovitzer, Bryant Garth, Gabriele Plickert, Rebecca Sandefur, Joyce Sterling, and David Wilkins) American Bar Foundation and NALP Foundation for Law Career Research and Education (2014).

Robert L. Nelson, Monique Payne-Pikus, and Spencer Headworth, “Pipeline to Law School,” chapter in Landscape of Legal Diversity: By the Numbers, American Bar Association (forthcoming).

Robert L. Nelson, “Career Choices and Outcomes,” chapter in Landscape of Legal Diversity: By the Numbers, American Bar Association (forthcoming).

Amy Myrick, Robert L. Nelson, and Laura Beth Nielsen, “Race and Representation: Racial Disparities in Legal Representation for Employment Civil Rights Plaintiffs,” 15 *New York University Journal of Legislation and Social Policy* 705-759 (2012).

\_\_\_\_\_. Reprinted in Samuel Estricher and Joyce Radice, editors, Beyond Elite Law: Access to Civil Justice in America, Cambridge University Press (2016).

## Robert L. Nelson

Editor (with T. Halliday), “Symposium in Honor of John P. Heinz,” 36 *Law & Social Inquiry* (2011)

“Lawyers, Structure, and Power: A Tribute to John Heinz” (with T. Halliday), 36 *Law & Social Inquiry* 885 (2011)

Editor (with J.C. Botero & C. Pratt), Special Issue on Measuring the Rule of Law, 3 *Hague Journal of the Rule of Law* (2011)

“Indices and Indicators of Justice, Governance, and the Rule of Law: An Overview” (with J.C. Botero & C. Pratt), 3 *Hague Journal of the Rule of Law* 153 (2011)

Monique R. Payne-Pikus, John Hagan, and Robert L. Nelson, “Experiencing Discrimination: Race and Retention in America’s Largest Law Firms,” 44 *Law & Society Review* 553 (2010).

Laura Beth Nielsen, Robert L. Nelson, and Ryon Lancaster, “Individual Justice or Collective Legal Mobilization? Employment Discrimination Litigation in the Post-Civil Rights United States,” 7 *Journal of Empirical Legal Studies* 175 (2010).

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 (2010).

*After the JD II: Second Results from a National Study of Legal Careers* (with Ronit Dinovitzer, Gabriele Plickert, Rebecca Sandefur, and Joyce Sterling). American Bar Foundation and The NALP Foundation for Law Career Research and Education. (2009)

“Are We There Yet? Empirical Research and the Predicted Demise of Large Law Firms: An Introductory Essay,” 23 *The Georgetown Journal of Legal Ethics* 1249-57 (Fall 2009).

“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 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).

## Robert L. Nelson

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).

"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).

## Robert L. Nelson

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).

Pilar Margarita Hernandez Escontrias, Rachel F. Moran, and Robert L. Nelson, "The Future of Latinos in the United States: Law, Mobility, and Opportunity" (A Project of the American Bar Foundation)" 24 Professional Lawyer 1 (2016) available at [http://www.americanbar.org/publications/professional\\_lawyer/2016/volume-24-number-2.html](http://www.americanbar.org/publications/professional_lawyer/2016/volume-24-number-2.html) (downloaded April 12, 2017).

### EXTERNAL GRANTS RECEIVED

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. SES-0417389, 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 JD2: Legal Careers in Transition,” with Ronit Dinovitzer, Bryant Garth, and Joyce Sterling. (September 2006 to July 2010)

National Science Foundation, (SES-0550605) \$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)

Total 1,713,582

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. Supplement of \$48,708 awarded for 2012-14.

National Science Foundation, Grant to the Law and Society Association, for Law and Social Science Doctoral Fellowships, held at the American Bar Foundation. \$304,000 for 2013-2017, with Laura Beth Nielsen and others.

“After the JD3: Legal Careers in Transition,” with Ronit Dinovitzer, Bryant Garth, Gabriele Plickert, and Joyce Sterling. (July 2010 to July 2013)

National Science Foundation, (SES-1023067) \$349,428

NALP Foundation, \$121,000

American Bar Foundation, \$786,572

Total \$1,257,000

Supplement for the above for Research Experience for Undergraduate. \$7,892. June-August 2011; \$7,892 for June-August 2012.

“Metrics, Diversity, and Law,” Conference held May 2016. \$45,000 in external support from corporate and law firm supporters.

“Future of Latinos: Law, Mobility, and Opportunity.” Conferences held June 2016, November 2016, April 2017. \$20,000 Chicago Community Trust. \$75,500 California Bar Foundation, California Community Foundation, various units of UCLA. \$32,000 Oscar Ruebhausen Fund, Yale Law School.

“After the JD Write-Up,” \$50,000. Montgomery Foundation. 2016.

“The Role of Legal Education in Lawyer Careers: Analyses from Three Waves of the After the JD Study” Robert L. Nelson. AccessLex Institute. \$25,000. June 2017 to January 2019.

