

JAKE ROSENFELD
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EDUCATION

2007 Ph.D. Sociology, Princeton University
2004 M.A. Sociology, Princeton University
2000 B.A. Sociology, Haverford College

PROFESSIONAL POSITIONS

Chair, Department of Sociology, Washington University – St. Louis, 2024-2027
Resident Fellow, Weidenbaum Center on the Economy, Government, and Public Policy, 2022-2027
Professor of Sociology, Washington University – St. Louis, 2020-
Associate Professor of Sociology, Washington University – St. Louis, 2015 – 2020
Associate Professor of Sociology, University of Washington, 2012 – 2015
Assistant Professor of Sociology, University of Washington, 2007 – 2012

RESEARCH AND TEACHING INTERESTS

Work and organizations, inequality, race and ethnicity, economic sociology

PUBLICATIONS

Books:

Rosenfeld, Jake. 2021. *You're Paid What You're Worth and Other Myths of the Modern Economy*. Harvard University Press.

*Featured in the *Wall Street Journal*, *Washington Post*, *Harvard Business Review*, and *ProMarket*

*Selected media coverage: *New York Times*' DealBook

*Reviewed in *Publishers Weekly*, *Times Literary Supplement*, *Financial World*, *Journal of Economics*, *Inside Story*, *Les Echos*, *New Labor Forum*, *ILR Review*, *Social Forces*, *American Journal of Sociology*, *Contemporary Sociology*

Rosenfeld, Jake. 2014. *What Unions No Longer Do*. Harvard University Press.

*Selected media coverage: *The New Yorker*, *New York Times*, *MSNBC*, *Wall Street Journal*

**Choice* Outstanding Academic Title, 2014

*Reviewed in *American Journal of Sociology*, *Perspectives on Politics*, *Contemporary Sociology*, *ILR Review*, *City Journal*, *Perspectives on Work*, *Social Service Review*, *British Journal of Industrial Relations*, *Labor Studies Journal*, *Labour/Le Travail*

*Honorable mention: 2015 Distinguished Scholarly Book Award from the Labor and Labor Movements section of the ASA

*Author-meets-critics: 2015 ASA, 2015 PSA, 2015 SSHA

Journal Articles:

Denice, Patrick, Jake Rosenfeld, and Shengwei Sun. 2025. "Pay Talk in Contemporary Workplaces." *Social Forces* 103: 839-864.

Oswalt, Michael M., Jake Rosenfeld, and Patrick Denice. 2023. "Power and Pay Secrecy." *Indiana Law Journal* 99: 43-125.

Rosenfeld, Jake. 2019. "U.S. Labor Studies in the 21st Century: Understanding 'Laborism' Without Labor." *Annual Review of Sociology* 45: 449-465.

*Media coverage: *Last Week Tonight with John Oliver*

Rosenfeld, Jake, and Patrick Denice. 2019. "What Do Government Unions Do? Public Sector Unions and Nonunion Wages, 1977-2015." *Social Science Research* 78: 41-56.

Denice, Patrick, and Jake Rosenfeld. 2018. "Unions and Nonunion Pay in the U.S., 1977-2015." *Sociological Science* 5: 541-561.

Rosenfeld, Jake. 2017. "Don't Ask or Tell: Pay Secrecy Policies in U.S. Workplaces." *Social Science Research* 65: 1-16.

*Media coverage: *Boston Globe*

Rosenfeld, Jake, and Patrick Denice. 2015. "The Power of Transparency: Evidence from a British Workplace Survey." *American Sociological Review* 80: 1045-1068.

*Media coverage: *New York Times*

Rosenfeld, Jake, and Meredith Kleykamp. 2013. "Reply to Catron: Immigration, Organization, and the Great Recession: Structural Change or Continuity?" *American Sociological Review* 78: 333-338.

Rosenfeld, Jake, and Meredith Kleykamp. 2012. "Organized Labor and Racial Wage Inequality in the United States." *American Journal of Sociology* 117: 1460-1502.

*Media coverage: *Los Angeles Times*

*Cited in the 2022 *Economic Report of the President* and the 2022 Department of Treasury Report, "The State of Labor Market Competition"

*Winner of the 2013 Distinguished Scholarly Article Award from the Labor and Labor Movements section of the ASA

Western, Bruce, and Jake Rosenfeld. 2011. "Unions, Norms, and the Rise in American Earnings Inequality." *American Sociological Review* 76: 513-537.

*Media coverage: *Washington Post*, *Miller-McCune*, *New York Times*' Economix Blog, *Economist*

*Honorable mention: 2012 Outstanding Article Award from the Inequality, Poverty, and Mobility section of the ASA

Rosenfeld, Jake. 2010. "Economic Determinants of Voting in an Era of Union Decline." *Social Science Quarterly* 91: 379-398.

