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# Organizations, Occupations, and Work

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American Sociological Association  
Spring 2001 Section Newsletter

WebPage: <http://www.northpark.edu/acad/soc/ooow/>

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## From the Editor

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Greetings OOW members!

Though this issue is not an overly elaborate one, we do have some important items of interest. First, Arne Kalleberg, has provided a short piece, "View from the Chair," addressing the unification of interests in organizations, occupations, and work into a single ASA section—our own OOW. Chair Kalleberg views this as a positive step that has provided an interdisciplinary forum that strengthens scholarship in each sub-area.

Second, as the (relatively) new editor of the OOW Newsletter, I would like remind you of the equally new "tradition" we kick-off in this issue. Last fall I solicited students working on their dissertations to submit abstracts for inclusion in the Spring 2001 newsletter. We have eight abstracts included on pp. 5-6 of this issue. With regards to these first submissions, the work of these scholars is exciting and worth a read. Check it out!

What is more, I am again soliciting dissertation abstracts for the fall (or spring issue – depending on available space in the Newsletter). If you are working on your dissertation or know someone that is and it is OOW relevant please send a 100 word abstract to me, Tom Beamish, at [tbeamish@arches.uga.edu](mailto:tbeamish@arches.uga.edu). **Remember, over 1000 scholars read the newsletter, making this an excellent venue to share research ideas and receive professional exposure. So, send those abstracts!**

Finally, included herein are this summer's ASA roundup of OOW sponsored panels, papers, and roundtables.

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## View from the Chair

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About five years ago, our section formally changed its name from "Organizations and Occupations" to "Organizations, Occupations and Work." The motivation behind this name change reflected in part a growing awareness by the section's members of the importance of the sociological study of work to theory and research in organizations and occupations. By taking this action, the section came full circle and returned to the situation that characterized this field before the growth of specialization that accelerated in the 1960s. Before then, industrial sociologists were more intimately aware of the interrelations among work, occupations and organizations.

This symbolic recognition of the interdependencies among the concepts of organizations, occupations and work represents more than simply a name change. It also underscores an important set of tasks on the agenda for research and theory in this field. We need to pursue actively research and theory that integrate these three concepts: not only is each of these three concepts intimately related to the other two, but explanations of work-related phenomena that take into account all three concepts are likely to be richer and more complete than those that take a narrower view. Recent research and theoretical contributions by OOW section members serve to illustrate the importance of integrating these concepts.

## Studying Work Helps to Understand Organizations

Organizational research began to shift away from studies of work in the mid-1960s, as organizational theorists started to focus on the relations of organizations to their environments. This change in emphasis was useful in calling attention to the ways in which organizations were influenced by macroscopic features of their environments. Considerable progress was made in understanding the dynamics of organizational change and in developing and testing theories of organizational birth, evolution and death. However, this focus has made it difficult for organizational theorists to conceptualize the changes that are currently taking place in the way in which work is organized, as Barley and Kunda (2001) have recently pointed out. They seek to

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

### **Chair**

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Angela O'Rand, Duke Univ.

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

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Holly McCammon, Vanderbilt Univ.

Mark Mizruchi, Univ. of Michigan

### **Membership Committee (co-chaired)**

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Erin Kelly, Univ. of Minnesota

Linda Renzulli, Univ. of North Carolina-Chapel Hill

### **Publications Committee**

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Jeremy Reynolds (Listserve Coord.), Univ. of North-Chapel Hill

Frank Steinhart (WebMaster), North Park Univ.

(View from the Chair, continued)

redress this macro-level organizational focus by arguing that it is necessary for organizational research to "bring work back in" so as to understand the emergence and diffusion of new organizational forms and institutions. For example, the growth of project-based work and the decline of "jobs" as the basic building blocks for organizing make firms and establishments limited as units of analysis for understanding how work is organized and careers unfold. They call for a renewal of field research on how work is actually carried out, and for studies of the kinds of occupations that are particularly important for understanding the nature of work in the new century, such as managers, engineers, technicians, sales personnel and service workers. Re-integrating work with organizational research, they contend, will facilitate considerably the development of conceptions of the "post-bureaucratic" firm.

