

CV for Eva-Maria Meyersson Milgrom  
Stanford , 2014

### ***Personal Details***

U.S. Associations and Work Address:  
Senior Research Scholar, Stanford  
Institute for Economic Research (SIEPR);  
Visiting Associate Professor,  
Department of Sociology;  
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### **Teaching**

1. An Analytical Approach to Political Extreme Behavior
2. Global Organizations: The Matrix of Change
3. An International Comparison of Corporate Governance Systems

### **List of Publications**

#### Books

2003 *Ägarmakten och omvandling Den svenska modellen utmanad*, ed. Hans Tson Söderstrom, Ekonomirådsrapport 2003, Stockholm: SNS (English summary: The Swedish Corporate Governance System and the European Challenge)

1998 *Staten och bolagskapitalet – om aktiv styrning av statliga bolag* (The state as a corporate owner) ESO Ds 1998:64, co-author Susanne Lindh

1994 *Kompensationssystem i svenska börsnoterade företag* (Compensation contracts in Swedish publicly traded firms) Almqvist och Wicksell, ISBN 91-7204-470-5.5

1993 *Kontrollmöjligheter i fall av assymetrisk information Två fallsudier; riksbanken och hus-läkarsystemet* (Control and Asymmetric Information, Two case studies: the Central Bank and General Practitioner Organization) Chapter 11, pp. 171-200 in *Sveriges Systemshifte i farozonen? Erfarenheter av privatisering, avreglering och decentralisering*, ed. Stefan Fölster, ISBN 91-7204-423-3

1992 *The Impact of Ownership Structure and Team Composition on Firm Performance*, Stockholm: IUI

### Articles in Peer Reviewed Journals or Books

2014 "The significance of firm and occupation specific human capital in hiring and promotion", joint with Illoong Kwon, forthcoming in *Labour Economics*.

2011 "Stabilizing brokerage" joint with K Stovel and B Golub in Eds. *Dynamics of Social, Political, and Economic Institutions* Vol.108 suppl.4:21326-21332

2011 "Dynamics of Social, Political, and Economic Institutions", *PNAS* supplement December 27, Vol. 108 suppl. 4:21283-21284. Eds joint with A Dixit, P Milgrom

2011 "Fyodor Dostoevsky: On Extreme Political Violence". joint with Joshua Thurston-Milgrom, in *Sociological Insights of Great Thinkers. Sociology Through Literature, Philosophy, and Science*. Chapter 16, pp 159 - 168, Eds. C Edling and J. Rydgren.

2010 "Cohort effects in promotions and wages: Evidence from Sweden and US with Illoong Kwon and Seiwong Hwang", the *Journal of Human Resources* Vol. 45, No 3 pp.773-806.

2008 "Distributive Justice and CEO Compensation," joint with Guillermina Jasso, *ACTA Sociologica*, Vol. 51 No.2 June.

2007 "Are female workers less productive than male workers? Productivity and the Gender wage gap," co-authors Trond Petersen and Vemund Snartland, forthcoming in *Research in Social Stratification and Mobility*, ed. K.T. Leicht

2006 "Is There a Glass Ceiling for Women in Sweden? Life cycle and/or cohort effects 1970-1990," co-author Trond Petersen, in volume *The Declining Significance of Gender?* eds. Francine Blau, Mary Brinton, David Grusky, New York: Russell Sage \*\*

2003 "The Within-Job Gender Wage Gap, Sweden 1970-1990," co-authors Trond Petersen and Vemund Snartland, in *The Governance of Relations in Markets And Organizations*, eds. Vincent Buskens, Werner Raub and Chris Snijders, *Research in the Sociology of Organizations* Vol. 20\*

2001 "Pay, Risk and Productivity," co-authors Trond Petersen and Rita Asplund, in *Finnish Economic Papers* Volume 15, No. 1, Spring 3-23, 2002

2001 "Equal Pay for Equal Work? Evidence from Sweden, Norway and the U.S." co-authors Trond Petersen and Vemund Snartland, *Scandinavian Journal of Economics* 2001 No. 4\*

