

# WORK IN PROGRESS

## ASA Newsletter for Organizations, Occupations, and Work *Fall 2010*

### Officers, Council, and Staff

Chair: Amy Wharton, Washington State University  
Chair-Elect: Steve Vallas, Northeastern University  
Past-Chair: Christine Williams, University of Texas at Austin  
Secretary-Treasurer: Sharon Collins, University of Illinois, Chicago  
Thanks to outgoing secretary –treasurer, Matt Huffman!

### Council:

Emilio Castilla, M.I.T.  
Beth Rubin, University of North Carolina – Charlotte  
David Brady, Duke University  
Erin Leahey, University of Arizona  
Becky Bechky, University of California-Davis  
Elizabeth Armstrong, Indiana University  
Student Representative: John Paul Ferguson, M.I.T

**Newsletter Editor:** Patti Giuffre, Texas State University-San Marcos, [pg07@txstate.edu](mailto:pg07@txstate.edu)  
Graduate Assistant: Tina Villarreal, Texas State University-San Marcos

**Webmaster:** Frank Steinhart, North Park University, [fsteinhart@northpark.edu](mailto:fsteinhart@northpark.edu)



2009-10 OOW Chair,  
Christine Williams,  
and 2010-11 OOW  
Chair, Amy Wharton

OOW Business Meeting

2010 ASA OOW Roundtables

### Inside this issue:

1. Message from the chair
2. 2010 OOW Award Recipients
3. 2010-2011 OOW Committees
4. OOW 2011 program
5. Announcements
  - A. Dissertation Abstracts
  - B. New Books and Articles
  - C. Call for papers
6. A letter from Erik Olin Wright

## Message from the Newsletter Editor

Eventually, the section will move towards a more web-based newsletter. Thanks for your patience as we make this transition. Please **check the website for JOB LISTINGS** (<http://www2.asanet.org/oow/>), which are updated periodically by Frank Steinhart. I'd also like to thank one of my graduate assistants, Tina Villarreal, for co-editing the newsletter. Thanks, Patti Giuffre ([pg07@txstate.edu](mailto:pg07@txstate.edu))

## Message from the Chair

Greetings,

Welcome to the new academic year. I know, I know - Halloween is past and whatever was "new" about the year may feel long gone by now. (Or maybe it's just me.) Apologies for the delay in getting this newsletter to you. Although I don't like to admit it, I wear an administrative hat at least part of the time these days and have been buried in budget matters. Realignment, revisioning, reconfiguration – all to create “capacity” and “synergy.” I’ve learned the many euphemisms for cutting budgets. It’s painful, especially for those of us in state institutions. Is this a temporary economic blip or will academic life be fundamentally different in the years ahead?

This issue, along with more immediate concerns facing those beginning their careers (e.g., finding, keeping, and surviving in an academic job), will be the focus of the OOW Section’s pre-conference workshop at the 2011 Chicago meetings. Workshop chair, Kevin Leicht, and committee members Emilio Castilla, Joe Galaskiewicz, Lynne Zucker, Elizabeth Armstrong, and me are planning a half-day and into the evening event designed for OOW graduate students and junior faculty. Hopefully, discussions of the sociology job market will include some good news and, as Kevin says, not induce “premature afternoon drinking.” I know it’s early in the year, but with travel funds the way they are, we need to spread the word now about the workshop, so that it can be factored in to travel plans.

On other matters, I’m interested in your feedback regarding the appropriateness and/or desirability of publisher sponsorship of OOW events, awards, and activities. OOW hasn’t sought out such support to date, but we did accept a publisher’s offer to fund last year’s graduate student paper award. Council discussed this issue in August, with varying opinions as to its desirability. What do you think? Should OOW seek out sponsors to support our activities, such as pre-conference workshops, awards, receptions? Email me your thoughts, which I will share with Council and summarize either in the next newsletter or via the listserve.

*“I’m honored to serve as Section Chair this year and look forward to working with you.”*

Finally, I want to officially welcome our new OOW Council members – Dave Brady, Beth Rubin, Sharon Collins (Secretary-Treasurer), and Steve Vallas (Chair-Elect); and thank those who rotated off the Council this year – Irene Padavic, Lynne Zucker, and Matt Huffman. I also want to thank Christine Williams for her Section leadership in 2010.

Besides the workshop, other things are already underway for 2011. Awards and nomination committees are ready to go, and the Council and I have put together the Section program for the 2011 ASA meetings. Topics are wide-ranging, as always. The session on “The New World of Work” seems especially timely as millions remain unemployed. More detailed information on section awards and our ASA sessions appears in this newsletter, so read on!

Look for other announcements on our website (thanks, Frank) and in future newsletters (thanks, Patti). I will also be sending out occasional updates and requests on the section listserve, but am trying not to bury you with emails. I’m honored to serve as Section Chair this year and look forward to working with you. Feel free to email me with your suggestions and feedback.

Best wishes,

*Amy*

## 2010 OOW AWARD RECIPIENTS: CONGRATULATIONS!

### James D. Thompson Award

**Catherine Turco, “The Cultural Foundations of Tokenism: Evidence from the Leveraged Buyout Industry”**  
**Elizabeth Chiarello, “Challenging Professional Self-Regulation: Social Movement Influence on Pharmacy Rulemaking in Washington State” (honorable mention)**



James D. Thompson Recipient,  
Elizabeth Chiarello (on right)  
and Alexandra Kalev (chair)

The award committee consisting of Rachel Sherman, Kevin Steinbeck, John-Paul Ferguson, and myself, had a sizeable group of excellent papers to choose from. It made our work interesting but a touch frustrating as we could only give so many awards. The authors of the two papers receiving the Thompson award and the honorable mention today really deserve it and should be very proud to have withstood such tough competition. And I think tough readers as well. The James D. Thompson Award goes to Catherine Turco, a sociology graduate student at Harvard, for her paper “The Cultural Foundations of Tokenism: Evidence from the Leveraged Buyout Industry.” This elegant and careful paper provides an overdue upgrade to tokenism theory, embedding it in a dynamic cultural context. We know that women and minorities experience different labor market challenges and successes, but we know little in the way of why. Turco argues that those that experience the known effects of tokenism are those whose status characteristic is defined by the local culture as relevant to the occupation’s work. She uses data from her own 117 interviews in the Leveraged Buyout Industry, and finds that the industry values cultural resources and “ideal worker” traits that women are more likely to lack and African-American men to possess. As a result, gender is a more relevant status characteristic in this industry than race, and women are indeed more disadvantaged. This paper integrates and advances social psychological and cultural theories of exclusion. It also contributes to a relational theory of inequality, as we learn that we cannot predict or understand exclusion if we don’t learn both about the excluders (what is their culture) and the excluded (what are their status characteristics) [and what are the relations between them (are they valued or not)]. And in truth I hope this paper is read widely, at minimum for it being an exemplar of sophisticated and careful writing that is also very clear and engaging.

