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# Organizations, Occupations, and Work

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American Sociological Association  
Fall 2000 Section Newsletter

Webpage: <http://www.northpark.edu/acad/soc/ow/>



HAPPY HOLIDAYS!!!!



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## From the Chair

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As I start my second tour of duty as chair of the ASA's Section on Organizations, Occupations and Work, I'm more impressed than ever by how central this section is to both the discipline of sociology and to the major issues facing people and society.

The topics addressed by OOW members, for example, overlap considerably with the concerns of many other sections in the ASA, including Medical Sociology and Sex and Gender (the ASA's two largest sections) and the recently formed ASA sections on Economic Sociology and Labor and Labor Movements.

Moreover, the subject matter of OOW includes topics at the forefront of social change, such as organizational transformation, diversity in the workplace and labor force, and the reorganization of expert knowledge. These are among the timely and important topics that will be featured in the OOW section's program at the 2001 ASA meetings in Anaheim.

The OOW section of the ASA is clearly "where the action is" in sociology and related social science disciplines. I encourage you to participate actively in the OOW section's activities, and to recruit others to join.

Arne Kalleberg OOW Chair, 2000-1

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## From the Editor

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Greetings OOW Members! I have three items of interest to share before you turn the page.

First, as your new editor, I would like to start by soliciting dissertation abstracts from current doctoral candidates. My colleagues and I at OOW, feel that seeing research done by up-and-coming scholars would be an excellent addition to the Spring 2001 newsletter. So if you know graduate students working on OOW areas or if you are ABD yourself, send an electronic abstract of NO MORE THAN 100 WORDS to [tdbeamish@ucdavis.edu](mailto:tdbeamish@ucdavis.edu).

Second, I recently requested opinion on whether the Newsletter should go electronic. While this was not a representative sample, I did receive an equal number of opinions on either side of the divide, with a few that took the "middle path." Some felt strongly that an electronic format was preferable; others thought that perhaps giving members the option to choose was the best; and still others stated they would "accept" an electronic version to save money, to save a tree, or because they could print it out themselves. Those who supported the continuation of the paper version voiced the strongest opinions, citing the difficulty of receiving the electronic version, difficulty of reading it, and the difficulty of keeping up with all their email. Electronic meant to them that the newsletter would get lost in the "shuffle."

Given the significant number who voiced a strong preference against an electronic version, the paper vs. electronic debate has been shelved for the time being, at least until the OOW council and publication team devises an easy way of providing options to the membership. I truly appreciate your participation in this effort; it provided me a chance to gauge your feelings on the matter.

Finally, in this issue you will find an article that outlines why "Sociology, Not Engineering, May Explain Our Vulnerability to Technological Disaster," OOW awards, calls for papers, conference calls, and general announcements. Read on!!!

Thomas D. Beamish, Newsletter Editor

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## Inside This Issue

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|                                |         |
|--------------------------------|---------|
| Feature Reprint                | Page 2  |
| OOW Section News               | Page 5  |
| Conferences                    | Page 6  |
| Paper Calls                    | Page 8  |
| General Interest Announcements | Page 11 |
| OOW Employment Opportunities   | Page 11 |
| In Print                       | Page 15 |
| GOT NEWS?????                  | Page 15 |

## **Officers of the ASA Section on Organizations, Occupations, and Work**

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Ashely Finley, Univ. of Iowa  
Leslie McCall, Rutgers Univ.  
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### **Nominations Committee**

Bill Bridges (Chair), Univ. of Illinois-Chicago  
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Jackie Rogers, Penn State Univ.

### **Weber Award Committee (Book)**

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Randy Hodson, Ohio State Univ.  
Steve Vallas, Georgia Tech Univ.

### **James Thompson Award (Graduate Student Paper)**

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David Hachen, Notre Dame Univ.  
Angela O'Rand, Duke Univ.

### **W. Richard Scott Award Committee (Paper)**

Alison Davis-Blake (Chair), Univ. of Texas  
Holly McCammon, Vanderbilt Univ.  
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### **Membership Committee (co-chaired)**

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Erin Kelly, Univ. of Minnesota  
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### **Publications Committee**

Tom Beamish (Newsletter Editor), Univ. of California-Davis  
Jeremy Reynolds (Listserve Coord.), Univ. of North-Chapel Hill  
Frank Steinhart (WebMaster), North Park Univ.

## **Sociology, Not Engineering, May Explain Our Vulnerability to Technological Disaster**

*In studying meltdowns, plane crashes, and chemical leaks, scholars blame high-risk cultures, unpredictability, and even 'safety' measures*

By D.W. Miller

Bhopal. Challenger. Chernobyl. Exxon Valdez. Valujet.

Faced with modern technological catastrophes, we console ourselves that really bad accidents are rare and their causes are knowable: Design flaws ... operator incompetence ... corporate greed. Whatever we can name, we can fix—with better, safer devices and procedures that anticipate an ever-wider range of human error.

Perhaps nothing has done more to turn that comforting thought inside out than a 20-year-old idea by Charles Perrow, a Yale University sociologist. An organizational theorist, Mr. Perrow was asked to advise a Presidential commission that was investigating the 1979 accident at the Three Mile Island nuclear-power plant. Operators there narrowly averted a reactor meltdown after confronting a combination of small mishaps that was unique, unexpected, and therefore incomprehensible: a blocked valve here, an open drain there, a dangling tag that obscured a critical dial.

Three Mile Island "was not due to equipment failure, or design failure, or operator failure, because no one could anticipate all this," he recalls thinking. "It was a 'normal accident'—an accident built into the system."

That epiphany led Mr. Perrow to develop the theory that some complex technologies can never be made safe. For a book-length project, he fleshed out his idea with examples from aviation, chemical manufacturing, marine transport, nuclear power, the space industry, and other areas. This month, *Normal Accidents: Living With High-Risk Technologies* (Basic Books, 1984) has been brought back into print by Princeton University Press, which is publishing a new edition with a postscript by the author.

### **A Dark View of Safety**

The book popularized the idea that catastrophic failures rarely have a single cause. And it helped transform the study of technological failure by showing how complex systems thwart our efforts to make them safe. The book's dark view of safety efforts seemed prescient in light of fatal disasters, such as the Challenger accident and Chernobyl, soon after its publication. Since then, Mr. Perrow's cautionary tone and ideas about systems failures have seeped into the scholarship of accident and risk not only in the social sciences, but also in finance, medicine, and engineering.

*(Sociology, Not Engineering, May Explain Our Vulnerability to Technological Disaster, continued)*

Even those who disagree with his conclusions base their own reasoning on his framework.

Mr. Perrow's theory rests on two basic notions. First, he says, some kinds of complex systems can never be made accident-free, because safety devices and other components interact in ways too varied for designers and operators to predict or understand. He calls that quality "interactive complexity."

Second, in some systems, small errors can cascade so quickly that operators don't have enough time to figure out what's going wrong and make sound decisions to head off disaster. He calls that "tight coupling."

"No matter how hard we try, no matter how much training, how many safety devices, planning, redundancies, buffers, alarms, bells and whistles we build into our systems," he has written, "those that are complexly interactive will find an occasion where the unexpected interaction of two or more failures defeats the training, the planning, and the design of safety devices."

In fact, he argues, efforts to make a technology safer may actually make it less safe by increasing the odds of unpredictable interactions.

Other scholars have added their own wrinkles to Mr. Perrow's efforts to replace the "name and blame" approach with a keener understanding of how "failure is built into the system."

"His book talked about how operators are confused by technology, but not how their attitudes contribute to the accidents," says Diane Vaughan, a sociologist at Boston College and the author of *The Challenger Launch Decision: Risky Technology, Culture, and Deviance at NASA* (University of Chicago Press, 1996). "I look at cognitive processes."

After Congress investigated the Challenger explosion, she says, "the popular perception was that it was a result of production pressure and a decision by managers to launch even though the engineers warned against it." In fact, she concludes, the fault lay not with individual managers but with NASA's culture of conformity.

#### Responding to New Conditions

The final decision to launch, she writes, was shaped by failures throughout the program. Key managers were not required to know that the shuttle had been designed for launching only in temperatures above 31 degrees. Engineers couldn't acknowledge that they didn't fully understand how the booster rockets performed in extreme cold.

Contractors perceived that their reservations about launching had to be backed up with solid proof of the risks. When decision makers encountered conditions they had never before faced, she says, "it seemed logical and acceptable to continue with the launch."

Scott Snook, a scholar of organizational behavior and an Army officer teaching at the United States Military Academy at West Point, makes a similar point in his new study of the accidental downing of two U.S. Army helicopters in 1994.

In that incident, Air Force F-15's patrolling Iraqi airspace misidentified two helicopters on a U.N. observation mission, and an American surveillance aircraft failed to intervene. Twenty-six people died. In *Friendly Fire: The Accidental Shootdown of Black Hawks Over Northern Iraq* (forthcoming from Princeton), Mr. Snook concludes that the accident was partly the result of gradual deviations from established communication procedures, which the U.S. military had never modified to account for the helicopters' new role. Paradoxically, he says, "the more fixes you throw out there, the more people will break the rules to get the job done."

Organizations in charge of risky technology sometimes overstate how prepared they are, says Lee Clarke, an associate professor of sociology at Rutgers University and a former student of Mr. Perrow.

In Mr. Clarke's new book, *Mission Improbable: Using Fantasy Documents to Tame Disaster* (University of Chicago Press), he examines official disaster-response plans for oil spills, reactor meltdowns, and nuclear war that he considers absurdly unrealistic. Those plans are merely "fantasy documents," he says, symbolic "tools of persuasion" created by corporate and government planners to reassure employees, regulators, the public—and themselves—that they know just what to do in any emergency.

