

WORK IN PROGRESS

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

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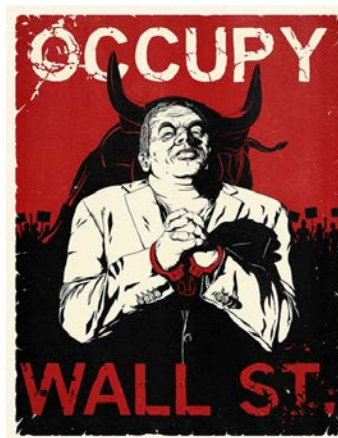
Thanks to Emilio Castilla and Elizabeth Armstrong, outgoing council members!

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

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Messages from Newsletter Editor

Please **check the blog** (<http://oowsection.org>) **for job listings**, which will be updated periodically by Steven Vallas. Send job ads to oowsection@gmail.com.

Next newsletter submission deadline: April 1, 2012 (send items to pg07@txstate.edu). Many thanks to one of my graduate assistants, Nick LaLone, for co-editing the newsletter.

Check us out on Twitter: [@Orgs_Occs_Work](https://twitter.com/Orgs_Occs_Work)



Message from the Chair :

Steven Vallas, Northeastern University

E-Mail: S.Vallas@neu.edu

The first order of business for any incoming chair is to acknowledge with fervent gratitude the contributions of her or his predecessor. There are moments when this is a highly ritualized practice. Not now. By all accounts, Amy Wharton brought unlimited dollops of wisdom and grace to her duties all last year, and we are all in her debt.

Reflecting Amy's leadership, our section remains one of the largest in the ASA, and surely one of the most vibrant. Exhibit 1: The papers we were privileged to hear in Las Vegas –both those sponsored by the section, and various other papers contributed by our section's members more generally. This scholarship has continued to develop theoretically and methodologically. It has opened up new lines of research on globalization, on networks and social inequality, on gay rights at work, on knowledge work and the professions, on the insufficiencies of the judicial system (viz. the Wal-Mart case), on the shifting nature of organizational boundaries, and on a dozen other fields. All of this promises to make a real impact on the way we think about work, organizations, and occupations.

*Steven Vallas,
OOW
Section Chair
2011-2012*

From my point of view, one of the most important words in the previous sentence is the "we" I've smuggled in there. To whom does our research speak? What links does our section enjoy with respect to other sections in ASA, and to sociology more broadly? And in what ways does our scholarship engage broader publics, addressing questions of concern to lay audiences, policy makers, and other constituencies as well? These are useful questions to pose.

I raise them not to re-open myriad debates over public sociology, but to make a simple point: the work that OOW members conduct is too important to be confined within the section's boundaries. Insularity is our enemy, I contend, especially as our nation's organizational structures and labor force undergo challenges of the sort that few generations must face.

All of which is to suggest something of the work I want to pursue on our collective behalf.

First, as to membership. The ranks of OOW have held steady over the years (with some fluctuations, to be sure), this in spite of the formation of new sections on one or another flank. Yet, my sense is that the current context is a timely moment for us, when indeed we ought to expand our members' voice. One way of doing that is to reaffirm our membership ranks, to conduct greater outreach within the discipline, and to conjoin the collective memory of past section leaders. For that reason, I've established a membership committee com-

posed of section chairs from the past decade. The committee will be chaired by Kevin Leicht, himself a past OOW chair, and someone who has led two different mini-conferences on the section's behalf. (Last year's conference was very well attended and a huge success by all accounts.) Kevin's committee has already shown some progress (our membership has now tracked upward about 30 members, to 961 as of October 1). This is a bit shy of the 1,000 member threshold, but with continued efforts in this direction we should be in a position to have a sixth session when chair-elect Erin Kelly takes the reins in Denver. Beyond these practicalities, let us see what can be done to place our section's concerns at the very center of our discipline.

In that vein, I've worked, alongside the council, to explore the establishment of a section blog, which aims to complement the newsletter and website the section has maintained. The idea is to generate an interactive context in which we can share ongoing work, observations, and scholarly exchanges, all in a lively and occasionally irreverent format. Playing a lead role in this endeavor will be Matt Vidal, lecturer at King's College London, with help from Chris Prener, a Ph.D. student in my home department. We're just gearing up (by the time you read this, some initial content will have been posted). That's where you come in. We do have stories and exchanges in the works on workplace discrimination against gays; on digital media and the job search; on gender, work and the media; and on 'egalitarian essentialism' and gender segregation at work. But if this is to be the voice of the section, then it needs a maximal level of participation from section members. So please do find a way to engage the blog, whether by posting comments or by suggesting a story of some sort. Point your browser to <http://oowsection.org> and imagine your name up in lights. Suggest a story, a post, or other item, and we'll take it from there. Contact information for our blog administrators:

Matt Vidal [mgvidal@gmail.com]

| Chris Prener [C.Prenner@neu.edu]

One last point concerns, oddly enough, our own jobs. At the section meeting in Las Vegas, conversation among council members led to the idea of an exchange about how the convulsions wracking our economy are affecting our own departments, programs, and work situations. It seems to me that OOW ought to pay particular attention to these matters, for we can bring a distinctive level of understanding to this realm. Soon, we hope to feature stories on these matters in our newsletter (led by Patti Giuffre) and perhaps in the blog, for questions of labor markets and departmental structures lie near and dear to our own hearts, minds, and budgets.

Council members have assumed the customary duties of organizing the section's sessions, which are working their way through ASA's labyrinth and will be announced soon enough. This year, the council members are: Beth Rubin (UNC Charlotte), David Brady (Duke), Beth Bechky (UC Davis), Victoria Johnson (Michigan), Erin Leahy (Arizona) and Elizabeth Armstrong, and Elizabeth Gorman (Virginia). Our Secretary-Treasurer is Sharon Collins (UIC), and our newsletter editor is Patti Giuffre (Texas State, San Marcos). Finally, Frank Steinhart (North Park) manages our website.

Being formed now are the committees for the various awards: the Thompson Award Committee (best graduate student paper), Weber Award (best book), and Scott Award (best article). In formation too is the nomination committee. Please consider volunteering for one of these committees, for there is much work to be done.



@Orgs_Occs_Work



<http://oowsection.org/>

Good News about OOW Membership

As you might know, the more members in a section, the more sessions permitted by ASA. We are pleased that the section has been growing, and membership is hovering close to 1,000 (at the time of this newsletter issue). Thanks, everyone, for encouraging people to join this thriving section.