The honorable mention goes to Elizabeth Chiarello’s paper “Challenging Professional Self-Regulation: Social Movement Influence on Pharmacy Rulemaking in Washington State.” this elegant, well written paper takes sociological theory on professions to task using social movements theory, in a case study exploring one of the most heated controversies in contemporary U.S. politics, the controversy over reproductive rights. Chiarello uses high quality interview and observational data, mixed with quantitative methods, to explore how pharmacists and pro-choice groups affected the “pharmacist responsibility” rule – the rule that regulates whether pharmacists can refuse to dispense medications that they morally oppose. The project also demonstrates how one can study an institutional change at the field level (in this case Washington state) and use multilevel analysis -- via qualitative methods.

Alexandra Kalev, Chair

James D. Thompson  
Recipient, Catherine  
Turco (on right) and  
Claire Ferres  
(Emerald Publishing)







W. Richard Scott Award Recipient, Alexandra Kalev (on right) and Sarah Burgard (chair)

### W. Richard Scott Award

**Alexandra Kalev. 2009. "Cracking the Glass Cages? Restructuring and Ascriptive Inequality at Work" *American Journal of Sociology* 114(6): 1591-1643.**

The 2009 W. Richard Scott Award for Best Paper was awarded to Alexandra Kalev. We considered a large group of excellent submissions, but this paper was notable for its theoretical punch, innovative data and methods, and clarity of exposition and interpretation. Kalev outlines and tests often taken-for-granted assumptions about the inequality-eroding effects of bureaucratic formalization, as well as bringing relational elements into her argument and empirical tests. She does this by assembling an impressive array of data sources, including annual reports on more than 800 establishments' workforce compositions from 1980 to 2002, an original survey of these same establishments' work and personnel structures

conducted in collaboration with Dr. Frank Dobbin, and reports submitted to the Equal Employment Opportunity Commission. Her results show that organizational changes that are less bureaucratically formalized but serve to integrate workers at the relational level – such as self-directed teams and cross-training – reduce inequality on the basis of gender and race. Kalev's findings have broad implications for academic and policy concerns about persisting inequality in the workplace.

Committee: Sarah Burgard (Chair), David J. Maume, Wei-Hsin Yu, and David Stark (2009 winner)

### Max Weber Award

**Frank Dobbin. 2009. *Inventing Equal Opportunity*. Princeton: Princeton University Press.**

The members of the Award Committee-Vicki Smith, Chair, Paula England and Matthew Desmond-selected *Inventing Equal Opportunity* from approximately 30

highly competitive books. In *Inventing Equal Opportunity* Dobbin provides a multi-level and nuanced historical analysis of the role of personnel managers in introducing equal opportunity programs and later, diversity and work-family programs, into American businesses. Dobbin argues that the political critique and objectives of critical social movements, such as the Civil Rights and Women's Movement, were taken up by personnel managers. Over time and throughout changing political climates, personnel discourse shifted from why equal opportunity programs could enable social justice to why diversity programs could enable administrative efficiency. *Inventing Equal Opportunity* is an impressive book that connects not only organizations, work, and employment literatures, but literatures from the fields of social movement organizations, the professions, law, gender, and race. It is an innovative and well-written analysis of the rise of an important professional network--personnel managers--and how that network exploited political changes and the specifications of U.S. civil rights law to advance its own interests.

Vicki Smith, Chair



Weber Award Recipient, Frank Dobbin and Vicki Smith (chair)

## 2010-2011 OOW Award Committees

### Max Weber Award

The 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 (2008-10). 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, 2011.

Members of the 2011  
Weber Book Award  
Committee are:

Mary Blair-Loy, Committee Chair Department of Sociology University of California, San Diego 9500 Gillman Drive La Jolla, CA 92093-0533 <a href="mailto:blair-loy@ucsd.edu">blair-loy@ucsd.edu</a>	Elizabeth Gorman Department of Sociology University of Virginia 542 Cabbell Hall, P.O. Box 400766 Charlottesville, VA 22904 <a href="mailto:egorman@virginia.edu">egorman@virginia.edu</a>	William Finlay Department of Sociology University of Georgia Athens, GA 30602 <a href="mailto:wfinlay@uga.edu">wfinlay@uga.edu</a>
--	--	--

### James D. Thompson Award

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, 2008 through December 31, 2010). 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, 2011. 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.

Members of the 2011 Thompson Award Committee are:

Julie Kmec, Committee Chair Department of Sociology Washington State University Pullman, WA 99164-4020 <a href="mailto:jkmec@wsu.edu">jkmec@wsu.edu</a>	Sheryl Skaggs School of Economic, Political & Policy Sciences University of Texas at Dallas 800 W. Campbell Rd., GR-31 Richardson, TX 75080-3021 <a href="mailto:slskaggs@utdallas.edu">slskaggs@utdallas.edu</a>	Stephen Benard Department of Sociology Indiana University 744 Ballantine Hall Bloomington, IN 47405 <a href="mailto:sbenard@indiana.edu">sbenard@indiana.edu</a>	Catherine Turco Department of Sociology William James Hall Harvard University Cambridge, MA 02138 <a href="mailto:Catherine_turco@post.harvard.edu">Catherine_turco@post.harvard.edu</a>
---	---	---	---

### W. Richard Scott Award

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, 2008 to December 31, 2010. The deadline for nominations is March 31, 2011. 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.