1999 "More Glory and Less Injustice: The Glass-Ceiling in Sweden 1970-1990," co-authors Trond Petersen, in *The Future of Affirmative Action*, ed. Kevin T. Leicht, *Research in Social Stratification and Mobility* Vol. 17, pp. 174-199\*\*

1998 “Finns det ett glastak för kvinnor? En studie av svenska arbetsplatser i privat näringsliv 1970–1990” (a shorter version of the English paper: “Is There a Glass Ceiling for Women in Sweden? Life Cycle and Cohort Effects, 1970-1990”) co-author Trond Petersen, pp. 109-135, *Glastak och glasväggar? Den könssegrergerade arbetsmarknaden*, eds. Inga Persson & Eskil Wadensjö, SOU 1998:137 (report for the Government Commission on Women and Power)\*\*

1997 “Lika lön för lika arbete en studie av svenska förhållanden i internationell belysning” (a shorter version of the English paper: “Equal Pay for Equal Work? Evidence From Sweden, Norway and the U.S.”) co-author Trond Petersen, pp. 104-125, *Kvinnors och mäns löner – varför så olika?* eds. Inga Persson & Eskil Wadensjö, SOU 1997:136 (report for the Government Commission on Women and Power)\*

1997 “Är lönediskriminering en myt? En internationell jämförelse av lönediskriminering av kvinnor” (a translation of the English version: “Equal Pay for Equal Work? Evidence From Sweden, Norway and the U.S.”) *Samfundet Ekonomisk Tidskrift*, No. 1, pp. 39-59, co-author Trond Petersen \*

1997 “Är kvinnor utsatta för lönediskriminering?” (a summary of a version of “Equal Pay for Equal Work? Evidence From Sweden, Norway and the U.S.”) *Ekonomisk Debatt*, årgång 25, No. 1, pp. 17-23, co-author Trond Petersen\*

1995 “Kompensationskontrakt för ledningsgrupper i svenska börsnoterade företag” (“Compensations contracts for executive teams in Swedish publicly traded firms”) *Ekonomisk Debatt* årgång 23, No. 3, pp. 217-224\*\*\*

1995 Kompensationskontrakt i börsnoterade företag En studie av Ledningsgruppsmedlemmars inkomster och förmåner under 80-talet, Stockholm: IUI ISBN 91-7204-470-5

1994 “Human Capital, Social Capital and Compensation. The impact of social networks on managers’ income attainment,” *ACTA Sociologica*, Vol. 37, No. 4 (December) pp. 383-400

1993 “The Impact of Financial and Social Capital on Firm Performance,” *METU studies in Development* Vol. 20, No. 4, pp. 503-528 \*\*\*

1992 Doctoral thesis: *The Impact of Ownership Structure and Executive Team Composition on Firm Performance: The resolution of a leadership paradox*, IUI, ISBN 91-7204-395-4

1987 “Resurser och förankring ur ett nätverksperspektive,” pp. 110-12, *Livschanser och välfärd*, eds. Ingemund Hägg and Lennart Arvedson, Stockholm: SNS förlag

### **Working Papers and Working Papers Under Peer Review**

How to increase or decrease inequality: a mechanism based on multiple decision makers and their independence of mind, joint with Guillermina Jasso. Presented at the 7<sup>th</sup> Analytical Sociology, Mannheim Germany 6<sup>th</sup> and 7<sup>th</sup> of June 2014.

2014 "The Dispossessed: A Labor-Market Analysis of Extreme Political Violence", revise and resubmit *Rationality and Society Journal*.

2011 "Working for Female Managers: Gender Hierarchies in the Workplace.", joint with Illoong Kwon. Submitted to American Journal of Sociology.

2011 "Status, Pay and Wage Growth: Evidence from M&As.", joint with Illoong Kwon, under peer review. Submitted to microeconomics, AEA journal.