2011 OOW Award Recipients

The section awards were presented at the OOW Business Meeting. Many congratulations to this year's winners:



Mary Blair-Loy and Martin Ruef

Max Weber Award

Martin Ruef. 2010. *The Entrepreneurial Group: Social Identities, Relations, and Collective Action* (Princeton: Princeton University Press).

The committee decided to give the Max Weber award to Martin Ruef for *The Entrepreneurial Group: Social Identities, Relations, and Collective Action* (Princeton). We were extremely impressed with the rigorous analysis, which overturned several conventional ideas about entrepreneurship and led to novel explanations for your results. We think this book will redefine how entrepreneurship is studied in the future.

According to the publisher's website: Recent surveys show that more than half of American entrepreneurs share ownership in their business startups rather than going it alone, and experts in international entrepreneurship have likewise noted the importance of groups in securing microcredit and advancing entrepreneurial initiatives in the developing world. Yet the media and many scholars continue to perpetuate the myth of the lone visionary who single-handedly revolutionizes the marketplace. *The Entrepreneurial Group* shatters this myth, demonstrating that teams, not individuals, are the leading force behind entrepreneurial startups. This is the first book to provide an in-depth sociological analysis of entrepreneurial groups, and to put forward a theoretical framework--called relational demography--for understanding activities and outcomes within them. Martin Ruef looks at entrepreneurial teams in the United States during the boom years of the late 1990s and the recent recessionary bust. He identifies four mechanisms for explaining the dynamics of entrepreneurial groups: in-group biases on salient demographic dimensions; intimate relationships to spouses, cohabiting partners, and kin; a tendency to organize activities in residential or "virtual" spaces; and entrepreneurial goals that prioritize social and psychological fulfillment over material well-being. Ruef provides evidence showing when favorable outcomes--with respect to group formalization, equality, effort, innovation, and survival--follow from these mechanisms. *The Entrepreneurial Group* reveals how studying the social structure of entrepreneurial action can shed light on the creation of new organizations.

See <http://press.princeton.edu/titles/9214.html>

Honorable Mentions

Katherine K. Chen. 2009. *Enabling Creative Chaos: The Organization Behind the Burning Man Event* (Chicago: University of Chicago Press).

Many organizations, occupations, and work scholars have expressed some concern that the sociology of organizations has all but disappeared within sociology per se. The study of organizations has largely migrated over to business-school-based faculty in organizational theory and organizational behavior. While many of our business-school colleagues are true sociologists and have done very important work, their primary focus has understandably been on profit-making business organizations. As a result, many sociology graduate students get the impression that the study of organizations is only about for-profit businesses, and many of them steer clear as a result—creating a vicious circle.



Elizabeth Gorman and Katherine Chen

Chen's book is a major contribution toward reversing this trend. It shows students, and reminds the rest of us, that issues of organization and organizing are relevant beyond business enterprises. Indeed, the accomplishment of just about any social or collective goal requires coordination of the efforts of multiple people -- in short, organization. Through the study of a fascinating and unusual organization, Chen's book pushes us to think about organization from the initial standpoint of asking, "We want to accomplish something; it requires multiple people; how do we do it?" What are the issues and dilemmas involved? Is bureaucracy really the only way, or do we just take it for granted that organizations are bureaucratic because we are now so used to that structural form? This book is an important step away from a nearly exclusive focus on business organizations and toward a broader understanding of the role of organization in society. Chen's book is also valuable in that it focuses on professional and expert work, which represents a growing segment of the labor market. Organizations that employ such knowledge workers have to figure out how to achieve coordination without constraining the initiative, judgment and creativity that such work requires. Chen's focus on the balance between under-organizing and over-organizing provides exciting insights into the organization of knowledge work.

See <http://press.uchicago.edu/ucp/books/book/chicago/E/bo6797144.html>

Celeste Watkins-Hayes. 2009. *The New Welfare Bureaucrats: Entanglements of Race, Class, and Policy Reform* (Chicago: University of Chicago Press).

Watkins-Hayes presents a high-quality, multi-level analysis of the potentially all-enveloping welfare bureaucracy in the Post-TANF policy environment. The committee particularly liked the discussion of the construction of (gendered, raced and classed) professional identities, which shaped discretionary decisions in patterned ways.

According to the publisher's website: As the recession worsens, more and more Americans must turn to welfare to make ends meet. Once inside the agency, the newly jobless will face a bureaucracy that has undergone massive change since the advent of welfare reform in 1996. A behind-the-scenes look at bureaucracy's human face, *The New Welfare Bureaucrats* is a compelling study of welfare officers and how they navigate the increasingly tangled political and emotional terrain of their jobs. Celeste Watkins-Hayes here reveals how welfare reform engendered a shift in focus for caseworkers from simply providing monetary aid to the much more complex process of helping recipients find work. Now both more intimately involved in their clients' lives and wielding greater power over their well-being, welfare officers' racial, class, and professional identities have become increasingly important factors in their work. Based on the author's extensive fieldwork in two very different communities in the northeast, *The New Welfare Bureaucrats* is a boon to anyone looking to understand the impact of the institutional and policy changes wrought by welfare reform as well as the subtle social dynamics that shape the way welfare is meted out at the individual level.

See <http://www.press.uchicago.edu/ucp/books/book/chicago/N/bo6853048.html>



Matt Huffman, Richard Scott, and Jeremy Reynolds

W. Richard Scott Award

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

The 2011 W. Richard Scott Award was given to Matt L. Huffman, Philip N. Cohen, and Jessica Pearlman for their article examining occupational gender segregation in US establishments. Twenty-seven other papers competed for the award this year. The committee chose this paper as the winner because it impressed us at so many levels. It has a strong theoretical grounding, uses top-notch data, presents sophisticated statistical analyses clearly, and has wide-reaching implications. This year, the authors had the distinct honor of hearing some comments from Dick Scott himself, who was there for the presentation of the award.

The authors study two related issues. First, they examine how having women in management positions influences occupational gender segregation among other occupations in an establishment. Research on organizational demography suggests that having women in management positions may help reduce gender segregation. Second, the authors examine the conditions that may moderate the connection between female managers and desegregation. Drawing on population ecology, neo-institutional theory, and the queuing framework, they develop hypotheses about the potential moderating effects of organizational size and growth and about historical changes in the effect of female managers.

