

WORK IN PROGRESS

Newsletter for the ASA section on "Organizations, Occupations, and Work"

Officers, Council, and Staff

Chair: Erin Kelly, University of Minnesota

Chair-Elect: Mary Blair-Loy, University of California, San Diego

Past-Chair: Steven Vallas, Northeastern University

Secretary-Treasurer: Sharon Collins, University of Illinois, Chicago

Council:

David Brady, Duke University

Elizabeth Gorman, University of Virginia

Victoria Johnson, University of Michigan

Beth Rubin, University of North Carolina – Charlotte

Julie Kmec, Washington State University

Alexandra Kalev, Tel Aviv University

Student Representative: Lindsay Owens, Stanford University

Newsletter Editor: Patti Giuffre, Texas State University-San Marcos, pg07@txstate.edu

Graduate Assistant: Nick LaLone, Texas State University-San Marcos, nl14@txstatte.edu

Thanks to outgoing council members, Becky Bechky, University of California-Davis, and Erin Leahey, University of Arizona

Inside this issue:

1. Message from the Chair
2. OOW Blog
3. 2012 OOW Awards
4. 2013 OOW Award Committees and Sessions
5. Spotlight: OOW Perspectives on Work Transformation and Higher Education
5. Spotlight: NSF Advance
6. New Books and Articles
7. Dissertation Abstracts
8. Other New References
9. Accolades
10. Call for Papers



OOW Business Meeting (Denver)

Message from the Chair : Erin Kelly, University of Minnesota

Greetings! We are pleased to share the OOW news from this fall and alert you to the plans for next summer’s ASA meetings in New York. The state of the section is strong, with a vibrant membership, interesting sessions, and new communications venues that will help us continue conversations year round. Thanks are due to all who have participated in OOW activities recently.

I’m particularly grateful to Steve Vallas, for his wonderful service to the section as chair in 2011-2012, and to Beth Becky and Erin Leahey whose terms on council ended in August 2012. We welcome chair elect, Mary Blair-Loy, and new council members Julie Kmec of Washington State and Alexandra Kalev of Tel Aviv University. Lindsay Owens of Stanford also serves on council as the elected graduate student representative.

Sincere thanks also go to Patti Giuffre for serving as newsletter editor since 2009. Patti has very ably and genially kept us all connected and informed, as well as sharing her insights and ideas for improving the section. It has been a pleasure working with her. This issue of the newsletter will be Patti’s last.



In fact, we anticipate this will be the section’s last newsletter in a PDF format. The section blog, launched in fall 2011, has been a success with over 10,000 hits in the first 10 months. In the spring of 2013, we will vote (as part of ASA elections) on changing the bylaws to make the blog the primary publication outlet for the section. The blog is also called *Work in Progress* (<http://workinprogress.oowsection.org/>), but it provides a more interactive and immediate format. There are actually two connected sites, the blog with short articles of interest to a broader audience and the member resources page (<http://oowsection.org/>) where section news and announcements will be posted. It is easy to follow the blog, on Facebook, Twitter, and/or to sign up for emails that alert you to new items. And the chair’s email announcements will also remind you about the blog. Note that you can toggle between the two sites with a button on the top right. That means you can easily shift from reading a new article on “Education, Skills and the Servant Economy” (by Matt Vidal) or the recent panel on “Men and Child-care” (with Julie Kmec, Lata Murti, Christine Williams, and Andrew Cognard-Black) to checking the program listing for the 2013 ASA meetings on the member resources page.

Special thanks to the terrific editorial team of *Work in Progress* (the blog version): Matt Vidal of King’s College London, Chris Prener and Steve Vallas of Northeastern University, Adia Harvey Wingfield of Georgia State, and Julie Kmec of Washington State University. I appreciate and admire both their commitment to connecting research and commentary to the issues of the day and their willingness to pull us along into the new technologies facilitating those exchanges. Ideas for blog articles are very welcome; contact Matt Vidal at mgvidal@gmail.com. Send announcements and other news for members to me at kelly101@umn.edu.

Later in this newsletter, you can also read a new version of a blog post written by Steve Vallas in June 2012. Steve posted then on the controversy at University of Virginia, when UVa president and OOW colleague Teresa Sullivan was briefly pushed out and then reinstated. He has revised and expanded his comments here in conjunction with an article by Teresa Sullivan on “Liberal Arts and the Job Market.” Also see the profile of Teresa Sullivan in a recent *Contexts*.*

As January approaches, many of us will be thinking about ASA 2013. Thanks to council members and to Kim Fox and Eric Dahlin for agreeing to organize what promises to be a great OOW program. Please submit your papers and plan to join us for the conversations and conviviality. I look forward to it.

* Johann N. Neem, Brenda Forster, Sheila Slaughter, Richard Vedder, Tressie McMillan Cottom and Sara Goldrick-Rab. 2012. "The Education Assembly Line." *Contexts* 11(4):14-21.

OOW Blog: <http://workinprogress.oowsection.org/>

We are moving to the interactive blog and away from the PDF version of the newsletter. Please send all announcements to Matt Vidal. Thank you, Matt, for the terrific work on this new interactive format! Our new section blog has been very well received (a heartfelt thanks to editors Matt Vidal, Chris Prener, Adia Wingfield and other accomplices). Some recent entries include:

"Education, Skills, and the Servant Economy, by Matt Vidal

"Women in Manufacturing: Watch Out for Mr. Roboto" by Julie Kmec

"Sound and Vision: Pumping Up the Volume on Worker Voice in Aesthetic Labor" by Chris Warhurst

The blog has posted several recent articles that have gone viral! Currently you can read about the winning student paper, by Daniel Schneider. October marked the one year anniversary of the blog and we made some changes in how it is organized. There are now 2 primary sections, one with blog articles of broader interest and one with member resources. We'll soon be putting announcements there and that will be updated with meeting news and more. From Work in Progress, you click on the gray "Member Resources" box to see the internally-oriented site. Contact Matt Vidal (mvidal@gmail.com) with questions or ideas on blog articles and thanks again to Chris Prener, Steve Vallas, Julie Kmec, Adia Harvey Wingfield, and new regular contributor Jeremy Reynolds.

Let your students and colleagues know about the blog, and post the link in your syllabi and on your websites!

2012 OOW AWARDS: CONGRATULATIONS!

Thanks to the awards committees for their hard work!

W. Richard Scott Award

Steven Lopez, Committee Chair
Lisa Cohen
Smitha Radhakrishnan



Ruthanne Huising and Susan Silbey. 2011. "Governing the Gap: Forging Safe Science Through Relational Regulation." *Regulation and Governance* 5: 14-42.



This paper provides a clear and detailed explanation of how tight coupling between regulatory systems and everyday practices is actually accomplished. Through an in-depth ethnography conducted over six years, authors Huising and Silbey engage deeply with the messiness of a large institution with diverse scientific practices in order to provide a compelling account of the organizational micro-processes that comprise commonplace regulatory systems. Their analysis of the compromises regulatory systems make in order to succeed is an exemplary contribution to our understanding of both bureaucracy and environmental management.

Ruthanne Huising

Honorable Mentions (Richard Scott Award)

Lauren B. Edelman, Linda H. Krieger, Scott R. Eliason, Catherine R. Albiston, and Virginia Mellema. 2011. "When Organizations Rule: Judicial Deference to Institutionalized Employment Structures," *American Journal of Sociology* 117(3):888-954.

This paper offers a nuanced explanation of how organizations influence courts and why organizations persist in using practices that do not produce results. The paper shows how the structures that one or more organizations put in place can enter into the legal system and become the accepted, legitimate way of dealing with a compliance issue, regardless of their effectiveness. The analysis bridges macro institutional structures, meso-organizational structures, and more micro employment practices, based on an original dataset created from employment discrimination decisions for this effort. It contributes to the sociology of work, organizational theory, the sociology of law, and political science theories of judicial behavior and practices.

Harland Prechel and Theresa Morris. 2010. "The Effects of Organizational and Political Embeddedness on Financial Malfeasance in the Largest US Corporations: Dependence, Incentives, and Opportunities." *American Sociological Review* 75(3):331-354.