### **Studying Occupations Helps to Understand Organizations**

Occupations are activities that are transferable from one organization to another. Since they span organizations, a focus on occupations helps us to understand some of the changes in the nature of employment relations that have made it less useful now than in the past to regard organizations as the basic units of analysis for studying phenomena such as careers. For example, firm internal labor markets and careers that unfold within the confines of a single organization appear to be giving way in many sectors of the economy to careers characterized by inter-firm mobility and movement within occupational internal labor markets. These changes make it more essential than ever to study institutions that span organizations, such as those that underlie project-based work.

Studying how occupational associations are able to regulate the supply and demand of labor helps to appreciate better the constraints placed on managers as they seek to organize work and the ways in which the "market" intervenes to influence compensation and other aspects of careers (Cappelli 1999). Much more research on this topic needs to be done, as it is still unclear how occupations should be conceptualized with regard to these new ways of organizing. DiTomaso (2001), for example, points to some of the limitations of the professional model as a guide for understanding how organizations may be able to manage people more efficiently in light of changes in the nature of linkages between organizations and workers that have led to a "loose coupling" of jobs even for regular, full-time workers.

*(View from the Chair, continued)*

### **Studying Organizations Helps to Understand Occupations**

Occupational activities are generally performed within organizations, and so organizational contexts may have important effects on how occupations are structured. The literature on professions suggests that characteristics of the organizational division of labor has profound impacts on attributes of professions such as the amount of autonomy that workers have, the extent to which members are able to adhere to ethical guidelines and are encouraged to conform to the service ideal, the stratification system of the profession, and so on. As the organizational settings in which professional occupations take place have become increasingly diverse, there have been associated changes in professional accountability and other features of professional control.

Recently, Leicht and Fennell (2001) summarize many of the organizational changes that have affected the nature of professions. They note the tendency of professionals to be more apt to work in organizational settings in which the control of professional work is vested in managers of those organizations rather than with professional peers or the profession's administrative elite. Moreover, they argue that managers and professionals are now changing places in an increasingly unified elite division of labor: managerial occupations are becoming more professionalized, while professional occupations are taking on many of the duties of managers.

### **Studying Work Helps to Understand Occupations**

Changes in the economy and technological advances have resulted in the growth of some occupational activities (e.g., technical, sales and service occupations) and the decline in others (e.g., blue-collar occupations). Yet existing classifications of occupations and the ways in which occupations are generally studied in sociological journals have often not kept pace with these changes. For example, the distinctions between white-collar and blue-collar occupations are eroding in many cases, yet our hierarchical classifications of occupations generally regard white-collar work as having higher status and prestige. In order to update our knowledge of these occupational changes, it is important to study directly how the work that these occupations do is changing. This is facilitated by detailed studies of work performed within various kinds of occupations. For example, the O\*Net project (Peterson et al. 1999; National Research Council 1999) seeks to classify a large variety of work-related attributes that occupations perform, going well beyond conventional understandings of

occupational activities that are implied by labels that are commonly applied by occupational sociologists and students of stratification. It is important to incorporate insights from such classification schemes, as well as from field research on actual work activities, in our thinking and measures of occupational differentiation.

### **Studying Organizations Helps to Understand Work**

The organization represents an important context within which work is carried out, and so understanding the nature of organizational contexts is crucial for making inferences about the constraints and opportunities related to decisions about work. We need to understand the workplace in order to understand how jobs are structured and how people respond to their work. Lincoln and Kalleberg (1990), for example, demonstrated that organizational contexts influence workers' attitudes such as organizational commitment and job satisfaction in both the United States and Japan, though cultural differences between these two countries also affected workers' experience of work. In subsequent research, they also showed how organizational factors also affected earnings in these two countries. Moreover, whether organizations have adopted a high performance work system involving teams, coordination mechanisms, etc., has important impacts on worker attitudes and the experience of trust. Appelbaum, Bailey, Berg and Kalleberg (2000), for example, have recently shown that practices that were introduced primarily to enhance the performance of organizations may also be helpful to workers, since they enable workers to participate more in decision-making, thereby resulting in changes that enhance job satisfaction and wages without increasing stress, as well as help workers to balance their work and family lives.

### **Studying Occupations Helps to Understand Work**

Occupational research helps us to explain better issues related to work. Occupations differ in a number of important ways, such as complexity and skill, power and autonomy, as well as status and prestige. Occupational differences tell us the degree of power enjoyed by the members of the occupational group (in addition to skill), and hence the amount of autonomy that workers are likely to have. This is illustrated most vividly by research on professions, but it is also characterized by studies of occupational power more generally, such as licensure and the role of unions. These factors are all highly salient for understanding how work is structured and the kinds of rewards that people are able to obtain from their jobs.

