

12-1992

Rhonda Williams

Anwar Shaikh PhD

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Rhonda Williams

Rhonda Williams

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NEW SCHOOL FOR SOCIAL RESEARCH
Interoffice Memorandum

*Revised in response
to Alan Wolfe's
request, in his
memo of Dec 17,
1992 (attached)*

To: Alan Wolfe

Date: December 10, 1992

From: Anwar Shaikh

Re: Rhonda Williams

The Economics Department wishes to recommend Rhonda Williams for an appointment under the aegis of our target-of-opportunity search. Rhonda is currently an Assistant Professor at the University of Maryland at College Park. She was previously a member of our department, from 1987-1989. We propose an appointment at the rank of Associate Professor.

Rhonda's work is breaking new ground in the analysis of discrimination. Her primary interest is in analyzing the influence of race, gender, unionization, and other socio-economic factors in the determination of job and income inequalities. She has concluded that the persistence of deep patterns of inequality cannot be explained by either of the two main approaches (profit competition, oligopoly theory) which dominate economic theory. She has therefore set out to develop a new approach to the problem, based on an alternate theory of competition. She uses her alternate theoretical framework to explain the patterns she identifies, to formulate new empirical hypotheses, and to ground a critique of orthodox labor economics. Her referees cite the innovative character of her work, and her strength in moving from basic theoretical arguments to applied historical and econometric studies.

Her most recent papers illustrate the range and high quality of her work. In "Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis", she presents the main theses of her own approach to the analysis of competition, wage determination, and discrimination, develops some empirical implications of her analysis, formulates an econometric model, and uses a new cross-section data set to test her propositions about the race-gender composition of employment across manufacturing industries. Although this is the most "economic" of the papers submitted, it is decidedly nonstandard in its approach to such matters. It is a fine piece of work which will have an important impact on the literature.

Her paper on "Race, Deconstruction, and the Emergent Agenda of Feminist Economic Theory" displays another side of her work. Here, she critically examines two curious and linked theoretical silences: the absence of gender analysis in much of Black

nationalist discourse, and the absence of the analysis of race in much of White feminist discourse. Rhonda surveys various strands in these traditions, and argues elegantly for the deconstruction, and reconstruction, of these disarticulated discourses.

Interdisciplinary connections are a natural part of Rhonda's interests. Her work on race and gender has theoretical and historical dimensions which cut across several disciplines. Her current appointment is in the Afro-American Studies Program at Maryland, and she is also an affiliate in the Women's Studies program. She has expressed a strong interest in the proposed Graduate Faculty wide program in Gender Studies. Moreover, she has a long standing personal commitment to work towards increasing the representation of minorities and women at every level of university life. She has been a member of the American Economics Association Committee for Race and Gender Balance in the Economics Curriculum (1990), along with Paul Samuelson (Nobel laureate), Robert Solow (Nobel laureate), William Baumol, Robert Eisner, Lester Thurow, Barbara Bergmann, and Donald McCloskey. At present, she is a member of the ongoing "The Curriculum Transformation Project" at the University of Maryland.

The fit between Rhonda's interests and those of our department is very great. Courses on race and gender have been an integral part of our curriculum for many years. With the departure of Gunseli Berik, both areas will be unfilled. Moreover, Rhonda would bring strength in areas such as economic history, labor economics, statistics, and econometrics. Her empirical and econometric strengths are of particular importance to us. Her presence would also help us make links with other departments, because of the interdisciplinary implications of her work. We strongly recommend her appointment.

OFFICE OF THE DEAN / GRADUATE FACULTY
NEW SCHOOL FOR SOCIAL RESEARCH

December 17, 1992

To: Anwar Shaikh

From: Alan Wolfe *aw*

Re: Rhonda Williams

I have your memo on Professor Williams. Before proceeding, I would like to ask one revision in your letter and to make one reminder.

Because one of the full professors in your department has reservations about this appointment, I would like to see a statement in your covering letter acknowledging this fact.

In addition, I just wanted to remind you that according to discussions we have previously had, I am still awaiting from you a revision of the curriculum in economics before I will approve an appointment for the department. This is a long-standing matter, but it is a matter of record. I mention this to you now so that you have time to meet this request early in the spring semester, which is when a discussion of the Williams appointment will begin to take place.

cc: Alice Amsden

**GRADUATE FACULTY OF POLITICAL AND SOCIAL SCIENCE
NEW SCHOOL FOR SOCIAL RESEARCH**

65 Fifth Avenue Rm. 240
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Tel (212) 229-5777
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OFFICE OF THE DEAN

February 21, 1994

Dear Colleagues,

Thank you for taking the time to express your enthusiastic support for Rhonda Williams and Patrick Mason. As members of the Department of Economics know, I am eager to make at least one Target of Opportunity appointment in the Department. Although I have heard anecdotally that Professors Williams and Mason have a great many fans at the GF and Lang, this letter confirms what people have told me.

Yours,

A handwritten signature in cursive script that reads "Judith Friedlander".

Judith Friedlander

NEW SCHOOL FOR SOCIAL RESEARCH

Interoffice Memorandum

To: Alan Wolfe

Date: December 21, 1992

From: Anwar Shaikh

Re: Rhonda Williams

The Economics Department wishes to recommend Rhonda Williams for an appointment under the aegis of our target-of-opportunity search. Eight faculty and four student votes were cast in favor of this recommendation. There were no abstentions. One senior faculty member, who was on leave at the time and did not attend the job talk, interview, or departmental discussion, subsequently cast a negative vote.

Rhonda is currently an Assistant Professor at the University of Maryland at College Park. She was previously a member of our department, from 1987-1989. We propose an appointment at the rank of Associate Professor.

Rhonda's work is breaking new ground in the analysis of discrimination. Her primary interest is in analyzing the influence of race, gender, unionization, and other socio-economic factors in the determination of job and income inequalities. She has concluded that the persistence of deep patterns of inequality cannot be explained by either of the two main approaches (profit competition, oligopoly theory) which dominate economic theory. She has therefore set out to develop a new approach to the problem, based on an alternate theory of competition. She uses her alternate theoretical framework to explain the patterns she identifies, to formulate new empirical hypotheses, and to ground a critique of orthodox labor economics. Her referees cite the innovative character of her work, and her strength in moving from basic theoretical arguments to applied historical and econometric studies.

Her most recent papers illustrate the range and high quality of her work. In "Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis", she presents the main theses of her own approach to the analysis of competition, wage determination, and discrimination, develops some empirical implications of her analysis, formulates an econometric model, and uses a new cross-section data set to test her propositions about the race-gender composition of employment across manufacturing industries. Although this is the most "economic" of the papers submitted, it is decidedly nonstandard in its approach to such matters. It is a fine piece of work which will have an

important impact on the literature.

Her paper on "Race, Deconstruction, and the Emergent Agenda of Feminist Economic Theory" displays another side of her work. Here, she critically examines two curious and linked theoretical silences: the absence of gender analysis in much of Black nationalist discourse, and the absence of the analysis of race in much of White feminist discourse. Rhonda surveys various strands in these traditions, and argues elegantly for the deconstruction, and reconstruction, of these disarticulated discourses.

Interdisciplinary connections are a natural part of Rhonda's interests. Her work on race and gender has theoretical and historical dimensions which cut across several disciplines. Her current appointment is in the Afro-American Studies Program at Maryland, and she is also an affiliate in the Women's Studies program. She has expressed a strong interest in the proposed Graduate Faculty wide program in Gender Studies. Moreover, she has a long standing personal commitment to work towards increasing the representation of minorities and women at every level of university life. She has been a member of the American Economics Association Committee for Race and Gender Balance in the Economics Curriculum (1990), along with Paul Samuelson (Nobel laureate), Robert Solow (Nobel laureate), William Baumol, Robert Eisner, Lester Thurow, Barbara Bergmann, and Donald McCloskey. At present, she is a member of the ongoing "The Curriculum Transformation Project" at the University of Maryland.

The fit between Rhonda's interests and those of our department is very great. Courses on race and gender have been an integral part of our curriculum for many years. With the departure of Gunseli Berik, both areas will be unfilled. Moreover, Rhonda would bring strength in areas such as economic history, labor economics, statistics, and econometrics. Her empirical and econometric strengths are of particular importance to us. Her presence would also help us make links with other departments, because of the interdisciplinary implications of her work. We strongly recommend her appointment.

**CURRICULUM VITAE
RHONDA M. WILLIAMS**

HOME ADDRESS:

7805 Temple St.
Adelphi, Md. 20783
(301) 422-4095

SCHOOL ADDRESS

Afro-American Studies
2169 LeFrak Hall
University of Maryland
College Park, Md. 20742
301-405-1162

Education: Ph.D., Economics (Labor Economics)
Minor: Comparative Economic Systems
Department of Economics
Massachusetts Institute of Technology
Cambridge, Massachusetts

Dissertation: "Occupational Aspirations and Outcomes: A Discrete Choice Analysis,"
February, 1983

B.A.: Economics, Harvard-Radcliffe College, Cambridge, Massachusetts, cum laude,
1978.

