

JULY 15, 2014 OOW Announcements

OOW PROGRAM AT ASA 2014

EVENTS on Saturday, August 16

Business Meeting and Awards Ceremony. 5:30 – 6:10

Reception Saturday 6:30 – 8:30 (cosponsored with Inequality, Poverty and Mobility, and Occupations)

Networking Dinners following the Reception: Join a table of OOW Colleagues at a local restaurant. Contact Kim Fox if you'd like to participate (Kimberly.Fox@bridgew.edu).

Eight SESSIONS on Saturday, Sunday and Monday

Organizations and Social Inequality

Sat, August 16, 8:30 to 10:10am

We invite papers on the role of organizational structures, processes and actors in mediating and shaping socio-economic inequality. 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 other dimensions. The goal is to broaden our notion and study of the organizational and managerial underpinning of social inequality.

Session Organizer: Alexandra Kalev, Tel Aviv University.

- Some Cracks in the Regulatory Capitalism Formulation *Charles B. Perrow*, Yale University
- Class and Income Shares in the U.S. Airline Industry, 1977-2005 *Dustin Avent-Holt*, Georgia Regents University
- Business Unity and Anti-Corporate Social Movement Protests in the United States *Tarun David Banerjee*, State University of New York-Stony Brook
- What Do Managers Talk about When They Talk about Merit? *Emilio J. Castilla*, Massachusetts Institute of Technology and *Aruna Ranganathan*, Massachusetts Institute of Technology
- Women and Children First: Workplace Diversity, Performance Evaluations, and Layoffs *Louise Marie Roth*, University of Arizona

Changes in Employment Relations and Their Consequences

Sat, August 16, 10:30am to 12:10pm

The session will seek papers that explore causes and consequences of changes in models, norms, and institutions about employment relations. Topics may include contingent work, outsourcing, contracting, new forms of management practices, and institutional dynamics affecting bargaining power of various actors in the labor market. Papers may examine empirical evidence at any level of analysis including individuals, groups, workplaces, organizations, communities, and countries.

Session Organizer: Taekjin Shin, University of Illinois.

Discussant: Matisa Hollister, McGill University

- Job Insecurity, Job Satisfaction and Turnover Intentions in Changing Organizational Contexts: Results from the Work, Family and Health Network Study. Phyllis Moen,¹ Erin L. Kelly,¹ J. Michael Oakes,¹ Shi-Rong Lee,¹ Jeremy Bray,² David M. Almeida,³ Leslie Hammer,⁴ David Hurtado,⁵ Orfeu Buxton
¹University of Minnesota; ²RTI International; ³Pennsylvania State University; ⁴Portland State University; ⁵Harvard University
- Precarious Employment and Bargaining Power: Results from a Factorial Survey Analysis. Katrin Auspurg (University of Konstanz) and Stefanie Gundert (Institutue for Employment Research (IAB))
- The Institutionalization of Part-Time Work: Cross-National Differences in the Relationship between Part-Time Work and Perceived Insecurity. Andrew S. Fullerton (Oklahoma State University), Jeffrey C. Dixon (College of the Holy Cross) and Destinee B. McCollum (Oklahoma State University)
- The Hidden Social Costs of Precarious Employment: Marriage Formation among Young Adults During a Period of Rising Precarity. Yelizavetta Kofman (UC Los Angeles)

Work and Family: New Challenges, New Directions

Sat, August 16, 2:30 to 4:10pm

This session seeks papers that address the growing challenges of combining work and family. Papers can consider how employers and places of work have responded to the overlap between work and family. They may also explore ways workers have coped with the competing demands of both. The goal of the session is to shed light on interesting new developments in research drawing from a variety of research methods related to work and family.

Session Organizer: Julie Kmec, Washington State University

- Barriers to Flexibility Uptake in Organizations. Alison Wynn, Stanford University.
- Family Responsibilities Discrimination and the Transformation of Meaning across Overlapping Organizational Fields. Krista Frederico, Univ of Arizona; Heidi Reynolds-Stenson, Univ. of Arizona, Robin Stryker, Univ. of Arizona.
- Has Work Replaced Home as a Haven? Examining Arlie Hochschild's Time Bind Proposition. Sarah Damaske, Pennsylvania University.
- The Gender Gap in Work-Family Role Blurring. Scott Schieman, University of Toronto
- Flexible Work Practices over Time in an IT Organization: Evidence from the WFHN Study. Anne Kaduk, Univ. of Minnesota, Katie Genadek, Univ. of Minnesota, Erin Kelly, Univ. of Minnesota, Phyllis Moen, Univ. of Minnesota, Orfeu Buxton, Harvard University, Ellen Kossek, Purdue University

Section on Organizations, Occupations and Work Roundtables. 23 Roundtables!**Sat, August 16, 4:30 to 5:30pm**

Session Organizers: Christina Falci, University of Nebraska - Lincoln and Eric Dahlin, Brigham Young University.

Roundtables are followed by the Business Meeting and Awards Ceremony (5:30 – 6:10), Reception (6:30 – 8:30) and Networking Dinners (contact Kim Fox to sign up Kimberly.Fox@bridgew.edu)

Work and Occupations Inside Organizations**Sun, August 17, 8:30 to 10:10am**

Most contemporary workers and professionals perform their work inside organizations. This panel welcomes empirical papers related to work and occupations inside organizations.