Members of the 2011 Scott Award Committee are:

Jeremy Reynolds, Committee Chair Department of Sociology University of Georgia Athens, GA 30602 <a href="mailto:jeremyr@uga.edu">jeremyr@uga.edu</a>	Marc Ventresca Said Business School University of Oxford Park End Street Oxford OX1 1HP U.K. <a href="mailto:marc.ventresca@sbs.ox.ac.uk">marc.ventresca@sbs.ox.ac.uk</a>	Carrie L. Alexandrowicz Shandra Department of Sociology Hofstra University Hempstead, NY 11550 <a href="mailto:carrie.alexandrowicz@hofstra.edu">carrie.alexandrowicz@hofstra.edu</a>
--	--	---

## 2010-2011 OOW Nominations Committee

Steve McDonald (Committee Chair)  
North Carolina State University  
[Steve\\_mcdonald@ncsu.edu](mailto:Steve_mcdonald@ncsu.edu)

John Mohr  
University of California, Santa Barbara  
[mohr@soc.ucsb.edu](mailto:mohr@soc.ucsb.edu)

Emily Barman  
Boston University  
[eabarman@bu.edu](mailto:eabarman@bu.edu)

Sandy Welsh  
University of Toronto  
[Sandy.welsh@utoronto.ca](mailto:Sandy.welsh@utoronto.ca)

---



## OOW Sessions for 2011 ASA Program:

### We have some exciting sessions for Chicago!

Open Session Title: **Social Networks and Organizations**

Session Organizer: James Kitts, Columbia University, [jak2190@columbia.edu](mailto:jak2190@columbia.edu)

Open Session Title: **The Relational Aspects of Workplace Inequality**

Session Organizer: Emilio Castilla, MIT, [ecastilla@MIT.edu](mailto:ecastilla@MIT.edu)

Open Session Title: **The Organization of Informal and Illegal Work**

Session Organizer: David Brady, Duke U, [brady@soc.duke.edu](mailto:brady@soc.duke.edu)

Open Session Title: **Work, Power, and Inequality**

Session Organizer: Beth Rubin, U of North Carolina, Charlotte, [barubin@uncc.edu](mailto:barubin@uncc.edu)

Open Session Title: **The New World of Work**

Session Organizers: Beth Bechky, UC Davis, [babechky@ucdavis.edu](mailto:babechky@ucdavis.edu) and Emilio Castilla, MIT, [ecastilla@MIT.edu](mailto:ecastilla@MIT.edu)

Open (Roundtables for 1 hour; remaining time used for OOW Business Meeting)

Session Title: **OOW Roundtables**

Session Organizer: Anne Lincoln, Southern Methodist University, [lincoln@smu.edu](mailto:lincoln@smu.edu)

---

*ASA  
2011  
Chicago*

---

## ASA Call for Papers

The Call for Papers is online:

Check

[http://www.asanet.org/meetings/Call\\_for\\_Papers.cfm](http://www.asanet.org/meetings/Call_for_Papers.cfm)

## DISSERTATION ABSTRACTS

**Brian Ward, Department of Sociology, University of Maryland, College Park**

**Advisor: Professor Bart Landry**

**Dissertation Title: *Firefighting in the New Economy: Changes in Skill and the Impact of Technology***

To better understand the shift in workers' skills in the New Economy, a case study of professional firefighters (n=42) was conducted using semi-structured interviews to empirically examine skill change and the impact of technology. A conceptual model was designed by both introducing new ideas and integrating traditional and contemporary social theory. The first Component of this model categorized firefighters' skills according to the job-context in which they occurred, including: fire related emergencies, non-fire related emergencies, the fire station, and non-fire non-emergencies. The second component of this model drew from Braverman's (1974) skill dimension concept and was used to identify both the complexity and autonomy/control-related aspects of skill in each job-context. Finally, Autor and colleagues' (2002) hypothesis was adapted to determine if routinized components of skill were either supplemented or complemented by new technologies. The findings indicated that skill change among firefighters was clearly present, but not uniform across job-contexts. A substantial increase in both the complexity and autonomy/control-related skill dimensions was present in the non-fire emergency context (particularly due to increased EMS-related skills). In fire emergencies, some skills diminished across both dimensions (e.g., operating the engine's pump), yet others had a slight increase due to the introduction of new technologies. In contrast to these two contexts, the fire station and non-fire non-emergency job-contexts had less skill change. Technology played a major role in the skill change experienced by firefighters. Surprisingly, aside from the introduction of computerized engine pumpers, the technology introduced did not diminish skill by replacing routinized tasks (Autor et al. 2002), and also did not create an overall decrease in firefighters' skill as would be suggested by Braverman (1974). Instead new technologies tended to create new skills for firefighters, especially in the fire and non-fire emergency contexts. Similar to the consistent level of skill used in the fire station and non-fire non-emergency contexts, with only few exceptions (e.g., computers) technology's impact on firefighters' skill was found to be rather limited in these two dimensions. Using the tenets detailed in the conceptual model, a more elaborate understanding of skill change and technology's impact was able to be realized.

**Rachel Alison Schwartz. Doctor of Philosophy, Development Sociology. Cornell University, 2011.**

**Advisor: Professor Jeff Sobal**

**Dissertation Title: *The Production of Consumption: The Management of Self and Others on a Supermarket Shop Floor***

Food retailers exert a considerable amount of control over the global food system but they have been overlooked, particularly in the U.S. My dissertation addresses the dearth of research on the retail sector by adding significant data to contemporary theories of consumption that privilege the role of the consumer and render millions of workers invisible. To explore the stocking and staffing of the supermarket, the management of self and the management of others, what I term the "production of consumption," I employed an innovative methodology of reflexive participant observation as a full-time retail clerk at a large urban super-





## DISSERTATION ABSTRACTS, cont.

market. The store was chosen because of its “coast to coast” presence in the U.S. and its high standards of service in order to ensure generalizability and construct an ideal “ideal type” of doing retail work. Working full-time allowed for legitimate, unfettered access to the shop floor as well as the embodied experience of bureaucracy. My findings overturn the stereotype of low-wage work as low-skill and illustrate the complex set of strategies workers use to deal with the drone of repetitive tasks, enacted social inequality, and encouraged subordination of self. Relentless service interactions undermined employees’ ability to maintain composure and dignity while social networks that appeared to provide sociability ultimately served as surveillance tools and social control. Workers, myself included, were socialized, subtly and overtly, to consent to the working conditions of the store. The seemingly natural components of the job and were accepted, as such, and uncontested; the fine line between consent and coercion became only more blurred during analysis. Premised on the need to include retailing in theories of consumption, supermarkets in studies of the food system, and workers in our analyses of both, this cutting-edge research re-conceptualizes work for the new millennium and analyzes the inequality of doing low-wage interactive service work.

