

# CURRICULUM VITAE

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**EDUCATION:**

BA (Sociology) Kent State University (1967)  
MA (Sociology) Kent State University (1970)  
Ph.D. (Sociology) University of Wisconsin, Madison (1974)

**PROFESSIONAL POSITIONS:**

7/07-present: Mitsubishi Chair in International Business and Finance  
7/05-6/08: Associate Dean for Academic Affairs and Faculty Chair, Haas School of Business  
2/03-4/03; 3/09-4/09: Distinguished Visiting Professor, Hong Kong University of Science and Technology  
7/99-6/07: Warren E. and Carol Spieker Chair in Leadership  
7/97-6/02: Director, Institute of Industrial Relations, UC Berkeley  
7/95-6/97: Associate Director, Institute of Industrial Relations, UC Berkeley  
6/96-8/96: Visiting Professor, Department of Economics, Ritsumeikan University, Kyoto, Japan  
9/93-8/94; 9/02-8/03; 4/09-5/09: Visiting Professor, Doshisha University, Kyoto, Japan  
6/93-8/93 Visiting Professor, Japan Zentrum, Philipps-Universitat Marburg, Germany  
6/92 Visiting Lecturer, Institute of Social Research, University of Oslo  
1/90-12/91; 1/02-5/02; 9/08-3/09: Visiting Scholar, Hitotsubashi University, Tokyo  
1988 – present: Professor, Walter A. Haas School of Business; Affiliated Faculty Member, Department of Sociology; University of California, Berkeley  
7/87-12/31: Visiting Professor, School of Business, University of California, Berkeley  
1987 - 1988: Head, Department of Management and Policy, University of Arizona  
1984 - 1988: Professor of Management & Policy and Sociology, University of Arizona  
1980 - 1982: Director, Institute of Social Research, Indiana University, Bloomington  
1978 - 1984: Associate Professor of Sociology, Indiana University  
1973 - 1979: Assistant to Associate Professor of Sociology, University of Southern California  
1969 - 1970: Lecturer, University of Arizona

## **SELECTED HONORS, GRANTS, AWARDS:**

- Haynes Foundation Fellowship for Faculty, University of Southern California, 1976  
American Men and Women of Science  
Elected to Sociological Research Association, 1983-present  
EGOS Award of the Organizations and Occupation Section, American Sociological Association, 1980  
National Institute of Justice: "Interorganizational Networks in the Delivery of Criminal and Juvenile Justice Services" (with Jon Miller). October, 1978 - June, 1980.  
National Institute of Justice: "Interorganizational Networks and Organizational Effectiveness: Community Agencies and Client Outcomes in the DSO Program" (with Suzanne B. Lincoln and Jon Miller). July, 1980 - March, 1982.  
National Science Foundation: "Work Organization and Workforce Commitment: A Study of Plants and Employees in the U.S. and Japan" (with A. L. Kalleberg and J. P. Near). 1981-83.  
National Science Foundation: "Occupations and Work Outcomes in Japan & the U. S." 1984-95.  
Sasakawa Peace Foundation: "The Organization of Business Networks in the United States and Japan" (with Michael Gerlach) August 1, 1989 - June 30, 1991.  
National Science Foundation: "The Organization of Business Networks in the U. S. and Japan " (with Michael Gerlach) July 1, 1991 - June 30, 1992.  
National Science Foundation: "The Organization of Business Networks in the United States and Japan: Extension" (with Michael Gerlach) July 1, 1992 - June 30, 1993.  
Social Science Research Council and Japan Society for the Promotion of Science: "The Learning Organization in Dynamic Context" (with Clair Brown and Yoshifumi Nakata). 1994 - 1995.  
U. S. - Japan Friendship Commission: "Networks in Japanese and U. S. business." 1995 – 1998.  
Earl Cheit Teaching Award (Ph.D. Program), Haas School of Business, May, 1998.  
*Mombukagaku-sho* (Japan Ministry of Education and Science): "A comparative study of the personnel and compensation management of white collar workers in the USA and Japan." 2003-2005.  
University of California Pacific Rim Program, "Workforce commitment in Asian employment systems: a survey of factories and employees in Japan, China, and Korea." 2005.  
Viviana Selizer Distinguished Scholarship Award for *Japan's Network Economy: Structure, Persistence, and Change*, August, 2006. (Given by the Economic Sociology Section of the American Sociological Association for outstanding book or article in the previous two years).

