



Professor Frank Dobbin

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Biography

Professor Frank Dobbin is the Henry Ford II Professor of the Social Sciences at Harvard University.

Professor Dobbin studies organizations, inequality, economic behavior, and public policy. His book *Inventing Equal Opportunity* (Princeton U. Press 2009) shows how HR managers and activists defined what it meant to discriminate in the eyes of the law, broadening the definition over time. *Getting to Diversity: What Works and What Doesn't* (Harvard U. Press [Belknap] 2022) with Alexandra Kalev looks at the effectiveness of dozens of different diversity programs, in over 800 companies across more than 30 years, to answer the questions: Which programs help, which hurt, and how can harmful programs be improved? Professor Dobbin and Kalev are now investigating university programs designed to promote faculty diversity, using similar methods to sort out which are most effective.