PROFESSIONAL EXPERIENCE:

1993 - Present Assistant Professor, Afro-American Studies (Affiliate Faculty, Women's Studies)

1988 - 1992 Assistant Professor, Afro-American Studies Program
Joint Appointment, Economics (Affiliate faculty, Women's Studies)
University of Maryland, College Park (on leave, 1988-89)

1987 - 1989 Assistant Professor, Economics, the Graduate Faculty of Political and Social Science, New School for Social Research, New York City.

1987 - 1988 Visiting Assistant Professor, Economics and Women's Studies, Yale University, New Haven, CT

1986 - 1987 Visiting Assistant Professor, Economics and African and Afro-American Studies, Yale University, New Haven, CT

1982 - 1987 Assistant Professor, Economics and African and Afro-American Studies,

University of Texas at Austin, TX (on leave, 1986-87)

PUBLICATIONS:

CHAPTERS IN BOOKS

"Consenting to Whiteness: Reflections on Marxian Theories of Discrimination," in Marxism in the New World Order: Crises and Possibilities. Antonio Callari, Stephen Cullenberg, and Carol Biewener (ed.). New York: Guilford (forthcoming, 1994).

"The Changing Contours of Discrimination: Race, Gender, and Structural Economic Change" (co-authored with M.V. Lee Badgett), in Understanding American Economic Decline. Michael Bernstein and David Adler (ed.). Cambridge: Cambridge University Press, 1994 (forthcoming).

"Race, Deconstruction, and the Emergent Agenda of Feminist Economic Theory," in Beyond Economic Man: Feminism and Economic Theory. Marianne Ferber and Julie Nelson, (ed.). Chicago: University of Chicago Press, 1993.

"Accumulation as Evisceration: Urban Rebellion and the New Growth Dynamics," in Reading Rodney King, Reading Urban Uprising. Robert Gooding-Williams (ed.). New York: Routledge, Chapman, Hall, 1993.

"Racial Inequality and Racial Conflict: Recent Developments in Radical Theory," in Labor Economics: Problems in Analyzing Labor Markets. William Darity, Jr., (ed.). Boston: Kluwer-Nijhoff, 1993.

"Competition, Discrimination, and Differential Wage Rates: On the Continued Relevance of Marxian Theory to the Analysis of Earnings and Employment Inequality," in New Approaches to Economic and Social Analyses of Discrimination. Richard Cornwall and Phanindra Wunnava, (ed.). New York: Praeger, 1991.

"The Methodology and Practice of Modern Labor Economics: A Critique," in William A. Darity, Jr. (ed.), Labor Economics: Modern Views. Boston: Kluwer-Nijhoff, 1984.

ARTICLES IN REFEREED JOURNALS

"The Way We Were?: Discrimination, Competition, and Inter-Industry Wage Differentials in 1970," (co-authored with Robert Kenison), Review of Radical Political Economics (forthcoming, 1994/95).*

"The Economics of Sexual Orientation: Establishing a Research Agenda" (co-authored with M.V. Lee Badgett), Feminist Studies (18:3, Fall, 1992), pp. 649-657.

"Income Inequality: Comparison of Maryland and the United States" (co-authored with Samuel Myers, Jr. and Tsze Chan), Maryland Policy Studies (No.2, August 1990), pp. 24-33.

"What Else Do Unions Do?: Race and Gender in Local 35" (co-authored with Peggie R. Smith), Review of Black Political Economy (Vol. 18, No.3, Winter, 1990), pp. 59-77.*

"Capital, Competition, and Discrimination: A Reconsideration of Racial Earnings Inequality," Review of Radical Political Economics (Vol. 19, No. 2., 1987), pp. 1-15. To be reprinted in Economics and Discrimination, William A. Darity (ed.). London: Edward Elgar (forthcoming). A volume in The International Library of Critical Writings in Economics, Mark Blaug (ed.)

"Culture as Human Capital: Methodological and Policy Implications," Praxis International (Vol. 7, No. 2., 1987), pp. 152-163. Reprinted in African Americans and the New Policy Consensus: Retreat of the Liberal State? Marilyn Lashley and M. Njeri Jackson (ed.). (New York: Greenwood Press, 1994, forthcoming).

"Peddlers Forever?: Culture, Competition, and Discrimination" (co-authored with William A. Darity, Jr.), American Economic Review (May, Vol. 75, No. 2, 1985), pp. 256-61. To be reprinted in Economics and Discrimination, William A. Darity Jr. (ed). London: Edward Elgar (forthcoming). A volume in The International Library of Critical Writings in Economics, Mark Blaug, (ed.)

*Student co-author

MONOGRAPHS, WORKING PAPERS, AND OTHER PUBLICATIONS

"Class, Race, and Childcare," Op-Ed Page, Washington Post, February 11, 1993.

"Who's Lynching Whom?: Or, Why We Must Fight Back," Forward Motion (Volume 11, No.1, March 1992). Commentary on Clarence Thomas Hearings.

"Learning Experience: Curriculum Transformation at the University of Maryland" (co-authored with Deborah Rosenfelt), Women's Review of Books (Vol. IX, No.5, February

1992).

"Beyond 'Bad Luck': The Racial Dimensions of Deindustrialization," Technical Paper, Economic Policy Task Force, Joint Center for Political Studies, Washington, D.C., February, 1990.

"Economic Theory and Black Youth Unemployment," monograph prepared for the Department of Economics, Hampton University, May, 1990.

"Beyond Human Capital: Black Women, Work, and Wages," Wellesley College Center for Research on Women, Working Paper No. 183, 1988.

BOOK REVIEWS

Caught in the Crisis: Women and the U.S. Economy Today, by Teresa Amott (New York: Monthly Review Press) In Women's Review of Books (forthcoming).

Alternatives to Economic Orthodoxy, by Randy Albelda, Christopher Gunn, and William Waller. Science and Society (Vol. 53, No. 4, Winter 1989/90).

The Economics and Politics of Race, by Thomas Sowell. In The Review of Black Political Economy (Vol. 13, Nos. 1,2, 1984).

WORK IN PROGRESS

"A Logit Decomposition Analysis of Occupational Segregation: Results from the 1970's and 1980's," with William Spriggs, Economic Policy Institute. Revising for resubmission to The Review of Economics and Statistics, fall 1993.

"Redistribution and Restructuring by Race and Gender: A Regional and Industrial Analysis" Joint work with M.V. Lee Badgett, University of Maryland. Revised and resubmitted to the Economic Development Quarterly, July, 1993.

SCHOLARLY PRESENTATIONS:

March, 1993. Discussant for "Dressing For Success?: Accounting for Differences in Ethnic Patterns of Achievement," Eastern Economics Association, Washington D.C.

February, 1993. Testimony delivered to the Commission on Immigration Reform on immigration and childcare, Washington, D.C.

February 1993. Organized and served as discussant for "African Americans and the New Policy Consensus: Retreat of the Liberal State?" Co-sponsored by the Afro-American Studies Program, University of Maryland, College Park.

November, 1992. "Consenting to Whiteness: Reflections on Race and Marxian Theories of Discrimination." Presented at "Rethinking Marxism," Amherst MA.

November, 1992. "Cycles of Boom and Bust: Race, Gender, and Labor Market Restructuring." Presented at the African Studies Association, Seattle. WA.

October, 1992. "Accumulation as Evisceration: Urban Rebellion and the New Growth Dynamic." Presented at Franklin and Marshall College, Distinguished Minority Scholar Lecture.

March, 1992. "Race and Gender Inequality Within Industrial Sectors," with M.V. Lee Badgett. Organized and chaired the session "Race, Gender, and Labor Market Restructuring" at the Eastern Economics Association. Presented, New York City.

February, 1992. "Race-Gender Job Competition and Earnings Differentials," Presented at Barnard College, Women's Studies Department. Presented same paper at the New School for Social Research, May, 1992, University of Massachusetts at Amherst, November, 1992.

February, 1992. "Rethinking the Public Dialogue on Black Families: From Reconstruction to the Present." Delivered as a Resident Scholar, The Park School, Baltimore Maryland.

January, 1992. Organizer, NEA Panel, ASSA Meetings, "Employment and Earnings Differentials: Recent Developments in Political Economy." Presented "Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis," New Orleans.

January, 1992. Discussant, AEA Session, "The Economics of Sexual Orientation," ASSA Meetings, New Orleans.

November, 1991. Organizer for a Plenary on "Race, Ethnicity, and Sexuality," at the Fifth Annual Lesbian and Gay Studies Conference, Rutgers University,

August, 1990. Chair and Discussant for "Economic Change and Black Economic Status," a session at the Association of Black Sociologists Meetings, Washington, D.C.

April, 1990. "Income and Earnings Inequality: Comparison of United States and Maryland," co-authored with Tzse Chan and Samuel Myers, Jr. Presented at "The State of Black Maryland," University of Maryland at College Park.