## NEW BOOKS AND ARTICLES

**Paul Adler (editor). 2010. *The Oxford Handbook of Sociology and Organization Studies: Classical Foundations*. (Now available in paperback).**

Organizations are a defining feature of the modern world, and the study of organizations (Organization Studies) has become well established in both sociology departments and professional schools, most notably business and management schools. Organization Studies has long drawn inspiration from foundational work in sociology. In particular, “classical” works in sociology have long energized organizational research, primarily by suggesting ways of making sense of the ever-accelerating pace of social change. In recent decades, however, the field has lost interest in these sociology classics. This trend reflects and reinforces an increasingly academic focus of contemporary Organization Studies. Not only does this trend weaken Organization Studies’ engagement with the big social issues of our time, but it isolates the field from the broader field of the social sciences. The aim of this Handbook is to re-assert the importance of classical sociology to the future of Organization Studies. This wide-ranging Handbook, with contributions from leading American and European scholars, will be a vital, informative, and stimulating resource for anybody undertaking research in, teaching, or interested in learning more about Organization Studies today.

## NEW BOOKS AND ARTICLES, cont.

**Huffman, Matt L., Philip N. Cohen and Jessica Pearlman. 2010. "Engendering Change: Organizational Dynamics and Workplace Gender Desegregation, 1975-2005." *Administrative Science Quarterly*. 55(2): 255-277.**

This article uses 30 years of workplace-level data to examine how changes in key organizational characteristics, including women's access to managerial positions, shapes trends in gender desegregation. The authors find a strong desegregating effect of women's presence in management jobs, and this effect is magnified in larger and growing work establishments. The authors also report that desegregation trends reflect real, within-establishment change and not merely a process whereby more integrated establishments replace segregated ones over time.

**Michael Wallace, Gordon Gauchat, and Andrew S. Fullerton. Forthcoming. "Globalization, Labor Market Transformation, and Metropolitan Earnings Inequality." *Social Science Research*.**

Numerous studies have noted the increasing levels of inequality in American society, but relatively few have linked this inequality to the dynamics of the global economy. In this study, we examine the impact of five measures of globalization (global capital, foreign direct investment, exports, foreign born non-citizens, and foreign born citizens) and six measures of labor market transformation (deindustrialization, corporate restructuring, bureaucratic burden, casualization, bad jobs, and multiple job holding) on metropolitan-level earnings inequality of full-time, full-year workers 16 years and older. Our study makes several major contributions to the literature. First, we update and extend the long line of studies on metropolitan earnings inequality. Second, we show that these

various dimensions of globalization and labor market transformation exert independent and mainly polarizing effects on the earnings distributions of metropolitan areas, net of controls for labor market structure and sociodemographic variables. Third, we demonstrate the benefits of looking at the causes of inequality in the upper and lower tails of the earnings distribution. Finally, we develop a procedure to estimate counterfactual values of earnings inequality for all major metropolitan areas in the U.S. in 2000. In the process, the paper provides a comprehensive accounting of the impact of globalization and labor market transformation on metropolitan earnings inequality.

**Marti, Gerardo. 2010. "Ego-Affirming Evangelicalism: How a Hollywood Church Appropriates Religion for Workers in the Creative Class." *Sociology of Religion: A Quarterly Review* 71:1 (Spring) 52-75.**

Using ethnographic and interview data from a Los Angeles church with a majority of attenders working in the entertainment industry, this article demonstrates how a congregation oriented around a softer form of Word of Faith/Prosperity theology provides moral guidance for nomadic workers who must master self-promotion for economic survival. In the end, their personal pursuit of fame and fortune is viewed as a veneer for the real self who lives by God's standards and interacts with broader society in solidarity with others in their moral community to fulfill religious aspirations.

## NEW BOOKS AND ARTICLES, cont.

**Carolyn Cummings Perrucci and Dina Banerjee. 2010. "Gender, Race and Perceived Promotability among American Employees," Pages 147-166 in Marcia T. Segal, Editor, *Advances in Gender Research*, Volume 14, Interactions and Intersections of Gendered Bodies at Work, At Home and at Play. Emerald Books.**

The authors examine the effects of gender, race, human capital work conditions and organizational characteristics on employees' current supervisory status at work, and their perceptions of their future promotability. Data are drawn from the salaried employees of The National Study of the Changing Workforce in 2002. In contrast to earlier research, non-white women are as likely as white women and non-white men to have attained supervisory status at work. There also is no gender or race effect on employees' perception of their future promotional opportunity.

**Dina Banerjee and Carolyn C. Perrucci, "Job Satisfaction: Effects of Gender, Race, Worker Qualifications and Work Context. 2010. " Pages 39-58 in Christine Williams and Kirsten Dellinger, Editors, *Research in the Sociology of Work*, Volume 20, Gender and Sexuality in the Workplace, Emerald Books.**

The authors examine perceived job satisfaction for a large national sample of employees in 2002. In a model that includes human capital and work context variables, race continues to significantly impact job satisfaction. Gender and race segregation do not impact job satisfaction, but having supportive coworkers does. Such support is more characteristic of women's than men's work relationships in these data, and may help account for women's comparable job satisfaction.

**Robert Perrucci and Carolyn Cummings Perrucci. 2009. *America at Risk: The Crisis of Hope, Trust and Caring*. Roman and Littlefield.**

The authors identify the broad economic and technological changes that have led to the loss of high wage jobs, declining opportunity, and increased income and wealth inequality. Taking data from a thirty-year period, they apply a critical sociological lens to view the dominant economic, political, and cultural institutions that cause the main social problems affecting Americans.