Session Organizers: Kate Kellogg, Massachusetts Institute of Technology and Michel Anteby, Harvard University.

Discussant: Cal Morrill, University of California, Berkeley.

- DNA Envy, Objectivity and the Legitimacy of Forensic Science Work, Beth A. Bechky, New York University.
- Which Bloggers Get Paid? Journalistic Work, Evaluation, and Compensation at a French News Organization, Angele Christin, Princeton University.
- "Satisfaction Guaranteed or Your Fire Back": Organizational Duress in Contemporary Civil Service Firefighting, Carolyn M. Ly, Yale University.
- Task Interdependence, Work Group Composition and Turnover: A Longitudinal Study, Christine D. Isakson, Stanford University, Jesper B. Sorensen, Stanford University.

Does Organizational Sociology Have a Future? (Invited Session)**Sun, August 17, 10:30am to 12:10pm**

Few sociologists today consider themselves primarily scholars of organizations. Sociologists who study different types of organizations within their primary fields--such as economic sociology, science, social movements, political sociology, and urban sociology--are often not in conversation with each other. Many sociologically-trained scholars have migrated to business schools and become absorbed by the large interdisciplinary field of organization studies, which tends to have a managerial orientation. Little attention is directed to the broader impact of organizations on society. This invited session will consider these and other trends in the study of organizations within the discipline of sociology. It will ask whether "organizations" still constitutes a coherent subfield, whether it can or should be revitalized, and what its future direction might look like.

Session Organizer: Elizabeth H. Gorman, University of Virginia

Panelists:

- Howard Aldrich, University of North Carolina - Chapel Hill
- Elisabeth Clemens, University of Chicago
- Harland Prechel, Texas A&M University

- Martin Ruef, Duke University
- Ezra Zuckerman, MIT Sloan School

Work, Careers, Organizations, and Labor Markets in STEM (Science, Technology, Engineering, Mathematics) Fields Sun, August 17, 12:30 to 2:10pm

Political leaders and academics identify a good supply of skilled workers into STEM labor markets as important for national competitiveness. However, there are reasons to be concerned about STEM labor markets. First, do technological change and innovation can render some STEM skill sets obsolete? If so, does this create some challenges for STEM workers in particular fields, or those who are aging or taking time out for family caregiving? Second, women and some racial/ethnic minorities remain persistently under-represented in STEM fields, despite decades of investment by academic administrators, firms, and policy makers in efforts to increase equity. Third, professional socialization reproduces cultural patterns of exclusion within many STEM fields. Papers will focus on one or more of these issues within STEM workplaces, careers, organizations, and/or labor markets.

Session Organizer: Mary Blair-Loy, UC San Diego

- Gender, Age, and Information Technology Labor Markets, Prasanna Tambe, New York University.
- Determinants of Training in STEM Careers, John Skrentny, UC San Diego; Kevin Lewis, UC San Diego.
International Research Collaborations: Perceptions of Risk by Faculty, Katrina Mary Uhly, Northeastern University; Kathrin Zippel, Northeastern University.
- Puncturing the Pipeline: Do Technology Companies Alienate Women in Recruiting Sessions?, Alison Wynn, Stanford University; Shelley J. Correll, Stanford University.
- The Value of Women's Work in Science Policy: Occupational Sex Segregation in Science Agencies and Pay. Laurel Smith-Doerr, University of Massachusetts; Sharla N. Alegria, University of Massachusetts, Amherst; Kaye Husbands Fealing, University of Minnesota; Debra Fitzpatrick, University of Minnesota; Donald Tomaskovic-Devey, University of Massachusetts.

Getting a Job – 40 Years Later: Advances in Labor Markets and Networks Research (co-sponsored with Section on Economic Sociology)

Mon, August 18, 4:30 to 6:10pm, TBA

To celebrate the 40th year anniversary since the publication of the seminal book, *Getting a Job: A Study of Contacts and Careers* (1974) by Mark Granovetter, we invite innovative research on how networks interact with labor markets. We welcome studies that use from a broad array of methodologies (qualitative, quantitative, simulations, experiments), at different levels of analysis, and from multiple theoretical perspectives.

Session Organizers: Emilio J. Castilla, Massachusetts Institute of Technology and Nina Bandelj, UC-Irvine.

Discussant: Mark Granovetter, Stanford

- What's the Value of Social Capital? A Within-Person Job Offer and Choice Test. Jason Greenberg, NYU-Stern; Roberto M. Fernandez, MIT Sloan School of Management
- Do workplace referrals moderate employer discrimination? A survey experiment. Fabiana Silva, University of California Berkeley
- Is there a closure penalty? Networks, diversity and gender inequality in a project-based labor market, 1929-2010. Mark Lutter, Max Planck Institute for the Study of Societies
- Race, Place, and Job Leads Received through Networks: The Role of Diversity in Urban Contexts. Lindsay Hamm, North Carolina State University; Steve McDonald, North Carolina State University; James R. Elliott, University of Oregon.
- How Institutional Contexts Shape the Use of Weak Ties and Online Social Networks. Ofer Sharone, MIT Sloan School of Management