February, 1989. "Competition, Discrimination, and Differential Wage Rates: On the Continued Relevance of Marxian Theory to the Analysis of Earnings and Employment Inequality." Presented at the Middlebury Conference, "New Approaches to Discrimination," and to University of North Carolina (Chapel Hill) Labor Workshop, April, 1989.

December, 1988. Discussant, Joint Session, URPE and NEA, "The Political Economy of Racism," ASSA Meetings, New York.

March, 1988. "Beyond Human Capital: Black Women, Work, and Wages." Presented in March, 1988 at Bryn Mawr College and in April, 1988 at the Wellesley conference, "The Economic Condition of Black Women" (a Ford Foundation Project)

April, 1986. Co-Organizer, "International Symposium on Apartheid-South Africa," University of Texas at Austin.

April, 1985. "Capital, Class Location, and Discrimination: Black Workers and the 'New Growth Dynamic'," Presented at the University of Texas at Austin, Conference on "The Current Economic Revolution in Black America."

December, 1984. Organized "Human Capital and Culture: Analyses of Variations in Labor Market Performance," session at the ASSA (AEA) Meetings, Dallas, Texas. Presented Darity and Williams' "Peddlers Forever?: Culture, Competition, and Discrimination."

GRANTS AND AWARDS

Grants:

Research Grant, Africa and Africa in the Americas, Spring, 1993 (\$600).

Research Grant, College of Behavioral and Social Sciences, University of Maryland, College Park. Fall, 1990 (\$1200).

"Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis," NSF-MRIP Grant R11-8917527, April, 1990 (\$12,000).

TEACHING

Courses Taught:

Urban Black America: From Protest to Politics (30 students):

This freshman seminar examines the 20th century emergence of urban communities in African America. A selection of historical, sociological, and autobiographical texts provide an interdisciplinary perspective from which students can develop a solid understanding of the political and social dynamics that have shaped the development of black strategies for survival and political empowerment. Co-taught with Dr. Francille Wilson, this course satisfies two CORE requirements for first year students.

The Black Community and Public Policy: Historical and Contemporary Issues (35 students):

Dr. Sharon Harley and I crafted this course as part of the year long project for the Prince Georges' county curriculum transformation project. We generated readings and guest lectures that introduced the teachers to the themes and debates that form the core of policy debates impacting on black America.

The Social and Cultural Effects of Colonization and Racism (40-50):

This course examines the political economy and ideology of racism. The political economy readings and lectures locate colonization in the context of the global capitalist system. The philosophical and historical texts present the contours of contemporary debates on the social construction of race as an historically based,

gendered and class mediated set of meanings and social relations. This course satisfies the CORE diversity requirement.

The Economics of Poverty and Discrimination (50 students):

This course originated in the economics department and is cross listed in Afro-American Studies. Via an examination of several economic paradigms, this class explores the nexus of theory, policy, and economic analyses of discrimination and poverty. Satisfies CORE diversity requirement.

Introduction to Afro-American Studies (240 students):

This course is required for AASP majors and also satisfies a CORE requirement. The enrollment has grown over time and was restructured in 1991. My current syllabus introduces students to five or six themes that constitute a core of the Black Studies tradition. Readings on history, culture, ideology, literature, and political economy introduce students to topics and issues explored in greater depth in our upper division courses.

Directed Readings in Afro-American Studies (enrollment varies):

In this co-taught capstone course, we introduce majors to social science and history "classics" in the Black studies tradition.

Senior Thesis

I have advised 3 or 4 AASP seniors in the past five years. This year, Dr. Francille Wilson and I are working with about a dozen seniors. I will personally advise four or five of these students as will Dr. Wilson. The remainder will work with our affiliate faculty and will be subject to the same deadlines as the students we are advising directly.

The Political Economy of Race and Gender (30-40 students):

I will offer this course for the first time at College Park in spring, 1994 (I taught earlier versions at Yale and the New School for Social Research) This upper division course will achieve two objectives. First, it will provide College Park students an opportunity to systematically examine feminist and radical economic traditions. Second, we will do so via an exploration of (selected) racialized, ethnic, and gendered

class formations in the nineteenth and twentieth centuries.

Awards:

1992: Department of Economics Teaching Award, Fall.

1992: University of Maryland Certificate of Teaching Excellence, May (received for work with Individual Studies major, Lynn Poe).

Advising:

1993-94. Mentor, Office of Multi-Ethnic Student Education

1992-93. Advisor, "Advise Five," Division of Letters and Science, 1992-93.

1992. Faculty Advisor, The Eclipse.

1991. Faculty Advisor, McNair Fellowship Program.

1990 -1991. Faculty Advisor Maryland SCAR (Student Coalition Against Apartheid and Racism).

Ph.D. Committees:

1990-1992: Barbara Hopkins, Economics.

1991 - Present: Robert Carr, Comparative Literature.

Curriculum Transformation:

Summer, 1993. Co-Director "The Afro-American Studies Program and Prince George's County Teacher Training Project."

1993. Project Consultant, "National Clearinghouse for Curriculum Transformation Resources," Institute for Teaching and Research on Women," Towson State University, Baltimore, MD.

Summer, 1991. Co-Director for The Curriculum Transformation Project, "Thinking Race and Gender," University of Maryland, College Park, Summer, 1991. Participant, faculty summer seminar on the incorporation of the new scholarship on women in UMCP courses.

SERVICE

Professional:

1992 - Present. Board of Directors, International Association for Feminist Economics Associate Editor, Feminist Economics (a new journal, editorial board is negotiating contract).

1990 - Present. The Committee for Race and Gender Balance in the Economics Curriculum, American Economic Association

1989-1991. Editorial Collective, Review of Radical Political Economics, Special Issue "Women and Development"

1989 - Present. Feminist Studies Board of Editors, 1990 to present. Editorial consultant, 1988-89.

1989 - Present. Reviewer, Review of Black Political Economy

1987-1990. National Economic Association, Board of Directors.

1983 - 1987. American Economic Association Member, Committee on the Status of Minority Groups in the Economics Profession.

1989 - Present. Pay Equity Advisory Committee, Institute for Women's Policy Research, Washington, D.C.

1986 - 1990. Economic Policy Task Force, Joint Center for Political and Economic Studies, Inc. Washington, D.C.

1989. Chair, Advisory Council, 70,001, a JTPA/PIC-funded non-profit employment and training institute, New Haven, CT.

Departmental (Afro-American Studies):

1992 - Present. Standing Committee for the Bachelor's - Master's Degree Program (joint with the School of Public Affairs)

1993. Departmental Representative, "Faculty Roles and Rewards," Conference at Towson State University Co-Sponsored by University of Maryland System.

1993. Search Committee, Program Chair.

1990 - 1992. Executive Committee.

1990 - 1992. Search Committee.

Economics Department

1990 - 1991. Undergraduate Studies Committee.

Women's Studies Program

1990 - 1992. Steering Committee.

1991. Co-Director, Curriculum Transformation Project, "Thinking Race and Gender."

College:

1991 - 1993. Program representative, Collegiate Academic Council, College of Behavioral and Social Sciences.

University:

1992. Selection Committee, Senior Summer Scholars.

1990 - 1991. Participant, Multicultural Awareness Days, 1990, 1991

1990 - 1991. Minority Graduate Orientation.

CURRICULUM VITAE

RHONDA M. WILLIAMS

HOME:

118 Sherman Avenue
Takoma Park, Md. 20912
(301) 891-7861

OFFICE:

Afro-American Studies
2169 LeFrak Hall
University of Maryland
College Park, MD 20742
(301) 405-1164

EDUCATION: Ph.D, Economics, Massachusetts Institute of Technology, Cambridge, Massachusetts, 1983.

BA., Economics, Harvard-Radcliffe College, Cambridge, Massachusetts, cum laude, 1978.

EMPLOYMENT:

- 1988 - Assistant Professor, Afro-American Studies Program
Joint Appointment, Economics (Affiliate faculty, Women's Studies)
University of Maryland, College Park (on leave, 1988-89)
- 1987 - 1989 Assistant Professor of Economics, the Graduate Faculty of Political and Social Science, New School for Social Research, New York City.
- 1987 - 1988 Visiting Assistant Professor, Economics and Women's Studies, Yale University, New Haven, Ct.
- 1986 - 1987 Visiting Assistant Professor, Economics and African and Afro-American Studies, Yale University, New Haven, Ct.
- 1983 - 1987 Assistant Professor, Economics and African and Afro-American Studies, University of Texas at Austin, Tx. (on leave, 1986-87).

PUBLICATIONS

Journal Articles

"The Economics of Sexual Orientation: Establishing a Research Agenda at the American Economics Association Meetings, January, 1992," with M.V. Lee Badgett, Feminist Studies, 18:3, Fall, 1992 (forthcoming).

"Income Inequality: Comparison of Maryland and the United States," with Samuel Myers, Jr. and Tsze Chan, Maryland Policy Review, No.2, August 1990.

"What Else Do Unions Do?: Race and Gender in Local 35," with Peggie R. Smith, Review of Black Political Economy, Vol. 18, No.3, Winter, 1990.