Their analyses are based on data from reports filed with the Equal Employment Opportunity Commission over a thirty year period. The reports contain information about the sex composition of jobs in private, U.S. establishments as well as identifying information that allow the authors to track the establishments over time. Using OLS and fixed-effects regression models, the authors arrive at three principle conclusions. First, women's share of managerial positions reduces gender segregation. Second, the reduction in segregation is due mainly to changes *within* workplaces rather than the replacement of old, segregated workplaces with new integrated ones. Finally, they find that the effect of female managers is much stronger in large and growing establishments, but the effect has declined in strength over time. They conclude by suggesting that although continued progress toward gender equality may require stricter enforcement of affirmative action programs, organizational context will play an important role in determining the impact that such program have.

James D. Thompson Award

András Tilcsik. Forthcoming. "Pride and Prejudice: Discrimination against Openly Gay Men in the U.S." *American Journal of Sociology*.

The winner of the 2011 *James D. Thompson Award* is András Tilcsik, a Ph.D. candidate in Organizational Behavior at Harvard University, for his paper entitled "Pride and Prejudice in Hiring Discrimination." The paper is a multi-state audit study of hiring discrimination on the basis of sexual orientation. More specifically, Tilcsik sent nearly identical pairs of fictitious resumes to roughly 2,000 job postings in seven states. One resume in each pair indicated the applicant had experience as the treasurer in a gay campus organization, the other in a campus political organization. His study reveals a significant level of hiring discrimination against openly gay men in the U.S. Moreover, he is able to conclude that stereotyping is a mechanism driving discrimination on the basis of sexual orientation as openly gay men are less likely to be called back than men in the control group in jobs that emphasize heterosexual, masculine qualities. Tilcsik's paper also finds that context matters for discrimination; openly gay men receive fewer call backs in states with fewer anti-discrimination laws and whose residents have less favorable attitudes toward gay men. Not only is his paper methodologically sound and well written, but it is among the first to capture the mechanisms driving hiring discrimination against gay men. The findings come at an important time historically as states debate gay marriage and gay rights. I encourage you to read András' paper for its important findings and methodological design, but also because it is ideal for use in the classroom as both a substantive piece and a study students can replicate.



András Tilcsik and Jule Kmec



2011-2012 committees will be posted soon on the listserve, OOW webpage, and blog site

ASA Las Vegas: Pre-conference OOW Workshop:

Kevin Leicht, University of Iowa

OOW Mini-Conference a Big Success

The OOW, with gracious and generous support from Emerald Publishing held a mini-conference titled "Negotiating the Landscape of the 21st Century University" at Ceasar's Palace, Las Vegas on August 19th.

The conference was geared toward younger scholars and advanced graduate students and drew 48 attendees to a packed conference room for lunch, presentations, lots of questions-and-answers, and a lively reception and happy hour to close the festivities. Presentations were given by Kevin Leicht (on the current job market for sociologists), Holly McCammon and Eliza Pavalko (negotiating the publishing process), Patricia White (submitting and funding your work through the National Science Foundation), and Joe Galaskiewicz (changes in university life and culture). The group was ably assisted throughout the day by Emilio Castilla and Amy Wharton.

Many thanks to our dedicated members who volunteered to come to ASA early to help socialize new generations of scholars! If you're interested in the Powerpoint presentations from the conference, please contact Kevin Leicht (Kevin-Leicht@uiowa.edu).

ASA 2012, Denver, CO: OOW Program

1) Open Session: Boundaries in Organizational Analysis: Organizations, Occupations, and Fields

Session Organizers:

Beth Bechkey, University of California, Davis (babechky@ucdavis.edu)

Victoria Johnson, University of Michigan (vjohnsn@umich.edu)

2) Open Session : Gender and Scientific Work

Session Organizer: Erin Leahey, University of Arizona (leahey@arizona.edu)

3) Open Session : The Working Poor and Low-Wage Work

Session Organizer: David Brady, Duke University (brady@soc.duke.edu)

4) Open Session : Professional and Expert Work and Occupations

Session Organizer: Elizabeth Gorman, University of Virginia (eg5n@cms.mail.virginia.edu).

5) Open Session: Fractured Markets and the New Austerity: Organizations, Labor Markets and the Great Recession

Session Organizer: Beth Rubin, University of North Carolina, Charlotte (barubin@uncc.edu)

6) Roundtables (first hour) and Business Meeting (final 40 minutes)

Roundtable Session Organizers:

Patti Giuffre, Texas State University (pg07@txstate.edu)

George Gonos, SUNY Potsdam (gonosgc@potsgdam.edu)

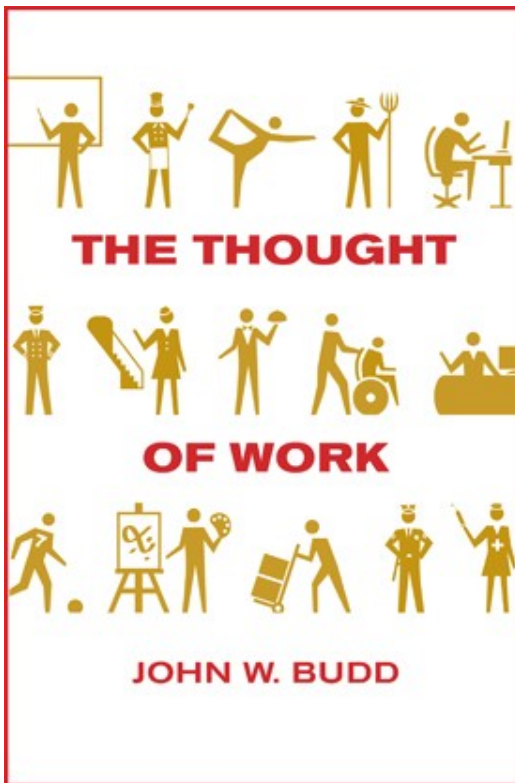


Please refer to <http://www.asanet.org> for more information on ASA deadlines for the 2012 meetings:

- 10/28: Call for Papers - Listing of Topics available
- 12/08: Online Submission System opens
- Deadline for all submissions is January 11, 2012 at 3:00pm (EST)

New Books and Articles

Books



John W. Budd. 2011. *The Thought of Work*. Ithaca, NY: Cornell University Press.