#### UNIVERSITY GRANTS

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

#### SELECTED RECENT PAPERS AND PRESENTATIONS

“How Did I Get Here? Pathways from Early to Mid-Career Practice Settings,” Meghan Dawe and Robert L. Nelson. Presentation at Law and Society Association Meetings, Toronto, June 4, 2018.

“Entering the Profession: From Social Capital to Educational Capital to Professional Capital,” Meghan Dawe and Robert L. Nelson. Presentation at Law and Society Association Meetings, Toronto, June 4, 2018.

“Strategies and Structures: The Making of Lawyer Careers,” Presentations at Conference on the After the JD Study of Lawyer Careers, with Meghan Dawe, U. of California-Irvine, School of Law, October 5-6, 2018.

“Latinxs in the Legal Profession: A Statistical Portrait,” White Paper Prepared for the State of Latinos in Law Conference, Meghan Dawe and Robert L. Nelson, U.S. District Court for the Northern District of Illinois, Chicago, October 12, 2018.

“Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality,” Presentation to Employment Law Section of the American Bar Association, San Francisco, November 9, 2018.

Book Conference on Rights on Trial by Berrey, Nelson, and Nielsen, and Working Law by Lauren Edelman, L’Ecole des Hautes Etudes En Sciences Sociales (EHESS), Paris, France, December 8, 2017.

“Markets and Mobility in the American Legal Profession,” Meghan Dawe and Robert Nelson, Law & Society Association Annual Meeting, Mexico City, Mexico, June 22, 2017.

“Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality,” Presentation to the 6<sup>th</sup> Circuit Judicial Conference, May 8, 2017, Cleveland, Ohio.

“Rights on Trial: Employment Civil Rights in the Workplace and in Court,” Presentation to Pennsylvania Fellows of ABF, Philadelphia, PA, November 16, 2016 (CLE provided).

Conference co-organizer, “Network for Justice, Clinical Planning Summit,” UCLA, Los Angeles, CA, November 7, 2016.

Conference co-organizer, “Midwest Regional Roundtable, Future of Latinos: Law, Mobility,

and Opportunity,” Northwestern University, Chicago, June 6-7, 2016.

“Experiencing Workplace Discrimination in the American Legal Profession,” Robert L. Nelson, Ronit Dinovitzer, and Ioana Sendriou, Law & Society Association Annual Meeting, New Orleans, June 4, 2016.

Conference Organizer, “Metrics, Diversity, and Law,” Fourth Conference of the Research Group on Legal Diversity, Northwestern University, Chicago, May 5-6, 2016.

“Future of Latinos in the United States: Law, Mobility, and Opportunity,” Rachel F. Moran and Robert L. Nelson, Midyear Meetings of the American Bar Association, February 6, 2016.

“Representing Rights: Lawyer-Client Relationships in Employment Civil Rights Litigation,” American Bar Foundation, January 20, 2016.

“Future of Latinos in the United States: Law, Mobility, and Opportunity,” Rachel F. Moran and Robert L. Nelson, Association of American Law Schools, New York City, January 5, 2016.

“Diversity and Change in Lawyer Careers: Selected Findings from After the JD,” presentation to the Young Lawyers Division, American Bar Association, Houston, TX, February 6, 2015.

“Lawyers’ Careers,” Ronit Dinovitzer and Robert L. Nelson, Law and Society Meetings, Seattle, WA, May 27, 2015.

“Future of Latinos in the United States: Law, Mobility, and Opportunity,” Rachel F. Moran and Robert L. Nelson, American Bar Foundation, October 22, 2015.

“Rights on Trial: Race and Representation in Employment Civil Rights Litigation,” University of Connecticut Law School, Hartford, Connecticut, December 9, 2014.

“Measuring Progress/Explaining Change: Selected Findings from After the JD and LCLD Program Surveys.” Plenary Session. Annual Meeting of the Leadership Council in Legal Diversity. September 18, 2014. Phoenix, AZ

“After the JD—Wave 3: An Update on the Careers of AJD Lawyers After 12 Years of Practice.” Robert L. Nelson with Joyce Sterling, Bryant Garth, Rebecca Sandefur, and Ronit Dinovitzer. Annual Meetings of the Law and Society Association, May 29, 2014, Minneapolis, MN.

“After the JD Wave 3 Results,” Robert L. Nelson, with Ronit Dinovitzer, Bryant Garth, Gabriele Plickert, Rebecca Sandefur, and Joyce Sterling. NALP and NALP Foundation Symposium, April 24, 2014. Law Offices of Arnold and Porter, Washington, DC.

Monique Payne-Pikus, Robert L. Nelson, and John L. Hagan, “The Intersectionality of Race, Gender, Social Isolation, and Practice Context in the Satisfaction of American Lawyers,”

presented at Second Annual Conference of the Research Group on Legal Diversity, May 11, 2013, Chicago IL; and at Annual Meetings of the Law and Society Association, May 30, 2013, Boston MA.

Robert L. Nelson, Critic in Author-Meets-Critics Session on *Documenting Desegregation: Racial and Gender Segregation in Private-Sector Employment since the Civil Rights Act*, by Kevin Stainback and Donald Tomaskovic-Devey (Russell Sage, 2012), Midwestern Sociological Society Annual Meeting, March 30, 2013, Chicago IL.