This paper contributes to our understanding of the underlying causes of the financial crisis by explaining how US corporate financial fraud between 1995 and 2004 was rooted in neoliberal policy changes that created new incentives and opportunities for US corporate financial managers to engage in financial malfeasance. Drawing on a historically-contextualized theory of organizational-political embeddedness, the paper shows convincingly how and why financial fraud associated with the collapse of the housing bubble after 2007 was not a self-contained episode but instead had much deeper roots in a changing policy framework.

Harland Prechel

Max Weber Award

Martin Ruef, Committee Chair
Carol Caronna
Caroline Hanley

The Max Weber award committee is very pleased to present the award for best book to **Katherine Kellogg’s *Challenging Operations: Medical Reform and Resistance in Surgery* (University of Chicago Press).**



Katherine Kellogg

Katherine’s book offers a nuanced ethnography of resistance to (and support for) surgical reform in three hospitals. Spurred by a mandate of the American Council of Graduate Medical Education (ACGME) in 2003, hospitals across the United States struggled to reduce the work load of residents to eighty hours per week. By observing the daily lives of medical practitioners over a period of two-and-a-half years, Katherine provides a fascinating and exceptionally informative look into the organizational foundations of compliance, resistance, and conflict. Katherine’s book is exemplary in several respects. Theoretically, her micro-institutional account serves as a wonderful complement to research that often studies dynamics of conformity and deviance at the level of entire organizations or social movements. The book’s multisite comparison draws on hospitals with very similar structural characteristics and programs in order to isolate more subtle demographic and cultural bases of resistance to work hour reduction. From a policy perspective, Katherine’s study helps practitioners understand why well-meaning – and seemingly “rational” – efforts at organizational reform can be so difficult to implement on the ground. Stated succinctly, *Challenging Operations* is organizational sociology at its best.

The committee would also like to highlight the other seven finalists that we identified from a submission pool of forty books. These books highlight the diversity and vibrancy of scholarly contributions to the OOW field. They deserve to be widely read and cited:

Albiston, Catherine. 2010. *Institutional Inequality and the Mobilization of the FMLA*.
Branch, Enobong. 2011. *Opportunity Denied: Limiting Black Women to Devalued Work*.
de Casanova, Erynn. 2011. *Making Up the Difference: Women, Beauty, and Direct Selling in Ecuador*.
Kang, Miliann. 2010. *The Managed Hand: Race, Gender, and the Body in Beauty Service Work*.
Kay, Tamara. 2011. *NAFTA and the Politics of Labor Transnationalism*.
Lane, Carrie. 2011. *Company of One: Insecurity, Independence, and the New World of White-Collar Unemployment*.
Schilt, Kristen. 2010. *Just One of the Guys? Transgender Men and the Persistence of Gender Inequality*.

James D. Thompson Award

Katherine Kellogg, Committee Chair
Isabel Fernandez-Mateo
Andras Tilcsik
Edward Walker

The James D. Thompson Award committee is delighted to present the award for outstanding graduate student paper to **Daniel Schneider's "Gender Deviance and Household Work: The Role of Occupation,"** which appeared in the *American Journal of Sociology*. Prior research on gender performance and housework, which has relied on income share as a measure of gender deviance, has generated substantial debate and a number of contradictory findings. This paper takes a new approach to the issue by identifying a new measure of gender deviance – work in gender atypical occupations – and by arguing that men who do “women’s work” and women who do “men’s work” in the labor market may seek to neutralize their gender deviance by doing male- and female-typed work at home.



Daniel Schneider and Katherine Kellogg

Schneider analyzes data from the National Survey of Families and Households and the 2003 – 2007 waves of the American Time Use Surveys, coupled with data from the U.S. Census on the gender composition of occupations, and shows that men who do “women’s work” in the market spend more time on male-typed housework relative to otherwise similar men in gender-balanced occupations while their wives spend more time on female-typed housework. Women who work in gender atypical occupations also do more female-typed housework than women in gender balanced occupations. The Committee was impressed with Schneider’s new approach to assessing the validity of gender display theory that provides clearer evidence about the important ways in which cultural conceptions of gender shape and are shaped by economic processes. Daniel received his PhD in Sociology and Social Policy from Princeton University in 2012. He is currently a Robert Wood Johnson Postdoctoral Scholar in Health Policy Research at UC-Berkeley/UCSF.

The Committee would also like to recognize **Roman Galperin's "Organizational Powers: Capture of Professional Jurisdiction in the Case of U.S. Retail Clinics" with an Honorable Mention.** The paper presents an analysis of how organizations (in particular, retail clinics largely owned by pharmaceutical chains) successfully wrested control of a professional jurisdiction from the relevant professions-- family physicians and nurse practitioners. The committee was impressed by Roman’s evidence showing that Abbott’s influential model of professional jurisdiction needs to be updated to account for cases where organizations take control of professional jurisdictions. Since organizations are “means-rich” actors, they are sometimes in position to gain effective control over professional jurisdictions by co-opting individual professionals at the expense of the profession as a whole. Roman received his PhD in Economic Sociology from MIT in 2012. He is currently a NSF-ASA Postdoctoral Associate at the Center for the Study of Economy & Society at Cornell University.

2013 OOW AWARDS COMMITTEES AND CALL FOR NOMINATIONS

Max Weber Award for Distinguished Scholarship is granted for an outstanding contribution to scholarship on organizations, occupations, and/or work in a book published within the last three years (2010-13). A book may be nominated by its author (s), or by its publisher, or by any ASA member. To nominate a book, send (1) a copy of the book, and (2) contact information for the nominee (including an email address) to each member of the selection committee at the addresses below. Nominations, including copies of the book, must be received by all committee members no later than **March 31, 2013**.

The Contact for the 2013 Weber Award Committee is:
Kate Kellogg

Associate Professor of Organization Studies
MIT Sloan School of Management
100 Main Street (E62-324)
Cambridge, MA 02142
kkellogg@mit.edu
617-253-2167 (office)

The other members of the committee should also receive a copy of the book:

Emily Barman
Department of Sociology
Boston University
100 Cummings Way
Boston, MA 02215
eabarman@bu.edu

Kieran Healy
Sociology Department, Duke University
268 Soc/Psych Building, Box 90088,
Durham, NC 27708-0088
kjhealy@soc.duke.edu

Joseph C. Hermanowicz
Department of Sociology
Baldwin Hall
The University of Georgia
Athens, GA 30602-1611
jchl@uga.edu

The James D. Thompson Award is given for an outstanding graduate student paper on organizations, occupations, and work written in the three years prior to the award (January 1, 2010 through December 31, 2012). The winner receives \$500 for travel to a professional meeting and, if he or she remains a student, serves as a representative to the Section Council in the coming year. The nomination deadline is March 31, 2013. Authors may nominate themselves or section members may do so. To nominate a paper, send (1) a PDF file of the paper or a

functioning URL where it can be accessed, (2) a letter (PDF, Word) justifying the nomination, and (3) contact information for the nominee (including email) to each member of the selection committee.

The Contact for the 2013 Thompson Award Committee is:
Sandy Welsh

Vice-Dean, Graduate Education and Program Reviews
Faculty of Arts & Science
Professor of Sociology
University of Toronto
725 Spadina Ave.
Toronto, Ontario, M5S 2J4
416- 978-5290
sandy.welsh@utoronto.ca

Other members of the Thompson committee are:
Daniel Schneider, University of California-Berkeley
Gretchen Webber, Middle Tennessee State University
Christopher Andrews, Drew University

The W. Richard Scott Award for Distinguished Scholarship

is granted for an outstanding contribution to the discipline in an article on organizations, occupations and work published within the last three years. The committee will accept nominations for papers published any time from January 1, 2010 to December 31, 2012. The deadline for nominations is March 31, 2013. Authors may nominate themselves, or section members may do so. To nominate a paper, send (1) a PDF file of the paper or a functioning URL where it can be accessed, (2) a letter (PDF, Word) justifying the nomination, and (3) contact information for the nominee (including email) to each member of the selection committee.