What is work? Is it simply a burden to be tolerated or something more meaningful to one's sense of identity and self-worth? And why does it matter? In a uniquely thought-provoking book, John W. Budd presents ten historical and contemporary views of work from across the social sciences and humanities. By uncovering the diverse ways in which we conceptualize work--such as a way to serve or care for others, a source of freedom, a source of Income, a method of psychological fulfillment, or a social relation shaped by class, gender, race, and power--"The Thought of Work" reveals the wide-ranging nature of work and establishes its fundamental importance for the human experience. When we work, we experience our biological, psychological, economic, and social selves. Work locates us in the world, helps us and others make sense of who we are, and determines our access to material and social resources.

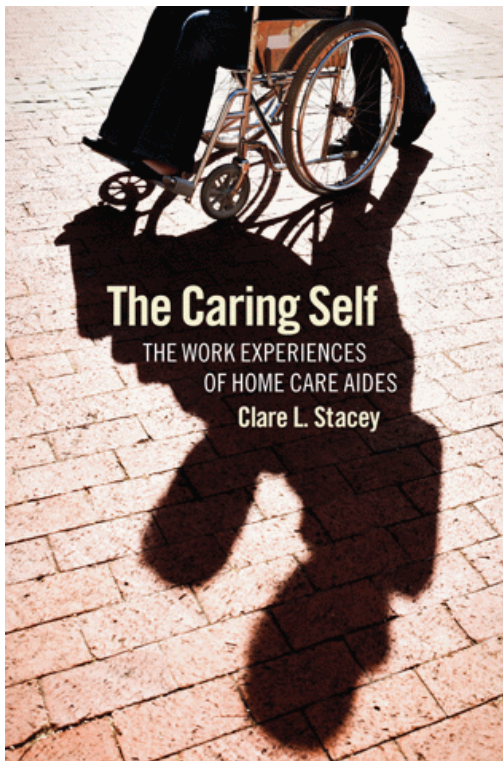
By integrating these distinct views, Budd replaces the usual fragmentary approaches to understanding the nature and meaning of work with a comprehensive approach that promotes a deep understanding of how work is understood, experienced, and analyzed. Concepts of

work affect who and what is valued, perceptions of freedom and social integration, identity construction, evaluations of worker well-being, the legitimacy and design of human resource management practices, support for labor unions and labor standards, and relationships between religious faith and work ethics. By drawing explicit attention to diverse, implicit meanings of work, "The Thought of Work" allows us to better understand work, to value it, and to structure it in desirable ways that reflect its profound importance.

(See <http://www.cornellpress.cornell.edu/book/?GCOI=80140100390520>)

Clare L. Stacey 2011. *The Caring Self: The Work Experiences of Home Care Aides*. Ithaca: ILR/ Cornell University Press.

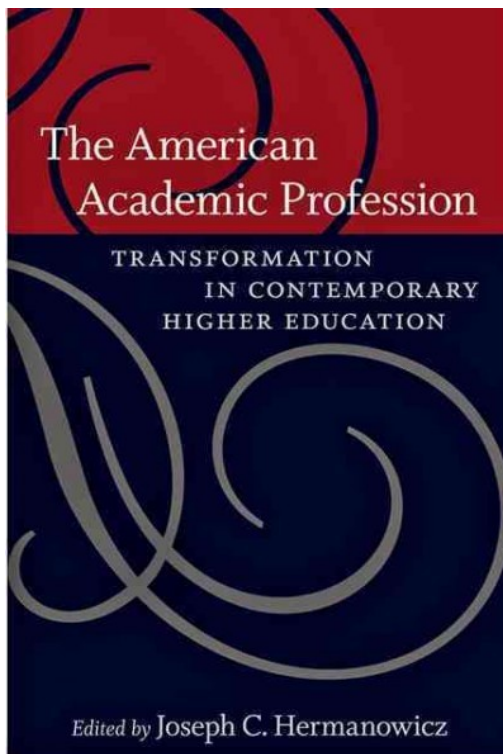
According to the Bureau of Labor Statistics, there were approximately 1.7 million home health and personal home care aides in the United States as of 2008. These home care aides are rapidly becoming the backbone of America's system of long-term care, and their numbers continue to grow. Often referred to as frontline



care providers or direct care workers, home care aides—disproportionately women of color—bathe, feed and offer companionship to the elderly and disabled in the context of the home. In *The Caring Self*, Clare L. Stacey draws on observations of and interviews with aides working in Ohio and California to explore the physical and emotional labor associated with the care of others.

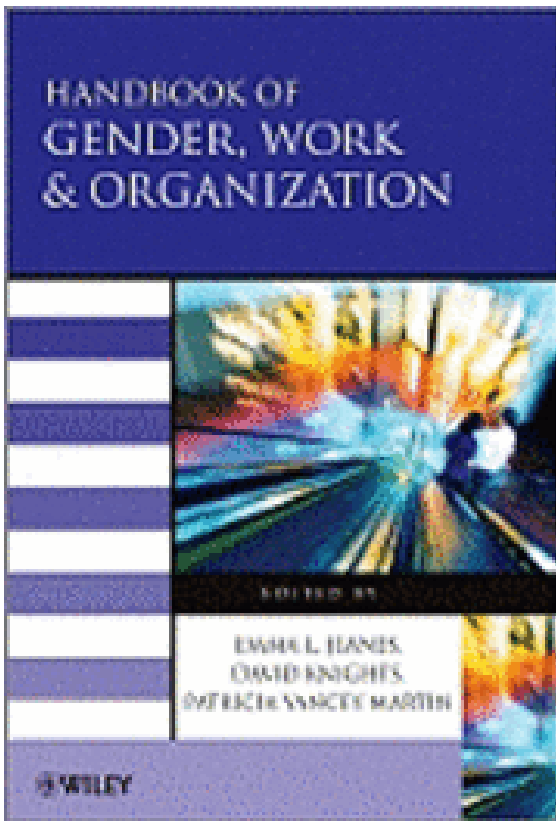
Aides experience material hardships—most work for minimum wage, and the services they provide are denigrated as unskilled labor—and find themselves negotiating social norms and affective rules associated with both family and work. This has negative implications for workers who struggle to establish clear limits on their emotional labor in the intimate space of the home. Aides often find themselves giving more, staying longer, even paying out of pocket for patient medications or incidentals; in other words, they feel emotional obligations expected more often of family members than employees. However, there are also positive outcomes: some aides form meaningful ties to elderly and disabled patients. This sense of connection allows them to establish a sense of dignity and social worth in a socially devalued job. The case

of home care allows us to see the ways in which emotional labor can simultaneously have deleterious and empowering consequences for workers.