Robert L. Nelson, "State of the Profession: Trends in Legal Diversity—Selected Findings from the Research Group in Legal Diversity," Plenary presentation to Annual Meeting of the Leadership Council in Legal Diversity, Washington, D.C., September 13, 2012; presented to NY Fellows of ABF, January 23, 2013, New York City; NALP Diversity Conference, June 7, 2013, Chicago, IL.

Robert L. Nelson, Panelist on Plenary Session, "Leaders in Law: A Look at the Numbers," Annual Meeting of Leadership Council in Legal Diversity, September 19, 2013, Washington, D.C.

Robert L. Nelson, Ronit Dinovitzer, and David Wilkins, co-organizers, "Pursuing Diverse Talent in Legal and Professional Services: Research Within and Across Professions, Organizations, and Societies," Second Annual Conference of the Research Group on Legal Diversity, American Bar Foundation, Chicago, May 10-11, 2013.

"State of the Profession: Trends in Legal Diversity," Plenary presentation to Annual Meeting of the Leadership Council in Legal Diversity, Washington, D.C., September 13, 2012.

"Trends in Legal Diversity: Patterns and Predictors," presented to Regional Meeting of Leadership Council in Legal Diversity, Chicago, IL June 28, 2012.

"The Future of Legal Diversity," presented to Massachusetts Fellows of the American Bar Foundation, Boston, MA, June 12, 2012.

"Employment Discrimination Litigation and the Reinscription of Hierarchy," Law and Society Association Annual Meeting, Honolulu, HI, June 8, 2012 (with Laura Beth Nielsen and Ellen Berrey).

"Racial and Gender Differences in Career Attainment in AJD2," presented to Kickoff Conference of Research Group on Legal Diversity, Chicago, IL, May 11, 2012 (with Monique Payne-Pikus and John Hagan).

Conference organizer, The Future of Legal Diversity: Kickoff Conference of Research Group on Legal Diversity, American Bar Foundation, Chicago, IL May 11-12, 2012.

"Race and the Construction of Employment Discrimination," Robert L. Nelson and Laura Beth

Nielsen, American Bar Foundation, Chicago, IL, February 13, 2012.

“The Future(s) of Lawyering: Young Lawyers Assess the Value of Law School,” American Bar Foundation Fellows Research Seminar, February 12, 2011, Atlanta, Ga.

“Rights on Trial: Race and Representation in Employment Civil Rights Litigation,” Harvard Law School, April 15, 2011

“The Future(s) of Lawyering: Young Lawyers Assess the Value of Law School,” ALI-ABA Continuing Legal Education Webinar. May 12, 2011, Philadelphia, PA

“Race and Gender Differences in the Careers of Young Lawyers,” Monique Payne-Pikus, Robert L. Nelson, and John Hagan. Law & Society Meetings, San Francisco, CA, June 2011

“Diversity in the Legal Profession,” Ronit Dinovitzer and Robert L. Nelson. American Bar Foundation, September 15, 2011.

“Rights on Trial: Race and Representation in Employment Civil Rights Litigation,” Baldy Center, University of Buffalo Law School, September 23, 2011

“The Future of Diversity in the Legal Profession,” Minority Council of Nebraska Bar Association, Omaha, NE, November 2010

“The Future of Diversity in the Legal Profession,” Georgetown University Law School, Washington, DC, October 2010

“The Future of Diversity in the Legal Profession,” Business Breakfast of the Fellows of the American Bar Foundation, San Francisco, CA, August 2010

“Contested Constructions of Employment Discrimination,” Jurisprudence and Social Policy Program, University of California, Berkeley, CA, March 2010

“After the JD II: Presentation at Fellows Research Seminar, Midyear Meetings of the ABA, Boston, Massachusetts, February 2009.

Closing Remarks, Georgetown symposium on Future of the Law Firm, March 2009.

Presentation, Session on Interpretation and Cultural Conflict, Conference on Justice For All: Perceptions of Racial and Ethnic Bias in Our Courts, Organized by the Judicial Division of the ABA, SMU Dedman School of Law, April 7, 2009, Houston, TX.

Presentation on the Scholarship Program of the World Justice Project, April 17<sup>th</sup>, ABA Section of International Law Meetings, Washington, D.C.

Opening and Closing Remarks, Conference on AJD2, Harvard Law School, May 2009.

Law & society Meeting Papers and presentations, Denver CO, May 2009.

-Discussant on Panel on Careers and Lawyer Mobility;

American Sociological Assn. Meetings, San Francisco, CA, August 2009.

Presentation, “Surveys Relating to Solo and Small Firms,” ABA Presidential Caucus on the Recession and the Legal Profession Paradigm, Chicago, June 27, 2009.

UCLA Conference in honor of Richard Abel: An Unfinished Project. Discussant on Panel on the Professional Project Revisited, September 11, 2009, UCLA Law School.

“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.

#### LEGAL EXPERIENCE

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

**Robert L. Nelson**

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.