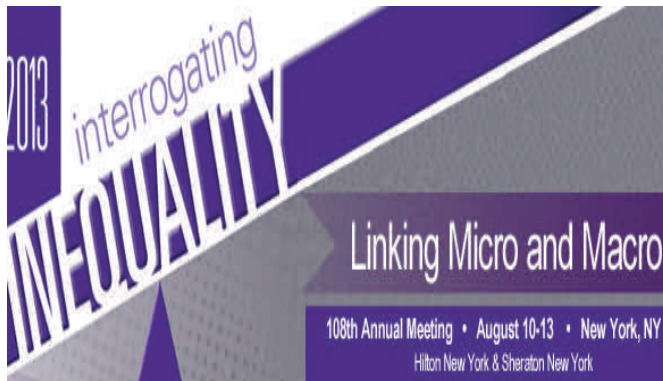
The contact for the 2013 Scott Award Committee is:
Ruthanne Huising

Desautels Faculty of Management
McGill University
1001 Sherbrooke Street West,
Montréal, Québec, H3A 1G5
514-398-2438
ruthanne.huising@mcgill.ca

Other members of the Scott committee are:
Ezra Zuckerman, MIT
Lindsay Owens, Stanford
Debra Osnowitz, Clark

ASA 2013: NEW YORK, NY

We have an exciting program for 2013!



2013 ASA Call for Papers: See http://www.asanet.org/meetings/call_for_papers.cfm

The 2013 Online Paper Submission System will open on December 7, 2012. The deadline for submission is January 9, 2013 at 3:00pm EST

1. Exploring Links between the Law and the Workplace

This session seeks papers that address ways in which the law impacts work organizations. Papers might consider the following legal areas: civil rights, safety, and employment (e.g., minimum wage laws, laws regulating work hours). Papers can address topics such as, but not limited to, the way laws shape employer behavior, the impact courts have on employment practices, the manner by which employers respond to legal regulation, and the implication laws have for workers' experiences.

Session Organizer: Julie Kmec, Washington State University, jkmec@wsu.edu

2. Economic Sociology, Organizations and Social Inequality

This session is co-sponsored by the Economic Sociology section. We invite papers on the role of organizational structures, processes and actors in mediating and shaping socio-economic processes and outcomes. Papers may deal with macro or micro processes, contemporaneous or historical, local or comparative. Inequality can relate to class, gender, or race, their intersection or another dimension. The hope is to investigate more thoroughly the organizational and managerial processes related to economic inequality.

Session Organizer: Alexandra Kalev, Tel Aviv University, akalev@post.tau.ac.il

3. Organizations and the Natural Environment: "Sustainability" and Beyond

Materially and culturally, formal organizations shape and are shaped by the natural environment. Although American environmental sociology emerged as a subfield four decades ago, the growing interest of organizational scholars in environmental topics has largely coincided with the diffusion of a "sustainability" discourse and "sustainable" practices through the for-profit sector since the 1990s. What does a specifically organizational approach contribute to the sociology of the natural environment? This panel welcomes papers on a variety of empirical questions related to organizations and the natural environment.

Session organizer: Victoria Johnson, University of Michigan, vjohnsn@umich.edu

4. Good Jobs, Bad Jobs, No Jobs? The Changing Nature of Work in Today's Economy

Session Organizer: Elizabeth Gorman, University of Virginia, eg5n@virginia.edu

5. Open Topics in Organizations, Occupations, and Work

We welcome empirical papers related to the study of organizations, occupations, and work. The organizers will identify a number of promising papers and then attempt to create a panel with related papers, but the intent is to be open to the variety of work that OOW scholars are conducting today.

Session Organizers

Beth Rubin, University of North Carolina-Charlotte, barubin@uncc.edu

David Brady, WZB, david.brady@wzb.eu

6. Open Topics in Organizations, Occupations, and Work

We welcome empirical papers related to the study of organizations, occupations, and work. The organizers will identify a number of promising papers and then attempt to create a panel with related papers, but the intent is to be open to the variety of work that OOW scholars are conducting today.

Session Organizers:

David Brady, WZB, david.brady@wzb.eu

Beth Rubin, University of North Carolina-Charlotte, barubin@uncc.edu

7. Roundtables

Session Organizers

Eric Dahlin, Brigham Young University, eric.dahlin@byu.edu

Kimberly Fox, Bridgewater State University, Kimberly.Fox@bridgew.edu

PERSPECTIVES ON HIGHER EDUCATION AND WORK TRANSFORMATION

Steven Vallas, Northwestern University, OOW Chair (2011-2012)

Many organizational sociologists study the social organization of higher education, the emergence of the knowledge economy, or the growing influence of corporate logics on university campuses. So it was particularly ironic when the most administratively accomplished sociologist of work in the United States was summarily dismissed from her post at a major research university last June. I'm referring of course to the ouster of sociologist Dr. Teresa Sullivan, former Provost at the University of Michigan, Ann Arbor and –for a time—the former President of the University of Virginia, too. Sullivan brought a distinguished record into her term as UVA President, of course, and those of us who know her, however obliquely (as in my case) detect a razor sharp intellect, a self-effacing person, and an inspiring instructor (she continued to teach the sociology of work even while serving as UVA President).



Steven Vallas, OOW Business Meeting, 2012 (Denver)

Sullivan was fired on June 3, when UVA's Board summarily announced her resignation. In truth, she'd been forced out under highly questionable circumstances, sending the campus into a roiling controversy for a time. Her dismissal prompted powerful donors to call for an end to gift giving to UVA until Sullivan was reinstated. The university Senate held an emergency meeting on June 18, for the purpose of taking a no-confidence vote against the leaders of the University Board (in Virginia parlance, the Rector and Vice-Rector). Thirty-three department chairs wrote a letter to the Rector, protesting Sullivan's summary dismissal and asking for her return. Even the sitting Provost of the university publicly distanced himself from the Board's actions and expressed his ethical distaste for the process they invoked. Eventually, during an open meeting of the university's board that was televised via the web, Sullivan was publicly reinstated. She refused to engage in any recriminations, and asked for patience and understanding among all members of the UVA community. Her comportment during this adventure and for every day since have done nothing but provide

one long example of vindication. We can be forgiven for concluding that the wrong person was asked to leave her post.

So why should non-Virginians care? The answer lies in the clash of visions that led to Sullivan's ouster. Though the details are still somewhat murky –the Board has refused to give any account of the issues that led to their actions—some clarity did emerge, partly thanks to the Washington Post's detailed coverage of this case, partly from leaks and statements of UVA faculty (see the insightful articles by UVA scholar Siva Vaidhyanathan, in *Slate* magazine), and partly from the strategic vision memo that Sullivan wrote roughly six months ago. What all of this material suggests is that UVA has been the site of an intense organizational struggle for the soul of the modern public university. Those who forced Sullivan out –a billionaire hedge fund manager and a wealthy real estate developer— seem to hold a vision of the university that relegates the liberal arts to the far periphery of the campus, while placing corporate organizational strategies and modes of instructional delivery at the very core of UVA's operations.

For her part, Sullivan sought to strengthen the historic foundations of the university, defending and adapting its long-standing commitments in ways that comport with 21st century realities. Here, in other words, was a clash between two opposing entities: On the one hand, a small group of aggressive and ambitious businesspeople, some appointed by a right-wing governor, seeking to remake UVA in their own image; and on the other hand, a staunch advocate of critical thinking and the liberal arts tradition generally, which has served UVA so well for a dozen generations.

When Sullivan was fired, some of us began to ask a number of probing questions. Was this higher education's Wisconsin moment? Can the Board of Visitors prevail, in spite of growing opposition from students, faculty, donors, and alumni? If so sudden and arbitrary a change in an institution's core mission could happen at the University of Virginia, what does that portend for less well endowed and less privileged institutions? What will happen to our own workplaces, in other words, if so venerable an institution could be lurching (however temporarily) in a direction that was so alien to its mission?

The answers to these questions are as momentous as they are complex. Perhaps we can all view the Virginia episode as a warning shot across the bow. In an era when universities of all stripes are moving rapidly to offer on-line programs, to open remote campuses, to deepen their partnerships (a popular word) with for-profit corporations, and to hire (at huge salaries) faculty with large grant-getting abilities, what does the future portend for the liberal arts? The social sciences? The humanities? Just this morning a colleague and I likened our position to that of a Greek chorus, charged with celebrating the virtues of neo-liberalism. We are ill-prepared for that role.