Joseph C. Hermanowicz (ed.). 2011. *The American Academic Profession: Transformation in Contemporary Higher Education*. Baltimore: Johns Hopkins University Press.

The academic profession, like many others, is rapidly being transformed. This book explores the current challenges to the profession and their broad implications for American higher education. Examining what professors do and how academia is changing, contributors to this volume assess current and potential threats to the profession. Leading scholars in sociology and higher education explore such topics as structural and cognitive change, socialization and deviance, career development, and professional autonomy and regulation. A comprehensive analysis of the significant questions facing this crucial profession, *The American Academic Profession* will be welcomed by students and scholars as well as by administrators and policy makers concerned with the future of the academy.



Handbook of Gender, Work, and Organization, edited by Emma Jeanes, David Knights, and Patricia Yancey Martin (Wiley, 2011).

Several contributors (in addition to editor Pat Martin) are OOW members, including Joan Acker, Sharon Bird, Laura Rhoton, and Orna Sasson-Levy.

This work of reference represents an extensive review of the field of gender, work and organization in the second decade of the 21st century. Its authors represent eight countries and many disciplines including management, sociology, political science, and gender studies. The chapters, by top scholars in their areas of expertise, offer both reviews and empirical findings, and insights and challenges for further work. The chapters are organized in five sections: Histories and Philosophies; Organizing Work and the Gendered Organization; Embodiment; Globalization; and Diversity.

- Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook's authors.
- Methods for conducting research into gender, work and organization are reviewed and assessed.
- Efforts to produce greater gender equality in the workplace are covered in nearly every chapter, in terms of past successes and failures. Military organizations are presented as one of the difficult to change in regards to gender (with the result that women are marginalized in practice even when official policies and goals require their full inclusion).
- The role of the body/embodiment is emphasized in several chapters, with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage. Particular attention is paid to sexuality in/and organizations, including sexual harassment, policies to alleviate bias, and the likelihood that future work will pay more attention to the body's presence and role in work and organizations.
- Many chapters also address "change efforts" that have been employed by individuals, groups, and organizations, including transnational ones such as the European Union, the United Nations, and so on.

In addition to its value for teachers and students within this field, it also offers insights that would be of value to policy makers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations.

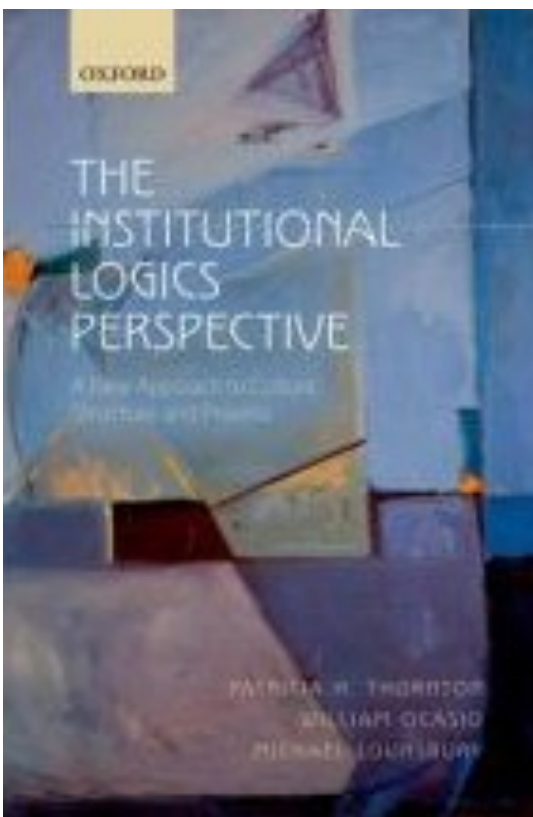
Emma Jeanes is Senior Lecturer, University of Exeter and holds positions at Lund University in Sweden and Queensland University of Technology in Australia.

David Knights is Professor of Leadership and Organizational Ethics at Bristol University Business School

and Visiting Professor at Gothenburg School of Business, Economics and Law in Sweden. He is the founding editor of the journal, *Gender, Work and Organization*.

Patricia Yancey Martin is Emerita Professor of Sociology at Florida State where she held the Daisy Parker Flory Chair and also served as visiting professor at Trento University (Italy), Ruhr University (Bochum, Germany), Gothenburg University (Sweden), and University of Chicago at Illinois. Her specialties are gender, organizations, work, and qualitative field methods.

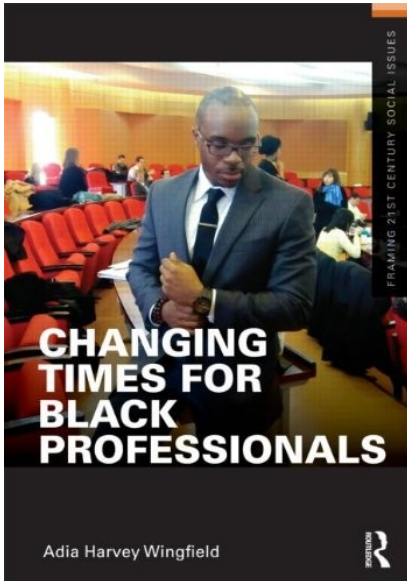
See <http://www.wiley.com/WileyCDA/WileyTitle/productCd-144439472X.html>



Patricia H. Thornton, William Ocasio and Michael Lounsbury. *The Institutional Logics Perspective: A New Approach to Culture, Structure, and Process.* Oxford University Press, Forthcoming, February 2012.

This book is a theoretical treatise on the rising new school in institutional theory—the institutional logics perspective. The material provides an essential analytical reference for advanced students and scholars of organizational, economic, and cultural sociology interested in institutional analysis. The book's aim is to clarify the theoretical incoherence and complexity of core concepts in institutional theory with an eye for enriching theory building and scholarly research capabilities in the institutional logics perspective. The book weaves together a review of how research on institutional logics built on, yet departed from, earlier institutional theory with leading-edge developments and new directions for future research. It revises and clarifies current thinking on the vexing problems of institutional theory such as embedded agency, interests, identities, and practices, and integrating levels of analysis. While acknowledging the strengths and diversity of earlier foundational statements the authors explain how and why seminal work in neoinstitutional theory shaped and is being displaced by scholarship on institutional logics.