Rosenfeld, Jake. 2010. "The 'Meaning of Poverty' and Contemporary Quantitative Poverty Research." *British Journal of Sociology* 61: 103-110.

Rosenfeld, Jake, and Meredith Kleykamp. 2009. "Hispanics and Organized Labor in the United States, 1973-2007." *American Sociological Review* 74: 916-937.

Rosenfeld, Jake. 2006. "Desperate Measures: Strikes and Wages in Post-Accord America." *Social Forces* 85: 235-265.

*Winner of the 2006 James D. Thompson Award from the Organizations, Occupations, and Work section of the ASA

Rosenfeld, Jake. 2006. "Widening the Gap: The Effect of Declining Unionization on Managerial and Worker Pay, 1983-2000." *Research in Social Stratification and Mobility* 24: 223-238.

Western, Bruce, Meredith Kleykamp and Jake Rosenfeld. 2006. "Did Falling Wages and Employment Increase U.S. Imprisonment?" *Social Forces* 84: 2291-2311.

Policy Reports:

Marinescu, Ioana, and Jake Rosenfeld. 2022. "Worker Power and Economic Mobility: A Landscape Report." WorkRise Research Report, Urban Institute. July.

Sun, Shengwei, Jake Rosenfeld, and Patrick Denice. 2021. "On the Books, Off the Record: Examining the Effectiveness of Pay Secrecy Laws in the U.S." Institute for Women's Policy Research Policy Brief #C494. January.

*Cited in the 2022 Department of Treasury Report, "The State of Labor Market Competition"

Rosenfeld, Jake, Patrick Denice, and Jennifer Laird. 2016. "Union Decline Lowers Wages of Nonunion Workers." Economic Policy Institute Report.

*Selected media coverage: *New York Times*, *USA Today*, *Washington Post*, *The Atlantic*, *Huffington Post*, *The Week*

Kleykamp, Meredith, Jake Rosenfeld, and Roseanne Scotti. 2008. "Wasting Money, Wasting Lives: Calculating the Hidden Costs of Incarceration in New Jersey." Drug Policy Alliance Report.

Reviews and Book Chapters:

Rosenfeld, Jake. 2022. Review of Sanford M. Jacoby's *Labor in the Age of Finance: Pensions, Politics, and Corporations from Deindustrialization to Dodd-Frank*. *Social Forces* 100: e26.

Rosenfeld, Jake. 2021. "Majority-Minority Myths." *Dissent*. Spring: 137-142.

Rosenfeld, Jake. 2020. "The Consequences of Union Decline." Pp. 12-22 in Richard Bales and Charlotte Garden (eds.) *Reviving American Labor: Labor Law for a Twenty-First Century Economy*. Cambridge University Press.

Rosenfeld, Jake. 2019. Review of Alexander Hertel-Fernandez's *Politics at Work: How Companies Turn Workers into Lobbyists*. *ILR Review* 72: 514-515.

Rosenfeld, Jake. 2017. "Unequal Pay, Unequal Work." *Dissent*. Winter: 41-45.

Rosenfeld, Jake, and Jennifer Laird. 2016. "Unions and Poverty." Ch. 35 in David Brady and Linda Burton (eds.), *The Oxford Handbook of Poverty and Society*. Oxford University Press.

- Rosenfeld, Sam, and Jake Rosenfeld. 2015. "Should Liberals Back Public Employee Unions?" *The American Prospect* 26: 87-89.
- Rosenfeld, Jake. 2015. Review of Kathleen Thelen's *Varieties of Liberalization and the New Politics of Social Solidarity*. *Perspectives on Politics* 13: 157-58.
- Rosenfeld, Jake. 2012. Review of Edward S. Greenberg, Leon Grunberg, Sarah Moore, and Patricia B. Sikora's *Turbulence: Boeing and the State of American Workers and Managers*. *Contemporary Sociology* 41: 341-43.
- Rosenfeld, Jake. 2010. "Little Labor: How Union Decline is Changing the American Landscape." Invited submission for *Pathways: A Magazine on Poverty, Inequality, and Social Policy*. *Reprinted in David Grusky and Szonja Szelenyi (eds.) *The Inequality Reader: Contemporary and Foundational Readings in Race, Class, and Gender*, 2nd Edition. Westview Press.
- Rosenfeld, Jake. 2006. Review of David Stoesz's *Quixote's Ghost: The Right, the Liberati, and the Future of Social Policy*. *Contemporary Sociology* 35: 404-05.
- Western, Bruce, Meredith Kleykamp and Jake Rosenfeld. 2004. "Crime, Punishment, and American Inequality." In Kathryn M. Neckerman (ed.) *Social Inequality*. New York: Russell Sage Foundation.
- Selected Other Writing:*
- Rosenfeld, Jake. 2024. "Will Labor's Surging Popularity Result in New Union Members in the United States?" *Washington Center for Equitable Growth*, August 29.
- Rosenfeld, Jake, Michael M. Oswalt, and Patrick Denice. 2023. "The Law Vs. Salary Secrecy." *Business Insider*, May 25.
- Rosenfeld, Jake. 2022. "The Great Resignation Turned Out to be a Huge Bust." *Business Insider*, October 31.
- Rosenfeld, Jake. 2022. "Why Labor Unions Are More Popular Than They've Been in Six Decades." *Washington Post's Monkey Cage Blog*, September 5.
- Rosenfeld, Jake. 2021. "Solidarity Strikes Back!" *Milken Institute Review*. Fourth Quarter: 36-45.
- Rosenfeld, Jake. 2021. "Paying Workers Based on Performance is Harder Than It Looks." *The Wall Street Journal*, March 17.
- Rosenfeld, Jake. 2021. "Five Myths About Compensation." *Washington Post*, March 14, p. B3.
- Rosenfeld, Jake. 2021. "You're Not Paid Based On Your Performance." *Harvard Business Review*, February 23.
- Rosenfeld, Jake. 2020. "There's Still a Taboo on Discussing Salaries. But Millennials are Breaking It." *Washington Post*, September 6.
- Rosenfeld, Jake. 2020. "Welcome to the Jungle, Again." *The American Prospect*, May 17.