Unfortunately, he writes, they often don't. For instance, the industry's plan for responding to a 200,000-barrel oil spill in Alaska's Prince William Sound assumed perfect weather conditions and promised the recovery of 95 per cent of any spillage. After the Exxon Valdez ran aground there in 1989, it became clear that planners had based their cheery scenario upon the conditions of a 4,000-barrel spill, because that was what they had experience with.

The problem with fantasy documents, Mr. Clarke writes, is that they "can contribute to increased danger by decreasing vigilance and diminishing the capacity for organizational learning."

Mr. Perrow's ideas are credited with sparking improvements in patient safety. David M. Gaba is an anesthesiologist and a professor at Stanford University's medical school who was originally trained as an engineer. He tries to look beyond technical, medical issues to understand how economic and legal pressures and the medical culture contribute to mistakes that harm patients. And, to train medical personnel in how to respond to crises caused

(Sociology, Not Engineering, May Explain Our Vulnerability to Technological Disaster, continued)

by an unpredictable chain of factors, he has developed a portable "patient simulator," in which various emergencies are inflicted upon a dummy hooked up to hospital monitoring equipment.

Of course, not all scholars of systems accidents are in the business of studying tragedy. Several researchers have been studying examples of what they call "high-reliability organizations," technological systems that have avoided catastrophic failure and even become safer over time.

Todd La Porte, a political scientist at the University of California at Berkeley, and a team of fellow scholars spent about 10 years observing the operations of three types of entities that, he says, "were doing much better in terms of safety than they ought to have been": air-traffic control centers at airports in Oakland, Cal., and San Francisco, the nuclear-power plant at California's Diablo Canyon, and the aircraft carriers U.S.S. Enterprise and U.S.S. Carl Vinson.

They discovered that officials of these entities minimized accidents by creating an intense "culture of safety." They were good at learning from mistakes, they delegated decision making in times of crisis to the personnel most familiar with the failing components, and they assigned redundant supervisors to oversee critical tasks, like monitoring radar screens.

Mr. Perrow calls this an "optimistic" view of safety. High-reliability scholars believe, he writes in the new version of *Normal Accidents*, "that if we only try harder we will have virtually accident-free systems even if they are complexly interactive and tightly coupled." Mr. La Porte, however, replies that his work is descriptive: "We're not saying, 'Here's how you do it.' We're saying, 'Here's the way it's done.'" The study of high-reliability organizations, he says, is not a theory of systems failure—and it's not particularly optimistic, either. If their research shows anything, he says, it's that cultures of safety are difficult to achieve and difficult to maintain for a long time.

#### Few Success Stories

Robert G. Bea, a civil engineer who left the oil and gas industry 10 years ago for a professorship at Berkeley, echoes that view. In a long-term study of safety in 15 petro-chemical companies, he found only three success stories, and even they reverted to less-safe practices over time. He thinks that is because making whole systems safer requires frequent retraining and constant concern at the top.

Scott D. Sagan, a political scientist at Stanford University, thinks he knows why such vigilance is hard to pull off. In the early 1990s, he set out to explain why the nation's nuclear-weapons program has been nearly accident-free. After unearthing classified documents and interviewing retired military personnel, however,

he assembled a long catalog of near-disastrous mishaps for his book, *The Limits of Safety: Organizations, Accidents, and Nuclear Weapons* (Princeton, 1993).

Mr. Sagan concluded that organizations don't always know after the fact why an accident occurred. He also found organizations sometimes treat mistakes as "political events for which credit and blame must be assigned." The mysterious explosion aboard the U.S.S. Iowa, which killed 47 sailors in 1989, was for two years officially blamed on a suspected saboteur and therefore prompted no safety reforms. Later, the Navy admitted that the explosion could have resulted from unsafe handling of weapons.

Moreover, the people who make the mistakes can't be trusted to admit them, he says. And organizations tend to resist sharing sensitive and embarrassing information—even internally.

The theoretical dispute over whether we can make risky technologies virtually accident-proof may have reached an impasse. Optimists and pessimists can each point to particular industries or systems to make their case. But resolving that question requires far more empirical data than past case studies provide.

The next wave of work in the field may be in the hands of number crunchers. Normal-accidents theory "is an extremely compelling way of looking at risk," says Andrew W. Lo, a professor of finance at the Massachusetts Institute of Technology's Sloan School of Management. "But Perrow's book is almost entirely non-quantitative. Whether or not organizations are subject to normal accidents is not a qualitative yes or no. It's a question of degree."

Mr. Lo thinks that "interactive complexity" and "tight coupling" may be useful for explaining and avoiding global financial crises. Incidents like the collapse of Barings Bank in 1995 and last year's \$2-billion hedge-fund bailout, he says, should be a wake-up call for our vulnerability to financial chain reactions.

He is trying to interest Mr. Perrow in collaborating on ways to quantify his concepts. If only financial institutions and the Federal Reserve Bank would collect and publish the right sort of data, Mr. Lo says, he believes he could create mathematical formulas for measuring financial systems' exposure to risk.

In the postscript for the new edition of *Normal Accidents*, Mr. Perrow does not soften the alarm he sounded 15 years ago, but he does see a progress of sorts. "Today it is almost routine for media stories to mention that there is no one single cause of accidents," he writes, "that while operator errors are frequently involved they are hardly a sufficient explanation of the accidents, and that we are dealing with complex systems where a series of failures came together in a way no one anticipated."

*(Sociology, Not Engineering, May Explain Our Vulnerability to Technological Disaster, continued)*

But complex, tightly coupled technologies continue to proliferate, each one obliging us to decide, he contends, to shut them down, radically redesign them, or "live and die with their risks."

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## **OOW Section News**

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### ***OOW is over 1000!***

I'm happy to announce that we now have 1,005 members in the OOW section!!! We are currently the third largest section in the ASA (after Sex and Gender at 1,031 and Medical Sociology at 1,019).

Thanks to all for your hard work in recruiting the members we need to get over the 1,000 mark and to get an extra session at the 2001 ASA meetings.

Arne Kalleberg OOW Chair, 2000-1

### ***OOW Needs to Keep Recruiting!!!***

Having looked at the latest ASA section membership tally, comparing the loss of members in the OOW section to the losses and gains of other sections, some trends emerge that should remind us to continually recruit so that our section numbers stay up. While the OOW is healthy (at 1005 members by last count), and is still almost the largest section in ASA, we lost forty-nine since 9-30-99 (a fair number). To put this trend into perspective, many other sections have also lost a comparable amount: Aging and Life Course, - 42; Asia and Asian America - 47; Children - 31; Family - 39; History of Sociology - 69; Sex and Gender -92; Social Psych 42. The only impressive gain made by a section was economic sociology going from 53 to 417 members.

These numbers make it imperative to pay lots of attention to maintaining and increasing membership. We urge OOW members to recruit graduate students as a major way of maintaining a large number of sessions at the meetings and keeping the topic area a hot one as it currently is!

Vicki Smith, Chair-elect

## **ASA Committees Announce 2000 Awards**

Max Weber Award (2000). This year's call for nominations for the Weber award brought an exceptional number of wonderful books. Of the nineteen nominees, all made significant contributions and more than a few were serious contenders for the award. In terms of both quantity and demands for keen discrimination, this represented a real challenge for Mitchell Abolafia, Peter Frumkin, Marc Ventresca, and myself. In the end, we decided to award the prize jointly to Howard Aldrich of the University of North Carolina and Marie-Laure Djelic of the Ecole Supérieure des Sciences Economiques et Commerciales in Cergy-Pontoise, France.

In *Organizations Evolving*, Howard Aldrich has crafted an elegant synthesis of a wide range of recent research on organizational emergence and change. Through reviews that encompass both his own empirical contributions and those of many others, he articulates an evolutionary framework that harnesses key insights of organizational theory to the analysis of social change. Beyond this theoretical contribution, each chapter represents an act of service to the discipline. Aldrich surveys what we have learned, what questions remain unanswered, and what questions we haven't yet tried to ask. *Organizations Evolving* will provide a foundation and inspiration for new empirical contributions and theoretical transformations.

Marie-Laure Djelic speaks directly to the split personality of institutional theory—its concern for both the diffusion of legitimate forms and the durability of embedded arrangements. *Exporting the American Model: The Postwar Transformation of European Business* explores how "the American model" of large corporations and competitive markets was selectively imposed on and appropriated by France and Germany in the postwar reconstruction of their economies. (Italy, by comparison, declined to conform; its relatively unreconstructed business system would then inspire the literature on industrial districts decades later.) Through rich case studies of economic policy and politics, Djelic demonstrates how the diffusion of models required, and was mediated by, coercive and normative and mimetic processes that operated through complex transnational networks. *Exporting the American Model* is an incisive study that advances both institutional theory and the history of business systems.

Elisabeth Clemens, University of Arizona

W. Richard Scott Award (2000). In 2000, the OOW membership voted to establish the W. Richard Scott Award, to be given annually for an outstanding article, published within three prior calendar years of the award.

The initial W. Richard Schott Award Committee consisted of Elaine Draper, Marlese Durr, and Arne Kalleberg as chair. We received a dozen eligible nominations, and a high proportion of the nominated papers are in the committee's judgment outstanding contributions in the area of organizations, occupations, and work. We felt

(OOW Awards, continued)

honored to read the all the submitted papers and to be able to consider them for the W. Richard Scott Distinguished Paper Award.

The committee is pleased to announce that the winners of the inaugural (2000) W. Richard Scott Award for Best Paper are Patricia H. Thornton of Duke University and William Ocasio of Northwestern University, for their co-authored paper, "Institutional Logics and the Historical Contingency of Power in Organizations: Executive Succession in the Higher Education Publishing Industry, 1958-1990" which was published in the American Journal of Sociology, Volume 105, Number 3 (November 1999): 801-43. This paper was nominated by Paul Hirsch of the Kellogg School at Northwestern University.