**Jennifer L. Pierce** is a member of the Gay, Lesbian, Bisexual, Transgender Oral History Project at the University of Minnesota. **The Oral History Project has just published its first volume titled *Queer Twin Cities* (Minneapolis: University of Minnesota Press, 2010).** A blend of oral history, archival research, and ethnography, *Queer Twin Cities* uses sexuality to chart connections between people's lives in various institutions and organizations. Topics range from turn-of-the-century Minneapolis amid moral reform to northern Minnesota and the importance of male companionship among lumber workers, and to postwar life, when the increased visibility of queer life went hand in hand with increased regulation, repression, and violence. Other chapters present a portrait of early queer institutions in the Twin Cities, such as Kirmser's Bar, the Viking Room, and the proliferation of establishments like the Dugout and the 19 Bar. Exploring the activism of GLBT Two-Spirit indigenous people, queers of color, the antipornography movements of the 1980s, and the role of gay men in the gentrification of Minneapolis neighborhoods, this volume brings the history of queer life and politics in the Twin Cities into fascinating focus. See [http://www.upress.umn.edu/Books/T/TwinCitiesGLBT\\_queer.html](http://www.upress.umn.edu/Books/T/TwinCitiesGLBT_queer.html)

## NEW BOOKS AND ARTICLES, cont.

**Jone L. Pearce (editor). In press. *Status in Management and Organizations*. Cambridge: Cambridge University Press.**

Status matters to people. We all know that people go to extraordinary lengths to gain and defend their status. However, despite early interest in status, only recently have scholars in the diverse fields of management and organizations begun to conduct systematic research on status. Here they are collected together to describe why it is important to distinguish status from power, hierarchy and work quality; and to illustrate how status can address problems ranging from strategic acquisitions, the development of innovations, new venture funding, executive compensation, judgments of others' expertise, discrimination and team diversity effects. Those addressing problems in strategy, organization theory, and organizational behaviour can learn more about how status can help address their own intellectual puzzles. Finally, status scholars can learn of the ways attention to organizations enriches and extends theories of status.

**Joan C. Williams. 2010. *Reshaping the Work-Family Debate: Why Men and Class Matter*. (Cambridge MA: Harvard University Press).**

Americans report much higher levels of work-family conflict than exist elsewhere; men now report more conflict than women. Corporate workplace flexibility policies are widely touted but little used, and typically are available only to professionals. Williams argues that jump-starting the stalled revolution in work and family roles requires adding men and class to the discussion. The first step is to open up a national conversation about gender pressures on men that make it risky for them to change their work commitments in ways that would allow them to play an equal role in family life. The second crucial step is to understand why the U.S. has the most family-hostile public policy in the developed world. Remedying this will require paid leave and other subsidies, and limits on overtime and other workers' rights. Nei-

ther is politically feasible today because class conflict, disguised as culture wars, operates-unrecognized-as a key driver of American politics. Reshaping explores how class, expressed through cultural differences, has fueled culture wars that turn New Deal Democrats into Palin Republicans. Reversing this process will require repairing the broken relationship between progressives and the white working class as the first step to building a new progressive coalition.

***Research in the Sociology of Work*, volume 20, "Gender & Sexuality in the Workplace." Edited by Christine L. Williams and Kirsten Dellinger. 2010.**

This volume explores how gender and sexuality, as intersecting systems of inequality, shape the experiences of workers in a range of workplace settings. The contributing authors use in-depth interviews and ethnographic observation to uncover worlds of work among professional chefs, Army recruits, entertainers in theme park parades, African American men nurses, restaurant servers, women in Japanese corporations, and surrogate mothers in India. Others rely on survey research and content analysis to explore small business owners and the wage gap, the dynamics of worker job satisfaction, organizational policies on gender expression at work in Fortune 500 companies, and the history of legal cases linked to appearance discrimination. The book is organized around various themes including intersectionality; gender stereotypes at work; law and policy; heteronormativity; and the transnational workplace.

***Markets on Trial: The Economic Sociology of the U.S. Financial Crisis, Part A and B (Research in the Sociology of Organizations, Volume 30)*. Edited by: Michael Lounsbury and Paul M. Hirsch.** Since the mid-20th century, organizational theorists have increasingly distanced themselves from the study of core societal power centers and important policy issues of the day. This has been driven by a shift away from the study of organizations, politics,

## NEW BOOKS AND ARTICLES, Cont.

and society and towards a more narrow focus on instrumental exchange and performance. As a result, our field has become increasingly impotent as a critical voice and contributor to policy. For a contemporary example, witness our inability as a field to make sense of the recent U.S. mortgage meltdown and concomitant global financial crisis. It is not that economic and organizational sociologists have nothing to say. The problem is that while we have a great deal of knowledge about finance, the economy, entrepreneurship and corporations, we fail to address how the knowledge in our field can be used to contribute to important policy issues of the day. This double-volume brings together some of the very top scholars in the world in economic and organizational sociology to address the recent global financial crisis debates and struggles around how to organize economies and societies around the world.

### **Technology and Organization Essays in Honour of Joan Woodward (Research in the Sociology of Organizations, Volume 29). Edited by: Nelson Phillips, Dorothy Griffiths, and Graham Sewell.**

It is now 35 years since the death of Professor Joan Woodward, one of the founding figures of organization studies. Professor Woodward died in 1971 at the age of 54 after a relatively brief but highly distinguished career as a management researcher and teacher, and just six years after the publication of her landmark book "Industrial Organization". At the time of her death, Professor Woodward was the Chair in Industrial Sociology at Imperial College London, having been elected as only the second women professor at the College in 1970. She joined the Production Engineering and Management Section of Imperial in 1958 and the majority of her most important work was published during this period. Prior to this she had spent a number of years at the South East Essex College of Technology where she conducted much of the empirical work that informed her significant contributions to the field.

### **Recent volumes of "Research in the Sociology of Organizations" (published by Emerald):**

Volume 28 - Stanford's Organization Theory Renaissance, 1970-2000. Edited by Frank Dobbin and Claudia Bird Schoonhoven

Volume 29 - Technology and Organization: Essays in Honour of Joan Woodward. Edited by Nelson Phillips, Dorothy Griffiths and Graham Sewell

Volume 30 (a&b) - Markets on Trial: The Economic Sociology of the U.S. Financial Crisis. Edited by Michael Lounsbury & Paul M. Hirsch.