## **SELECTED PROFESSIONAL ACTIVITIES:**

- Editorial Board, Sociology and Social Research, 1974-1978  
Consulting Editor, American Journal of Sociology, 1978-1980  
Editorial Board, Administrative Science Quarterly, 1982-1984  
Editorial Board, American Sociological Review, 1982-1985  
Editorial Board, Journal of Management, 1995 -96  
Board of Reviewers, Industrial Relations, 1991-  
Editorial Board, Advances in International Comparative Management, 1996-1999.  
Editorial Board, Asian Survey, 1997-2000.  
National Science Foundation Review Panel, Sociology Program, 1987-89

National Science Foundation Advisory Panel on the Organizations Data Base Initiative, 1988  
Member, Academy of Management, American Sociological Association  
Elected member, Sociological Research Association, Macro-Organizational Behavior Society  
Elected representative, Council, Organizations and Occupations Section, American Sociological Association, 1990-92  
"Critic" panelist, Author Meets Critics, American Sociological Association, August, 1994.  
Publications Committee, Section on Organizations and Occupations, American Sociological Association, August, 1996 –1998.  
Co-organizer, panel chair, and rapporteur: "Trinational Conference on Trade Union Perspectives on Unemployment, Economic Security, and Worker Representation, Berkeley, 5/11–13, 2000.  
Co-organizer and rapporteur: "Problems and Policies in the Wake of a Global Downturn: A discussion by trade unionists from Germany, Japan, and the United States." Berlin, May 30-June 1, 2002.  
Organizer, General Session on "Organizations." American Sociological Association, San Francisco, August, 2004.  
Co-organizer and keynote speaker: Kyoto International Conference on "The Evolutionary Dynamics of Business Groups in Emerging Economies," 11/26-28/2007.

## PUBLICATIONS

### ***Books:***

- Asli Colpan, Takashi Hikino, and James R. Lincoln (editors.): The Oxford Handbook of Business Groups. New York: Oxford University Press, forthcoming.
- James R. Lincoln and Michael L. Gerlach: Japan's Network Economy: Structure, Persistence, and Change. New York: Cambridge University Press, 2004.  
2006 Co-winner of the American Sociological Association's Viviana Selizer Award for Distinguished Scholarship in Economic Sociology.
- Paul Ong and James R. Lincoln (editors): The State of California Labor. Berkeley and Los Angeles: Institute of Industrial Relations, 2001.
- James R. Lincoln and Arne L. Kalleberg: Culture, Control, and Commitment: A Study of Work Organization and Work Attitudes in the U.S. and Japan. Cambridge, England: Cambridge University Press, 1990. Republished with a new prologue by Percheron Press, 2002.
- David Levine, James R. Lincoln, and Tsuyoshi Tsuru (editors): Japanese Industrial Relations in the New Millennium (Special Issue of Industrial Relations), 1988.

### ***Articles, chapters, notes:***

- James R. Lincoln: "Strategic alliances in the Japanese economy: Types, critiques, embeddedness, and change." Forthcoming in Y. Nakata (ed.): Innovation and Technology in the Japanese Economy. New York: Palgrave Macmillan.
- James R. Lincoln and Masahiro Shimotani: "Business groups in Japan." Forthcoming in A. Colpan, T. Hikino, and J. Lincoln (eds.): The Oxford Handbook of Business Groups. New York: Oxford University Press.
- James R. Lincoln: "Interfirm networks and the management of technology and innovation in Japan." Pp. 215-34 in D. Hugh Whittaker and Robert E. Cole (eds): Recovering from Success: Innovation and Technology Management in Japan. Cambridge, UK: Cambridge University Press, 2006.