Professor Hirsch notes in his letter of nomination that Thornton and Ocasio's article is a major contribution for its sophisticated reuniting of "old" and "new" institutional theories in a multi-method and multi-level study. What is distinctive about this study is its linking internal (decision-making and cognitive) with external (economic and corporate governance) problematics. By contrast, most studies of industrial and cultural change emphasize either shifting power and politics within the environment, or contrasting logics at different points in time without showing how one came to replace the other. Their creative combination thus provides a model for combining studies of environments and organizations. For these reasons, the committee is pleased to name Patricia H. Thornton and William Ocasio the winners of the first W. Richard Scott Distinguished Paper Award.

Arne Kalleberg OOW Chair, 2000-11

James Thompson Award for a student paper (2000). The committee of Harland Prechel, Robin Leidner, and Nancy DiTomaso chose Michael Handel's paper (of Harvard), "Has Post-industrialism Made Wages More Unequal? Inequality, Skills, and the Spread of Computer Use at Work," as the unanimous choice for the Thompson Award. However, this was not due to a shortage of good papers.

Michael Handel's paper on the changing structure of jobs and job rewards addresses a question that is both theoretically and politically important to the study of organizations, occupations and work. Mr. Handel does an outstanding job of locating unique data, identifying key empirical tests to adjudicate between theoretical positions, and carefully investigating multiple dimensions of these issues. It is an impressive and persuasive piece of work. It has implications well beyond academic sociology because it questions many assumptions that are the basis of current policy decisions. Michael is invited to serve as a student member of the Section Council this next year.

Nicole Biggart, UC Davis

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## OOW 2001 Call for Nominations

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The Organizations, Occupations and Work Section invites nominations for three awards in 2001. Please send nominations letters and three copies of the nominated works to the Committee chairs listed below. The deadline for receipt of nominations is March 31, 2001.

1. The James Thompson Award given for the best paper by a graduate student. Committee: Lisa A. Keister (Chair), Department of Sociology, The Ohio State University, 378 Bricker Hall, 190 North Oval Mall, Columbus, OH 43210, <Lisa.Keister@osu.edu>, David Hachen (Notre Dame) <hachen.1@nd.edu>, Angela O'Rand (Duke) <aorand@soc.duke.edu>
2. The Max Weber Award for Distinguished Scholarship published as a book within the last three years. Committee: Patricia Thornton (Chair), Department of Sociology, Duke University, Box 90088, Durham, NC 27708-0088, <thornton@soc.duke.edu>, Randy Hodson (Ohio State University) [hodson.8@osu.edu](mailto:hodson.8@osu.edu), Steve Vallas (Georgia Tech) <steven.vallas@hts.gatech.edu>
3. The W. Richard Scott Award for Distinguished Scholarship published as an article within the last three years. Committee: Alison Davis-Blake (Chair), Department of Management, CBA 4.202, College of Business Administration, University of Texas, Austin, Texas 78712, [alisondb@ccwf.cc.utexas.edu](mailto:alisondb@ccwf.cc.utexas.edu) Holly McCammon (Vanderbilt) [mccammhj@ctrvax.Vanderbilt.Edu](mailto:mccammhj@ctrvax.Vanderbilt.Edu) Mark Mizruchi (Michigan) [mizruchi@umich.edu](mailto:mizruchi@umich.edu)

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## 2001 ASA Annual Meeting Announcements

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### Submission Information

See <http://www.asanet.org/convention/2001/sub-info.html>

Those interested in the scientific study of society are invited to submit formal papers and informal discussion topics for consideration. Please review the submission criteria carefully to ensure that paper submissions are in line with the ASA guidelines. Check the program policies to see what expectations there are for program participants. Then go to "Session Topics and Organizers" to select the program component and session topic(s) most closely related to your submission. When you are ready to submit your abstract and paper, your informal discussion topic, or your poster proposal, go to the online submission area and follow the prompts (available November 15th). You will receive an acknowledgment when the submission process is successfully completed.

### Session Topics and Organizers

See <http://www.asanet.org/convention/2001/call4papers.html>

The 2001 Program Committee has identified five program components as open for submissions. Descriptions of each component are given below, along with topics and organizer

(ASA Announcements, continued)

information. The 40 Sections and 2 Sections-in-formation also sponsor open submission sessions.

Open Informal Discussion Roundtables. To submit proposals electronically, please use the online submission service at the ASA website (open November 15). The submission cover sheet must accompany each proposal submitted via mail. Open Informal Discussion Roundtables. Proposals on all topics will be considered. Rebecca Reviere, Department of Sociology/Anthropology, Howard University, Washington, DC 20059; (202) 806-6853; [reviere@howard.edu](mailto:reviere@howard.edu)

Paper submissions for Open Topic Refereed Roundtables must meet the same submission criteria as for Regular Sessions. Members interested in presiding at an open roundtable may submit a letter of interest that identifies their current area(s) of expertise. The organizer of this year's Open Topic Refereed Roundtable Sessions is: Sam Cohn, Department of Sociology, Texas A&M University, 4351-TAMU, College Station, TX 77843; (979) 845-0814; [e303sc@unix.tamu.edu](mailto:e303sc@unix.tamu.edu). The deadline for paper submissions to Open Refereed Roundtables is January 10, 2001.

Research Poster Presentations: Open Topic Research Presentations. Research submissions on all topics will be considered. Glenn D. Deane, Department of Sociology, Social Science 353, State University of New York, Albany, NY 12222; (518) 442-4587; [gdd@csc.albany.edu](mailto:gdd@csc.albany.edu)

### **Regular Sessions of Interest to OOW Members**

Consequences of Affirmative Action. Sharon Collins, 429 West Briar Place #2, Chicago, IL 60657; (312) 996-2274; [collins@uic.edu](mailto:collins@uic.edu)

Labor Markets. Karen Miller-Loessi, Department of Sociology, Arizona State University, Box 872101, Tempe, AZ 85287-2101; (480) 965-4409; [karen.miller-loessi@asu.edu](mailto:karen.miller-loessi@asu.edu)

Occupations and Professions. Joy Charlton, Department of Sociology and Anthropology, Swarthmore College, Swarthmore, PA 19081; (610) 328-8295; [jcharlt1@swarthmore.edu](mailto:jcharlt1@swarthmore.edu)

Organizations. Patricia Thornton, Fuqua School of Business A206, Duke University, PO Box 90120, Durham, NC 27708; (919) 660-7967; [thornton@soc.duke.edu](mailto:thornton@soc.duke.edu)

Transnational Corporations. Terry Boswell, Department of Sociology, Emory University, Atlanta, GA 30322; (404) 727-7533; [tbos@emory.edu](mailto:tbos@emory.edu)

Voluntary and Non-Profit Organizations. Joe Galaskiewicz, Department of Sociology, University of Minnesota, 909 Social Science Building, Minneapolis, MN 55455; (612) 624-7548; [galaskie@atlas.socsci.umn.edu](mailto:galaskie@atlas.socsci.umn.edu)

Work and the Workplace. Judy Aulette, Department of Sociology, University of North Carolina at Charlotte, Charlotte, NC 28223; (704) 687-4298; [jraulett@email.uncc.edu](mailto:jraulett@email.uncc.edu)

Retailing and the Urban World. Steve Halebsky, Department of Sociology, University of Wisconsin, 8128 Social Science Building, 1180 Observatory Drive, Madison, WI 53706-1393. [halebsky@ssc.wisc.edu](mailto:halebsky@ssc.wisc.edu) (electronic submissions are preferred).

Deadline is January 10, 2001 for paper submissions

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### **Other Conferences**

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***Pacific Sociological Association Meetings  
Proposed Sessions for the 72nd Annual PSA Meeting in San Francisco, March 29-April 1, 2001.***

***Keep your eye out for these Work and Organizations related panels!***

Qualitative Studies of Work and Organization. Clark Molstad, Management Dept., California State University San Bernardino, 5500 University Parkway, San Bernardino CA 92407; (909) 880-5742; fax (909) 880-7177; [cmolstad@csusb.edu](mailto:cmolstad@csusb.edu)

Sociology of Organizations. Matthew E. Archibald, Sociology Dept., University of Washington, Savery Hall, Box 353340, Seattle WA 98195-3340; (206) 543-5882; [arch@u.washington.edu](mailto:arch@u.washington.edu)

Gender and Racial Inequality in the Workplace. Matt Huffman, Sociology Dept., University of California Irvine, Irvine CA 92697-5100; (949) 824-5341; fax (949) 824-4717; [mhuffman@uci.edu](mailto:mhuffman@uci.edu)

Organizations, Innovations and Technological Change. Thomas D. Beamish, Institute of Governmental Affairs, University of California Davis, Davis CA 95616; (530) 752-1212; fax (530) 752-2835; [tdbeamish@ucdavis.edu](mailto:tdbeamish@ucdavis.edu)

Gender Discrimination in Work Organizations. Matt Huffman, Sociology Dept., University of California Irvine, Irvine CA 92697-5100; (949) 824-5341; fax (949) 824-4717; [mhuffman@uci.edu](mailto:mhuffman@uci.edu)

Gender, Work and Social Rights: Comparative Perspectives. Cecilia Benoit, Sociology Dept., University of Victoria, Cornett Building, P. O. Box 3050, Victoria BC, Canada V8W 3P5; (250) 721-7572; fax (250) 721-6217; [cbenoit@uvic.ca](mailto:cbenoit@uvic.ca)

Professional Identities in Transition. Edwin R. van Teijlingen, Dept. of Public Health & Dugald Baird Center for Research on Women's Health, University of Aberdeen, Aberdeen Scotland AB25 2ZD; (44)-1224-552491; fax (44)-1224-662994; [evt@ph.abdn.ac.uk](mailto:evt@ph.abdn.ac.uk)

Interactionist Perspectives on Work and Organizations (Sponsored by the Society for the Study of Symbolic Interaction). Melinda J.