Asked to comment on these questions, Terry Sullivan herself refuses to view our mission as in any way irrelevant. Indeed, she makes the case that our disciplines are if anything more crucial than ever before, all the more so as the complexities we face accumulate day after day. One reader at least hopes she's right.



**President Sullivan,
among her many
supporters at the
University of Virginia**

SPOTLIGHT ON OOW MEMBER: TERESA SULLIVAN, PRESIDENT OF THE UNIVERSITY OF VIRGINIA

“Liberal Arts and the Job Market” By Teresa Sullivan, President, University of Virginia

In America’s colleges and universities, we see an increasing demand for the teaching of practical knowledge and skills that are directly applicable to the job market that students will enter after graduation. The focus on science, technology, engineering, math, and healthcare fields — the so-called STEM-H fields — is especially intense. This raises a question for that traditional liberal arts that have been the mainstay of many of our institutions of higher education for centuries: do they still matter?

Of course we need to train our students in the technologies and fields of knowledge that are just emerging today. But the focus on job-attainment connected to specific technical degrees overlooks a profound fact — namely, that a traditional liberal education gives students the best overall skill set they could possibly acquire. A liberal-arts education teaches our students to be critical thinkers; to be perceptive of the world around them and to acquire thoughtful habits of mind; to write clearly and persuasively; and to integrate multiple perspectives before arriving at informed decisions. And these broad skills — as much as any specialized, technical skill — are fundamental to the work of the 21st century and also to the demands of living a meaningful public life.

Having the capacity to integrate various perspectives and draw connections between different fields is crucial for success in the modern workplace. So many of today’s most successful companies — Apple, Google, Facebook, to name a few — were created at the nexus of technology, design, and other fields. And the complex problems facing society do not come in neatly packaged disciplinary boxes; they are complicated and multi-faceted, and they demand multi-disciplinary approaches to solutions. Employers tell us that they want students — their future employees — to have experience working in diverse, multi-disciplinary teams because that’s how work gets done in the 21st century. A liberal arts education is one of the best ways to prepare for that sort of team-work.

When critics question the value of the liberal arts, part of the problem may be a misunderstanding of what the liberal arts *really are*. The late John Strassburger, former president of Ursinus College, was a great proponent of liberal-arts education. He wrote a 2010 article about a focus group made up of parents of prospective students who were asked about their perceptions of the liberal arts. Nineteen of the 20 parents in the focus group thought that the liberal arts were either “soft, touchy-feely” subjects, or subjects that were in some way left-wing relics from the 1960s.

What this means is that the liberal arts are suffering from an identity crisis. In fact, there is a broad perception — or *mis*perception — of what we mean by “liberal arts.” If educators and others want to make a strong case for the value of the liberal arts in the 21st century, we may need to conduct an old-fashioned PR campaign.



Today's colleges and universities have come a long way from the medieval definition of the iconic "seven liberal arts" — grammar, logic, rhetoric, arithmetic, geometry, music, and astronomy. Nowadays, we tend to rely on a process of elimination to define the liberal arts: we think of the liberal arts as including every subject that is *not* professional or technical.

This may be fine as a working definition, but at a time when politicians and others are measuring the value of college education by its utility in the job market, it leads to another misperception: that students with degrees in the liberal arts are basically unemployable, because they study subjects that have no relevance in the job market.

It's true that students who graduate with certain degrees are having a hard time finding jobs in this tough economy. A study released this January by Georgetown University's Center on Education and the Workforce showed that, among recent college graduates, those with the highest rates of unemployment had undergraduate degrees in architecture (13.9%), the arts (11.1%), and the humanities (9.4%) (Whoriskey 2010).

But other studies show another side of the liberal-arts coin. A study by the Social Science Research Council, also released in January, showed that recent college graduates who had scored highest on the Collegiate Learning Assessment were less likely to be unemployed (Marklein 2012). The CLA test aims to measure how well students think, reason, and write — the products of liberal learning. The high-scoring students were three times less likely to be unemployed (3.1% vs. 9.6%); they were half as likely to be living with their parents (18% vs. 35%); and they were far less likely to have amassed credit card debt (37% vs. 51%). A story about this study ran in *USA Today* under the headline, "Liberal Arts Education Lends an Edge in Down Economy." This should be music to the ears of parents of liberal-arts students everywhere.

The Harvard scholar Louis Menand spoke at a Forum on the Humanities at the University of Virginia earlier this year. He encouraged our humanities scholars to apply their expertise to real-world issues and write about them in a large, global context. He closed by saying, "There's nothing we cannot do with our intellectual resources." This holds true for the intellectual resources that students acquire through liberal learning. But we may have to do a little more defining, defending, and explaining to clear up the identity crisis affecting the liberal arts today.

Marklein, Mary Beth. "Liberal Arts Education Lends an Edge in Down Economy." *USA Today*, January 25, 2012. <http://www.usatoday.com/news/education/story/2012-01-24/liberal-arts-education-graduates/52779652/1>

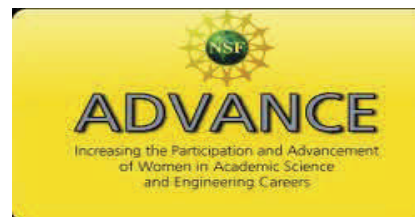
Strassburger, John. "For the Liberal Arts, Rhetoric is not Enough." *The Chronicle of Higher Education*. Feb, 28, 2010. <http://chronicle.com/article/For-the-Liberal-Arts-Rhetoric/64356/>

Whoriskey, Peter. "New Study Shows Architecture, Arts Degrees Yield Highest Unemployment." *Washington Post*, January 4, 2012. http://www.washingtonpost.com/business/economy/new-study-shows-architecture-arts-degrees-yield-highest-unemployment/2012/01/03/gIAWpaXZP_story.html

Spotlight on OOW Member

Sharon R. Bird, Professor of Sociology, Iowa State University The National Science Foundation's ADVANCE Program and Social Science Research

An area of growing interest to sociologists who study organizations, occupations and work is the scientific workforce. Part of the reason for this growing interest, no doubt, is that beginning in 2001 the U.S. National Science Foundation began funding ADVANCE "Institutional Transformation" projects. The purpose of NSF ADVANCE is to enhance opportunities for women and other underrepresented minorities in academic science, technology, engineering and mathematics (STEM) careers by transforming institutions of higher education in ways that make them more equally conducive to the success of all people. Multidisciplinary research teams from institutions of higher education, including community colleges, primarily-undergraduate-serving institutions, minority-serving institutions, and women's colleges have been funded under the program. Most recent awards fall into one of three categories: Institutional Transformation (IT) awards; Catalyst awards; and Partnerships for Adaptation, Implementation and Dissemination (PAID) awards. ADVANCE IT awards are made to colleges and universities that propose the most promising plans for transforming the structures, cultures and practices of their universities in efforts to enhance faculty recruitment, retention and promotion in STEM. Catalyst awards help institutions enhance their own data collection and policy review efforts in ways that help to improve the recruitment, retention and promotion of women faculty in STEM academics. And PAID awards commonly focus on sharing and disseminating best practices and strategies developed previously by ADVANCE institutions. As a condition for funding, recipients of these awards must conduct research and evaluation regarding the organizational transformation efforts proposed.



Institutions receiving NSF ADVANCE awards have proposed, implemented, and evaluated many types of organizational change strategies. Whereas some of the earlier awardee institutions used large portions of grant funding to assist individuals in the process of navigating institutional hurdles to success, most recent awardees have focused their attention on enhancing policies and practices in areas such as faculty hiring, evaluation, and promotion. Many institutions have also used NSF ADVANCE IT funding to conduct workplace culture and climate studies.

After more than decade of NSF ADVANCE efforts at over 100 institutions in the United States, researchers, administrators and practitioners have gained considerable knowledge about the barriers that most often deter the recruitment, retention and promotion of women and underrepresented faculty in academic STEM. A great deal of knowledge about reducing those barriers has also been gained. Among the most common organizational change efforts implemented by NSF ADVANCE awardee institutions are (a) procedures for expanding applicant pools for faculty positions and for reducing unintentional gender and race biases in the evaluation of applicants for faculty positions; (b) mentoring programs for faculty seeking promotion from assistant to associate and from associate to full professor; (c) policies for ensuring greater work-life balance for faculty and routinized programs for familiarizing faculty with those policies; (d) programs for improving the work climate of academic units; and (e) training workshops for department chairs on issues including inclusionary network-building, transparency in evaluation procedures, and work climate and faculty satisfaction.