- James R. Lincoln and Didier Guillot: "A Durkheimian view of organizational culture." In Marek Korczynski, Randy Hodson, and Paul K. Edwards (editors): Social Theory at Work. Oxford, UK: Oxford University Press, 2005.
- James R. Lincoln: "Interlocking boards", "Network analysis," "Organizational status," in Nigel Nicholson, Pino Audia, and Madan Pillutla (editors): The Blackwell Encyclopedic Dictionary of Organizational Behavior, Boston, MA and Oxford, UK: Blackwell Publishing, Inc.
- Didier Guillot and James R. Lincoln: "Dyad and network: models of manufacturer-supplier collaboration in the Japanese TV manufacturing industry." Pp. 159-185 in Alan Bird and Thomas Roehl (eds.): Advances in International Management: Special Issue on Changing Japan. Greenwich, CT: JAI Press, 2005.
- James R. Lincoln: "*Kariforunia Daigaku toku ni Bakurei-ko no shokai to kenkyu shi-en* (Research support at the University of California, Berkeley). Denki gakkai ronbun shi (Transactions of the Institute of Electrical Engineers of Japan) Volume 123, no. 1 (2003).
- Christina L. Ahmadjian and James R. Lincoln: "Shukko." Pp. 404-406 in Allan Bird (ed.) Encyclopedia of Japanese Business and Management. London: Routledge, 2002.
- James R. Lincoln and Paul Ong: "Introduction." Pp. 3-20 in Paul Ong and James R. Lincoln (eds.): The State of California Labor. Berkeley: Institute of Industrial Relations, 2001.
- Christina L. Ahmadjian and James R. Lincoln, "*Keiretsu*, governance, and learning: Case studies in change from the Japanese automotive industry." Organization Science 12 (November-December, 2001):683-701.
- James R. Lincoln and Christina L. Ahmadjian. 2001 "*Shukko* (employee transfers) and tacit knowledge exchange in Japanese supply networks: The electronics industry case." Pp. 151-198 Ikujiro Nonaka and Toshihiro Nishiguchi (eds.): Knowledge Emergence: Social, Technical, and Evolutionary Dimensions of Knowledge Creation. New York: Oxford.
- Michael L. Gerlach and James R. Lincoln. 2000. "Economic organization and innovation in Japan: Networks, spinoffs, and the creation of enterprise." Pp. 151-198 in Georg Von Krogh, Ikujiro Nonaka, and Toshihiro Nishiguchi (eds.): Knowledge Creation: A New Source of Value. London: Macmillan.
- James R. Lincoln. 1999. "The Toyota Group and the Aisin fire." Invited comment, Sloan Management Review, 40:5.
- Michael Gerlach and James R. Lincoln: "The structural analysis of Japanese economic organization: A conceptual framework." In W. Mark Fruin (ed.): Networks and Markets: Pacific Rim Strategies. New York: Oxford University Press, 1998.
- Christina L. Ahmadjian and James R. Lincoln: "Changing firm boundaries in Japanese auto parts networks." Pp. 179-200 in Mark J. Roe (ed.): Corporate Governance Today. New York: The Sloan Project on Corporate Governance at Columbia Law School, 1998.
- James R. Lincoln, Michael L. Gerlach, and Christina Ahmadjian: "Evolving patterns of *keiretsu* organization and action in Japan. Pp. 307-343 in B. M. Staw and L. L. Cummings (Eds.) Research in Organizational Behavior, Volume 20. Greenwood, NJ: JAI Press, 1998.
- James R. Lincoln, Christina L. Ahmadjian, and Eliot Mason: "Organizational learning and purchase-supply relations in Japan: Hitachi, Matsushita, and Toyota compared." California Management Review 24 (Spring, 1998): 241-264. Special Issue on Knowledge and the Firm. Edited by Robert E. Cole.
- James R. Lincoln and Yoshifumi Nakata: "The transformation of the Japanese employment system: nature, depth, and origins. Work and Occupations 24 (February, 1997): 33-55.  
Reprinted in F. Ackerman, N. R. Goodwin, L. Dougherty, and K. Gallagher (eds.): The Changing Nature of Work. Covelo, CA: Island Press, 1998.