(Conferences, continued)

Milligan, Sociology Dept., Tulane University, 220 Newcomb Hall, New Orleans LA, 70118; (504) 862-3016; fax (504) 865-5544; mmillig@mailhost.tcs.tulane.edu

Interactionist Perspectives on Care Work (sponsored by the Society for the Study of Symbolic Interaction). Cameron Macdonald, Bunting Fellow, Radcliffe Institute for Advanced Study, Harvard University, 34 Concord Ave., Cambridge MA 02138; (617) 495-8212; fax (617) 495-8316; macdonald@radcliffe.edu or cmacdon@uconnvm.uconn.edu

Sexual Orientation Discrimination in the Workplace. Carmel Lazo Rosal, Sociology Department MC-8318, California State University Northridge, 18111 Nordhoff St., Northridge CA 91330-8318; (818) 677-3591; fax (818) 677-3844; c\_rosal@yahoo.com

Organizing the University: Faculty Unions as Agents of Change. Tom Meisenholder, Sociology Dept., California State University San Bernardino, 5500 University Parkway, San Bernardino CA 92407-2397; (909) 880-5545; tsmeisen@csusb.edu

How Do Sociologists Retire? Creatively. PANEL. Rachel Kahn-Hut, Sociology Dept., San Francisco State University, San Francisco CA 94132; (415) 338-7503. rkahnhut@sfsu.edu; After August 1 3040 Fulton Street, Berkeley CA 94705 (510) 848-3265.

Preparing for the Job Market (sponsored by the Student Affairs Committee). PANEL. Rebecca S.K. Li, Sociology and Anthropology Dept., 2000 Pennington Road, Ewing NJ 08854; (609) 771-2546; fax (609) 637-5186; lirebecc@tcnj.edu

Why Buy the Cow if you can Get the Milk for Cheap: The Politics of Part-Time Employment in Academia. PANEL. Dae Fox, Sociology Dept., San Diego State University, 1579 f Apache Drive, Chula Vista CA 91910; (619) 594-5521; fax (619) 594-1325; fox1@mail.sdsu.edu

### **Gender, Work and Organization Conference June 27-29, 2001.**

Theme: Rethinking Gender, Work and Organization. Keele University, Staffordshire, England. Abstracts of approximately 750 words (excluding any references) are invited by November 30, 2000. Prospective contributions will be independently refereed. New and young scholars with work-in-progress papers are welcomed. Please mail one hard copy of your abstract to the address below. Abstracts should include full contact details, including your name, institutional affiliation, mailing address, telephone number and e-mail address. Address for correspondence: Ann Kempster, Editorial Assistant, Gender, Work and Organization; Keele University, Staffordshire ST5 5BG England; +44 (0) 1782 584 281; fax: +44 (0) 1782 584272; e-mail a.c.kempster@ keele.ac.uk. Watch our website for further details [www.keele.ac.uk/depts/mn/manhome.htm](http://www.keele.ac.uk/depts/mn/manhome.htm).

### **Labor Studies Division of the SSSP conference**

Proposed Sessions and Organizers for SSSP 2001

1. Regular Session: The Future of the American Labor Movement: Strategic Directions. Organizers: Bruce Nissen and Lars Christiansen. Send papers to Lars Christiansen, Department of Sociology, Florida Atlantic University, 777 Glades Road, Boca Raton, FL 33431; e-mail: christia@fau.edu

2. Regular Session: Authors Meet Critics: Howard Kimeldorf's book entitled, *Battling for American Labor: Wobblies, Craft Workers and the making of the Union Movement* and Ching Kwan Lee's book entitled, *The South China miracle: Two Worlds of Factory Women*. Organizer: Heidi Gottfried, CULMA, Wayne State University, Faculty Affairs Building, 656 W. Kirby, Detroit, MI 48202; e-mail: [Heidi.Gottfried@wayne.edu](mailto:Heidi.Gottfried@wayne.edu)

3. Thematic Session: Labor and Immigration Issues. Organizer: Fernando Gapasin, School of Public Policy and Social Research, Institute of Industrial Relations 6389, Public Policy Building, UCLA, Los Angeles, CA 90095; email fgapasin@ucla.edu.

### **First Biannual Conference on Leadership and Administration Issues in Small, Nonprofit Organizations, April 5-6, 2001.**

Louisiana State University -Shreveport. Nonprofit Administration Program. First Biannual Conference on Leadership and Administration Issues in Small, Nonprofit Organizations, April 5-6, 2001. The conference will be held at the Sheraton Shreveporter in Shreveport, Louisiana. Scholars and practitioners are invited to submit abstracts for paper presentations, workshops, panel discussions, and roundtables. An abstract dealing with your topic and form of proposed participation should be sent by October 1, 2000 to Norman A. Dolch, Director of the Nonprofit Administration Program, Department of History/Social Science, LSU in Shreveport, Shreveport, LA 71115-2399.

### **Call for Submissions: The Health Care Management Division of the Academy of Management**

The Health Care Management Division of the Academy of Management invites OOW members to submit papers and symposium proposals for the Academy's annual meeting, August 5-8, 2001, in Washington, DC. Submission guidelines are posted on the Academy's web page at [www.aom.pace.edu/meetings/2001](http://www.aom.pace.edu/meetings/2001). We especially encourage submissions that speak to the 2001 theme, How Governments Matter; however, submissions that are not directly related to the theme are also welcome. For questions, please contact the HCMD program chair, Kathleen Montgomery, at kmont@mail.ucr.edu.

(Conferences, continued)

**Xiv International Sociological Seminar, "Democracy and Participation in Organizations In The New Informational Societies," June 27th To The 30th, 2001, San Juan, Argentina**

Organized By: Direction of Science and Technology, Ministry of Government, Government of The Province of San Juan, Iberoamerican Subcommittee of The R-C 10, International Sociological Association

Following up with the tradition of the International Seminars organized by the Iberoamerican Subcommittee of the RC 10, of the International Sociological Association invites you to participate in its XIV Seminar to be held in San Juan (Argentina).

Submission deadlines: For abstracts, January 31st, 2001. For final papers, April 30th, 2001. Abstracts should not exceed 15 text lines. Accepted communications must be sent to the Secretariat no later than April 30th. Papers will have a maximum of 35,000 characters (15 double spaced pages). There will be 5 workshops, intending to carry on a theoretical exchange of practical experiences, on the following areas:

- I. Development and Equity in the New Informational Society
- II. Training, Participation and Culture in Organizations
- III. Self management, Participation Experiences and Social Movements
- IV. Participation and New Technologies in the New Informational Society
- V. Participation and Organizational Democracy (papers in English)

Secretariat: Lic. Cristina Ayza; e-mail: [Cristina@unsj.edu.ar](mailto:Cristina@unsj.edu.ar)  
Dirección de Ciencia y Técnica, Av. España 1512-Sur-Capital  
Cp. 5400 San Juan, Argentina, Phone: (54) 264-422 3724-Fax:  
(54) 264-422 3717—

**October 26-27, 2000. First Annual International Conference on Education, Labor, and Emancipation**

October 26-27, 2000. First Annual International Conference on Education, Labor, and Emancipation. Florida International University, Miami, FL. Theme: "The Freirean Legacy: Educating for Social Justice." See <http://acc.fiu.edu/socialjustice>.

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## Call for Papers

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**Berkeley Journal of Sociology (BJS) invites submissions**

The Berkeley Journal of Sociology (BJS) invites submissions of well-researched, theoretically interesting papers on work and its relationship to other topics such as family, gender, the state, race, class, and culture, for Volume 45, 2001. Students and faculty from

departments outside the discipline of sociology (such as political science, women's studies, and anthropology) are encouraged to submit articles with a sociological orientation. Submissions for Volume 45 are due October 15th, 2000. Articles and reviews may be sent as e-mail attachments to: [thejournal@uclink4.berkeley.edu](mailto:thejournal@uclink4.berkeley.edu). Otherwise, please send two paper copies to: Berkeley Journal of Sociology, 410 Barrows Hall #1980, Department of Sociology, University of California, Berkeley, CA 94720-1980.

**Research in Social Stratification Special Issue  
Volume 20: The State Of Market Transition**

Since the fall of state socialism in Eastern Europe, scholars from a wide variety of disciplines and perspectives have been monitoring changes in the economies and social systems of former state socialist nations. Still others have combined studies of the development of market institutions with the study of development and change in political systems, usually focusing on movements toward democracy.

The implications of these vast changes for the social stratification systems that affect a majority of the world's peoples, and the policy choices that individuals and political leaders face in light of these changes are (arguably) the most significant humanistic and social scientific issues of the 21st century. This special issue of *Research in Social Stratification and Mobility* seeks to bring together scholars from a wide variety of theoretical perspectives, different nations, and different empirical research traditions to shed light on the implications of market transitions for individual life chances, state economic policy, and social stratification systems. Scholarship focusing on single nations as well as cross-national research are welcome, as are research contributions that compare state socialist/former state socialist political economies with conditions elsewhere in the world. All theoretical, methodological, substantive, and empirical contributions will be considered.

The deadline for submissions to this special issue of *Research in Social Stratification and Mobility* is MAY 15, 2001. Please send three (3) copies of your submission to:

Interested author(s) should submit four copies of their paper and a check for ten dollars (the ten dollar processing fee is waived for graduate students) to:

Kevin T. Leicht, Editor, THE SOCIOLOGICAL QUARTERLY, Department of Sociology, 140 Seashore Hall West, The University of Iowa, Iowa City, Iowa 52242-1401; (e-mail: [tsq@uiowa.edu](mailto:tsq@uiowa.edu)).