Forthcoming Volume 31: Categories in Markets. Edited by Greta Hsu, Özgecan Koçak & Giacomo Negro



## CALL FOR PAPERS

**Call for Papers for a Special Issue of the *Journal of Managerial Psychology*: Job Loss**  
**Guest Editor: Ronald Karren, Isenberg School of Management, University of Massachusetts.**  
[ronkarren@mgmt.umass.edu](mailto:ronkarren@mgmt.umass.edu)

Over the last two decades, there have been major changes to the employee-employer relationship such that the newer psychological contract no longer promotes lifetime employment and loyalty to the firm. This psychological contract changed dramatically when organizations began to increase the downsizing of their workforce. In fact, mass layoffs have occurred during times when organizations were quite profitable. Research concerned with layoffs and job loss has included the effects of job loss on those who are part of the layoff (Leana & Feldman, 1994) as well as research concerned with the negative effects on the firm's survivors (Brockner, 1989). The effects on survivors have included guilt, poor morale and motivation, increased stress and voluntary turnover. Research has also included moderating conditions. For example, if layoffs are perceived to be a violation of the psychological contract, the negative effects may be more profound when organizations utilize high involvement work practices (Zatzick and Iverson, 2006). The objective of this special issue is to provide a platform for more micro-oriented research that explores the effects of job loss on the individual. Although there has been excellent research concerned with the consequences of layoffs on firm performance, this special issue is interested in research related to the consequences of layoffs from the standpoint of employee attitudes and behaviors and/or the effects on those who did not survive the layoff. Both conceptual and empirical contributions to the special issue are welcome. Empirical contributions should demonstrate research on job loss either in field settings or in controlled laboratory research. There is also a need for longitudinal research.

**See the OOW webpage for more details.**

The deadline for submissions is **June 1, 2011**. Please submit manuscripts via e-mail attachment to Kay Wilkinson Editorial Administrator for the *Journal of Managerial Psychology*, at [kwilkinson@emeraldinsight.com](mailto:kwilkinson@emeraldinsight.com) together with a brief note that the manuscript is submitted to the special issue on "Job Loss." Manuscripts are expected to follow the JMP submission guidelines: Please make sure that they are 6,000 words of text (not counting references, tables, etc.) or less and the title is 8 words or less. [http://info.emeraldinsight.com/products/journals/author\\_guidelines.htm?id=jmp](http://info.emeraldinsight.com/products/journals/author_guidelines.htm?id=jmp)

**Call for Papers for a Special Issue of the *Journal of Managerial Psychology*: "Facilitating Age Diversity in Organizations"**

**Guest editors:** **Guido Hertel**, Department of Organizational Psychology, University of Münster, Germany; **Beatrice I.J.M. van der Heijden**, Institute for Management Research, Radboud University, Nijmegen, the Netherlands; Open University of the Netherlands; University of Twente, The Netherlands; **Annet de Lange**, Department of Organizational Psychology, University of Groningen, The Netherlands; **Jürgen Deller**, Institute for Strategic HR Management Research and Development, Leuphana University Lüneburg, Germany

The ongoing demographic changes that take place in many industrialized countries create unique challenges for the management of working organizations. In particular, an constantly aging workforce and a declining number of young potentials require adaptations in many Human Resource Management strategies (e.g., recruiting, staffing, leadership, career development, incentive programs). Therefore, management in working organizations needs to know more about age-related differences in order to adapt their HRM strategies in an effective and sustainable way. Although research activities on

older workers, and on generational differences at work, have increased over the past years (e.g., Issues 4 and 8 of Volume 23 of the *Journal of Managerial Psychology*), many questions are still open given the fact that in most empirical studies so far age has been merely treated as a control variable. The objective of this special issue is to provide a platform for new research on age (and aging) effects at work, and the impact of HR strategies on individual and small group behaviour. The deadline for first submissions is **June 1st, 2011**. Please submit manuscripts via e-mail attachment to Kay Wilkinson, Editorial Administrator for the *Journal of Managerial Psychology*, at [kwilkinson@emeraldinsight.com](mailto:kwilkinson@emeraldinsight.com) together with a brief note that the manuscript is submitted to the special issue on “Facilitating Age Diversity in Organizations.” Interested authors are encouraged to send a short exposé via e-mail to the first guest editor to facilitate a timely planning of the special issue: [ghertel@uni-muenster.de](mailto:ghertel@uni-muenster.de). Of course, any other questions about the special issue may be addressed by contacting the guest editors via [ghertel@uni-muenster.de](mailto:ghertel@uni-muenster.de). **Please see the OOW webpage for more details.**

**\*Call for Papers: 2011 International Conference on Success and Well-Being in Education and Employment\***

Research on success and well-being has a long tradition in psychology and sociology. Even though socio-psychological approaches integrated both perspectives for a considerable time, a much greater interdisciplinary potential remains to be discovered on a theoretical, conceptual, and empirical level. The aim of the conference is to discuss criteria and predictors for successful development, most notably with regard to educational and occupational contexts. An emphasis will be placed on attempts at integrating psychological and sociological views on success and well-being. Junior and senior researchers, members of research institutions, think tanks, and organizations working in relevant fields with a disciplinary background in psychology and sociology are invited to submit a one-page abstract to the organizers by 31 December 2010. Contributions are

selected and peer-reviewed by a scientific board. We intend to publish an edited book on this topic.

Disciplinary, multidisciplinary, and interdisciplinary contributions may cover one or several of the following topics: theoretical frameworks of success and well-being; methodological problems attached to the analysis of the complex constructs success and well-being; development and comparison of indicators on success and well-being; comparative analyses (cultures, nations); innovative research designs (qualitative, quantitative, mixed methods design) on success and well-being. The conference will take place on 8 September 2011 and will be hosted by the University of Basel, Switzerland. Visit our website for further information and to submit an abstract: <http://tree.unibas.ch/conferences/success-well-being-2011/>.