In a series of chapters the authors develop a fuller understanding of how the role of social actors in shaping and being shaped by institutions requires a more developed theory of human behaviour and social institutions that bridges culture, structure, and process. The book provides new theory that incorporates current psychological understanding of human behaviour and links it to sociological perspectives on organizations, institutional fields, and society. The theoretical models illustrate the causal linkages between individuals, interactions, practices, and institutional logics. The result is to produce an encompassing framework for institutional analysis, extending prior theory and research on institutional logics.



Adia Harvey Wingfield. 2010. *Changing Times for Black Professionals*. (New York: Routledge).

This book is designed for undergraduate classroom use and examines the existing research and potential challenges facing black professional workers in a changing economy and racial landscape. It is a study of the challenges, issues, and obstacles facing black professional workers in the United States. Though they have always been a part of the U.S. labor force, black professionals have often been overlooked in media, research, and public opinion. Ironically, however, their experiences offer a particularly effective way to understand how race shapes social life, opportunities, and upward mobility. As the 21st century continues to usher in increasing demographic, social, and economic change to the United States, it is critical to consider the impact this will have on an important sector of the labor force. Wingfield examines the reasons why sociological study of black professional workers is important and valuable, reviews the literature that examines their experiences in the workplace, and explores the issues and challenges they are likely to face in a rapidly shifting social world.

Making Up the Difference
ECUADORIAN WOMEN AND DIRECT SELLING
Erynn Maside Casanova



Erynn M. Cassanova. 2011. *Making Up the Difference: Women, Beauty, and Direct Selling in Ecuador*. Austin: University of Texas Press.

Globalization and economic restructuring have decimated formal jobs in developing countries, pushing many women into informal employment such as direct selling of cosmetics, perfume, and other personal care products as a way to "make up the difference" between household income and expenses. In Ecuador, with its persistent economic crisis and few opportunities for financially and personally rewarding work, women increasingly choose direct selling as a way to earn income by activating their social networks. While few women earn the cars and trips that are iconic prizes in the direct selling organization, many use direct selling as part of a set of household survival strategies.

In this first in-depth study of a cosmetics direct selling organization in Latin America, Erynn Masi de Casanova explores women's identities as workers, including their juggling of paid work and domestic responsibilities, their ideas about professional appearance, and their strategies for collecting money from customers. Focusing on women who work for the country's leading direct selling organization, she offers fascinating portraits of the everyday lives of women selling personal care products in Ecuador's largest city, Guayaquil. Addressing gender relations (including a look at men's direct and indirect involvement), the importance of image, and the social and economic context of direct selling, Casanova challenges assumptions that this kind of flexible employment resolves women's work/home conflicts and offers an important new perspective on women's work in developing countries.

Articles

Brett Agypt and Beth A. Rubin. Forthcoming. "Time in the New Economy: Considering the Interaction of Individual and Structural Temporalities in Predicting Job Satisfaction." *Journal of Management Science*.

The 24/7 economy creates new organizational temporalities including a temporal structure called layered-task time (LTT) characterized by greater simultaneity, fragmentation, contamination and constraint. This paper develops a measure of LTT, and examines the relationship between its components and job satisfaction as moderated by an individual's polychronicity, or propensity for multitasking using data from an on-line survey. The analyses reveal promising initial evidence of reliability and content validity for LTT. We also find some support for our hypotheses that individual polychronicity moderates the relationship between some components of LTT and job satisfaction.

Brett Agypt, Beth A. Rubin and April Spivack. Forthcoming. "'Thinking Outside the Clocks: The Effect of Layered-task Time on the Creative Climate of Meetings." *Journal of Creative Behavior*.

The turbulence of the new economy puts demands on organizations to respond rapidly, flexibly and creatively to changing environments. Meetings are one of the organizational sites in which organizational actors "do" creativity; interaction in groups can be an important site for generating creative ideas and brainstorming. Researchers have demonstrated importance of organizational temporalities for group performance. We draw on both of these literatures and examine how temporal structures influence the climate for creativity, or the extent to which creativity is fostered within groups. Specifically, we develop a hypothesis linking organization- and job-level temporal structures to the extent to which managers structure meetings with a climate supportive of creativity. Our results demonstrate that a nuanced relationship exists between temporal structures and creative climate such that certain temporal structures appear to either enhance or decrease the creative climate of meetings.

Steve McDonald. 2011. "What You Know or Who You Know? Occupation-Specific Work Experience and Job Matching through Social Networks." *Social Science Research* 40(6): 1664-1675.

While work experience is generally seen as an indicator of human capital, it may also reflect the accumulation of social capital. This study examines how work experience facilitates informal access to employment—that is, being matched with a new employer through an informal search or informal recruitment. Results show that experience is related to informal entry into new jobs, though in a very specific way. The odds of being informally recruited into a new job improve as work experience in related occupations rises, but this relationship holds only among men. These findings highlight the social benefits of occupation-specific work experience that accrue to men but not to women, suggesting an alternative explanation for the gender disparity in wage returns to experience.

Carolyn C. Perrucci and Dina Banerjee. 2010. "Factors Impacting Job-Related Self-esteem." *International Journal of Contemporary Sociology* 47(2): 347-363.

Following an interactionist theoretical perspective, we examine the effect of self-perceived competency and reflected appraisals of others on the job-related self-esteem of a national sample of employed women and men. Women report having higher self-esteem than men, even when numerous self-perceived competency variables are added to the equation. When several reflected appraisal variables are added to the equation, however, women lose their self-esteem advantage over men. White employees report having higher self-esteem than non-whites, until self-perceived competency variables are added to the equation; then non-whites have comparable self-esteem scores. The addition of self-perceived competency variables accounted for much more of the variance in self-esteem than reflected appraisals, suggesting that perceived competence as a worker is a more important source of self-esteem in the workplace than reflected appraisals of supervisors and co-workers.