Kevin T. Leicht is the new editor of THE SOCIOLOGICAL QUARTERLY, the official journal of the Midwest Sociological Society. The Sociological Quarterly is devoted to publishing cutting-edge research in all areas of sociological inquiry. Our focus

(Call for Papers, continued)

is on publishing the best sociological research and writing to advance the discipline and reach the widest possible audience.

More information on *Research in Social Stratification and Mobility* is available through the journal website: <http://www.uiowa.edu/~strat/index.htm>.

### **Work and Occupations**

*Work and Occupations* invites you to submit your manuscripts for peer review and possible publication. Now in its 25th volume, WO is a scholarly, sociological quarterly that publishes original research in the sociology of work, employment, and labor, social inequality in the workplace, worker-customer relations, deviance in the workplace, and occupations and professions. Consult the latest issue of WO for manuscript formatting and submission instructions. Manuscripts will not be returned. Send three copies of your paper to: Daniel B. Cornfield, Editor, WORK AND OCCUPATIONS, Box 1811, Station B, Department of Sociology, Vanderbilt University, Nashville, TN 37235. Inquiries may be directed to the Editor at this internet address: [daniel.b.cornfield@vanderbilt.edu](mailto:daniel.b.cornfield@vanderbilt.edu).

### **General Call for International Sociology**

*International Sociology*, the journal of the International Sociological Association, invites submissions on themes of social change, development and modernization, with their significant recent extensions — globalization and world economic, political, and cultural systems — which have gained new life with the expansion of markets, democracy, the rule of law, and human rights. A new editor, Said Amir Arjomand, is committed to the promotion of these and other significant themes, including but not limited to religious transformation, the growth of modern culture, transnational social movements, institutional reconstruction, ethnic and national conflicts, genocide, civil war, and social disintegration. He invites contributions to and readership of this journal, and may be reached at the State University of New York at Stony Brook at e-mail: [sarjoman@notes.cc.sunysb.edu](mailto:sarjoman@notes.cc.sunysb.edu).

### **Gender & Society**

A *Gender & Society* special issue on African American Women: Gender Relations, Work, and the Political Economy in the Twenty-First Century seeks papers that explore the link between the gender, work, and family roles of Black women. Deadline for submission of manuscripts is April 15, 2001. Anticipated publication date, June 2002. Submit papers, including \$10 submission fee payable to Gender & Society, to Christine E. Bose, Editor, Gender & Society, Department of Sociology, University at Albany, State University of New York, 1400 Washington Avenue Albany, NY 12222.

### **Review of Religious Research**

An interdisciplinary journal now co-edited by Christopher G. Ellison and Darren E. Sherkat is seeking manuscripts on any topic dealing with religious beliefs, activities, and organizations. We strongly encourage submissions investigating organizational and occupational approaches to religious institutions, and connections between religious organizations and other voluntary organizations. To submit, send 4 copies of manuscripts and an email or disk version of the paper to Darren E. Sherkat, 1811-B Dept. of Sociology, Vanderbilt University, Nashville TN 37235. [SHERKADE@CTRVAX.VANDERBILT.EDU](mailto:SHERKADE@CTRVAX.VANDERBILT.EDU). There is a \$15 processing fee for scholars who are not members of the Religious Research Association. Membership is only \$24, and information can be found at: <http://rra.hartsem.edu>.

### **Papers on Worker Training for Research in the Sociology of Work, Volume 12**

Job training is an important feature of the workplace in the United States and throughout the world. Manuscripts are sought that develop sociological analyses of job training. These may include, but are not limited to, factors influencing the decisions of employers to provide job training, factors facilitating or restricting the ability of workers to pursue training, the organizational or institutional settings and environments in which training takes place, legal or historical aspects of job training, and analyses of job training across nations or in non-U.S. settings. Empirical work based on any appropriate research methodology is welcome, as are conceptually or theoretically based papers. Submissions will be accepted starting in June 2001, but the editor David Bills, at e-mail address [david-bills@uiowa.edu](mailto:david-bills@uiowa.edu), would be pleased to discuss specific ideas or proposals before that date.

### **Papers on Labor Revitalization for Research in the Sociology of Work, Volume 11**

Original, social scientific articles which address the revitalization of declining labor movements and labor organizations in all world regions are sought. The articles should report the findings of rigorous, qualitative or quantitative original research. In addition, they should make theoretical social scientific contributions to the study of labor as a social movement, as an organization or set of organizations, or as an institutional economic actor, although other theoretically-informed conceptualizations of [organized] labor are also possible. Each article should also draw policy-relevant implications from the analysis.

Topics include, but are not limited to, the patterning of "demand" for labor organization among unorganized workers; the development of new constituencies of labor movements; innovations in labor organization and organizing; trends in union membership growth and decline; and political-legal constraints on

(Call for Papers, continued)

labor revitalization. For further information, contact either of the guest editors: Daniel B. Cornfield or Holly J. McCammon, at e-mail addresses [daniel.b.cornfield@vanderbilt.edu](mailto:daniel.b.cornfield@vanderbilt.edu) and [mccammhj@ctrvax.vanderbilt.edu](mailto:mccammhj@ctrvax.vanderbilt.edu), respectively.

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## General Interest Announcements

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### **AFL-CIO Seeks Academic Support for Voice@Work Campaign**

The AFL-CIO has launched a major multi-year campaign called Voice@Work to protect and expand the freedom of workers to join unions. The freedom to join a union is widely recognized internationally as a fundamental human right, on a par with other basic freedoms such as the freedom of religion or the right to be free from discrimination based on race, gender or sexual orientation. As industrial relations scholar Hoyt Wheeler explains it, to call something a fundamental human right "means that it is a moral right that prevails over considerations of convenience or efficiency..." If something is a fundamental human right, according to Wheeler, "then it trumps mere economic interests of employers or the public."

Measured with this yardstick, workers almost invariably suffer pervasive, serious violations of their fundamental human rights when they try to form or join a union in the United States today. Workers who seek to form a union nearly always face a broad array of well-honed and devastatingly effective employer tactics designed to suppress their freedom to organize. A partial list of these tactics includes mandatory captive audience meetings where workers are forced to sit through one-sided anti-union presentations, repeated one-on-one meetings with supervisors during which workers are interrogated about their views of unions and pro-union workers are advised to change their minds, employer assistance to anti-union workplace committees, and widespread threats that the workplace will close or move should the workers vote to unionize.

Though it is nominally illegal, each year employers discharge thousands of workers because they are seeking to form or join a union in their workplace. In workplaces with high proportions of undocumented workers, the employer threatens to call the INS during more than half of all organizing drives.

The purpose of the Voice@Work campaign is to expose these and other repressive employer practices to the light of day, and to change the climate both in specific organizing drives and nationally so that workers' freedom to organize is respected and protected despite the inadequacy of current U.S. labor law. Voice@Work enlists religious, community and political allies to persuade employers to desist from suppressing the freedom to unionize.

As an important part of its Voice@Work campaign, the AFL-CIO wants to reach out to academics and has developed a research agenda which describes research that it hopes academics and

their students will undertake. To obtain a copy of the AFL-CIO Voice@Work research agenda, e-mail your request to Sheldon Friedman at [sfriedma@afcio.org](mailto:sfriedma@afcio.org). Hopefully new sociological research in support of Voice@Work will begin to be presented as early as next year's ASA meetings.

Sociological research is needed in two broad areas: (1) the nature and effects of employer suppression of the right of workers to form or join unions, and (2) why and how the widespread suppression of workers' freedom to form or join a union matters: the economic, social and political consequences for the individual, the firm, the community and the nation, and what would happen on all of these levels if workers were free to form unions without fear. More specific examples of research that sociologists might conduct in support of the Voice@Work campaign include innovations in strategies, tactics, and outcomes of union organizing drives and collective bargaining, alliances between labor and other movements, and the political and legal constraints on the freedom of workers to organize.

Other ways in which sociologists can support Voice@Work include providing expert assistance during union organizing campaigns in their communities, writing op-eds about the importance of the freedom to organize, and identifying promising students for the AFL-CIO's Union Summer and Organizing Institute programs. To request a sign-up form for these or other Voice@Work support activities, e-mail Sheldon Friedman at [sfriedma@afcio.org](mailto:sfriedma@afcio.org).

Sheldon Friedman, AFL-CIO

### **Grant Program Announcement: The Office of Research Integrity and the National Institute of Neurological Disorders and Stroke invite applications**

The Office of Research Integrity (ORI, DHHS) and the National Institute of Neurological Disorders and Stroke (NINDS, NIH) invite applications (R01) to support research on research integrity. "Integrity" in this context is understood as "adherence to rules, regulations, guidelines, and commonly accepted professional codes or norms."

The purpose of the proposed grant program is to foster empirical research on the institutions, processes, and values that positively and/or negatively influence integrity in research. The sponsoring agencies are particularly interested in studies that will inform policy making at DHHS, NIH, and research institutions, with the goal of fostering appropriate attention to integrity in publicly funded research programs. The grant application deadline is December 15, 2000.

The ORI intends to commit approximately \$500,000 in FY 2001 to fund three to five new grants in response to this RFA. An applicant may request a project period of up to two years and a budget for direct costs of up to \$100,000 per year. Pending approval, ORI is planning to commit approximately \$1,000,000 in FY 2002 to fund to continuing support for the first-year proposals and to fund an

(General Interest Announcements, continued)

additional three to five new proposals. See the NIH, RFA announcement for details:

<http://grants.nih.gov/grants/guide/rfa-files/RFA-NS-01-008.html>

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### ***In Print and OOW Relevant***

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Joel Baum and Frank Dobbin, editors. *Economics Meets Sociology in Strategic Management*. JAI Press. 2000.