- Rosenfeld, Jake. 2019. "Protecting Workers' Right to Organize: The Need for Labor Law Reform," Congressional testimony before the Subcommittee on Health, Education, Labor, and Pensions, March 26.
- Rosenfeld, Jake. 2018. "The Meaning of Labor's Win in Missouri." *The American Prospect*, August 13.
- Rosenfeld, Jake. 2017. "The Democrats: Unmoored, and Unable to Compete." *OnLabor*, October 24.
- Rosenfeld, Jake, and Patrick Denice. 2017. "The Union Household Vote Revisited." *OnLabor*, April 11.
- Rosenfeld, Jake. 2016. "Salary Transparency Is Key to Narrowing Gender Pay Disparities." *The New York Times*' Room for Debate, August 15.
- Rosenfeld, Jake. 2014. "The Supreme Court Did Not Just Kill Public Sector Unions." *Politico Magazine*, June 30.
- Kleykamp, Meredith, and Jake Rosenfeld. 2013. "Lost Unions and Lost Ground." *Los Angeles Times*, September 9.
- Western, Bruce, and Jake Rosenfeld. 2012. "Workers of the World Divide: The Decline of Labor and the Future of the Middle Class." *Foreign Affairs* 91: 88-99.

RESEARCH IN PROGRESS

- Rosenfeld, Jake and Patrick Denice. "Representation Gaps in the Public Sector." (Under review)
- Rosenfeld, Jake, and Letao Wang. "Worker Beliefs About Pay Determination." (Preliminary draft available)
- Rosenfeld, Jake, Laird, Jennifer, and Patrick Denice. "Public Sector Unions Post-Janus." (In progress)

SELECTED GRANTS, PRIZES, AND FELLOWSHIPS

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| 2023-2024 | Washington Center for Equitable Growth Award, "Janus and the Future of Public Sector Worker Power," with Patrick Denice and Jennifer Laird (\$65,300) |
| 2017-2019 | National Science Foundation (NSF) Award #1727350, "Pay Secrecy Policies and Pay in U.S. Workplaces" (\$259,475) |
| 2013 | John T. Dunlop Outstanding Scholar Award, Labor and Employment Relations Association (LERA) |
| 2011-2012 | National Science Foundation (NSF) Award #1122619, "Wage Inequality in the US, UK, and Canada" (\$84,002) |
| 2011 | Center for Studies in Demography and Ecology (CSDE) Seed Grant, (\$15,000) |
| 2009-2010 | West Coast Poverty Center (WCPC) Grant (\$15,000) |
| 2009-2010 | Royalty Research Fund Scholar Fellowship (\$38,824) |
| 2009 | Institute for Ethnic Studies in the United States (IESUS) Grant (\$9,645) |
| 2006-2007 | Fellowship of Woodrow Wilson Scholars |
| 2006-2007 | National Science Foundation (NSF) Dissertation Improvement Grant |

COURSES TAUGHT

Washington University-St. Louis,
Sociology 2010: Understanding Racial Inequality in the U.S., Sociology 3310: The New
Inequality, Sociology 3320: Getting Paid, Sociology 5310: Stratification

University of Washington,
Sociology 589: Politics and the Welfare State, Sociology 518: Social Stratification
Sociology 401B: Globalization and the Labor Movement, Sociology 401C: The New
Inequality, Sociology 360: Introduction to Social Stratification

SELECTED RECENT CONFERENCE AND SEMINAR PRESENTATIONS

“Prospects for Growing Worker Power in the Public Sector.” Invited presentation, University of
Chicago’s Stone Center for Research on Wealth Inequality and Mobility, January 10, 2025.
Updated version presented at the June 2025 Annual Meeting of the Labor and Employment
Relations Association (LERA), Seattle, WA.