- Reprinted in Dan Cornfield, Karen Campbell, and Holly McCammon: Working in restructured workplaces. London: Sage, forthcoming.
- James R. Lincoln and Arne L. Kalleberg: "Commitment, quits, and work organization in the U. S. and Japan." Industrial and Labor Relations Review 50 (October, 1996): 39-59.
- James R. Lincoln, Michael Gerlach, and Christina Ahmadjian: "*Keiretsu* networks and corporate performance in Japan." American Sociological Review 61 (February, 1996): 67-88.
- James R. Lincoln, Harold Kerbo and Elke Wittenhagen: "Japanese companies in Germany: a case study in cross-cultural management." Industrial Relations 34 (July, 1995): 417-441.
- Robert E. Cole, Arne L. Kalleberg, and James R. Lincoln: "The commitment of Japanese and U. S. workers." American Sociological Review (1993): 882-885.
- James R. Lincoln: "Work organization in Japan and the United States." Pp. 54-74 in Bruce L. Kogut (ed.): The Organization of Work, Technology, and International Competitiveness. Oxford University Press. University Press, 1993.
- James R. Lincoln and Joan Boothe: "Unions and work attitudes in the U. S. and Japan." Industrial Relations 32 (Spring, 1993): 159-187.
- James R. Lincoln, Michael Gerlach, and Peggy Takahashi: "*Keiretsu* networks in the Japanese economy: a dyad analysis of intercorporate ties." American Sociological Review 57 (1992): 561-585.
- Reprinted in Gernot Grabher and Walter W. Powell (eds.): Networks. Northhampton, UK: Edward Elgar Publishing, 2004.
- Michael L. Gerlach and James R. Lincoln: "The organization of business networks in the U. S. and Japan." Pp. 491-520 in Robert Eccles and Nitin Nohria (ed.): Networks and Organizations. Cambridge, MA: Harvard Business School Press, 1992.
- James R. Lincoln: "Methodological issues in a U. S. - Japan survey of employee work attitudes" (in Japanese), Soshiki Kagaku (Organizational Science) 24 (1990):21-36.
- James R. Lincoln: "Japanese management in the United States: a qualified success." JAMA Forum: A Quarterly Journal on International Trade and Automotive Issues. 8 (May, 1990): 14 - 18.
- James R. Lincoln: "Japanese organization and organization theory." Pp. 255-294 in B. M. Staw and L. L. Cummings (eds.): Research in Organizational Behavior, V. 12. Greenwich, CT: JAI. 1990.
- James R. Lincoln: "Employee work attitudes and management practice in the U. S. and Japan: Evidence from a large survey." California Management Review 32 (1989): 89-106.
- Reprinted in Barry M. Staw (ed.): Psychological Foundations of Organizational Behavior, Glenview, IL: Scott, Foresman, 1990 (Third Edition).
- Reprinted in Richard M. Steers and Lyman W. Porter: Motivation and Work Behavior. New York: McGraw-Hill, 1990. Fifth Edition.
- James R. Lincoln: "Stimulating cooperation between sociology and business." Liberal Education, 75 (1989): 13-17.
- C. Bradley Shrader, James R. Lincoln, and Alan Hoffman: "The network structures of organizations: effects of task contingencies and distributional form." Human Relations, 42 (1989): 43-66.
- James R. Lincoln: "Productivity, motivation, and organization in Japan and the U. S." Pp. 119-155 in Gary D. Libecap (ed.): Advances in the Study of Entrepreneurship, Innovation, and Economic Growth: Issues in American International Competitiveness, Volume III. Greenwich, Conn.: JAI Press, 1989.
- Arne L. Kalleberg and James R. Lincoln: "The structure of earnings inequality in the United States and Japan." American Journal of Sociology 94 (1988): S121a-S153. Supplement on "Organizations and Institutions: Sociological and Economic Approaches to the Analysis of Social Structure," edited by Christopher Winship and Sherwin Rosen.
- James R. Lincoln and Kerry McBride: "Japanese industrial organization in comparative perspective." Annual Review of Sociology, 13: (1987): 289-312.