For more information see:  
[http://www.mgmt.utoronto.ca/~baum/v17\\_toc.html](http://www.mgmt.utoronto.ca/~baum/v17_toc.html)

Peter Dreier, Occidental College. *Regions That Work: How Cities and Suburbs Can Grow Together* (University of Minnesota Press, 2000).

Madonna Harrington Meyer, Syracuse University. *Care Work: Gender Labor & the Welfare State* (Routledge, 2000).

Charles W. Smith, Queens College and Graduate School, CUNY. *Market Values in American Higher Education: The Pitfalls and Promises* (Rowman and Littlefield, 2000).

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### ***OOW Related Employment Opportunities***

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**Augsburg College.** Department of Sociology invites applications for a full-time, tenure track Assistant Professor beginning Fall 2001. This position involves teaching in the areas of sociology of work, organizational development and introductory sociology across both our day and weekend class schedules. One additional area of specialization is open, possibly macro. The Department currently sustains a strong core major with emphases on graduate school preparation and experiential learning and concentrations in social psychology and crime and community. Commitment to and excellence in teaching and learning is a priority in the hiring decision. Applicants should have some teaching experience and a PhD by August 2001. Please send a substantive letter of application, curriculum vita (with list of references only), official graduate transcript and two sample syllabi by November 13, 2000 to Diane Pike, Chair, Sociology Search, Human Resources Department, Augsburg College, 2211 Riverside Avenue, CB #79, Minneapolis, MN 55454. Equal Opportunity Employer.

**Ball State University.** Tenure-track Assistant Professor position available August 17, 2001. This is the first of three positions likely to be filled in the next three years. The Department offers an excellent working environment with a possible two-course teaching load, highly supportive colleagues, and a master's program. The Department's annual Middletown Area Survey provides unique research opportunities. Ball State features a beautiful campus and state-of-the-art computer technology and combines the characteristics of a selective public undergraduate university with those of a doctoral-level research university. Muncie is a moderate-sized city with a low cost of living within 50 miles of the metropolitan amenities of Indianapolis. Responsibilities: teach courses at the undergraduate and graduate level; engage in publication of scholarly work in sociology; perform appropriate service for the department, university, and community. Minimum qualifications: completion of PhD required by August 1, 2001; commitment to excellence in scholarly research and high

quality teaching. Preferred qualifications: specialization in one or more of the following areas, aging, medical sociology, work, inequality, social psychology, family, survey research, population, and theory; experience teaching undergraduate sociology courses, especially experience involving sole responsibility for courses; evidence of professional scholarship as indicated by articles published in professional journals, papers presented at professional meetings, and/or active role(s) in sociological research projects. Send letter of application, curriculum vita, statement of research agenda and teaching philosophy, evidence of teaching effectiveness, and three letters of reference to: Roger Wojtkiewicz, Chair, Department of Sociology, Ball State University, Muncie, IN 47306; [www.bsu.edu](http://www.bsu.edu). Review of applications will begin December 15, 2000, and will continue until the position is filled. Ball State University is an Equal Opportunity/Affirmative Action Employer and is strongly and actively committed to diversity within its community.

**California Polytechnic State University.** Tenure-track position in sociology. Assistant Professor, academic year appointment starting Fall 2001. Duties and responsibilities include teaching courses in criminology/criminal justice and general sociology. Other areas may include general comparative societies, social work, research methods, or complex organizations. A PhD in sociology at the time of hiring is required. Preference will be given to candidates with university teaching experience. Salary is commensurate with qualifications and experience. Send a letter of interest, curriculum vita, and three letters of recommendation to James Coleman, Chair, Sociology Research Committee, Social Sciences Department, California Polytechnic State University, San Luis Obispo, CA 93407; (805) 756-2752. Please refer to Recruitment Code #13035. Closing date: January 11, 2000. Cal Poly is strongly committed to achieving excellence through cultural diversity. The university actively encourages applications and nominations of women, persons of color, applicants with disabilities, and members of other under-represented groups. Affirmative Action/Equal Employment Opportunity

**College of Business Administration-University of Cincinnati,** Department of Management. The Department of Management anticipates multiple openings for tenure-track faculty (rank open) beginning September 2001, subject to availability of funds. The selected candidates will work actively with doctoral students and teach undergraduate/graduate courses in one of the following areas: organizational behavior, entrepreneurship/strategy, human resource management, and international management. Research and teaching interests that cut across these areas would be beneficial. We are especially interested in individuals who are collegial, and who possess the ability and motivation to contribute to the intellectual life of our department. Applicants must have completed their degrees prior to commencing these positions. The Department has twelve full-time members in Organizational Behavior, Organization Theory, Business Policy/Strategy, and Entrepreneurship. We have successfully translated our research commitment into high-quality articles that have appeared in such leading journals as *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Strategic Management Journal*, *Journal of Applied Psychology*, and *Entrepreneurship Theory and Practice*. Faculty are also active participants and innovators in undergraduate, masters, and doctoral education. The department has centers focused on international and family business, and recently established the Center for Entrepreneurship Education and Research, which aims to become a global leader in entrepreneurship education, research, and service (please see <http://www.cba.uc.edu/cbainfo/center>). Send materials to: Dr. Chamu Sundaramurthy, Chair Management Department Search Committee College of Business Administration University of Cincinnati PO Box

*(OOO Related Employment Opportunities, continued)*

210165 Cincinnati, OH 45221-0165 Phone: (513) 556-7176 E-mail: [chamu.sundaramurthy@uc.edu](mailto:chamu.sundaramurthy@uc.edu)

**Cornell University.** New York State College of Human Ecology, A Statutory College of the State University, Department of Policy Analysis and Management, Social Welfare Evaluation - Assistant Professor. The Department of Policy Analysis and Management seeks to fill a tenure-track position in social welfare evaluation with 50% research and 50% teaching responsibilities. The candidate will undertake a program of evaluation and field-based research on social welfare policies and programs. Relevant research would include topics like: evaluation of health and human service organizations; management and evaluation of the implementation of welfare reform; community-based, participatory approaches to evaluation of social welfare services. Teaching and advising responsibilities support an undergraduate major and graduate field in Policy Analysis and Management, which includes the Sloan Program in Health Services Administration. The candidate will be expected to teach, among other things, a core graduate course in qualitative and mixed methods approaches to policy analysis and management. Qualifications: A PhD in a discipline or field such as sociology, social work, ethnography, health or related policy sciences, with strong expertise in field-based research, is required. Candidates need a strong background in program evaluation methodology, and must demonstrate expertise in collection and analysis of qualitative and quantitative data including mixed method empirical strategies. Salary: Negotiable depending on experience and qualifications. Competitive benefit package. Location: Position is in an applied, multidisciplinary department with faculty members drawn from economics, sociology, social work, evaluation, psychology, public health and urban planning. There is ample opportunity for faculty cooperation and interaction, not only within the department but across the university. We will begin reviewing applications immediately and will continue to accept applications until the position is filled. Starting date: July 2001. Send resume, samples of research, and three letters of recommendation to: Richard V. Burkhauser, Chair, Department of Policy Analysis and Management, 120A MVR Hall, Cornell University, Ithaca, NY, 14853-4401; (607) 255-2097; fax (607) 255-0799. Cornell University is an Equal Opportunity Employer/Affirmative Action Employer and Educator.

**Cornell University.** The Department of Organizational Behavior in the New York State School of Industrial and Labor Relations is seeking to fill a tenure-track position for a faculty member to teach courses in micro-organizational behavior, with an appointment beginning August 2001 at the Assistant Professor level. Applicants should have received a PhD by August 2001 in industrial/organizational psychology, social psychology, organizational behavior, business and management, or related field. All candidates must demonstrate the potential to achieve excellence in research and teaching. The Department provides core and elective courses for undergraduate, professional Master's and MS/PhD students. Interested applicants should send a letter of application, curriculum vita, letters of recommendation, and samples of written work to: Tove Helland Hammer, Department of Organizational Behavior, NYSSILR, Cornell University, Ithaca, NY 14853-3901 by December 1, 2000. General information about the School of Industrial and Labor Relations is available at [www.ilr.cornell.edu](http://www.ilr.cornell.edu). Cornell University is an Affirmative Action/Equal Opportunity Employer.

**Massachusetts Institute of Technology.** The Institute for Work and Employment Research at the MIT Sloan School of Management invites applications for a tenure-track faculty position at the junior (Assistant or non-tenured Associate) level. Candidates may have research interests in

any of a variety of areas related to work and employment relations. However, due to substantial student demand, the candidate must be able and willing to teach courses in negotiation and conflict management. We are especially interested in PhDs in social science disciplines such as sociology, organizational behavior, political science, or industrial relations. However, other backgrounds will be considered. MIT is an Affirmative Action/Equal Opportunity Employer and encourages applications from women and minorities. Applications are due by December 1, 2000. Please send a letter of application, curriculum vita, supporting documentation, and three letters of recommendation to Thomas A. Kochan, MIT Sloan School of Management, 50 Memorial Drive, Room E52-583, Cambridge, MA 02142-1347

**Ohio State University-Newark** is seeking applications for a 9-month, tenure-track Assistant Professor in Sociology to begin Autumn Quarter 2001. The Newark Campus is an extended campus in The Ohio State University system and is located about 30 miles east of the central Columbus campus. Duties: Sociology faculty at the Newark Campus are members of the sociology department at The Ohio State University, and are evaluated accordingly. The successful candidate must maintain a productive and high-quality research program and should be interested in teaching an undergraduate course in social theory. Finally, the successful candidate is expected to actively participate in service activities at the Newark Campus, in the Sociology Department, and in the University. Qualifications: PhD in Sociology with a strong potential to excel in teaching and research. Although we consider all areas of teaching and research, we prefer candidates whose work falls into one or more of the Department's programs: Comparative Social Change; Crime and Community; Gender, Race, Work and Inequality; and Population, Health and the Life Course. Salary: \$40,000 - \$44,000, a comprehensive benefits package is included. Application procedure: To assure consideration send a cover letter that describes teaching and research interests, curriculum vita, three letters of professional reference and samples of sole-authored publications or unpublished work to: The Ohio State University at Newark, Human Resources, Search #00-45, 1179 University Drive, Newark, OH 43055 by January 31, 2001. OSU-N is an Equal Opportunity/Affirmative Action Employer. Women, minorities, veterans, and individuals with disabilities are encouraged to apply.