## CALL FOR CHAPTER PROPOSALS

In 2004 and 2008, the SSSP and the Justice 21 Committee published the first two volumes of the **Agenda for Social Justice**. Those reports contained chapters on a variety of social problems, among them poverty, educational inequality, unemployment, environmental health risks, global economic change, capital punishment, post-Katrina disaster response, gender inequality in the criminal justice system, the vulnerability of ESL students in public schools, surveillance technologies, civil unions, domestic violence. We are now beginning our work on the third publication--**Agenda for Social Justice-2012**. This publication is designed to inform the public-at-large about the nation's most pressing social problems and to propose a public policy response to those problems. This project affirms the commitment of SSSP to social justice, and enables the members of the association to speak on public issues with the sponsorship of the corporate body. This report will be an "agenda for social justice," in that it will contain recommendations for action by elected officials, policy makers, and the public at large. The report will be distributed as widely as possible to policy makers, those in progressive media, and academics. The quadrennial report will be a product of the most valid and reliable knowledge we have about social problems and it will be a joint effort of the members and Divisions of SSSP. We invite you to consider preparing a chapter for the 2012 publication. We ask you, individually or with colleagues, to consider submitting a brief proposal (1-2 pp) identifying a social problem of concern to members of SSSP, and respond to the questions: *What do we know? How do we know it? What is to be done?*

As the coordinating committee for **Justice 21**, we invite members to prepare a draft statement for a proposed contribution to the 2012 publication, tentatively to be produced and distributed by the Edwin Mellen Press (<http://www.mellenpress.com/>). For the 2012

edition, confirmed contributors include the following well-known sociologists: Frances Fox Piven, Alejandro Portes, and Amatai Etzioni. Please submit a copy of your 1-2 page proposals to each of the members of the committee by March 1, 2011, and contact us if you have questions or would like additional information. Final manuscripts will be due near the end of 2011, and will appear in print prior to the 2012 SSSP annual meetings in August 2012.

Glenn Muschert (chair), Miami University,  
[muschegw@muohio.edu](mailto:muschegw@muohio.edu)  
Kathleen Ferraro, Northern Arizona University,  
[kathleen.ferraro@nau.edu](mailto:kathleen.ferraro@nau.edu)  
Brian Klocke, SUNY Plattsburgh,  
[bkloc001@plattsburgh.edu](mailto:bkloc001@plattsburgh.edu)  
JoAnn Miller, Purdue University,  
[jlmiller@purdue.edu](mailto:jlmiller@purdue.edu)  
Robert Perrucci, Purdue University,  
[perruccir@purdue.edu](mailto:perruccir@purdue.edu)  
Jon Shefner, University of Tennessee,  
[jshefner@utk.edu](mailto:jshefner@utk.edu)

For an expanded discussion of **Justice 21**, see the May 2001 issue of *Social Problems* ("Inventing Social Justice"). To see the 2004 and 2008 publications, see the SSSP website at the following address:

<http://sssp1.org/index.cfm/m/323>

**A letter to the ASA section on Sociology of Organizations, Occupations and Work  
about the Real Utopias theme of the 2012 ASA annual meeting**

**Erik Olin Wright  
October, 2010**

(a full version of this memo can be found at: <http://www.ssc.wisc.edu/~wright/ASA/ASAsectionsMemo.pdf> )

The theme for the 2012 Annual meeting of the ASA is “Real Utopias: Emancipatory projects, institutional designs, possible futures.” Here is how I described the core idea of this theme in the ASA newsletter, *Footnotes*:

“Real Utopias” seems like an oxymoron: Utopia means “nowhere” – a fantasy world of perfect harmony and social justice. To describe a proposal for social transformation as “utopian” is to dismiss it as an impractical dream outside the limits of possibility. Realists reject such fantasies as a distraction from the serious business of making practical improvements in existing institutions. The idea of real utopias embraces this tension between dreams and practice: “utopia” implies developing clear-headed visions of alternatives to existing institutions that embody our deepest aspirations for a world in which all people have access to the conditions to live flourishing lives; “real” means taking seriously the problem of the viability of the institutions that could move us in the direction of that world. The goal is to elaborate utopian ideals that are grounded in the real potentials of humanity, utopian destinations that have accessible way stations, utopian designs of viable institutions that can inform our practical tasks of navigating a world of imperfect conditions for social change.

Exploring real utopias implies developing a sociology of the *possible*, not just of the *actual*. This is a tricky research problem, for while we can directly observe variation in what exists in the world, discussions of possibilities and limits of possibility always involve more speculative and contentious claims about what could be, not just what is. The task of a sociology of real utopias, then, is to develop strategies that enable us to make empirically and theoretically sound arguments about emancipatory possibilities.

I am hoping that many of the sections of the American Sociological Association will be enthusiastic about engaging this theme in some of the sessions which they directly organize, but I also hope that members of different ASA sections will submit proposals to the program committee for thematic panels which explore the problem of real utopias within their subfield.

The Sociology of Organizations, Occupations and Work section seems like an especially fertile arena for thinking about real utopias, especially since the question of the forms of governance of organizations and the character of work life has played such a big part in critical thinking about contemporary institutions. This is also a terrific domain for empirically exploring the problem of real utopias because there is so much empirical variation and experimentation with alternative ways of organizing work, participation, and governance in organizations of all sorts. My hope is that there are people in the Organizations, Occupations and Work section who will creatively elaborate proposals for panels touching on such themes (and of course others that I have not thought of).

To facilitate such proposals I thought it might be helpful if I shared some of my general ideas on the structure of the thematic and plenary panels for the 2012 meetings. This is all quite tentative – the first real meeting of the program committee where these and other ideas will be discussed will be in early December – but it may give people some idea of the kinds of things I hope to see happen. What follows, then, is a brief sketch of the different kinds of panels around the theme of Real Utopias I would like see at the meeting.



## I. Real Utopia Proposals Sessions

Each of these sessions will revolve around a proposal for a real utopian design to resolve some domain of problems. Examples would include: unconditional basic income, market socialism, equality-sustaining parental leaves, participatory budgets, random-selection democratic assemblies, worker cooperatives, stakeholder corporations, solidarity finance, democratic media, etc. The ideal here is to recruit an anchor person for the session who we know has already worked extensively on formulating such real utopia designs rather than simply a person who has thought critically about the theme (although there will certainly be flexibility on this). This format will not be appropriate for all of the themes around real utopias; it will be especially effective for those problems around which there exists an on-going discussion of alternative institutions.

My idea is for the sessions to be organized as follows:

- We will create a dedicated website for these sessions.
- The person who anchors these sessions will prepare an elaborated proposal for institutional designs around some theme which will be posted online by early 2012. While of course these essays will include some discussion of what's wrong with existing structures and institutions, the goal is for them to sketch the central contours of alternatives. By this I do not mean a detailed "institutional blueprint", but rather a careful elaboration of the core principles of an institutional proposal. My expectation is that these will be in the 10,000 word range, although some could be longer.
- In some sessions there could be two competing or contrasting proposals. Having two different proposals could make for a very lively session for some topics.
- The website will allow for comments and dialogue so that these proposals can be part of a discussion prior to the meeting. I am not sure yet precisely what the best design for the website would be, but I am hopeful that it will be an interactive site rather than simply a passive site.
- At the session there will be a very brief – 15-20 minute – presentation of the proposal and at most one commentary, or perhaps a contrasting proposal. I want to avoid panels with lots of presentations and little time for debate and discussion.