"Capital, Competition, and Discrimination: A Reconsideration of Racial Earnings Inequality," Review of Radical

Political Economics, Vol. 19, No. 2., 1987.

"Culture as Human Capital: Methodological and Policy Implications," Praxis International, Special Issue, "Black Neo-Conservatism in the USA." Vol. 7, No. 2., 1987. Reprinted in Afro-American Studies Working Paper Series, University of Maryland, College Park, MD, Vol. 1, No.4, 1990.

"Peddlers Forever?: Culture, Competition, and Discrimination," with William A. Darity, Jr., American Economic Review, May, Vol. 75, No. 2, 1985.

Chapters in Edited Volumes

"Accumulation as Evisceration: Urban Rebellion and the New Growth Dynamics." Robert Gooding-Williams (ed.), Reading Rodney King, Reading Urban Uprising. New York: Routledge, Chapman, Hall, 1993 (forthcoming).

"Race, Deconstruction, and the Emergent Agenda of Feminist Economic Theory." Marianne Ferber and Julie Nelson (ed.), Beyond Economic Man: Feminist Theory and Economics. Chicago: University of Chicago Press, 1993 (forthcoming).

"Racial Inequality and Racial Conflict: Recent Developments in Radical Theory." Labor Economics: Problems in Analyzing Labor Markets, William Darity, Jr., (ed.) Kluwer-Nijhoff, 1993 (forthcoming).

"Competition, Discrimination, and Differential Wage Rates: On the Continued Relevance of Marxian Theory to the Analysis of Earnings and Employment Inequality." Richard Cornwall and Phanindra Wunnava, (ed.) New Approaches to Economic and Social Analyses of Discrimination. New York: Praeger, 1991.

"The Methodology and Practice of Modern Labor Economics: A Critique." William A. Darity, Jr. (ed.), Labor Economics: Modern Views. Boston: Kluwer-Nijhoff, 1984.

Monographs and Working Papers

"Beyond 'Bad Luck': The Racial Dimensions of Deindustrialization," Technical Paper, Economic Policy Task Force, Joint Center for Political and Economic Studies, Washington, D.C., February, 1990.

"Economic Theory and Black Youth Unemployment," monograph prepared for the Department of Economics. Hampton University, May, 1990.

"Beyond Human Capital: Black Women, Work, and Wages." Wellesley College Center for Research on Women, Working Paper No. 183, 1988.

WORK IN PROGRESS

"A Logit Decomposition Analysis of Occupational Segregation: Results from the 1970's and 1980's," with William Spriggs, Economic Policy Institute

"Race-Gender Job Competition and Inter-Industry Wage Differentials" Ongoing empirical research.

The Encyclopedia of Marxist Economics. One of three associate editors. Senior editor: John Weeks, University of London. Basil Blackwell, 1993 (forthcoming).

"Race, Gender and Labor Market Restructuring in the 1970's and 1980's." Joint work with M.V. Lee Badgett, University of Maryland.

REVIEWS

Thomas Sowell, "The Economics and Politics of Race," The Review of Black Political Economy, Vol. 13, Nos. 1,2, 1984.

Randy Albelda, Christopher Gunn, and William Waller, "Alternatives to Economic Orthodoxy," Science and Society, Vol. 53, No. 4, Winter 1989/90.

"Learning Experience: Curriculum Transformation at the University of Maryland," with Deborah Rosenfelt. Women's Review of Books, Vol. IX, No.5, February 1992.

COURSE OFFERINGS

Political Economy (graduate and undergraduate)
Political Economy of Race and Class (graduate and undergraduate)
Political Economy of Gender and Race (undergraduate)
The Social and Cultural Effects of Colonization and Racism (undergraduate)
The Economics of Poverty and Discrimination (undergraduate)
Labor Economics (undergraduate, graduate)
Introduction to African American Studies
Microeconomics (undergraduate)

GRANTS AND AWARDS

Research Grant. College of Behavioral and Social Sciences. University of Maryland, College Park. Fall, 1990.

"Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis," NSF-MRIP Grant R11-8917527, April, 1990.

University Research Institute Summer Research Grant, University of Texas at Austin, Summer 1985.

PROFESSIONAL ACTIVITIES AND ASSOCIATIONS:

Board of Directors, International Association for Feminist Economics, 1992-present.

"The Curriculum Transformation Project." University of Maryland, College Park. Co-Director, "Thinking Race and Gender," summer, 1991. Participant, faculty summer seminar on the incorporation of the new scholarship on women in UMCP courses - summer, 1990.

The Committee for Race and Gender Balance in the Economics Curriculum, 1990 - present.
American Economic Association

Pay Equity Advisory Committee
Institute for Women's Policy Research
Washington, D.C. 1989 - present.

Economic Policy Task Force
Joint Center for Political and Economic Studies, Inc.
Washington, D.C. 1986 - present.

Member, 1989-91 Editorial Collective, Review of Radical Political Economics, Special Issue "Women and Development"

Chair, Advisory Council, 70,001, a JTPA/PIC-funded non-profit employment and training institute, New Haven, Ct. 1989.

Feminist Studies

Editorial consultant, 1988-89
Board of Editors, 1990-

Reviewer, Review of Black Political Economy

American Economic Association
Member, Committee on the Status of Minority Groups in the Economics Profession,
1983-1987

National Economic Association
Board of Directors, 1987-90.

Union for Radical Political Economics

Dorothy Danforth Compton Fellowship Series
Selection Committee, University of Texas at Austin, 1983-1986

CONFERENCES/PROFESSIONAL PRESENTATIONS:

"Accumulation as Evisceration: Urban Rebellion and the New Growth Dynamic," presented at Franklin and Marshall College, Distinguished Minority Scholar Lecture, October, 1992.

"Race-Gender Job Competition and Earnings Differentials," Presented at Barnard College, Women's Studies Department, February, 1992.

"Rethinking the Public Dialogue on Black Families: From Reconstruction to the Present." Delivered as a Resident Scholar, The Park School, Baltimore Maryland, February, 1992.

Organizer, NEA Panel, ASSA Meetings, January 1992, "Employment and Earnings Differentials: Recent Developments in Political Economy." Presenting "Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis," New Orleans.

Discussant, AEA Session, "The Economics of Sexual Orientation," ASSA Meetings, New Orleans, January, 1992.

Organizer for a Plenary on "Race, Ethnicity, and Sexuality," at the Fifth Annual Lesbian and Gay Studies Conference, Rutgers University, November, 1991.

Chair and Discussant for "Economic Change and Black Economic Status," a session at the Association of Black Sociologists Meetings, Washington, D.C. August 1990.

"Income and Earnings Inequality: Comparison of United States and Maryland," co-authored with Tzse Chan and Samuel Myers, Jr. Presented at "The State of Black Maryland," University of Maryland at College Park, April, 1990.

"Competition, Discrimination, and Differential Wage Rates: On the Continued Relevance of Marxian Theory to the Analysis of Earnings and Employment Inequality." Presented at the Middlebury Conference, "New Approaches to Discrimination," February, 1989, and to University of North Carolina (Chapel Hill) Labor Workshop, April, 1989.

Discussant, Joint Session, URPE and NEA, "The Political Economy of Racism," ASSA Meetings, New York, 1988.

"Beyond Human Capital: Black Women, Work, and Wages." Presented in March, 1988 at Bryn Mawr College and in April, 1988 at the Wellesley conference, "The Economic Condition of Black Women" (a Ford Foundation Project)

Co-Organizer, "International Symposium on Apartheid-South Africa," University of Texas at Austin, April, 1986.

"Capital, Class Location, and Discrimination: Black Workers and the 'New Growth Dynamic'," Presented at the University of Texas at Austin, Conference on "The Current Economic Revolution in Black America," April, 1985.

"Human Capital and Culture: Analyses of Variations in Labor Market Performance," session at the ASSA (AEA) Meetings, Dallas, Texas, 1984. Organized session at the ASSA (AEA) Meetings, Dallas, Texas 1984. Organized session and Presented Darity and Williams' "Peddlers Forever?: Culture, Competition, and Discrimination."

UNIVERSITY SERVICE (University of Maryland)

General

Participant, Multicultural Awareness Days, 1990, 1991

Faculty Advisor Maryland SCAR (Student Coalition Against Apartheid and Racism) 1990, 1991

Minority Graduate Orientation, 1990-91

Faculty Representative, Executive Board, Black Faculty and Staff Association, 1992-94.