**Pennsylvania State University.** The Department of Labor Studies and Industrial Relations seeks to hire one or two new faculty members. Preference will be given to candidates with several years of experience beyond the doctorate or qualifying for appointment at the associate professor rank. Candidates should desire to be a member of a growing multi-disciplinary department. Targeted areas include, but are not restricted to, dispute management and resolution, information technology, and strategic human resources. One successful candidate must have a strong background in quantitative methods with an interest to teach statistics and research methods at the graduate level. Scholars with doctorates in economics, psychology, sociology, industrial relations or human resources are encouraged to apply. In addition to the areas listed above, the department is rapidly developing a presence in research topics related to work and family. Applications received prior to November 1, 2000 will receive full consideration. Please forward applications or nominations to: Robert Drago, Department of Labor Studies and Industrial Relations, 133 Willard Building, University Park, PA 16802. Include names and addresses of three references. Affirmative Action/Equal Opportunity Employer.

(*OOW Related Employment Opportunities, continued*)

**Purdue University-West Lafayette.** The Women's Studies program and the department of Sociology and Anthropology are seeking candidates for a joint appointment at 50% in sociology (tenure home) and 50% in women's studies at the assistant or associate professor level, beginning August 2001. Areas of specialization are open, but preference given to candidates focusing on women and work. Responsibilities in sociology and women's studies: teach undergraduate and graduate courses, maintain an active research program, direct and advise graduate students, and fulfill faculty service responsibilities. Qualifications: a PhD in sociology and a commitment to Women's Studies are required. Excellence in research productivity and teaching are also required. Experience and interests that would contribute to the diversity of our programs are particularly welcome. Send letter of application, curriculum vita, a statement of current research and teaching interests, and names of three references to: Marcia Stephenson, Interim Director, Women's Studies Program, Purdue University, 1361 Laeb, West Lafayette, IN 47907-1361. Applications are due by November 1, 2000, but the search will remain open until a suitable applicant is hired. Purdue is an Equal Opportunity/Affirmative Action Employer and encourages applications from women and minorities.

**Rutgers University.** School of Management and Labor Relations, Department of Labor Studies and Employment Relations, is seeking candidates for one tenure-track position at the level of Assistant Professor for September 2001. Areas of particular interest include the impact of globalization on U.S. employment relations, the development of global labor market institutions, immigration, comparative employment relations, race/ethnicity at work, employment discrimination, and labor/employment rights. However, scholars concerned with other aspects of employment relations or new forms of work organization are also encouraged to apply. Interest and involvement in the Department's outreach efforts to the local and national labor/management community is especially desirable. The School, with about 30 faculty members, is an independent academic unit offering an undergraduate major, two professional Masters' degrees, and a PhD, as well as non-credit programs. The faculty of the Labor Studies and Employment Relations (LSER) Department represent numerous disciplinary backgrounds. To learn more about the School and faculty, visit our website at [www.SMLR.Rutgers.edu](http://www.SMLR.Rutgers.edu). Interested candidates must have a strong research record and should possess, or have made substantial progress toward the completion of, the PhD or other terminal degree. Interested candidates should send a letter of application detailing qualifications, a curriculum vita, a paper or chapter of their dissertation, and contact information for four references. Although later applications may be considered at the discretion of the search committee, applications should be submitted by December 8, 2000 to Adrienne Eaton, Chair of Search Committee, LSER Department, School of Management and Labor Relations, Rutgers University, 50 Labor Center Way, New Brunswick, NJ 08901. Salary and benefits are competitive and commensurate with qualifications. Rutgers University is an Affirmative Action/Equal Employment Opportunity/ADA Employer. Women and minority candidates are strongly encouraged to apply.

**School of Business College of William And Mary.** Senior Assistant / Associate Professors in Organization Behavior/Organization Theory/Human Resource Management. The School of Business at the College of William and Mary is inviting applicants to fill three positions in organization behavior/organization theory/human resource management. The positions are: one tenure track position beginning Fall 2001, one tenure track position (subject to funding) beginning Fall 2001, one visitor position beginning Spring 2001, continuing through Spring 2002. Candidates who have already completed their Ph.D. degree, who have

demonstrated commitment to research, and who have demonstrated teaching excellence with multiple audiences, including executives, are especially encouraged to apply. Please send curriculum vita, examples of scholarly work, documentation of teaching performance, and three letters of recommendation to: Professor Robert Solomon, Chair, Appointments Committee, School of Business Administration, College of William and Mary P.O. Box 8795, Williamsburg, Virginia 23187-8795. Review begins October 4, 2000 and will continue until appointments are made. William and Mary is the second oldest university in the nation and was recently ranked the sixth best public university in the country. The School of Business offers BBA, MBA, and Executive MBA degrees. For more information about our academic programs, visit our website: <http://business.wm.edu>

**Towson University.** The Women's Studies Program invites applications for a full-time, tenure track appointment at the Assistant Professor position, beginning fall 2001. We are especially interested in candidates whose areas of expertise are women and work, women and public policy, or women and health. Candidates with other areas of expertise in the social sciences will also be considered. We seek candidates whose teaching takes into consideration the intersection of race, class and gender. Responsibilities include undergraduate and graduate teaching in an interdisciplinary women's studies program. The Women's Studies program at Towson offers a major, a minor and a masters degree. Salary is commensurate with experience at the entry level. PhD required by the time of appointment. Send a letter of application, curriculum vita, a transcript, three letters of recommendation, and a writing sample to: Chair, Women's Studies Search Committee, Women's Studies Program, Towson University, 8000 York Road, Towson, MD 21252-0001. Applications must be postmarked by December 31, 2000. Towson University is an Equal Opportunity/Affirmative Action Employer and has a strong institutional commitment to diversity. Women, minorities, persons with disabilities, and veterans are encouraged to apply.

**University of California-Berkeley.** The Walter A. Haas School of Business seeks a qualified candidate for a tenure-track or tenured position in Organizational Behavior, effective July 1, 2001. Candidates with the ability to teach and conduct research on issues related to "micro" or "meso" topics (e.g., individual, interpersonal, and group behavior) or "macro" topics (e.g., inter-organizational behavior) will be considered for this position. The specific area of the candidate's research is less important than the quality and promise of his or her work. We encourage applications from experienced faculty as well as new PhDs. Applicants should include a curriculum vita, samples of research and writing (including a summary of applicant's dissertation in the case of PhD candidates), at least three references, and evidence of teaching ability. Application materials must be postmarked by January 1, 2001 and should be addressed to: Jennifer A. Chatman, Walter A. Haas School of Business, 545 Student Services Building #1900, University of California-Berkeley, Berkeley, CA 94720-1900. The University of California is an Equal Opportunity/Affirmative Action Employer.

**University of California-Davis.** The Statewide Integrated Pest Management (IPM) Project is accepting applications for a full-time research position to develop and conduct survey and evaluation projects for 3-5 years. There is potential for subsequent establishment of a career position. In collaboration with the IPM Project Director, the State Extension IPM Coordinator, and other project investigators, this position conducts ongoing surveys and evaluations of major agricultural cropping systems in California, enabling the IPM Project to assess farm practices and decision-making strategies being used for pest management. This position also collaborates on the evaluation of outreach and intervention projects funded by the NIOSH-sponsored UC Agricultural Health and

*(OOO Related Employment Opportunities, continued)*

Safety Center, whose focus includes the health and safety of farmers, farmworkers, and consumers in a four-state region. This position works with the Associate Director of the Center on this ongoing project evaluation. Applicants must have strong methodological skills in survey research and program evaluation, and research interests in rural sociology, sociology of agriculture, and/or agricultural health and safety. A Masters with experience in program evaluation or PhD in sociology or a related field is preferred. Skill in designing, conducting, and analyzing surveys and program evaluations, and preparing written reports and publications is required. The position can be based at the UC Kearney Agricultural Center, located near Fresno, CA, or at UC Davis. Salary in the Post Graduate Researcher series will be commensurate with candidate qualifications. To apply, send a letter of application, curriculum vita including names and phone numbers of three references, and a writing sample to Frank Zalom, Director, Statewide IPM Project, University of California, One Shields Avenue, Davis, CA 95616-8621. You may also apply by e-mail to [fgzalom@ucdavis.edu](mailto:fgzalom@ucdavis.edu) or fax to (530) 752-6004. Applications will be accepted until position is filled. For more information on the programs, see the Web sites for the UC Statewide IPM Project <http://www.ipm.ucdavis.edu/>, the UC Agricultural Health and Safety Center <http://agcenter.ucdavis.edu/agcenter/>, and the Kearney Agricultural Center <http://www.uckac.edu/>. The University of California is an Equal Opportunity/Affirmative Action Employer.

**University of California-Irvine.** The Sociology Department invites applications for an Assistant through beginning Associate level specialist in social networks. We seek candidates with sophisticated quantitative skills and strong substantive interests in areas such as (but not limited to) inequality in organizations, globalization, elite power formation, and mass organization and mobilization. In addition to the PhD, this position requires a strong record of publication commensurate with rank and a well-defined research agenda. Applications received by October 16, 2000 will receive the fullest consideration for fall 2001 appointments, but screening will continue until the position is filled. Please send a letter of application, curriculum vita, and three letters of reference to David Smith, Chair, Social Networks Search Committee, Department of Sociology, 3151 Social Science Plaza, University of California, Irvine, CA 92697-5100; fax: (949) 824-4717; email [dasmith@uci.edu](mailto:dasmith@uci.edu). The University of California, Irvine is an Equal Opportunity Employer committed to excellence through diversity.