In *Footnotes*, section newsletters, and other modes of information dissemination we will encourage people to look at the proposals before the meeting and to come to sessions with issues they want to raise. While of course we want to avoid long-winded speeches from the floor, I think somewhat longer than usual interventions could be constructive.

### *Partial list of potential Topics for Proposal Sessions*

Below is an initial list of possible thematic panels built around real utopia proposals. I have identified these sessions by the central principle of the proposal (for example, Unconditional Basic Income) rather than by the general topic or target of a proposal (eg. Healthcare), except where I do not have a specific real utopian proposal in mind. Because of my own expertise, most of the topics I have thought of revolve around political and economic issues. Nevertheless, it would be good if some of these thematic proposal sessions revolved around cultural issues of various sorts and around egalitarian and social justice issues that are not exclusively socio-economic in character (gender, race, sexuality, etc.). Some of these topics may be more suitable for general thematic sessions rather than for the proposal sessions.



Unconditional Basic Income  
 A democratic media system  
 “High road” capitalism  
 Democratizing finance  
 Participatory budgeting  
 A democratic, egalitarian system of campaign finance  
 Deliberative referenda  
 Gender: Parental leaves for gender equality  
 Parecon (participatory economics)  
 A framework for a digital network economy  
 Building the Scientific Commons (publications, data dissemination, etc.)  
 Community policing  
 Worker-owned Cooperatives  
 Pensions, labor’s capital, solidarity finance, wage earner funds  
 Randomocracy, citizens assemblies  
 LETS (local exchange trading systems)  
 Globally just Fair trade  
 Market socialism  
 Intellectual property – the creative commons  
 Public education  
 Universities  
 Healthcare

## II. Film/documentary sessions

I think it would be interesting to have a number of sessions which present documentary films on exemplary and iconic cases of social innovations to solve problems. The intention here is not to have cheerleading films, but documentaries that analyze specific kinds of leading cases. The films could either be presented by the filmmaker or by an expert who researches the case and could lead a discussion following the film. Most documentaries which are thematically relevant on these issues tend to be mainly about social movements and struggles – sometimes of the “heroic struggle” variety – and not so much about outcomes, institutional innovations, actual transformations of social structures. So, I am not sure exactly what is available.

Examples could include things like:

- The *kibbutz* – there are a number of films that are retrospectives on the kibbutz experience
  - *Holding Ground* – a film about the Dudley Street neighborhood association
  - Public transportation – I understand that there is an interesting film about innovative public transportation in a Brazilian city, but I have not seen it
- Local food, alternative agriculture



### III. Thematic panels around broad topics and disciplinary subfields

Some of the topics listed under Real Utopia Proposals sessions could be shifted to these regular thematic sessions if we don't find a suitable anchor person with a well-worked out institutional/transformational proposal. And some of the topics listed below, of course, could also be moved to the institutional proposal category.

In terms of format, I have a strong preference for sessions which do not have so many presentations that there is little time for discussion, and generally I prefer sessions without discussants – my experience is that it is usually more interesting to have discussion from the floor unless the discussant is really engaged in a debate with a specific argument (as in the proposal sessions). For these sessions, then, I would generally like three presenters and no discussant.

*Some possible topics for general thematic sessions*

1. Consumerism
2. The corporation: alternative models for more democratic/participatory governance
3. Carework
4. Future studies as a framework for envisioning real utopias
5. The Cleveland cooperatives initiatives
6. Mondragon, Emilia-Romagna and other exemplary worker cooperative districts
7. Utopian thinking within sociological theory
8. Utopian and dystopian visions
9. Marxism and real utopias or Marxism vs real utopias
10. Energy
11. Global Warming
12. The family
13. Sexuality
14. Childhood/children
15. Cities
16. Multiculturalism
17. Linguistic justice
18. Race, racial justice
19. International migration
20. Methodological issues: nonevents and possible futures
21. Criminal justice: crime & punishment
22. The military
23. Intentional communities
24. 19<sup>th</sup> century utopian communities
25. Transforming culture
26. Local food
27. Alternative Agro-food Systems
28. The Internet
29. Wikipedia

- 30. Creative commons
- 31. Voluntary simplicity
- 32. The Chicago participatory budget experiment
- 33. Transhumanism
- Science policy

#### IV. Plenary Panels

The program contains up to three plenary sessions – one on Friday evening and the in the noon slot on Saturday and Sunday. Tentatively, I am thinking of the following possibilities:

1. *Big Ideas for Real Utopias*: This could be one or two of the plenary panels, depending on other plenary suggestions. The idea would be to have a panel(s) featuring very prominent, articulate advocates of specific real utopian proposals. I envision three presentations for this panel, each around some Big Idea. One idea is also for these panelists to lead a proposal-thematic session (category I above) on the day after they are on the plenary panel. This would make it possible for there to be intensive discussion of the high profile ideas presented in the plenaries.

If we have only one plenary session of this character, the topics could include, for example, some of the following:

- Basic Income
  - A democratic media system
  - Participatory Budgets and direct democracy
  - Gender Equality and the family
- Cooperatives

If we have two panels of this sort, one could be built around democracy issues and one around equality issues:

Democracy:

- Making Elections truly democratic
- Participatory budget and direct democracy
- Democratic media

Equality

- Basic income
- Gender equality and family
- Cooperatives

2. *Energy, the environment, and global warming*: This plenary would focus on institutional designs for countering global warming and other aspects of ecological crisis rather than just the nature of the problem itself. Mostly when I have seen panels and discussions of these issues the discussion of institutional design is pretty thin. There is a sharp indictment of existing consumption and production patterns and a call for dramatic transformation in how we do things, but little discussion of the mechanisms for accomplishing this and how sustainability and low growth can be institutionalized and reproduced.

3. *Sociology as Real Utopia*: I am less sure about this, but it might be possible to have a session which reflected on the nature of the discipline and academic life, and asked what the real utopia vision for sociology might be.