Afro-American Studies Program

Executive Committee, 1990-91, 1991-92

Search Committee, 1989-90, 1990-91, 1991-92

Program representative Collegiate Academic Council, College of Behavioral and Social Sciences, 1991-92

Economics Department

Undergraduate Studies Committee, 1990-91

Women's Studies Program

Steering Committee, 1990-91, 1991-92

THE POLITICAL ECONOMY OF GENDER AND WORK

"... understanding gender, both in its pre-capitalist and capitalist manifestations, requires an awareness of the historical nature of the separation of the economic rather than its presumption in the categories employed." - L. Nicholson, 1986

In the occidental tradition, explanations of socio-economic reality differ fundamentally according to that which is granted primacy in the analysis of how women and men produce social life. Bourgeois economists and political scientists (neoclassical economists, public choice theorists, etc.) posit the 'self-interested activity of sexually distinct but equally empowered individual agents' as the primary cause of socio-political phenomena. Neoclassical economists are particularly infamous for their attempt to abstract from (and/or designate as beyond their explanatory domain) the social relations of (re)/production in their attempts to explain the distribution of wealth, income, work, and leisure.

In contradistinction to this mode of analysis, social theorists operating in the Marxist historical tradition argue that individual behavior occurs as an aspect of the historical process; hence, our efforts to transform knowledge of the isolated facts of individual activity into knowledge of reality *requires* that those facts be integrated into a conceptualization of the social totality (a crude paraphrasing of Lukacs). Specifically, we argue that humanity's history must be studied with reference to the social relations into which we enter (and the conflicts arising therefrom) in the production of ourselves and our material world. As a political economist interested in the nature and reproduction of the social relations of gender, class, and race, I am indebted to and work in this latter tradition.

Using the methods of political economy, this seminar explores the historical emergence, evolution, and substance of the social relations of capitalist patriarchy. In so doing, we shall draw from the works of political economists, historians, activists, and anthropologists.

The Course:

My guesstimate is that this course entails about 1400+ pages of reading (four books, approximately 20 articles). Because this is a *seminar* and because I eventually tire of my unshared consciousness, steady reading of the weekly assignments and participation in class discussion are a must.

In hopes of encouraging you to read at pace (and to minimize the incidence of sophomoreic term papers), I will grade you on class participation. My schedule of work imposition follows.

Requirements -

1. You are required to keep a journal in which you document your reflections on the readings and seminar discussions. I ask that you submit a total of 9 weekly entries of 2-3 pages each. The first 5 are due Feb. 23, the last 4, April 27.

30% of your grade.

2. Your seminar paper abstract is due March 2, the final paper on May 6. Topic of your choosing, subject to my approval.

40% of your grade.

3. Class participation, including attendance at TWO, post-spring break, 'extra' class meetings. On the afternoons of March 25, 27, and April 1,3,8,10, we will hold class meeting during which you will present your research papers to me and 3 classmates. We will hold these meetings in my office from 3:30-5:15 PM. Sign-up: March 23.

30% of your grade.

READINGS:*

Zillah Eisenstein, Capitalist Patriarchy and the Case for Socialist Feminism, 1979 (ZE)

Lydia Sargent, Women and Revolution, 1981 (LS)

Ivan Illich, Gender, 1982 (IVIL)

Jule Matthaesi, An Economic History of Women in America: Women's Work, the Sexual Division of Labor, and the Development of Capitalism, 1982 (JM)

Jacqueline Jones, Labor of Love, Labor of Sorrow, 1985 (JJ)

Gerda Lerner, The Creation of Patriarchy, 1986 (GL)

Kinko's Packet (K)

*Readings available at Co-op and Golden Thread Bookstore
915 State St. 777-7807
(Closed on Monday)

COURSE OUTLINE:

- I. Introduction: An Overview of Musings on Patriarchy (2 weeks)
 - A. Ideology, interpretation, and explanation: method in political economy
 1. Karl Marx, Introduction to *Grundrisse: Foundations of the Critique of Political Economy*, Sections 1-3 (K)
 2. Judith Shklar, "Squaring the Hermeneutic Circle", *Social Research*. Vol. 53, No. 3, Autumn, 1986 (K)
 - B. Historical/Anthropological Foundations; Theoretical Analyses Thereof
 1. GL: Appendix (definitional considerations), Intro, Ch. 1,2
 2. Bettina Berch, *The Endless Day: The Political Economy of Women and Work*, HBJ, 1982. Ch. 1, 'What is Women's Work?' (facts and figures: current empirical realities) (K)

- II. Political Economy: Gender, Class, and Sexuality (5 weeks)
 - A. On Class: Marx
 1. Harry Cleaver, *Reading Capital Politically*, p. 3-70
 2. Robert P. Wolff, "The Resurrection of Karl Marx, Political Economist" (I.A.2., above)
 3. Karl Marx, *Capital*, Vol. 1, Ch1
 4. Cleaver, p. 71-138
 - B. On Gender and Class
 1. Eisenstein, "Developing a Theory of Capitalist Patriarchy"; "Some Notes on the Relations of Capitalist Patriarchy" (ZE)
 2. Heidi Hartman. "The Unhappy Marriage of Marxism and Feminism: Towards a More Progressive Union" (LS)
 3. Iris Young. "Beyond the Unhappy Marriage: A Critique of the Dual Systems Theory" (LS)
 4. [unclear] On [unclear]
 5. Susan Himmelwit. "The Real Dualism of Sex and Class" *Review of Radical Political Economics*. Vol 16, No. 1, Spring 1984 (K)
 6. Linda Nicholson, "Feminism and Marx: Integrating Kinship with the Economic". *Praxis International*, January, 1986 (K)

C. On Capital and Sexuality

1. Ellen Ross and Rayna Rapp, "Sex and Society: A Research Note from Social History and Anthropology" 1981(K)
2. Adrienne Rich, "Compulsory Heterosexuality and Lesbian Existence" 1980 (K)
3. John D'Emilio, "Capitalism and Gay Identity" 1983 (K)
(Note: C 1,2,3 reprinted from A.Snitow, C. Stansell, et al (eds.), *Powers of Desire: The Politics of Sexuality* Monthly Review Press, 1983)

III. History, Theory, and Practice : From Then to Now (6 weeks)

A. The Ancients; From Gender to Sex

1. Lerner, Ch. 3 - 11
2. Illich, Ch. III-VII

B. Black Women, White Women: U.S. History, The Grand View

1. Jones
2. Matthaei

C. Gender, Class, and Race: Theory and Practice

--UNITED STATES--

1. E. Frances White, "Listening to the Voices of Black Feminism" 1984 *Radical America*, Vol. 18, Nos. 2-3 (K)
2. Randy Albelda, " 'Nice Work If You Can Get It': Segmentation of White and Black Women Workers in the Post-War Period" (K)
3. Evelyn Nakono Glenn, "Racial Ethnic Women's Labor: The Intersection of Race, Gender, and Class Oppression" (K)
C 3,4 from *RRPE* Vol. 17, No. 3 1985
- 3a. Berch, Ch. 4,5 (K- follows first Berch chapter in packet)

--EUROPE AND CANADA--

4. Selma James, "Sex, Race, and Working Class Power" - a view from Britain (K) *Race Today*, London, 1975
5. Bianca Becalli, "Italy: Working Class Militancy, Feminism, and Trade Union Politics" (K)
6. Stan Gray, "Sharing the Shop Floor: Women and Men on the Assembly Line" (K)
C 5.6 from *Radical America*, Vol. 18, No. 5 1985

ADDITIONAL READINGS: SEMINAR PAPER*

Paula Giddings, Where and When I Enter: The Impact of Black Women on Race and Sex in America

Michel Foucault, The History of Sexuality (Parts 1 and 2)

Anne Schaef, Women's Reality

Mary Daly, Beyond God The Father

Margaret Atwood, The Handmaidens' Tale.

Carol Gilligan, In a Different Voice: Psychological Theory and Women's Development

E. Keller-Fox, Reflections on Gender and Science

* See additional bibliographies (mine, Lerner, Illich, etc)

NEW SCHOOL FOR SOCIAL RESEARCH

Interoffice Memorandum

To: Alan Wolfe

Date: December 10, 1992

From: Anwar Shaikh

Re: Rhonda Williams

The Economics Department wishes to recommend Rhonda Williams for an appointment under the aegis of our target-of-opportunity search. Rhonda is currently an Assistant Professor at the University of Maryland at College Park. She was previously a member of our department, from 1987-1989. We propose an appointment at the rank of Associate Professor.

Rhonda's work is breaking new ground in the analysis of discrimination. Her primary interest is in analyzing the influence of race, gender, unionization, and other socio-economic factors in the determination of job and income inequalities. She has concluded that the persistence of deep patterns of inequality cannot be explained by either of the two main approaches (profit competition, oligopoly theory) which dominate economic theory. She has therefore set out to develop a new approach to the problem, based on an alternate theory of competition. She uses her alternate theoretical framework to explain the patterns she identifies, to formulate new empirical hypotheses, and to ground a critique of orthodox labor economics. Her referees cite the innovative character of her work, and her strength in moving from basic theoretical arguments to applied historical and econometric studies.

Her most recent papers illustrate the range and high quality of her work. In "Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis", she presents the main theses of her own approach to the analysis of competition, wage determination, and discrimination, develops some empirical implications of her analysis, formulates an econometric model, and uses a new cross-section data set to test her propositions about the race-gender composition of employment across manufacturing industries. Although this is the most "economic" of the papers submitted, it is decidedly nonstandard in its approach to such matters. It is a fine piece of work which will have an important impact on the literature.