**University of Chicago.** Graduate School of Business is seeking to hire tenure-track faculty with interests in the areas of decision making, negotiations, social psychology and organizations, all broadly defined. We will consider both beginning salary level PhDs and more experienced candidates with excellent records. We are looking for candidates with strong disciplinary training in any of the social sciences who can use that discipline background to conduct research on aspects of behavior relevant to management in organizations and to introduce MBA students to behavioral science principles. This position is part of the Managerial and Organizational Behavior area, whose members are responsible for teaching courses such as Managing in Organizations, Managerial Decision Making, Power and Politics, and Negotiations. Candidates should be qualified to teach at least one of these courses plus another MBA elective. The group has a well-equipped laboratory for experimental research. To guarantee full consideration, all materials must be received by December 1, 2000. Applications should include a curriculum vita, one research paper and three letters of reference. Materials should be sent to: Deputy Dean for Faculty, M.O.B. Recruiting, University of Chicago, Graduate School of Business, 1101 East 58th Street, Rosenwald 105, Chicago, IL 60637. The University of Chicago is an Equal Opportunity/Affirmative Action Employer

**University of Cincinnati.** Applications and nominations are invited for the position of head of the Department of Sociology, to begin September 1, 2001, pending budget approval. The position will be filled with someone qualifying for the rank of associate or full professor. The department is an active and collegial one having 12 faculty and offers BA, MA, and PhD degrees. Graduate specialties include work and family, social psychology, social inequality and gender, with a developing area in medical sociology/sociology of health. Faculty are expected to contribute to the department through both research and teaching. The department houses the Kunz Center for the Study of Work and Family, a center supported by a \$1.3 million endowment. The Kunz Center supports faculty and graduate student research as well as outreach and consulting to community agencies and businesses. Duties of the head include advocacy for the department in the college, the university, and with the external community; leadership in seeking external funding; and leadership in enhancing the reputation of the department through its emphasis on work, family, and health. The successful candidate must have a PhD in Sociology, a distinguished record of scholarly achievement that will strengthen an existing research emphasis of the department, good administrative and interpersonal skills, and previous administrative success. We encourage interested persons to view our website [www.artsci.uc.edu/sociology](http://www.artsci.uc.edu/sociology) and that of the Kunz Center: [ucaswww.mcm.uc.edu/sociology/kunzctr](http://ucaswww.mcm.uc.edu/sociology/kunzctr). Applicants should submit a letter of application, curriculum vita, and letters from at least four references that address the applicant's administrative and scholarly achievements. Applications should be sent to: Headship Search Committee, Department of Sociology, P.O. Box 210378, University of Cincinnati, Cincinnati, OH 45221-0378. The review of applications will begin December 1, 2000. The University of Cincinnati is an Affirmative Action/Equal Opportunity employer. Women, minorities, disabled persons, Vietnam era and disabled veterans are encouraged to apply.

**University of Georgia.** The Department of Sociology invites applications for a tenure-track position at the assistant professor level, starting August 2001, to teach undergraduate and graduate courses. We are interested in candidates with teaching and research interests in the area of sociology of work and sociology of organizations. Candidates are expected to have completed the PhD by their date of employment. For application, send curriculum vita, detailed cover letter outlining research and teaching interests three letters of recommendation, and examples of written work to William Finlay, Work and Organizations Recruitment Committee, Department of Sociology, University of Georgia, Athens, GA 30602-1611. All applications received by November 17, 2000 will be given full consideration. As an Equal Opportunity/Affirmative Action Employer, the University of Georgia encourages applications from minority group members and women. Information on the department, the Franklin College of Arts and Sciences, and the University of Georgia is available on the Internet at <http://www.uga.edu/~soc/>.

**University of Maryland-College Park.** Department of Sociology invites applications for a tenure-track Assistant Professor. This is a new position, funded as part of a University commitment to the newly established Asian American Studies Program (AASP). The person hired will participate both in Sociology, where tenure will be, and AASP. We are interested in individuals whose work emphasizes Asian Americans, especially all aspects of immigration and the immigrant experience. We hope to attract a pool of candidates whose work reflects the substantive, theoretical and methodological diversity found in sociology and who, besides contributing to AASP, will also fit into one of our department's specialty areas (comparative sociology; demography; development; gender, work and family; military sociology; social psychology; stratification; theory). The University of Maryland has been cited as among the best places in the

*(OOO Related Employment Opportunities, continued)*

country for both admitting and graduating minority students. The University is located in the ethnically diverse Washington, DC metropolitan area and is easily accessible via the College Park/UM Metro stop. For more information on the department and the university, we encourage interested persons to visit our website at [www.bsos.umd.edu/socy](http://www.bsos.umd.edu/socy). Send a letter (making clear your commitment to and research on Asian American Studies) and curriculum vita (but no letters of reference) to: Chair, Asian American Studies Search Committee, Department of Sociology, University of Maryland, College Park, MD 20742. Review of applications will begin on January 15, 2001. The University of Maryland is an Affirmative Action/Equal Employment Opportunity Employer.

**University of North Texas.** The Department of Sociology anticipates a new tenure-track position at the Assistant Professor level beginning September 2001. The candidate must have a strong background in demography. Other areas of specialization are open. Applicants must have a PhD in sociology with a strong commitment to excellence in teaching and strong potential for publication and obtaining funding for research. The Department houses 12 sociologists who teach five courses per year with summer teaching optional. The Bachelors, Masters, and PhD degrees are offered. The Department supports a variety of substantive areas including social inequality, family, work and organizations, medical sociology, and the sociology of religion (for more information see our web site at [www.unt.edu/soci](http://www.unt.edu/soci)). The Department is one of eight in the School of Community Service, a school of applied social and behavioral sciences. UNT is located on an attractive campus 39 miles north of both Dallas and Fort Worth with an enrollment of 27,000. Review of applications will begin November 20 and continue until the position is filled. Please send a letter describing your interest and qualifications; curriculum vita; evidence of excellence in teaching, writing, and research; and three references to: Search Committee, P.O. Box 311157, Department of Sociology, University of North Texas, Denton, TX 76203-1157. UNT is an Equal Opportunity/Affirmative Action/Equal Access Employer.

**University of Puget Sound.** Assistant Professor of Comparative Sociology-Quantitative Methods and Social Problems. Areas of specialization should include at least two of the following: Social and Public Policy; Social Movements; Complex Organizations; Sociology of Law/Crime; and Sociology of Family. PhD in sociology (ABD considered); commitment to undergraduate teaching and liberal arts education; and willingness to do interdisciplinary work and employ a comparative, cross-cultural, and/or cross-national perspective whenever appropriate. Submit interest letter, resume and three reference letters postmarked by December 8, 2000 to: Quantitative Methods Search, University of Puget Sound, P.O. Box 7297, Tacoma, WA 98406. Equal Opportunity/Affirmative Action Educator/Employer.

**University of Texas-Austin.** The Division of Human Development and Family Sciences, Department of Human Ecology, seeks to fill a nine-month, tenure-track position in Family Sciences beginning September 1, 2001. Although we anticipate hiring an Assistant Professor, applicants at more advanced levels will be seriously considered. Applicants must have a PhD and expertise in at least one of the following areas: family sciences/studies, family economics, family sociology, family psychology, or related area of study. Scholars with any substantive interest in families will be considered, but those who study the economic and social context of families, economic behavior of families particularly with regard to work-family roles and issues, and/or ethnic and cultural diversity of families are especially encouraged to apply. Successful candidates will show promise

of research productivity, grantsmanship, teaching excellence and ability to contribute to a collegial, interdisciplinary academic environment. Send curriculum vita, preprints and reprints, and three letters of recommendation to Ted Dix or Sue Greninger, Co-chairs, Search Committee, Human Development and Family Sciences, GEA 117/A2700, University of Texas -Austin, Austin, TX, 78712. E-mail [t.dix@mail.utexas.edu](mailto:t.dix@mail.utexas.edu) or [sgreninger@mail.utexas.edu](mailto:sgreninger@mail.utexas.edu) if you have questions. Applications received by January 8, 2001 will receive full consideration. The University of Texas is an Equal Opportunity/Affirmative Action Employer.

**Wright State University.** Industrial/Organizational-Rank Open. The Department of Psychology, Wright State University invites applications for the position of Professor in the area of Industrial/Organizational (I/O) Psychology. Rank of the appointment is open. The Department is committed to excellence in research and teaching, has a strong undergraduate program, and is building a doctoral program in I/O and Human Factors (HF) Psychology. Applicants must have academic training and/or experience in I/O Psychology and should have evidence of a strong commitment to teaching and research in this area. Preference will be given to applicants who have completed their Ph.D. in I/O Psychology. The successful applicant will teach graduate and undergraduate courses in I/O Psychology as well as other courses at the undergraduate level and assume some level of leadership in the I/O complement of the Ph.D. program. Because integrating IO and HF will be critical to the leadership role, individuals who show a blend of IO and HF interests are especially encouraged to apply. A curriculum vita and three letters of recommendation should be sent to: Dr. Larry Kurdek, Co-Chair (with Dr. Wayne Shebilske) I/O Search Committee Department of Psychology Wright State University Dayton, Oh 45435-0001. Formal review of applications will begin November, 1, 2000, but applications will be reviewed until the position is filled. Wright State University is an Equal Opportunity/ Affirmative Action employer.

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**HAPPY HOLIDAYS**