Social science research conducted as part of NSF ADVANCE initiatives also varies considerably. Because ADVANCE grant funding requires that awardee institutions produce data-driven reports for administrators, program directors, and non-social scientists in the academic community, research findings are often distributed via brief reports, news releases, and “report cards.” More elaborated research findings have also been published in specialty journals in the areas of women and minorities in science and engineering (e.g., Britton et al. 2012; Glass and Minnotte 2010). A growing number of studies based on data collected as part of NSF ADVANCE projects and grounded in the social science literature also appears in academic journals that target broader social science audiences (e.g., Bird 2010; Fox, Sonnert and Nikiforova 2011; Roos and Gatta 2009; Zippel 2011). Many more studies related to the goals of NSF ADVANCE, but not funded directly by the program have recently been published as news releases, reports and academic journal articles (e.g., Misra, Holmes and Agiomavritis 2011; Ecklund, Lincoln and Tansey 2012; Whittington 2011; Williams, Muller and Kilanski 2012).

References:

- Bird, Sharon R. 2011. “Unsettling Universities’ ‘Incongruous, Gendered Bureaucratic Structures’: A Case Study Approach.” *Gender, Work and Organization*. 18(2): 202-230.
- Britton, Dana M., Chardie L. Baird, Ruth A. Dyer, B. Jan Middendorf, Christa Smith, and Beth A. Montelone. 2012. “Surveying the Campus Climate for Faculty: A Comparison of the Assessments of STEM and non-STEM Faculty.” *Gender, Science and Technology* 4(1):102-122.
- Ecklund, Elaine Howard, Anne E. Lincoln and Cassandra Tansey. 2012. “Gender Segregation in Elite Academic Science.” *Gender & Society* 26(5):693-717.
- Fox, Mary Frank, Gerhard Sonnert and Irina Nikiforova. 2011. “Programs for Undergraduate Women in Science and Engineering: Issues, Problems, and Solutions.” *Gender & Society* 25(5):589-615.
- Fox, Mary Frank and Wenbin Xiao. 2012. “Perceived Chances for Promotion among Women Associate Professors in Computing: Individual, Departmental, and Entrepreneurial Factors.” *The Journal of Technology Transfer*, published online, March 18, 2012 (<http://www.springerlink.com/content/v4r3347j1151j237/>).
- Glass, Christy and Krista Lynn Minnotte. 2010. “Recruiting and Hiring Women in STEM Fields.” *Journal of Diversity in Higher Education* 3(4):218-229.
- Misra, Joya, Lundquist, J.H., Holmes, E. & Agiomavritis, S. 2011. “The Ivory Ceiling of Service Work.” *Academe* 95(1): 22-26.
- Roos, Patricia, and Mary Gatta. 2009. “Gender (In)equity in the Academy: Subtle Mechanisms and the Production of Inequality.” *Research in Social Stratification and Mobility* 27: 177–200.
- Whittington, Kjersten Bunker. 2011. “Mothers of Invention?: Gender, Motherhood, and New Dimensions of Productivity in the Science Profession.” *Work and Occupations* 38(3):417-456.
- Williams, Christine L., Chandra Muller, and Kristine Kilanski. 2012. “Gendered Organizations in the New Economy.” *Gender & Society* 26(4):549-573.
- Zippel, Kathrin. 2011. “How Gender Neutral are State Policies on Science and International Mobility of Academics?” *Sociologica* 5 (1):1-17.

NEW BOOKS AND ARTICLES

Plankey-Videla, Nancy. 2012. *We Are in This Dance Together: Gender, Power, and Globalization at a Mexican Garment Firm*. New Brunswick NJ: Rutgers University Press.

We Are in This Dance Together examines Moctezuma (a pseudonym), a successful garment firm in central Mexico producing high-end suits for export from 1969 to 2002. Contrary to the image of a sweatshop operating in the global South, Moctezuma represented a high-road to development, premised on Japanese-style teamwork-based organization and a highly skilled female workforce. The case study is based on ethnographic fieldwork which included laboring as a garment worker for nine months (with permission from management, workers, and the union), as well as interviews with managers, workers, and policy-makers. The book traces the relationship between changes in the global economy, state policies, firm organization, and women's agency at Moctezuma by contrasting work organization over three decades, in addition to labor strikes that occurred in 1972 and 2001. By examining both the objective conditions of work and the subjective experience of women workers during two strikes, Plankey-Videla found that women's understanding of what it is to be a worker changed as the socio-political and organizational contexts shifted. The political opportunity structures available to these women differed significantly, providing distinct spaces to resist managerial dictates, mobilize against state repression, and build coalitions with other workers and social actors. The book also challenges dominant management theories that equate development with industrial upgrading (i.e., the adoption of organizational, technological, and product innovations). Plankey-Videla demonstrates how globalization processes—namely neoliberal free-trade policies and the consolidation of power in the hands of a few large retailers (i.e. Wal-Mart) and branded manufacturers (i.e. Calvin Klein)—diffuse organizational innovations in the garment industry in contradictory ways, undermining productivity and opportunity in the global South. *We Are In This Dance Together* was awarded the 2012 National Women's Studies Sara A. Whaley Book Prize.

Hoffman, Elizabeth A. 2012. *Co-operative Workplace Dispute Resolution: Organizational Structure, Ownership, and Ideology*. Surrey, UK: Ashgate/Gower.

Understanding the complex dynamics involved in workplace disputes helps improve the way organizations deal with unwelcome but inevitable occurrences. These issues have been researched from different perspectives, but previously such research has failed to ask how flattened organizational form might impact ways of resolving disputes, focusing instead on what occurs in conventional, hierarchical organizations only. In *Co-operative Workplace Dispute Resolution*, Elizabeth Hoffmann considers the question of how workplace disputes are raised in the absence of formal hierarchy. In contrast to conventionally organized businesses, co-operatives attempt to evenly distribute power and ownership and encourage worker control through egalitarian ideologies, flattened management structures and greater information sharing. Like conventional businesses, though, they still pursue goals relating to profit and efficiency. Dr Hoffmann argues that lessening hierarchy and sharing power, as occurs in co-operatives, provides insight into how greater worker involvement and ownership might operate in a less extreme and more modest form in conventional mainstream business. This book focuses on dispute resolution strategies at matched pairs of worker co-operatives and conventional businesses in three very different industries: coal mining, taxicab driving, and wholefood distribution. The author's central finding is that the worker co-operative members have access to more dispute resolution strategies than their conventionally employed counterparts. This leads to the conclusion that benefits might be achieved by conventional businesses that wish to embrace specific attributes usually associated with co-operatives, including management-employee cooperation, shared ownership, or greater workplace equality.

(New Books and Articles)

Pierce, Jennifer L. 2012. *Racing for Innocence: Whiteness, Gender, and the Backlash Against Affirmative Action*. Stanford: Stanford University Press.

Racing for Innocence reconsiders white privilege and racial inequality by examining the backlash against affirmative action, recounting stories of elite legal professionals at a large corporation with a federally mandated affirmative action program as well as the cultural narratives about race, gender, and power that circulated in the news media and in Hollywood films. Drawing upon three different approaches -- ethnography, narrative analysis, and fiction -- the book highlights the complexities and ambiguities of race and gender in contemporary America.

Casanova, Erynn M. 2012. "Organizing Identities: Immigrant New Yorkers Negotiating Latinidad." *Sociological Forum* 27 (2): 419-440.