Her paper on "Race, Deconstruction, and the Emergent Agenda of Feminist Economic Theory" displays another side of her work. Here, she critically examines two curious and linked theoretical silences: the absence of gender analysis in much of Black

nationalist discourse, and the absence of the analysis of race in much of White feminist discourse. Rhonda surveys various strands in these traditions, and argues elegantly for the deconstruction, and reconstruction, of these disarticulated discourses.

Interdisciplinary connections are a natural part of Rhonda's interests. Her work on race and gender has theoretical and historical dimensions which cut across several disciplines. Her current appointment is in the Afro-American Studies Program at Maryland, and she is also an affiliate in the Women's Studies program. She has expressed a strong interest in the proposed Graduate Faculty wide program in Gender Studies. Moreover, she has a long standing personal commitment to work towards increasing the representation of minorities and women at every level of university life. She has been a member of the American Economics Association Committee for Race and Gender Balance in the Economics Curriculum (1990), along with Paul Samuelson (Nobel laureate), Robert Solow (Nobel laureate), William Baumol, Robert Eisner, Lester Thurow, Barbara Bergmann, and Donald McCloskey. At present, she is a member of the ongoing "The Curriculum Transformation Project" at the University of Maryland.

The fit between Rhonda's interests and those of our department is very great. Courses on race and gender have been an integral part of our curriculum for many years. With the departure of Gunseli Berik, both areas will be unfilled. Moreover, Rhonda would bring strength in areas such as economic history, labor economics, statistics, and econometrics. Her empirical and econometric strengths are of particular importance to us. Her presence would also help us make links with other departments, because of the interdisciplinary implications of her work. We strongly recommend her appointment.



Department of Economics
Fort Collins, Colorado 80523
(303) 491-6324
FAX: (303) 491-2925

November 30, 1992

TO: Professor Anwar Shaikh
Department of Economics
New School for Social Research

FROM: Professor Steven Shulman
Department of Economics
Colorado State University

RE: Recommendation for Professor Rhonda M. Williams

Dear Professor Shaikh:

Professor Rhonda Williams of the University of Maryland has asked me to write a letter of recommendation as part of her application for a faculty position in your department. I am very pleased to do so. Professor Williams' work on the economics of inequality and discrimination has been important in my own thinking and writing, and I think she has made a substantial contribution to the field as a whole. My guess is that she will be a strong addition to the reputation and research productivity of your department.

I stress Professor Williams' research only because I know little about her teaching and service activities. She is obviously very active professionally, and I am sure she plays an important role as a mentor for female and minority students. However, I have never been her colleague, and in fact I have only met her once at a conference. Thus I am only qualified to speak about her contribution to the literature on inequality and discrimination. Here I am happy to go on at length, for I feel that Professor Williams' publications have been a source of light in a generally murky field.

The literature on the economics of inequality and discrimination is dominated by a neo-classical tradition which views the labor market as a neutral arbiter of supply and demand. Employers who "choose" to discriminate are held to disadvantage themselves with respect to wage costs and human resource utilization; hence the proliferation of human capital models of racial inequality. Professor Williams' contribution has been to reconceptualize competition in order to show that discrimination can be perpetuated by the normal processes of capital accumulation. She has argued that competition is characterized by conflict and uneven development on both the supply and demand sides of the labor market. Both profit rates and wage rates are bifurcated as dominant groups of employers and employees deploy their resources to protect themselves from the open market. As opposed to the horizontal mobility of neo-classicism, competition in her view is characterized by the establishment of hierarchies which sustain entrenched privilege. These hierarchies

racial groups. Both white workers and employers strive to maintain their position with respect to these hierarchies, and in so doing confine black workers to a marginalized position where they bear the brunt of recurrent involuntary unemployment. In this manner competitive dynamics can account for the persistence of racial inequality beyond that captured by human capital models.

Professor Williams' reconceptualization of competition is a response to the frequently invoked view that individuals, not groups, are the actors with which economists should be concerned. But more importantly, she has turned the argument that competition erodes discrimination on its head. This is a significant accomplishment in a field which has been predisposed to blame blacks for their own poverty. I believe it is a productive avenue for further research, and that Professor Williams will continue to make contributions to this literature.

I should note that the high regard in which I hold Professor Williams' work is not due to my agreement with all of it. For example, I do not share her belief that classical Marxism has much to offer the analysis of race. But her ideas are so well formulated and stated that I have found even our disagreements to be instructive. Her publications in the Review of Radical Political Economics and the American Economic Review as well as her chapter in the Cornwall and Wunnava volume have been particularly helpful to me. The ideas developed in these and other publications are amenable to empirical testing as she shows in her more recent work. Her papers on occupational segregation and inter-industry wage differentials are well crafted with respect to both model specification and data manipulation. Unlike too many economists, her empirical work emerges out of a clear cut theoretical perspective, and in turn her theoretical work is supported by carefully constructed empirics. I would guess that her integration of theoretical and empirical work allows her to be a strong role model for graduate students. It certainly suggests to me that she will continue to make creative contributions to this particular field.

Please feel free to call me if you need additional information.

Sincerely,



Steven Shulman



THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL

Department of Economics

The University of North Carolina at Chapel Hill
CR# 3305, Gardner Hall
Chapel Hill, NC 27599-3305

Professor Anwar Shaikh
Department of Economics
New School for Social Research
New York, New York 10027

November 25, 1992

Dear Anwar:

I am very pleased to recommend Rhonda Williams for a position with your department. I have known Rhonda since she and I were colleagues together at the University of Texas at Austin in the early 1980s, when we began to collaborate on a research project that explored the relationship between race, discrimination, and the theory of competition. I believe that our collaboration led her on the research path that she has pursued so inventively since then, pushing in directions that are wholly original and highly creative. In particular, Rhonda has extended the framework of thought that she and I began in the early 1980s to address inter-industry wage differentials, the interaction between racial and gender inequality, and the phenomenon of deindustrialization.

While Rhonda was trained at MIT, she has consistently chosen to follow her own methodological drummer toward a more radical and skeptical vision of orthodox economics. But because of her MIT training she does not have a superficial understanding of orthodoxy; rather she has a deep understanding and respect for it, in all its dimensions. Consequently when she poses a critique it strikes at fundamentals. Moreover, she always takes a constructive tack. Rhonda never feels that it is sufficient to point out the errors of conventional theory. She always seeks to develop and present an alternative theoretical framework that will do a better job of explaining the phenomenon in question.

I have always felt that Rhonda's skills as an applied econometrician are so strong that she could publish her research in mainstream journals, even if her message is unconventional. My impression is that is the direction she is taking at present with her work on patterns of occupational segregation by race and gender. I believe her two working papers, "Race-Gender Job Competition and Inter-Industry Wage Differentials: An Empirical Analysis" and "A Logit Decomposition Analysis of Occupational Segregation: Results for the 1970s and 1980s" both are eminently publishable in mainstream outlets.

Rhonda also is an extraordinary teacher--both for undergraduates and graduate students. She actively engages the latter in her own research activities and will collaborate with some to produce new work. She will enliven your program on both fronts.

I can only add that personally I truly enjoy reading Rhonda's papers. They are always well-crafted and provocative; they are never, never dull--and that is unusual in our profession.

Sincerely,

Sandy
William Darity Jr.



UNIVERSITY OF MASSACHUSETTS
AT AMHERST

Thompson Hall
Amherst, MA 01003

Economics Department

November 5, 1992

Professor Anwar Shaikh
Department of Economics
Graduate Faculty
New School for Social Research
65 Fifth Avenue
New York, NY 10003

Dear Professor Shaikh,

I understand that you may be considering Professor Rhonda Williams for a position at the New School. She asked me to write a letter of recommendation on her behalf. The only reason that I hesitate to do so is that I would love to bring her to my own university. She is at the top of my list of outstanding scholars in the field of political economy.

She first came to my attention with her excellent short piece, co-authored with Bill Darity, in the *American Economic Review* in 1985. Subsequently, I refereed a piece she published in the *Review of Radical Political Economy* in 1987, which addressed the relationship between capital, competition and discrimination. Her approach is very innovative, bringing together insights on the nature of social capital, Marxian concepts of competition, and empirical evidence on earnings inequality by race.

Another example of impressive scholarship is her working paper titled "Race-Gender Job Competition and Inter-Industry Wage Differentials," which I think will have a very important impact on the field of labor economics. She offers some important econometric evidence to support her arguments on the importance of inter-industry wage differentials and the interaction between race and gender inequality.

Professor Williams also has made outstanding contributions in the areas of methodology and epistemology, best evidenced by her "Race, Deconstruction and the Emergent Agenda of Feminist Economic Theory," forthcoming in an exciting new volume edited by Marianne Ferber and Julie Nelson.

As her vitae shows, she has been quite actively involved in the profession, and has a very good reputation as a member of several important organizations, including the Committee on Race and Gender Balance in the Economics Curriculum and the International Association for Feminist Economics. She and I shared a podium at a conference of the National Network of Women Funders last spring, and I can assure you that she is a polished, articulate speaker.