- James R. Lincoln, Mitsuyo Hanada, and Kerry McBride: "Organizational structures in Japanese and U. S. manufacturing." Administrative Science Quarterly 31 (September, 1986): 338-364.  
Reprinted in W. Richard Scott (ed.): Organisational Sociology. Hampshire, England: Dartmouth Publishing Co., 1994.
- James R. Lincoln and Arne L. Kalleberg: "Work organization and work-force commitment: A study of plants and employees in the U.S. and Japan." American Sociological Review 50 (December, 1985):738-760.
- James R. Lincoln and Kerry McBride: "Resources, homophily, and dependence: organizational attributes and asymmetric ties in human service networks." Social Science Research 14 (1985): 1-30.
- James R. Lincoln: "Analyzing relations in dyads: problems, models, and an application to interorganizational research." Sociological Methods and Research 13 (August, 1984): 45-76.
- Arne L. Kalleberg, James R. Lincoln, et al.: "The Indianapolis/Tokyo work commitment study." Quality Circle Digest 3 (November, 1983): 74-82.
- James R. Lincoln, Suzanne B. Lincoln and Douglas Smith: "Analyzing agency effects on juvenile offenders: methods and applications." Pp. 99-134 in John Hagan (ed.): Deterrence Reconsidered. Beverly Hills: Sage, 1982.
- James R. Lincoln: "Intra- and interorganizational networks." Pp. 1-38 in Samuel B. Bacharach (ed.): Perspectives in Organizational Sociology. Greenwich, CT: JAI Press, 1982.
- James R. Lincoln and Gerald Zeitz: "Levels of causation and levels of data collection in the study of organizational properties." American Sociological Review 46:(October, 1981) 699-702.
- Jon Miller, James R. Lincoln, and Jon Olson, "Rationality and equity in professional networks." American Journal of Sociology 87 (September, 1981): 308-335.
- James R. Lincoln, Mitsuyo Hanada, and Jon Olson: "Cultural orientations and individual reactions to organizations: A study of employees of Japanese-owned firms." Administrative Science Quarterly 26 (March, 1981): 93-115.
- James R. Lincoln, Mitsuyo Hanada, and Jon Olson: "Cultural reactions to organizational structure: Work satisfaction in Japanese-owned firms." Sangyo Noritsu Daigaku Kiyo 1 (1981): 85-111.
- Gerald Zeitz and James R. Lincoln, "Individualism-social determinism: A belief component in the formation of sociopolitical attitudes." Sociology and Social Research 65 (April, 1981): 283-298.
- James R. Lincoln and Gerald Zeitz: "Organizational properties from aggregate data: Separating individual and structural effects." American Sociological Review 45 (June, 1980): 391-409.
- James R. Lincoln, Jon Olson, Mitsuyo Hanada: "Reply to Katz." American Sociological Review 44 (August, 1979): 668.
- James R. Lincoln and Jon Miller, "Work and friendship ties in organizations: A comparative analysis of relational networks." Administrative Science Quarterly 24 (June, 1979): 181-199.
- James R. Lincoln, "Organizational differentiation in urban communities: A study in organizational ecology." Social Forces 57 (March, 1979): 915-930.
- James R. Lincoln, Jon Olson, and Mitsuyo Hanada, "Cultural effects on organizational structure: The case of Japanese firms in the United States". American Sociological Review 43 (1978): 829-847.
- James R. Lincoln and Roger Friedland, "Metropolitan accessibility and socioeconomic differentiation in nonmetropolitan cities." Social Forces 57 (December, 1978): 668-696.
- James R. Lincoln, "Household structure and social stratification: Evidence from a Latin American City." Journal of Marriage and the Family, 40 (August, 1978):601-612.

- James R. Lincoln, "The urban distribution of headquarters and branch plants in manufacturing: Mechanisms of metropolitan dominance." Demography 15 (May, 1978): 213-222.
- James R. Lincoln, "Community structure and industrial conflict: An analysis of strike activity in SMSAs." American Sociological Review 43 (April, 1978):199-220.
- James R. Lincoln and Jon Olson, "The ecological approach and community leadership." American Sociological Review 43 (February, 1978): 112-114.
- James R. Lincoln, "The urban distribution of voluntary organizations." Social Science Quarterly 58 (December, 1977):473-480.
- James R. Lincoln, "Organizational dominance and community structure." Pp.19-50 in R. Liebert and A. W. Imershein (eds.): Power, Paradigms, and Community Research. London: Sage, 1977.
- James R. Lincoln and Roger Friedland, "Metropolitan dominance and income levels in nonmetropolitan cities." Sociology and Social Research 61 (April, 1977): 104-119.
- Mitsuyo Hanada, James R. Lincoln, and Jon Olson: "Japanese management style in Japanese business subsidiaries in the United States." Journal of the Japan Traders' Club (May, 1976):42-44.
- James R. Lincoln, "Power and mobilization in the urban community: Reconsidering the ecological approach." American Sociological Review 41 (February, 1976):1-15.