2007 "Changing Firm Hierarchies and Wages: Evidence from Matched Data," joint with Christina Gathman, mimeo

2007 When should control be shared? joint with Paul Milgrom and Ravi Singh, under peer review

2007 "Rank and Gender: The Case of Sweden," joint with Kathryn Ierulli, mimeo

2006 "Boundary of Internal Labor Markets," joint with Illoong Kwon, under peer review

2002 "Occupation Labor Markets and Individual Careers," joint with Mike Gibbs and Kathy Ierulli, mimeo

### **Book Manuscripts in Progress**

Global Organizations. The Matrix of Change.

Firm-Matched Data – And its application.

### **Book Reviews**

2004 The Economic Sociology Developments in an Emerging Field, eds. Maruo F. Guillen, Randall Collins, Paula England, and Marshall Meyers, New York: Russell Sage, 2002, *Journal of Economic Literature*, March, Vol. XLII, No. 1

1994 Wayne E. Baker: Networking Smart. How to Build Relationships for Personal and Organizational Success, New York: McGraw-Hill, Inc., 1994, *Acta Sociologica*, Vol. 37, No. 4

1993 Ulf Himmelstrand: The Interface Between Economics and Sociology, 1993, *Acta Sociologica*

### **Peer Review Missions**

*American Journal of Sociology*

*American Economic Review*  
*Journal of Behavioral Economics and Organization*  
*Journal of Labor Economics*  
*Economic and Industrial Democracy: An International Journal*  
*Rationality and Society*  
*The Journal of the European Association of Labour Economists*  
*Journal of Economic Literature*

European Union Research Commission  
The Bank of Sweden Tercentenary Foundation  
Social Sciences and Humanities Research Council of Canada

### **Research in Progress**

Socio-behavioral theories and economic growth, in collaboration with Guillermina Jasso, NYU, NY

Three studies on inequality. The application of longitudinal employee-employee match data to three research questions

1. how much is too much inequality in a firm, and too little, in promotion firm growth?
2. how does delegation of decision rights influence employees careers?
3. how does delegation of decision rights influence survival in times of recession and other external shocks.

The growth mindset and enhancing adult student performance. An experiment in two countries, France and Sweden.

### **External Research Grants and Scholarships**

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| 2002/2005 | Research grant from the Global Bechtel Initiative Socio-Behavioral Theories and Economic Growth. \$300,000   |
| 2001/2002 | Research grant from the e-business Vision fund at MIT, Cambridge, MA: Equity, Complementarities and Influence Costs. \$30,000  |
| 2000-2002 | Grant from the Swedish Council for Research in the Humanities and Social Sciences 2000-2002. Project: The System of Pay and Promotion. 1,250,000 SEK (managed by FEK Stockholm University) |
| 1997-1999 | Grant from the Swedish Council for Work Life Research. Project: Pay productivity and risk—the Swedish case. 2,130,000 SEK (managed by IUI and FEK, Stockholm University)                   |
| 1997      | Grant from the Joint Committee of the Nordic Social Science Research Councils. Project: Pay productivity and risk—the Finnish case. (do not remember the sum, DNRS) (managed by IUI)       |

- 1995-1997 Grant from the Swedish Council for Research in the Humanities and Social Sciences. Project: The Within-Job Gender Wage Gap in Sweden. (DNRS) (managed by IUI)
- 1995-1996 Grant from Axel och Margaret Ax:son Johnson research foundation. Project: assembling information on all publicly traded firms in Sweden during 1977 to 1996—a database on corporate control. 800,000 SEK (managed by IUI)
- 1995-1997 Grant from the Swedish Competition Authority. Project: Product market competition and corporate control. (DNRS), (managed by IUI)
- 1987-1990 Grant from the Browald och Wallander Research Funds. Project: doctoral work. (DNRS) (managed by IUI)
- 1986 Travel grant from the Swedish Institute. (DNRS)
- 1986-1987 Fulbright grant for the purpose of research work at Department of Sociology, Harvard University, Cambridge, MA, USA. (DNRS)
- 1986 Fulbright travel grant. (do not remember the sum)
- 1986 Travel grant from the Swedish Personnel Association (Svenska Personalföreningen). (DNRS)