I think I know the New School pretty well. In my opinion, Rhonda Williams is the best possible candidate for an addition to your department.

Yours truly,

Nancy Folbre
Professor of Economics



UNIVERSITY OF MARYLAND AT COLLEGE PARK

AFRO-AMERICAN STUDIES PROGRAM

November 3, 1992

Anwar Shaikh
Chair, Economics
New School for Social Research
New York, N.Y.

Dear Anwar,

I enclose a packet of recent works and a vita. The job competition piece is the revised version of the paper I presented last spring at the New School (Kenison is an undergraduate who analyzed the Hispanic data for his senior essay), now under consideration by RRPE. The two book chapters will be out next summer. For different reasons, I believe they will both be widely read. The last piece is a flashback to MIT logit models, only this time unencumbered by choice-theoretic mumbo jumbo. Bill and I think we're onto something, and have received some positive feedback so far. We've sent it off to RES.

I've requested letters from Nancy Folbre, Steve Shulman, and Sandy. Shulman returns to the country on November 4, so his letter may be delayed. I'm glad we talked and I pleased to be continuing through the process.

Talk to you soon-

Rhonda.

NEW SCHOOL FOR SOCIAL RESEARCH

Interoffice Memorandum

To: Alan Wolfe

Date: March 12, 1992

From: Anwar Shaikh
Anwar Shaikh

Re: Rhonda Williams

The Economics Department voted unanimously to recommend that Rhonda Williams be invited for a job interview, under the aegis of our target-of-opportunity search.

Rhonda was a member of our department from 1987-1989, at which point she joined the faculty at the University of Maryland, College Park. Prior to coming to the Graduate Faculty she was at Yale and the University of Texas at Austin. Since she is already an Assistant Professor, we would be considering her at the Associate level.

Rhonda's work is breaking new ground in the analysis of discrimination. Her primary interest is in analyzing the influence of race, gender, unionization, and other socio-economic factors in the determination of job and income inequalities. She has concluded that the persistence of deep patterns of inequality cannot be explained by either of the two main approaches (profit competition, oligopoly theory) which dominate economic theory. She has therefore set out to develop a new approach to the problem, based on an alternate theory of competition. She uses her alternate theoretical framework to explain the patterns she identifies, to formulate new empirical hypotheses, and to ground a critique of orthodox labor economics.

Given the nature of her work, it should come as no surprise that Rhonda has always been interested in interdisciplinary work, particularly in something like the proposed GF-wide program in Gender Studies. But more than that, she has expressed a strong interest in working towards increasing the representation of minorities and women at every level of the University.

On behalf of the department, I would like to urge that she be considered as a job candidate. Of course we are continuing to search for other target-of-opportunity candidates, and are presently considering some prospects, but in the meantime we would be very interested in bringing Rhonda in for a formal candidates visit.

I want to add that I find the abruptness of this decision to be particularly distressing. I have kept you informed of our efforts from the very start, beginning with our advertisement in Job Opportunities in Economics in early Fall. You encouraged me to pursue the process vigorously. On your urging, I also generated a list of top senior faculty, and made exploratory contacts with several of them (e.g. Murray Milgate at Harvard, Basil Moore at Wesleyan, Jan Kregel at Johns Hopkins at Bologna, William Darrity at University of North Carolina, etc.). The junior faculty search process generated roughly 90 applications, which were reviewed. The search committee reviewed all of them, narrowed it down to 13 people to interview, spent two days interviewing them in Washington D.C., and transmitted its report to the department. The department itself held a special meeting, lasting over four hours, to consider the candidates. At the end of all of this we came up with an excellent short list of candidates. It was only when I called to notify you of this last step that you informed me of your decision to halt the whole process. A great deal of effort will be wasted.

We are pleased by the tenor of the departmental review report, and eager to move on to the process of rebuilding departmental strength and restructuring its offerings. For us to have to the present search, with so many good candidates in areas which are crucial to any future structure of the department, would be a serious blow. I urge you to reconsider your decision on this matter.



College of Business Administration
Office of the Dean (M/C 075)
Box 4348, Chicago, Illinois 60680
(312) 996-2671

March 26, 1987

Professor E. Nell
Chairman
Economics Department
New School for Social Research
66 W. 12th Street
New York, NY 10011

Dear Professor Nell:

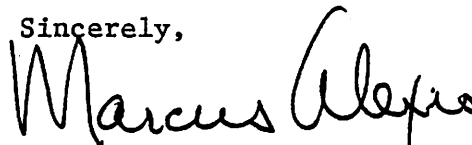
With pleasure I recommend Dr. Rhonda Williams, currently visiting Yale University, for a position in your department.

I have known Rhonda since 1976 when she was a participant in the American Economic Association Summer Program for Minority Students, which I directed and taught in at Northwestern University. At the time I thought she demonstrated unusual ability and maturity; at the time she had just completed her sophomore year at Harvard. Most of the other students were one to two years ahead in school. This was a talented group. Summer Program alumni now teach at Harvard, Cornell, and Michigan, to name a few. In this talented group she was one of the very best I encountered in six years of directing and teaching in the program.

Rhonda's career has been a continuing interest of mine. She progressed very well through the M.I.T. Ph.D. program in economics. During my chairmanship at Northwestern, Rhonda was offered an assistant professorship. She chose to go to Texas to work with William Darity, a major disappointment to the Northwestern economics department. I would be delighted to have her in our economics department.

One could not find a more serious and devoted scholar, or mature and personable individual. I recommend her to you most enthusiastically and without the slightest of reservations. She will make an outstanding addition.

Sincerely,



Marcus Alexis
Dean

MA/dbb

Yale University

Department of Economics
P.O. Box 1972 Yale Station
New Haven, Connecticut 06520-1972

Campus address:
28 Hillhouse Avenue

March 13, 1987

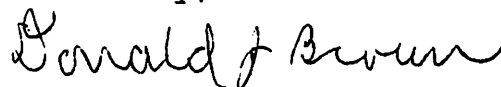
Professor David Gordon
Graduate Faculty
New School for Social Research
65 Fifth Avenue
New York, N.Y. 10011

Dear Professor Gordon,

Rhonda Williams has asked that I write you on her behalf. I understand that she is being considered for the position of assistant professor of economics. I have known Rhonda since her graduate days at MIT, and I was quite pleased when she accepted my invitation to visit Yale in 1986-87. This past year she has been a Visiting Assistant Professor with a joint appointment in Economics and Afro-American Studies. I have reviewed her course evaluations for the undergraduate course in the Political Economy of Urban America, which she taught this fall, and they are excellent. Moreover, I have had an opportunity to discuss with her some of her current research, and I have read her most recent paper.

Rhonda is not a labor economist in the conventional sense of that term, rather she takes a very broad historical and institutional perspective in discussing issues of racial and gender discrimination in labor markets. Many of my colleagues consider this work descriptive rather than rigorous since it lacks the mandatory set of formal models and regressions. Personally, I disagree; I think the failure of the neo-classical paradigm to explain discrimination in these markets demonstrates the need for a more institutional approach. I find Rhonda's research provocative and stimulating. The New School would provide an exceptional environment for her continued growth as a serious scholar pursuing nonconventional approaches to the issues of labor markets.

Sincerely,



Donald J. Brown
Professor of Economics
Chairman

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

DEPARTMENT OF ECONOMICS

CAMBRIDGE, MASSACHUSETTS 02139

March 11, 1987

Professor David Gordon
Department of Economics
New School for Social Research
66 W. 12th Street
New York, NY 10011

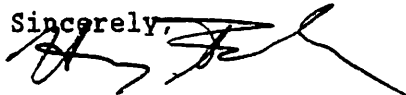
Dear Professor Gordon:

I am writing this letter at your request regarding the appointment of Rhonda Williams to a position in your department. I have known Rhonda since her days as a graduate student at M.I.T. where I was the supervisor of her doctoral dissertation in Economics. Rhonda has always impressed me as a bright and interesting economist who has a good feel for applied research. Her dissertation on role models and occupational choice was very ambitious, and she was able to carry it out with no trouble. The dissertation contains evidence of a good understanding of neoclassical economics and a command of the econometric tools that are the staple of modern labor economics. Perhaps more importantly, Rhonda showed the ability to operationalize economic models in ways that are relevant for understanding and evaluating public policy. In the case of her dissertation, Rhonda looked at occupational choice with the twin goals of understanding occupational choice and evaluating the role that affirmative action programs could play in improving the long run socio-economic status of blacks, and women.

I am less familiar with Rhonda's work since she left M.I.T. This is not to say that she has not been an active researcher but that she has changed the focus of her research away from mainstream empirical labor economics and toward evaluating alternative approaches to the study of labor market problems. The recent work of hers that I have seen is interesting and sensible.

Overall, Rhonda is a bright and interesting scholar who has a broad portfolio of skills and interests. She is an independent thinker who has the potential to make important contributions to our understanding of labor markets.