This article is based on an ethnographic study of an immigrant-serving non-profit organization in New York City during the immigrants' rights demonstrations of 2006-2007. Across the United States, immigrants' rights protests, marches, and demonstrations captured the attention of the public and of lawmakers in the spring of 2006. Much of the rhetoric that emerged from these mobilizations included an assertion of Latino/a immigrant identity. Based on ethnographic fieldwork and interviews conducted in New York City in 2006 and 2007, this paper argues that, confronted with a strong and clear organizational discourse of pan-ethnic Latino/a unity, Latin American immigrants articulated a variety of identities. I found no clear link between self-identification as Latino/a and participation in political mobilizations for immigration reform; this is in contrast to previous studies of Latino/a political activity. Examining the interactions, perspectives, and practices of Latin American immigrants involved with one community-based organization, this study attempts to address the lack of micro-level studies of immigrants' everyday lives.

Crowley, Martha. Forthcoming. "Control and Dignity in Professional, Manual and Service-Sector Employment." *Organization Studies*.

This study investigates implications of complex control combinations applied in manual, service and professional occupations for expressive, behavioral and emotional aspects of workplace dignity. Qualitative comparative analyses of 154 content-coded workplace ethnographies suggest that professionals encounter persuasive 'bundles' of control that enhance expressive and behavioral manifestations of dignity as well as pride. However, these benefits come at the expense of high levels of stress associated with internal drives and externally driven normative orientations and behaviors. Workers in manual and service occupations confront a broader array of approaches, including coercive control combinations that erode pride and effort by dehumanizing workers and inviting abuse. Furthermore, the benefits of persuasive control combinations in these settings are mitigated by supplementary constraints, which promote maintenance of a protective distance from employers that may also help to limit stress. The paper concludes with organizational strategies for curbing abuse in coercive manual and service environments and a discussion of changes necessary to address the problem of stress in the professions.

(New Articles)

Collins-Dogrul, Julie. 2012. "Tertius Iungens Brokerage and Transnational Intersectoral Cooperation." *Organization Studies* 33 (8): 989-1014.

Tertius iungens brokerage is unique within the dominant brokerage conceptualizations in sociology. While most brokerage research finds that brokers reap rewards from mediating relationships in ways that keep actors apart, *iungens* research finds that brokers can have an interest in *joining* previously disconnected actors and *sustaining* these relationships. This paper expands the explanatory potential of *iungens* brokerage by building a multi-dimensional theoretical framework that explains transnational connecting processes generating insights beyond the traditional focus on network structures into the under-researched area of brokerage across institutions. The paper synthesizes streams of brokerage research that have developed in relative isolation from each other to elucidate how organizational brokers and their staffs create transnational structural *and* cognitive connections that draw actors together into intersectoral networks that cross two or more nationally organized regulatory regimes and cultural systems in order to cooperate on complex public good problems. The paper's case study of public health cooperation on the United States-Mexico border advances the argument that *iungens* brokerage is necessary to counter the divisive effects that state institutions tend to exert on transnational networks over time.

Anteby, Michel, Filiz Garip, Paul V. Martorana, and Scott Lozanoff. 2012. "Individuals' Decision to Co-Donate or Donate Alone: An Archival Study of Married Whole Body Donors in Hawaii." *PLoS ONE* 7(8): e42673.

Human cadavers are crucial to medical education and research. Yet little is known about co-donation or instances when married individuals decide to register at the same time as their spouse as whole body donors. Our study examines the extent of co-donation and individual factors that might influence co-donation. We found that co-donations accounted for 38.2 percent of married registrants to the University of Hawaii Medical School's donation program from 1967 through 2006. Wives were more likely to co-donate than to register alone. But registrants' main occupational background had a significant effect on co-donations. Married registrants (regardless of sex) in female-gendered occupations were more likely to co-donate than to donate alone. Thus, variations in donors' occupational backgrounds explained co-donation above and beyond sex differences. Efforts to secure whole body donations have historically focused on individual donations. More attention needs to be paid, however, to co-donations since they represent a non-trivial number of total donations. Also, targeted outreach efforts to male and female members of female-gendered occupations might prove a successful way to increase donations through co-donations.

DISSERTATION ABSTRACTS

Julianne Payne, North Carolina State University. Gendering Control: Variations in Workplace Surveillance and Resistance at an Electronics Retailer. Dissertation chair: Martha Crowley.

As technological and managerial innovations facilitate data collection, processing and distribution, surveillance in society, and particularly in employment contexts, continues to expand over time. Extensive social research has documented employers' monitoring strategies and workers' corresponding resistance techniques, but rarely do scholars investigate variations in the experience of or responses to monitoring. This dissertation contributes to the literature by exploring how gender and race/ethnicity shape surveillance processes using an ethnographic study at "Electromart," a consumer electronics store. I find that workers contradictorily accept and/or reject organizational monitoring practices as they conform to culturally-prescribed expectations for their race/ethnicity and especially their gender. Employers encourage and can benefit from workers' complacency, making gender and racial performativity analogous to a game enabling managers to manufacture consent (see Burawoy 1979). I conclude that though workers' enactments occasionally provide status, comfort, and dignity in otherwise degrading organizational and macroeconomic contexts, they likewise help maintain oppressive class, gender, and race relations.

Kaisa Snellman, Stanford University. Battles in Boardrooms: The Diffusion of Shareholder Rhetoric and Practices in Finland, 1990-2005. Dissertation Chair: Walter W. Powell.

How do contested ideas spread across national and cultural boundaries? Organizational scholars have developed sophisticated theories to explain why practices and structures spread and who adopts them. Much less effort has been made to theorize patterns of variation in adoption, however. My dissertation examines organizational decoupling in the context of Finnish corporate governance and introduces a new form of decoupling - one where organizations change their routines while preaching stability to external actors. Prior empirical research on decoupling has focused on cases in which one powerful group of constituents imposed demands on a population of organizations, and other constituent were weak. In such contexts, where demand for change was widespread and homogenous, the emphasis on window-dressing was reasonable. Yet organizations can face conflicting but equally strong external demands regarding change in institutional contexts in which external stakeholders have different strengths and interests. Under such conditions, we would expect "closet conformity," in which organizations preserve symbolic conformity while actually implementing substantial change in their practices and routines. I test these predictions using a unique longitudinal dataset on organizational practices and managerial rhetoric in Finland. Consistent with my theory, I find that when sanctions for nonconformity are weak and internal resistance for change is strong, Finnish firms are more likely to engage in window-dressing. In contrast, when management is reform-oriented and when powerful external constituents, such as labor unions oppose change, firms are more likely to restructure along the shareholder model while maintaining the rhetoric of the older Finnish stakeholder model.

Sameer B. Srivastava, Harvard University. Social Capital Activation during Times of Organizational Change Dissertation Chairs: Peter V. Marsden and Toby E. Stuart.

This dissertation contributes to our understanding of how people build and use social capital in organizational settings. Whereas the extant literature has tended to focus on the structure of interpersonal networks, this dissertation instead uncovers the dynamics of network action. Two central questions are addressed: (1) During times of organizational change, how do organizational actors use the social resources accessible to them by virtue of their position in the structure? and (2) What organizational interventions can help people forge valuable new connections in the workplace? Core to this investigation is the concept of social capital activation - that is, the conversion of latent social ties into active relationships. Three empirical studies illuminate different facets of social capital activation during commonly experienced forms of organizational change: (1) an organizational restructuring; (2) change initiatives that create individual-level threat or opportunity; and (3) the introduction of a novel employee cross-training program.

The studies draw on data from a global information services firm, a large health care organization, and a software development lab based in China. Multiple research methods, including a large panel data set of archived electronic communications, qualitative interviews, experimental studies conducted with samples of working professionals, and a longitudinal field experiment, are used to identify how organizational actors marshal social resources through network activation. Findings from these studies contribute to research on: (1) organizational social capital; (2) the structural dynamics of organizational change; (3) cognition and social networks; and (4) workplace practices and network change.

Ryan Raffaelli, Boston College. Identity and Institutional Change in a Mature Field: The Re-emergence of the Swiss Watchmaking Industry, 1970-2008. Dissertation Chair: Mary Ann Glynn.