### ***Recent Book Reviews:***

- William M. Tsutsui: Manufacturing ideology: Scientific management in twentieth-century Japan. NY: Cambridge, 1998. *Contemporary Sociology* 29 (May, 2000):515-516.
- Takeshi Inagami and D. Hugh Whittaker: The New Community firm: Employment, Governance and Management Reform in Japan. Cambridge, UK: Cambridge University Press, 2005. *American Journal of Sociology* 112(2007):1952-1953.
- Yoshiro Miwa and J. Mark Ramsayer: The Fable of the Keiretsu: Urban Legends of the Japanese Economy. University of Chicago Press, 2006. *Business History Review* 82 (2008): 194-9.
- Sanford Jacoby: The Embedded Corporation: Corporate Governance and Employment Relations in Japan and the United States. Princeton University Press, 2004. *Academy of Management Review* 33 (2008):557-69.

### **RECENT SELECTED PAPERS:**

- James R. Lincoln and Christina L. Ahmadjian: "Shukko (employee transfers) and tacit knowledge exchange in Japanese supply networks: The electronics industry case." Academy of Management, Toronto, August, 2000.
- Didier Guillot and James R. Lincoln: "Interorganizational Network Dynamics: The Effects of Uncertainty and Structural Position." Association of Administrative Sciences of Canada. London, Ontario. May 27, 2001.
- Didier Guillot and James R. Lincoln: "The Permeability of Network Boundaries: Strategic Alliances in the Japanese Electronics Industry in the 1990s." American Sociological Association, Anaheim, CA, 8/01.
- Didier Guillot and James R. Lincoln: "The dynamics of networks in the Japanese electronics industry" Academy of Management, Washington, D.C. August, 2001.
- Didier Guillot and James R. Lincoln: "Economic and Technological Uncertainty: The Changing Structure and Functioning of Business Networks," Standing Workgroup on Business Network Research, EGOS Colloquium, Barcelona, July 2002.
- Didier Guillot and James R. Lincoln: "Dyad and network: models of manufacturer-supplier collaboration in the Japanese TV manufacturing industry." Association of Japanese Business Scholars, St. Louis, MO, June 5-6, 2002.
- James R. Lincoln and Jennifer Kurkoski: "Governance or embeddedness? Ownership, reciprocity, and 3<sup>rd</sup> party relations among large Japanese firms." Academy of Management, 8/05, Honolulu.

- James R. Lincoln: "Durkheim and organizational culture." Academy of Management, 8/05, New Orleans, August, 2004.
- James R. Lincoln and Didier Guillot: "Understanding organizational culture: A Durkheimian view." American Sociological Association, San Francisco, August, 2004.
- James R. Lincoln and Didier Guillot: "Manufacturer-supplier collaboration in Japanese electronics: a network perspective." American Sociological Association, Philadelphia, August, 2005.
- "The governance of supply relations in the Japanese television industry." Invited paper presented to the Joint SASS-UBC/IAR Exploratory Workshop on Corporate Governance in East Asia, Shanghai, July 17-18, 2005.
- James R. Lincoln and Jennifer Kurkoski: "Reciprocity and ownership in large Japanese companies." American Sociological Association, August, 2006.
- James R. Lincoln and Jennifer Kurkoski: "Equity ties and reciprocal governance in large Japanese companies." Academy of Management, Anaheim, CA, 8/08.
- James R. Lincoln and Masahiro Shimotani: "Overview of the *keiretsu*." Academy of Management, Anaheim, CA, 8/08.
- James R. Lincoln and Masahiro Shimotani: "Japan's business groups: what did they do and where did they go?" Asian Academy of Management, Taipei, 12/14-16/08.
- James R. Lincoln: "Strategic alliance and innovation in Japan." Asian Academy of Management, Taipei, 12/14-16/08.