Sincerely,



Henry S. Farber
Professor

NEW SCHOOL FOR SOCIAL RESEARCH
GRADUATE FACULTY OF POLITICAL
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DEPARTMENT OF ECONOMICS

February 23, 1987

M E M O R A N D U M

To: Ira Katznelson, Dean
From: Edward J. Nell, Department of Economics



Recommendation of Rhonda Williams for Assistant Professorship

The Economics Department has voted unanimously to recommend Rhonda Williams for an appointment as an assistant professor -- with primary responsibility for our field of Race and Class. As you know, students directly vote in our appointments process, so this recommendation explicitly reflects student views as well. (The vote at the Economics Student Union meeting which endorsed her candidacy was also unanimous, displaying an unusual degree of coincidence of faculty and student views.)*

Race and Class is not widely taught in Economics, certainly not the way we approach it. Our program is innovative, even unique. Moreover, Race and Class minority candidates are rare in Economics. We are therefore doubly pleased to be able to recommend a person of Rhonda Williams' qualifications. She has both a precise and supple mind, able to weigh issues and questions at a number of different levels simultaneously. Her interests and analytic capacities range widely, from formal economic theory through history and policy to issues of culture and ideology. She will add considerably to the intellectual level of our faculty in the department and the Graduate Faculty.

Her dissertation provides clear evidence of her analytic and econometric skills. In that work, she tests for differences in occupational choice and attainment by race while controlling for the full array of other variables

* This congruence of faculty and student views is not merely unusual, but is historically unprecedented (to our collective recollection) over at least the past 15 years. Our department is notorious for friction during our hiring seasons, but this time both we and the students have come up unanimous for both Rhonda Williams and Willi Semmler!

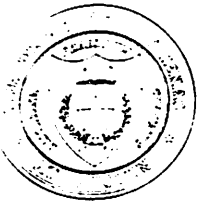
which are likely to influence them. She makes sophisticated and effective use of a battery of econometric techniques which are best designed to handle problems of "discrete choice." The work is well structured, written and argued.

It was, nonetheless, a dissertation produced for a degree in a mainstream program and did not lead her in directions which she subsequently wanted to pursue. Since then, her work has been exploratory, working slowly toward an architecture within which she can advance her/our understanding of the intersections of race and class. This has not been easy, especially since she has been relatively isolated at the University of Texas, but she has recently begun to develop a clear (if also general) line of inquiry which we judge to have great promise. She proposes to investigate the sources of labor market advantage and disadvantage (by race) which result from uneven processes of labor market (and complementary product market) competition. Her most recent piece, currently under journal review, effectively lays some of the cornerstones for this work. We think that it helps lay out an extremely interesting prospectus for future work with both historical and quantitative dimensions. We also think that her work is likely to be sharpened and enhanced if she joins our department and is able to work in a much more supportive and challenging environment.

It is all the more remarkable, then, that her teaching interests and experience so precisely match our needs. If she were independently to define the areas in which she is most interested in teaching, she would define virtually to the word our conception of our teaching needs in Race and Class. She has already done some teaching both at Texas and at Yale in this area, and comes as well prepared for that work as we could plausibly hope. She is also well-equipped to provide effective teaching service to the department in a number of other areas, including service teaching at the master's level in micro and quantitative methods and back-up at the Ph.D. level in Labor Economics.

We are also pleased that she retains a strong interest in undergraduate teaching and would look forward to continuing regular contributions in Lang College. We understand that some of her strengths closely match the College's needs and therefore expect that she might regularly teach (and enjoy) two courses per academic year at the undergraduate level.

She is, finally, very attractive personally -- gracefull, open, mature, and responsive. We enjoyed our time with her immensely -- as, by reports, did the students -- and look forward to the prospect that she may join us.



COLLEGE OF LIBERAL ARTS
THE UNIVERSITY OF TEXAS AT AUSTIN

Department of Economics • Austin, Texas 78712-1173 • (512)471-3211

David Gordon
Graduate Faculty
Department of Economics
New School for Social Research
65 5th Avenue
New York, New York 10011

February 16, 1987

David:

Rhonda Williams has asked me to write a letter of recommendation to you in her behalf. She tells me she is being considered for a job in the Economics Department at the New School, mainly to teach in the area of Race and Class. I suggested to her that I was probably not a good person to ask. Given that I was purged from the New School faculty for political reasons, I warned her that a recommendation from me might well be a kiss of death. She persisted, however, so I acquiesce.

The above issue aside, it is easy and I am more than willing to write a letter for Rhonda. She is a very bright, enthusiastic, and extremely likeable young person who has made an excellent colleague during her time here at Texas, and all of us -- students and faculty alike-- were upset when she decided not to return. She will be very difficult to replace.

As a young scholar, I would liken her evolution to Sandy Darity's. Both came to us from MIT very well trained in mainstream economics and dissatisfied with its adequacy for dealing with the world. Both spent much of their first three years at Texas in a process of self-reeducation, studying Marx, the history of thought and the critical literature of the areas that interested them most: discrimination and macroeconomics for Sandy and issues of race, sex and class for Rhonda. For both of them, this involved working out a totally new perspective on economics and its relationship with the world and political action. If Sandy wrote and published more during his time here, I would say the primary reason was that Rhonda went through a long and painful breakup of her marriage that undermined her written productivity. Now, that is behind her and I have no doubt she will be a productive and imaginative scholar. I should also say that her personal problems were rarely apparent at school and never had a negative effect on her relations with other faculty or students. In her intellectual work she has not only been dedicated and imaginative but her commitment to women's and minority struggles has given her a high degree of motivation.

As a colleague, she was always a willing participant in faculty deliberations and departmental development efforts. She was particularly active in minority recruitment and in efforts to elaborate the radical program offerings in the department. When she was a member of the executive board of the department she played an active and constructive role in its deliberations. She was, as they say, an excellent "citizen" of the department. With respect to writing, she was always willing to comment carefully and incisively on others work and to seek

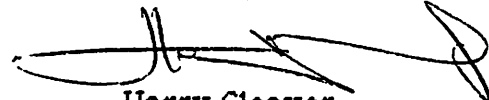
reactions to her own. Intellectually, she is very quick and thoughtful. Whether she agrees with you or not her comments are always frank, friendly and helpful.

As a teacher, Rhonda quickly acquired a reputation for excellence. She put a lot of care and effort into her teaching and was respected and liked by her students. She was soon known as "a teacher you want to take no matter what they are teaching this semester." I know a number of students, both undergraduate and graduate who considered themselves to be "studying under her guidance" and who deeply regret her departure. She has the kind of caring, exciting charisma which draws students and I suspect this will continue to be the case.

All in all, I consider her one of the finest people I have met in my years of teaching. If I could freely pick a half-dozen faculty from anywhere in the country to form the core of a radical program, not in terms of whether our views on economics and politics are compatible, but in terms of their qualities as a human being, a teacher and a colleague, Rhonda would most certainly be among them.

If you have any questions that I might be able to answer, don't hesitate to ask.

Sincerely,



Harry Cleaver



THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL

Department of Economics

February 2, 1987

The University of North Carolina at Chapel Hill
Gardner Hall 017 A
Chapel Hill, N.C. 27514

Professor David Gordon
Department of Economics
New School for Social Research
New York, NY 10011

Dear David:

Rhonda Williams has asked me to write a letter on her behalf which I am more than pleased to do. Since she has been both a research collaborator and a former colleague of mine when we were both at the University of Texas at Austin, I feel like I can comment in a comprehensive way about her abilities as an economist.

What strikes me first is her commitment to inquiry into fundamental issues about the workings of the labor market, regardless of whether the question of concern is readily amenable to application of the standard technical tool kit. Although she is unquestionably well-trained in all the standard methods of contemporary applied econometrics, for Rhonda technique is subordinate to identification of compelling questions and sorting through all their conceptual ramifications. In particular, I think of our collaborative work on discrimination and concepts of competition. She quickly saw that the problems involved could not be resolved readily by "hypothesis-testing." At minimum hypotheses needed to be developed first that might help distinguish between the different concepts of competition.

I also am highly impressed with Rhonda's breadth of interests as a labor economist. She is unusual among American labor economists insofar as she has strong interests in comparative international work. I believe one of her fields as a graduate student at MIT was, in fact, comparative systems. Her comparative labor markets research has carried her to the topics of international labor migration patterns and to international differences in income support programs.

In short, Rhonda combines the best features of an economist trained in the conventional techniques of labor economics but sufficiently skeptical and open-minded to entertain a variety of theoretical approaches outside of traditional theory. She should be an especially attractive colleague for your department because her ongoing research falls squarely within the nexus of race (or ethnicity) and class; she would be the ideal person to teach a course on "Race and Class" in economics. Rhonda possesses absolute intellectual integrity and a penetrating intellect. I think she is among the very best of the younger labor economists. She is also one of the few who has genuinely important topics as research interests.

Sincerely,

William Darity, Jr.
Associate Professor
of Economics

WDjr/cdm