My dissertation examines the decline and re-emergence of the Swiss mechanical watch industry from 1970-2008, focusing on how, when, and why legacy technologies re-emerge in a mature field. Using qualitative and quantitative analyses, I show how the introduction of quartz technology precipitated changes in the community of Swiss watchmaking and the product identity of the watch. My research exposes the mechanisms of identity and institutional change associated with technological re-emergence, as well as how institutional leaders and guardians reframe and preserve conceptions of product value. At the field level, I explore how the reclamation of legacy identities reshapes the institutional environment of a field. At the organizational level, I examine how incumbent firms re-define their organizational identities after a technological innovation threatens to destroy their dominant market position. I reveal the role of identity in shaping how legacy technologies embedded in institutionalized fields survive periods of ferment and the threat of displacement.

Erin Reid, Harvard University. Men and the Ideal Worker Image. Dissertation Chair: Robin J. Ely.

Current theories of workplace gender inequality hinge upon the widely-shared cultural image of an "ideal worker:" a fully-committed, male employee with no non-work responsibilities that constrain his availability for work. While women's difficulties vis-a-vis this ideal are well-documented, men's experiences remain largely unexamined. Yet, several social changes place men's true lives at odds with this image. I examine this issue by conducting a qualitative field study of men working at a consulting firm at which the ideal worker image is associated with success. Drawing on 115 interviews, performance data and archival data sources, I unpack three facets of men's relationship to the image: the effects of their wives' careers upon their work orientations, how they experience and respond to the image in the workplace, and how they interpret the possibility of successful deviance from the image. My results suggest that most men do not conform to the ideal worker image, and that for men, conformance is not necessarily required to be considered a valued member of the organization. Paradoxically, the very ways in which men successfully stray from the image, and the stories told about those who stray, combine to reify the ideal worker image in the firm's culture. The results contribute to theories of gendered organizations, dual-career couples and gender identity.

András Tilcsik, Harvard University. Remembrance of Things Past: Individual Imprinting in Organizations Dissertation Chair: Frank Dobbin.

This dissertation seeks to understand how formative experiences during organizational socialization exert a longstanding influence on individuals' job performance. Although there is evidence that conditions experienced early in a career or in the initial period of organizational tenure can leave a lasting imprint on individuals' work-related cognition and behavior, little is known about the performance implications that result from such imprints. Moreover, despite increasing interest in imprinting processes at the individual level, much research in this area has been narrow in scope, focusing mostly on the imprinted influence of early mentors and coworkers, and giving little attention to other factors that contribute to the formation of imprints. To address these gaps, I develop theory about the lasting performance implications of two key features of the context in which socialization takes place: (1) the intra-organizational resource environment upon a newcomer's entry; and (2) the initial structural position that a newcomer occupies within the network of work relationships in the organization. My core proposition is that imprints created by these conditions enhance or hinder subsequent performance depending on the extent of fit between the imprint and current conditions. This proposition has novel implications for the determinants of individual attainment in

organizations; for the paradoxical relationship between initial resource conditions and subsequent performance; and for the nature of network structures that produce individual advantage. Unique longitudinal data and qualitative interviews in two professional service firms provide evidence for this framework.

OTHER NEW SOURCES AND REFERENCES

The Justice 21 Committee of the SSSP is pleased to announce the publication of the volume *Agenda for Social Justice, Solutions 2012*, which represents a continuing effort by our professional society to nourish a "public sociology" that will be easily accessible and useful to policy makers, academics, activists, concerned citizens, and students. It is also a way to give something back to the people and institutions that support our scholarly endeavors. We hope that you find it helpful in your challenging work of crafting successful solutions to contemporary social problems. In all, it contains 11 chapters written by SSSP members, covering a variety of social problems covering a variety of pressing social problems. Examples include:

- * Elizabeth J. Clifford, Susan C. Pearce, and Reena Tandon, "Nineteen Million and Counting: Unique Issues Facing America's Foreign-born Women in the Home and Workplace"
- * Amitai Etzioni, "Legislation in the Public Interest: Regulatory Capture and Campaign Reform"
- * Cecilia Menjivar, "U.S. Immigration Law, Immigrant Illegality, and Immigration Reform"
- * Carolyn Cummings Perrucci and Robert Perrucci, "Jobs for America"
- * Frances Fox Piven, "Poverty, Inequality, and the Shredded Safety Net"
- * Chris Wellin and Brooke Hollister, "Societal Aging in the U.S.: Impact on Health, Economic Security and Retirement"

The volume is available for free download for all SSSP members (though members need to log-in). The volume is also generally available for a nominal fee in both electronic format (\$4.95) and print format (\$9.95). The main web site for the project also includes an option for those who experience economic hardship to request a gratis electronic copy. We have learned in the last couple years that our audience extends worldwide (with hits from 58 countries in the last year). It seems that many students, scholars, and policy makers have a genuine need to access rigorous social science research. We intend to fill that need. This project is an effort on the part of scholars at the SSSP to disseminate the findings in social problems research as widely as possible, at zero cost of the SSSP. Net revenue generated by the project goes to support the activities of the SSSP and the Justice 21 Committee, in pursuit of social justice. We suggest that the volume can be an outstanding and cost-effective source of supplementary readings in many social problems-related courses. It is the hope of the Justice 21 Committee that all members will enjoy the volume and find it useful. Please do spread the word to colleagues, students, and associated, regarding the availability of this new volume.

Glenn W. Muschert, SSSP Secretary & Chair, Justice 21 Committee

Justice 21 Committee Members: Kathleen Ferraro, Brian V. Klocke, JoAnn Miller, Robert Perrucci, Jon Shefner

ACCOLADES

Julie Kmec is the recipient of Washington State University’s William F. Mullen Excellence in Undergraduate Teaching Award.

Kirsten Dellinger, Chair of the sociology department at the University of Mississippi, would like to announce that the University of Mississippi's M.A. Program in Sociology was recognized with the Excellence in Inclusiveness in Graduate Education award from the Graduate School.

Kristen Schilt was awarded the University of Chicago's Faculty Award for Excellence in Graduate Teaching and Mentoring.

Nancy Plankey-Videla was awarded the 2012 National Women's Studies Sara A. Whaley Book Prize for *We Are in This Dance Together: Gender, Power, and Globalization at a Mexican Garment Firm*.



CALL FOR PAPERS

Gender, Work, and Organizations

Special Issue: The Theory and Practice of Intersectionality in Work and Organisations

Guest Editors

Jenny K. Rodriguez (Newcastle University Business School, England), Evangelina Holvino (Chaos Management, Ltd. and Simmons School of Management, USA), Joyce K. Fletcher (Simmons School of Management, USA), Natalia Rocha Lawton (Hertfordshire University Business School, England).

Deadline for submission of full papers: 1st of April 2013.

The objective of the special issue is to showcase conceptual, theoretical and qualitative manuscripts that explore intersectionality, work and organisations. The special issue has a two-fold aim. Firstly, to advance discussions on epistemic critiques and their implications for the way intersectionality is used as an analytical and interpretive framework to explore dynamics of power at work and organisations. In particular, the special issue seeks to unpick relations of inequality and privilege, and their impact on identities, organisational practices and societal processes in the context of neo-liberal global economies and corporate feminism (Eisenstein, 2005). Secondly, the special issue seeks to explore the applications and practical implications of an intersectionality lens, for example, the implications of this analytical and interpretative framework for crafting and implementing policy, organisational change initiatives, leadership development programs and the teaching of discipline specific topics such as globalisation, social entrepreneurship and leadership. Manuscripts should be no longer than 7,000 words. Submissions should be made via the journal's ScholarOne Manuscript Central at: <http://mc.manuscriptcentral.com/gwo>. Author guidelines can be found at the journal's website at: <http://onlinelibrary.wiley.com/journal/10.1111/%28ISSN%291468-0432/homepage/ForAuthors.html>.

Further enquiries about the special issue can be directed to Jenny K. Rodriguez (jenny.rodriguez@ncl.ac.uk), Evangelina Holvino (holvino@chaosmanagement.com), Joyce K. Fletcher (joyce.fletcher@simmons.edu) and Natalia Rocha Lawton (n.rocha-lawton2@herts.ac.uk).