Special Issues

The August special issue of *Work and Occupations*, edited by Elizabeth Gorman and Rebecca Sandefur, examines "Transformations in Professional and Expert Work: Broadening Horizons and Bridging Divides." See <http://wox.sagepub.com/content/38/3.toc>

Both professional work and the sociological study of professional work experienced a "golden age" in the mid-20th century. When dramatic changes began to shake the professions in the 1970s and 1980s, however, old approaches no longer fit, and the research area became quiescent. Yet interest in professional work simply "went underground," surfacing under other names in a variety of sociological and interdisciplinary fields. In the process, researchers' focus expanded to include a broader range of "expert" or "knowledge-based" occupations as well as traditional professions. This special issue focuses attention on the contemporary revival and transformation of the study of professional and expert work and showcases examples of the best of this new research. An introductory review essay by Elizabeth Gorman and Rebecca Sandefur traces the evolution of the field, brings current disparate research streams together, and shows that they cohere around four central and classic themes: expert knowledge; autonomy over the performance of work; an ethical service orientation grounded in community; and high status, income, and other rewards. Elizabeth Chiarello's article examines how professionals contend with threats to ethical self-regulation from social movements outside the profession through a case study of rule development by the Washington State Board of Pharmacy around the question of whether pharmacists can refuse to dispense emergency contraception. Sangchan Park, Wesley Sine, and Pamela Tolbert investigate the influence of organizational characteristics on the *implementation* (as opposed to mere formal adoption) of an institution protecting professional and expert autonomy in higher education organizations: tenure systems for faculty employment. Elizabeth Goodrick and Trish Reay develop theory about how professional work can reflect constellations of multiple institutional logics by analyzing changes in the work of U.S. pharmacists from 1852 to the present. Whittington's study explores inequality by gender and motherhood status among scientists in a new form of productivity—patenting—across academic and industry contexts.

Call for Papers

Work and Occupations publishes sociological and social scientific research on work, occupations, employment, and labor themes. Articles promote new theoretical insights and theoretically important research findings conducted with qualitative and quantitative methods. Our publications focus substantively on social relationships, identities, culture, power, community, careers, inequality, and labor market outcomes among employees of large organizational workplaces, freelance and self-employed workers, and knowledge and artistic workers in the globalizing new economy. Recent articles and special issues have examined these topics in relation to diverse themes, including entrepreneurship, family, gender, healthcare, immigration, income inequality, labor unions, the professions, public sociology, race and ethnic relations, service workers, and social justice.

Recent special issues:

The Public Sociology of Labor: International and Historical Perspectives, May 2009, guest edited by Michael Burawoy, University of California-Berkeley

Workers, Managers, and Customers: Triangles of Power in Work Communities, August 2010, guest edited by Steven Henry Lopez, Ohio State University

Transformations in Professional and Expert Work: Broadening Horizons and Bridging Divides, August 2011, guest edited by Elizabeth H. Gorman, University of Virginia, and Rebecca L. Sandefur, American Bar Foundation and University of Illinois at Urbana

Prospective authors and reviewers: in order to submit manuscripts for possible publication and to serve as a manuscript reviewer, please "create an account" in the new on-line peer review system at this Work and Occupations website: <https://mc.manuscriptcentral.com/wox>

Dan Cornfield
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EGOS Colloquium

July 5-7, 2012, Helsinki

Sub-theme on Marxist Studies of Organization: The Challenges of Design

Convenors:

Paul 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

We plan to build on the success of the first two EGOS Marxist studies sub-themes in 2010 and 2011 in bringing together people who share an interest in building on Marx's ideas to advance organization studies, and in particular to advance our understanding of design. We are not dogmatic in an attachment to any specific kind of Marxism — all kinds are welcome. We come together to advance organizational scholarship inspired by Marx's historical, materialist, dialectical, and critical-realist writing. Papers in this stream have examined a

range of organizational issues, deploying and building on concepts such as forces and relations of production, managerial control and worker resistance, valorization and socialization, ideology and hegemony, contradiction and fetishism, absolute and relative surplus value, and regulation and crisis.

The theme of the 2012 Colloquium is “Design!?” This theme is particularly congenial to Marxist approaches, since Marx offers a fruitful starting point for understanding the distinctive features of tacit-knowledge-intensive product/process design activities, for critiquing the currently dominant organization designs, and for proposing alternative designs for social institutions at both micro and macro levels. In this context, we invite papers that address debates among different varieties of Marxist theory and between Marxist and other theoretical currents. The 2012 Colloquium organizers have highlighted several topics under the broad theme of “Design!?” and we encourage submissions to our sub-theme that offer a Marxist approach to any of them:

- Institutions, industries and organizations: We encourage papers that explore the nature of use-value/exchange-value relations in the creative industries and papers that explore the relations between private accumulation and public policies in shaping the evolution of those industries.
- Organizing and managing: We welcome papers that build on that theoretical base and use it to study what is happening today in the organization and management of design activities, and more generally in the domain of what is called ‘knowledge work.’ Some of that creative design labor happens outside the capitalist firm (unpaid networks, NGOs, artistic communities): we welcome Marxist studies of these other settings and on the interrelations between them and the capitalist sector.
- Power and identities: We welcome papers that build on or contribute to Marxist theory of power and identity in the context of design activities both within and beyond capitalist firms.

Over the previous two years, this EGOS sub-theme has become a gathering point for organizational scholars working with Marxist ideas. We invite Marxist submissions on any of these topics, and we also encourage contributions 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 those 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. **The deadline for “short paper submission” is January 16, 2012.** While the overall EGOS call asks for short papers under 3000 words, 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. EGOS: <http://www.egosnet.org>

Other Announcements

Workshops and Conferences Arizona Methods Workshops

Please join us for the 2nd annual
Arizona Methods Workshops
January 5-10, 2012
Hosted by the Department of Sociology
University of Arizona
Tucson, AZ

See <http://sociology.arizona.edu/sites/sociology.arizona.edu/files/Flyer.pdf>

<http://sociology.arizona.edu/methods>

Members might be particularly interested in William Bielby's workshop.

These 2-3 day workshops are open to everyone and are hosted by the Department of Sociology at the University of Arizona, where all workshops are held. The goal is to share the methodological expertise of our department and college with the wider community of social scientists. The workshop topics and instructors vary from year to year; this year we are offering six workshops January 5-10th, 2012 (see descriptions in the textbox to the right, and the schedule below). Tack on a few days to enjoy a January vacation in sunny Tucson!