### **Association Memberships**

Member of the American Sociological Association  
 Member of the American Economic Association  
 Member of the Swedish Sociological Association  
 Member of Academy of Management

### **Other Scientific Expertise**

#### **Organizer of Workshops and Seminars**

- 2013 Member of Outside Expert Panel (Sakkunnig), Department of Sociology Stockholm University.
- 2010 Sackler and National Academy of Science grant to organize a conference on the Dynamics of Institutions.
- 2009 Conference on "Inequality in a time of Contraction" at Stanford University November 12, 13 joint with the Glass House and Center for the Study of Poverty and Inequality.
- 2008 Western Economic Association meeting in Hawaii, June/July, three presidential sessions on "terrorism and counter insurgency"
- 2007 Western Economic Association meetings in Seattle, June/July, two presidential sessions on "gender"

- 2007 American Economic Association meetings in Chicago, January, session on "status"
- 2006 Stanford Workshop on Terrorism, November
- 2005 Workshop on the Structure and Evolution of Institutions, at SIEPR Stanford University, November, co-organizers, Avinash Dixit, Princeton University, and Douglas Bernheim, Department of Economics, Stanford University
- 2005 Workshop on Gender and the Labor Market, The Facts and the New Research Questions, November, co-organizer, Muriel Niederle, Stanford University
- 2005 American Sociological Association, August, socio-behavioral theories, social psychology section
- 2004 Workshop on Media and Economic Development, March, co-organizer with Romain Wacziarg, GSB, Stanford University
- 2003 Workshop on Suicide Missions, September, SIIS, Stanford University
- 2002 Workshop on Suicide Missions, September, SIIS, Stanford University
- 2002 American Sociology Association meetings in Chicago, August, sessions in rational choice section

### **Discussant and Papers Presented at Seminars**

- 2009 Paper "The Dispossessed and Political Violence" presented at GSB faculty lunch
- 2008 Paper "The Dispossessed and Political Violence" presented at WEA Hawaii June 2008.
- 2008 The Boundary of Internal Labor Markets, paper accepted at the American Economic Meetings, New Orleans, December
- 2007 Changing Firm Hierarchies and Wages: Evidence From Matched Data, joint with Christina Gathman, paper accepted at SOLE, Chicago, April
- 2007 Discussant on book manuscript *Strategic Games and Terrorism* by Walter Kydd and Barbara Walters, San Diego workshop on Terrorist Organizations: Social Science Research on Terrorism, organized by Eli Berman, Department of Economics, UC San Diego, May
- 2007 Status, Pay and Wage Growth, The Case of M&As, seminar at SCANCORE, Stanford University, February
- 2006 Interpersonal Influence Systems and Organized Suicide, Department of Sociology, Stockholm University, December
- 2006 Status, Pay and Wage Growth, The Case of M&As, seminar at SOFI, Stockholm University, December