Gender, Work and Organizations

Special Issue: Feminine Writing of Organizations
Submission Deadline 1st July 2013

Guest Editors

Heather Höpfl, University of Essex
Alison Pullen, Swansea University
Carl Rhodes, University of Leicester
René ten Bos, Radboud University

The special issue is an invitation to writers who want to disturb the taken-for-granted gender neutrality of organizational research in relation to the often implicitly masculine-rational order that structures the field. The focus is not only on how gender is something that we study, but also how our own gendered practice and subjectivity infuse our very own research and writing (Höpfl, 2000; Pullen, 2006). We call for papers that interrogate the theoretical-philosophical issues underpinning the gendered processes of textualization in which we are immersed. More specifically, what we hope contributors will do is to put in question those persistent forms of writing which seek to achieve the homologation of women within patriarchal order (Höpfl, 2000; Phillips, Pullen and Rhodes, in progress). Moreover, we wish to attend to what this means for the position, representation and embodied experience of women and men working in management and organization theory. The issue will explore difference, gender and feminism where issues of exclusion, voice and politics are raised from the level a level within the text. In relation to feminine writing, we provoke questions of dominant structures and practices that seek to limit what organizational researchers are allowed to write and how they are allowed to write it. We are also concerned with the consequences of these constrictions for the way in which researchers develop their academic identity both in terms self-expression and the communication of ideas, and, work roles and career progression. Manuscripts should be no longer than 7,000 words. Submissions should be made via the journal's ScholarOne Manuscript Central at: <http://mc.manuscriptcentral.com/gwo>. Author guidelines can be found at the journal's website at <http://mc.manuscriptcentral.com/gwo>. Author guidelines can be found at the journal's website at: <http://onlinelibrary.wiley.com/journal/10.1111/%28ISSN%291468-0432/homepage/ForAuthors.html>.

Further enquiries about the special issue can be directed to Heather Höpfl (hopfl@essex.ac.uk), Alison Pullen (a.pullen@swansea.ac.uk), Carl Rhodes (cr204@le.ac.uk), and René ten Bos (rtenbos@xs4all.nl).

CFP: Mini-Conference: Labor and Global Solidarity – The US, China and Beyond

Our colleagues from the Labor and Labor Movements section and SSSP are organizing a fascinating mini-conference in conjunction with ASA. The Labor & Labor Movements Section of the ASA and the Society for the Study of Social Problems are pleased to announce a Mini-conference entitled **Labor and Global Solidarity – The US, China and Beyond** to be held concurrently with the ASA and SSSP meetings in New York City on **Monday, August 12th, 2013**. The conference is co-sponsored by: the Asia and Asian American Section of ASA; the Labor Studies Section of SSSP; the Murphy Institute for Worker Education and Labor Studies at CUNY; the UC Berkeley Center for Labor Research and Education; the Manhattan College Labor Studies Program; Critical Sociology; the Labour Movements Research Committee (RC44) of the International Sociological Association; and the China Association of Work and Labor of the Chinese Sociological Association. The one-day mini-conference will bring together scholars and practitioners to address the changing landscapes of work and labor organizing at multiple scales, from the local to the transnational. Facing the global re-organization of production chains, the expansion of precarious work, hostile political climates, and the continued world-wide economic malaise, workers and their allies nonetheless continue to act, from escalating unrest across China, to new models of organizing in NYC, to greater cross-border solidarity, North-South and South-South.

To engage these developments and spark discussion, the conference will include panels on both local, global and transnational labor issues and organizing strategies. We also seek a mix of activists and academics. Finally, the mini-conference is an opportunity for international exchange as five labor scholars from China will be participating throughout the event and across the different panels. Papers including the U.S. and China are especially welcome, but topics and evidence from all over the world are appropriate. We invite submissions of abstracts (min. 300 words) or full papers on a broad range of topics related to local and global labor, but are particularly interested in submissions that address the following themes of the conference: Labor in China; insurgency and institutions; organizing (im)migrants – here, there and in the diaspora; South-South Solidarity; transnational labor organizing – how & when does it work; Informal work, informal worker organizing; monitoring international supply chains from the shop floor(s); and, responses to global economic crisis.

To submit an abstract or paper, please send it to the conference co-organizers: Carolina Bank Munoz (carolinabm75@gmail.com), David Fasenfest (critical.sociology@gmail.com), and Steve McKay (smckay@ucsc.edu). **Abstracts or papers are due February 15, 2013**. If submitting an abstract, full drafts of accepted papers are due June 30th, 2013. Papers presented at the conference will also be considered for publication in a planned special issue of the journal *Critical Sociology* and/or in a separate edited book. Conference participants will be responsible for covering their own travel and lodging expenses (though meals for participants on the program will be provided). The conference will be free and open to the public.

2013 EGOS Colloquium, Montreal, Canada Sub-theme 47: Marxist Organization Studies

We are organizing the fourth in our series of annual colloquia on Marxist organization studies, as part of the 2013 EGOS program in Montreal July 4-6, 2013. The goal of our colloquium is to provide a forum for Marxist-inspired organization scholars to meet and discuss their work. We hope you will be able to join us.

Conveners:

Paul S. Adler, University of Southern California,
USA: padler@usc.edu

Rick Delbridge, Cardiff Business School,
UK: delbridger@cardiff.ac.uk

Matt Vidal, King's College London,
UK: mgvidal@gmail.com

The theme of the 2013 EGOS Colloquium – "Bridging Continents, Cultures and Worldviews" – is very timely for the EGOS Marxist studies subtheme. Over the last three years, this subtheme has focused primarily on articulating specifically Marxist approaches to organization studies. Building on this foundation, the 2013 subtheme encourages submissions that explore bridges between Marxist and other theoretical approaches, in particular submissions that focus on the themes of the Colloquium: *Bridging Continents*, *Bridging Cultures*, or *Bridging Worldviews*. This EGOS sub-theme has become a gathering point for organizational scholars working with Marxist ideas. We therefore invite Marxist submissions on any of these topics, as on any of the other dimensions of organization studies where a Marxist approach might be fruitful. In selecting papers, the conveners will give priority to papers that either (a) enrich our understanding of the empirical world of organizations based on strong Marxist theoretical foundations, or (b) enrich Marxist theory in a way that promises deeper understanding of that world.

We are not dogmatic in an attachment to any specific kind of Marxism – all kinds are welcome.

The overall EGOS Call asks for short papers under 3000 words, but this sub-theme encourages longer submissions so we can better assess the fit with our program. If the “short paper” is accepted by the conveners, the full paper will need to be posted on the Colloquium website by May 31, 2013.

The deadline for short paper submissions is Monday, January 14, 2013. For instructions on how to submit, see: http://www.egosnet.org/jart/prj3/egos/data/uploads/General%20EGOS%20descriptions/EGOS-Colloquia_Submission-of-SHORT-PAPERS.pdf

Paul S. Adler, Professor of Management and Organization at the Marshall School of Business, University of Southern California: <http://www-bcf.usc.edu/~padler/index.html>.

Rick Delbridge, Associate Dean (Research) and Professor of Organizational Analysis, Cardiff Business School: <http://business.cardiff.ac.uk/contact/staff/delbridge>.

Matt Vidal, Lecturer in Work and Organizations at King’s College London, Department of Management: <http://www.kcl.ac.uk/sspp/departments/management/people/academic/vidal.aspx>.

EGOS Conference: Pluralism and Patterns in Institutional Trajectories

2013 European Group on Organizational Studies, July 4-6, Montreal

Subtheme 45: Pluralism and Patterns in Institutional Trajectories

We are pleased to invite submissions for the subtheme described below. Submissions are due by January 14, 2013. The idea that organizational innovations – new behaviors, practices, or structures – have distinct institutional trajectories is implicit in much institutional research. But while most explicit theorizing on such trajectories has focused on processes of continually increasing institutionalization, empirical studies suggest that such trajectories characterize only a fraction of innovations. We believe that a variety of patterns remain to be documented and theorized, and that this is an important project for the development of institutional theory. Our aim in this sub-theme is to assemble work that will allow us to explore more fully both the pluralism and the patterns of institutional trajectories. We welcome both theoretical and empirical papers addressing other, related topics as well.

Conference organizers for this track are: Robert David, McGill University; Pamela Tolbert, Cornell University; and Paul Tracey, Cambridge University. For more information about EGOS and guidelines for submitting papers to the 2013 meeting, go to: <http://www.egosnet.org/home>

Note: to submit papers, you do not need to join EGOS, but you do need to become a “registered user” on the site.