“What Workers Think About Pay.” Paper presented (with Letao Wang) at the June 2024 Annual
Meeting of the Labor and Employment Relations Association (LERA), New York, NY.

“Talking About Pay: Who Does It, Why Employers Hate It, and What it Might Mean for Inequality.”
Invited presentation, Cornell University’s Center for the Study of Inequality, April 25, 2024.

“Power and Pay Secrecy.” Paper presented (with Michael Oswald) at the June 2023 Annual Meeting
of the Labor and Employment Relations Association (LERA), Detroit, MI.

“Growing Worker Power with Guaranteed Income.” Invited panelist, Economic Security Project
and Community Change roundtable, March 30, 2023.

“Worker Power.” Invited talk (with Ioana Marinescu), U.S. Department of Labor’s Chief Evaluation
Office (CEO) Seminar Series, November 16, 2022.

“Charting a Resilient Future for US Workers.” Invited panelist, Urban Institute’s WorkRise
initiative, October 18, 2022.

“What Unions Once Did – And What They Might Do in the Future.” Invited talk, Arthur Levitt
Public Affairs Center at Hamilton College, April 8, 2022.

“Interdisciplinary Perspectives on Inequalities.” Invited panelist, CIREQ roundtable, McGill
University, September 21, 2021.

“Public Sector Compensation for a Resilient Recovery.” Invited panelist, World Bank webinar, May
18, 2021.

“The Salary Taboo in U.S. Workplaces: Prevalence and Potential Consequences.” Versions of the
paper presented at the Economic Policy Institute (EPI), March 6, 2020, and the University
of Pennsylvania, December 4, 2019.

- “The U.S. Labor Movement: Past, Present, and Why Its Future Matters for You.” Address to the Center on Work and Democracy, Arizona State University, November 18, 2019.
- “Protecting Workers’ Right to Organize: The Need for Labor Law Reform.” Witness testimony provided to the Subcommittee on Health, Education, Labor, and Pensions of the House of Representatives, Washington D.C., March 26, 2019.
- “The Power of Transparency: Workplace Information Sharing and Inequality.” Versions of the paper presented at MIT, May 2, 2017, the University of Illinois, April 28, 2017, the University of Texas-Austin, February 2, 2015, the University of California-Berkeley, April 7, 2015, and Cornell University, April 21, 2015.
- “The Obama Presidency.” Invited panelist, August 2016 Annual Meeting of the American Sociological Association (ASA), Seattle, WA.
- “One Movement, Not Two: Why Public Sector Collective Bargaining Depends on Private Sector Unions.” Keynote address, Public Sector Labor Relations Law Conference, IIT Chicago-Kent School of Law, December 5, 2014.
- What Unions No Longer Do.* Book presentations at Loyola University, January 21, 2014, AFL-CIO Headquarters, February 6, 2014, SEIU Headquarters, February 6, 2014, Georgia State University, March 25, 2014, University of California Santa Barbara, April 25, 2014, Seattle Town Hall, April 21, 2014, and the SPEEA Leadership Conference, June 7, 2014.

SELECTED SERVICE AND OTHER PROFESSIONAL ACTIVITY

- Editorial Board Member, *American Sociological Review*, 2020-2022
- Executive Board Member, Labor and Employment Relations Association (LERA), 2019-2022
- Advisory Group Member, “Rebalancing Economic and Political Power: A Clean Slate for the Future of Labor Law,” Harvard Law School Labor and Worklife Program, 2018-2020
- Regional Affiliate, Center for Studies in Demography and Ecology (CSDE), 2018-
- Consulting Editor, *Sociological Science*, 2017-
- Editorial Board Member, *ILR Review*, 2015-
- Editorial Board Member, *Social Science Research*, 2015-2017
- Executive Committee member, West Coast Poverty Center (WCPC), 2014-2015
- Co-director, Scholars Strategy Network Northwest (SSN-NW), 2012-2015
- Member, Scholars Strategy Network (SSN), 2012-2020
- Consulting Editor, *American Journal of Sociology*, 2012-2014
- Member, American Sociological Association Public Understanding of Sociology Award Committee, 2009-2011
- *Committee Chair, 2010-2011
- Council Member, Organizations, Occupations, and Work (OOW) section of the American Sociological Association, 2006-2007
- Reviewer, *American Journal of Sociology*, *American Sociological Review*, *American Journal of Political Science*, *Social Forces*, *Social Problems*, *British Journal of Industrial Relations*, *British Journal of Sociology*, *ILR Review*, *Socio-Economic Review*, *Proceedings of the National Academy of Science*