- 2006 Status, Pay and Wage Growth, The Case of M&As, GSB, Stanford University, March
- 2005 Cohort Effects on the Labor Market, GSB, Stanford University, May
- 2005 Paper on Status, Social Distance and the Palestinians' Attitudes to the Peace Process, ASA meetings in San Francisco, December
- 2005 Status, Social Distance and the Palestinians' Attitudes to the Peace Process, Nuffield College, Oxford University, June
- 2005 Status, Social Distance and the Palestinians' Attitudes to the Peace Process, Department of Economics, Stockholm University, December
- 2005 Distributive Justice and CEO Compensation, ASA meetings in San Francisco, June
- 2004 Cohort Effects on the Labor Market, NBER Personnel Economics, August
- 2003 Occupation Labor Markets, CEPR, Toulouse, France, May
- 2003 The Boundaries of Internal Labor Markets, NBER Personnel Economics, March
- 2002 Occupation Labor Markets, NBER Personnel Economics, August
- 2002 Complementarities, Influence Costs and Equity: An Analytical Framework, Center for e-Business seminar, MIT, Cambridge, MA, February
- 2001 Paper Wage Mobility in Swedish Firms, Sloan School of Management, MIT, Cambridge, MA, November
- 2001 Research on Distributive Justice and CEO Compensation, Sloan School of Management MIT, Cambridge, MA, October
- 2001 Research on Institutional Design and Gender Wage and Rank Gap, the Case of Sweden, Department of Sociology, Harvard University, Cambridge, MA, May
- 2000 Paper "Equal Pay for Equal Work? Evidence from Sweden, Norway and the U.S." co-authors Trond Petersen and Vemund Snartland, Department of Economics, Stanford University, April
- 1998 Paper "Are Monitoring and High Intensity Compensation Contracts Complements or Substitutes?" economic sociology workshop, Stanford University, April; executive compensation workshop, Humboldt University, Berlin, July
- 1997 Paper "Are Female Workers Less Productive Than Male Workers? Productivity and the Gender Wage Gap," co-writers Trond Petersen and Vemund Snartland, American Sociological Association meeting in Toronto, Canada, August
- 1996 Paper "Ownership Concentration, Social Contracts and Executive Compensation," American Sociological Association meeting in New York, August executive compensation workshop, Aarhus, Denmark, September
- 1994 Paper "Ownership Structure and Team Composition," American Sociological Association meeting in Los Angeles, August



- 1994 Acting presider at Economic-Sociology Section: Structure and Change in Asian Economies, American Sociological Association meeting in Los Angeles, August
- 1994 Paper “Human Capital, Social Capital and Compensation,” workshop on Managerial Compensation, Strategy and Firm Performance, Humboldt University, Berlin, June
- 1993 Paper “Ownership Structure and CEO’s Risk Behavior,” co-author H. Lang, European Association for Research in Industrial Economics Annual Conference, Tel Aviv, September
- 1993 Paper “The Impact of Social Capital and Human Capital on Managers’ Compensation,” International Research Seminar on Institutional Change and Network Evolution, School of Economics, Stockholm, June
- 1992 Paper “Social Capital, Financial Capital and Firm Performance,” Department of Economics, Middle East Technology University, Ankara, Turkey, May
- 1992 Paper “Social Capital, Financial Capital and Firm Performance,” University of Chicago, Department of Sociology, February (invited by Professor James Coleman); W. Haas Business School, UC Berkeley, March (invited by Professor Trond Petersen); MIT, Cambridge, MA, March (invited by Professor James Utterback); Harvard Business School, March (invited by Professor Robert Eccles); Department of Sociology, SUNY Stony Brook, March (invited by Professor Marc Granovetter)

### **Special Research Assignments**

- 1998 Government investigation Expert Group on Public Finance (ESO) on the governance system of state-owned firms: Can governments manage their firms?
- 1997, 1998 Member of the Corporate Government Network organized by SNS, studier for Näringsliv och Samhälle, Sweden, a policy group including chairmen of the boards of publicly traded firms at the Swedish stock market and scholars in the field of corporate governance
- 1997 Member of the research group contributing to the Swedish government investigation on Power and Women SOU 1998:6
- 1982 Införandet av ett länksystem via facket—En utvärdering (“The application of networks at work places, an evaluation of a safety program”) report financed by Arbetskyddsfonden (Council for Work and Safety)
- 1981 Sociala nätverk i arbetsorganisationen, ett säkerhetssystem (“Social network at the work place, a safety net”) report financed by the Delegation for Social Research)

## **Other Assignments**

- 2003 Member of the Economic Council, SNS, Stockholm: Evaluating the Corporate Governance System of Sweden
- 2002 Member of a European Union Research Group on Social Networks and Governance
- 2001 Member of the European Union Research Group on Exclusion and Inclusion on the European Labor Market