David Golland, the author of *Constructing Affirmative Action*,¹ is a historian of the United States who focuses on labor and public policy in the Civil Rights Era. *Constructing Affirmative Action* contradicts previous works which claimed that President Nixon was the “civil rights president” responsible for the origins of affirmative action.² According to one reviewer, “Golland demonstrates that the [Philadelphia] plan was ‘developed and implemented by Johnson-era officials’ and ‘that the changes between the original plan and the Nixon-era plan were minimal.’”³ Since the publication of *Constructing Affirmative Action*, Golland has been working on a biography of Arthur Fletcher, one of the instrumental actors in development of the Philadelphia Plan. This work has resulted in the publication of several essays, including “A Mind is a Terrible Thing to Waste: Arthur Fletcher, Religion, and the American Underclass.”⁴