Schedule:

Thursday, Friday, & Saturday – January 5-7, 2012

Session A (9-10:30 and 2-3:30 each day):

A1. Introduction to Survey Design

Professor Jane Zavisca

A2. Assessing Discrimination in Organizational Settings

Professor William T. Bielby

Session B (11-12:30 and 4-5:30 each day):

B1. Matching Methods & Causal Inference

Professor Chad Westerland

B2. Introduction to Social Network Analysis Methods

Professor Ronald L. Breiger

Monday & Tuesday – January 9-10, 2012

Session C (9-11:30am and 1-3pm each day):

C1. Qualitative Comparative Analysis (QCA) and Fuzzy Sets

Professor Charles C. Ragin

C2. Introduction to Multi-Level Modeling

Professor Erin Leahey

Gender, Work and Organization 2012

7th Biennial International Interdisciplinary Conference
27th -29th June 2012, Keele University, Staffordshire, UK

Conference organisers:

Deborah Kerfoot (Keele, UK) d.kerfoot@mngt.keele.ac.uk

Ida Sabelis (Vrije University, NETHERLANDS)

As a central theme in social science research of work and organisation, the study of gender has achieved contemporary significance beyond the confines of early discussions of women at work. Launched by Blackwell Publishing in 1994, *Gender, Work and Organization* was the first journal to provide an arena dedicated to debate and analysis of gender relations, the organisation of gender and the gendering of organisations. Now published by Wiley Blackwell, the journal has full ISI listing and is edited jointly by David Knights, Deborah Kerfoot and Ida Sabelis. The *Gender, Work and Organization* conference provides an international forum for debate and analysis of a variety of issues in relation to management, work and organisation, and to gender studies. The 2010 conference at Keele University welcomed over 330 international scholars from 37 nations. From papers presented at the conference, special editions of *Gender, Work and Organization* were prepared on topics including: Work/Life Balance, Leadership, Diversity and the Professions, State Employment and the Gender Pay Gap. It is anticipated that further special editions of the journal will be published from papers presented at the 2012 event. Visit: [http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1468-0432](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1468-0432)

The conference is held at Keele University, Staffordshire, in Central England, the UK's largest integrated campus university. The University occupies a 617 acre campus site with Grade II registration by English Heritage and has good road and rail access. Many architectural and landscape features dating from the 18th century are of historic significance. The conference venue is stately Keele Hall, the former country residence of the Sneyd family, in the University grounds.

Visit: <http://www.keele-conference.com/2/keele-hall>

International travellers are served by Manchester and Birmingham airports. On campus accommodation caters for up to 100,000 visitors per year in day and residential conferences.

Travel and transport: <http://www.keele-conference.com/21/directions>

Conference venue: <http://www.keele-conference.com/2/keele-hall>

University campus information: <http://www.keele-conference.com/21/directions> (follow pdf link)

Conference package fee: booking form for 27th-29th GWO2012 (conference, meals and 2 nights en-suite accommodation) and discounted 'early-bird' rate, forthcoming on 'News and Announcements' section of our website [http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1468-0432](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1468-0432)

Sample accommodation information: <http://www.keele-conference.com/5/accommodation> and <http://www.keele-conference.com/125/accommodation-picture-gallery>

Economic Sociology Conference

Embeddedness and Beyond: Do Sociological Theories Meet Economic Realities?

Moscow, Russia, on October 25-28, 2012

On behalf of the program committee, I would like to invite you to an upcoming economic sociology conference titled “Embeddedness and Beyond: Do Sociological Theories Meet Economic Realities?” The conference will take place in Moscow, Russia, on October 25-28, 2012, and will be hosted by Russia’s premier educational and research institution National Research University - Higher School of Economics, the hub of economic sociology research and education in Russia. The goal of the conference is to bring together leading economic sociologists from the US and Europe, and have a dialogue on the state and future directions of the subfield. Please check out the official call for papers <http://esconf2012.hse.ru/> and consider submitting!

The deadline to send in proposals is February 15, 2012.

Please note that several travel awards are available to graduate students on a competitive basis.

Hope to see you in Moscow!

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**HONG KONG SOCIOLOGICAL ASSOCIATION
 13th ANNUAL CONFERENCE**

Hosted by
 Department of Sociology
 The Chinese University of Hong Kong

Date: December 3rd, 2011 (Saturday)

Venue: The Chinese University of Hong Kong, Shatin, Hong Kong

Conference Theme: Global Sociology for a Global World

In the process of globalization, sociological research has transcended national and trans-national levels of analysis. Important issues remain with regard to our understanding about the complex interplays between the global and the local. The conference aims to draw discussions about this valuable theme and encourage presentations contributing to the development of a more global sociology, or to a better understanding of local issues in the global context.

Keynote Speech:

“The Globalization of the Human Rights Regime: From Legal Lenses to Educational Emphases”

Speaker: Prof. Francisco Ramirez, Stanford University

The conference information and the abstract submission form can be downloaded from the following website: <http://www.cuhk.edu.hk/soc/hksa2011/>

For further enquiries, please contact Miss Queena NG of Department of Sociology, The Chinese University of Hong Kong at HKSA2011@cuhk.edu.hk.

Conference: Inaugural meeting of the new Work and Family Researchers Network

June 14-16, 2012 in New York City

The conference will feature cutting-edge research and synthetic overviews of various topic areas. The program will include invited papers as well as those accepted via an open-submission process.

Refer to the web address for more information:

<http://workfamily.sas.upenn.edu/content/conference>



Awards and Accolades: Congratulations!

Adia Harvey Wingfield won the Outstanding Author Contribution from the Emerald Literati Awards for Excellence for her paper “Caring, Curing, and the Community: Black Masculinity in a Feminized Profession,” published in Volume 20 of *Research in the Sociology of Work*. The paper examined how race and gender intersect to affect displays of masculinity in a white female-dominated occupation.

Harland Prechel and Theresa Morris received the Best Published Paper of the Year Award from the Organizational and Management Theory Division of the Academy of Management for their 2010 article in the *American Sociological Review*, “The Effects of Organizational and Political Embeddedness on Financial Malfeasance in the Largest U.S. Corporations” (75:331-354).

Christine Williams received the 2012 Sociologists for Women in Society Distinguished Lectureship Award.

The Canadian Politics Section of the APSA just awarded **Mildred Schwartz** the first Seymour Martin Lipset Best Book Award for *Party Movements in the United States and Canada* (Rowman and Littlefield, 2006).