Occupational research has yielded a great deal of evidence about aspects of work and its relationship to individuals. For example, occupational differences such as

(View from the Chair, continued)

complexity affect a person's degree of autonomy at work, intellectual flexibility, skill levels and a large number of other attitudes. Moreover, occupational differences in such things as sex composition affect the interactions at the workplace (e.g., National Research Council 1999). Moreover, worker attitudes such as job satisfaction are intimately related to the rewards and routines associated with occupations in a number of countries.

### **Toward a Reintegration of Work, Occupations and Organizations**

These examples illustrate some of the many interdependencies among organizations, occupations and work. We can learn a great deal about the issues associated with any one of these concepts by taking into consideration the research findings and theoretical perspectives associated with the other two. A major challenge facing our field is to elaborate on interconnections among the research traditions that have emerged within each of these sub-specialties. Unfortunately, as Barley and Kunda (2001) point out with regard to the relations between organizational research and work, attempts to integrate these concepts are conspicuously scarce.

One reason for the paucity of studies that seek to integrate these concepts is the specialization that has developed among those who are interested mainly in organizations, those who are concerned mainly with occupations, those who specialize in the field of industrial relations, and others who are studying work. This specialization is reinforced by the multiplicity of settings in which scholars who study organizations, occupations and work are employed--sociology departments, business schools, and government and other research agencies--which tend to have their own emphases, constraints and opportunities. This specialization is also strengthened by differences in methodological approaches among those who do field research and otherwise conduct case studies of selected organizations, and those who conduct large surveys of individuals and organizations.

We need research and theory that seeks to break down these barriers. Studies of specific workplaces are vital for learning about the ways in which work actually takes place. But such studies need to be interpreted within a comparative perspective that links them to studies of other workplaces. Studies of different organizations within the same occupation are needed, such as analyses of how professional occupations are structured differently in organizations controlled by members of the profession as opposed to by non-professional managers. Studies of the

interplay between regular, full-time and temporary workers within the same organization are needed to shed light on the nature of emerging control mechanisms in organizations. All of these kinds of studies would be facilitated by research designs that combine case studies of work/organizations with broad surveys of individuals and organizations.

The American Sociological Association's Organizations, Occupations and Work section has an important role to play in helping to reintegrate the research streams associated with these three concepts and to facilitate a multidimensional approach to the study of work and its correlates. The OOW section offers a potentially very useful context for generating the kinds of synergies that are needed by encouraging scholars studying work from diverse perspectives to share their ideas and research results. The rapid changes taking place in work, organizations and occupations in all industrial nations not only make studying their interdependencies more imperative, but they offer an unusually rich set of opportunities for doing so. Taking advantage of these opportunities constitutes a major challenge for the ASA's OOW section in the new century.

Arne L. Kalleberg

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**OOW Dissertation Abstracts** (in alphabetical order)

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**Does Who You Work With Matter?:  
An Analysis of Job and Firm Demographic Composition  
and Race-Gender Inequality in Work Reward**

Julie A. Kmec  
Department of Sociology  
University of Pennsylvania

My dissertation examines the effect of firm demographic composition on the wages, authority levels, and benefits of minority and white women and men. Linking individual-level data from the Multi-City Study of Urban Inequality to firm-level data from the Multi-City Telephone Employer Survey, I study how firm characteristics mediate effects of individual-level attributes on work outcomes. I examine whether or not the attainment process varies across levels of firm composition and if firm demography operates differently for minorities and whites. Preliminary results suggest that attributes of employing firms and firm-specific jobs are crucial in determining race-gender inequality.

**The Impact of the Speaker and Audience on  
Isomorphism in Written Organizational Accounts**

Eleanor Lewis  
Department of Social & Decision Sciences  
Carnegie Mellon University

Written organizational accounts- a type of organizational language- are a primary way that organizations interact with their environment. Instead of taking them at face value, researchers should carefully analyze the linguistic features of accounts that we use to study organizational phenomena. In my dissertation, I test whether a specific linguistic feature is systematically related to variation in the extent of isomorphism in three datasets of accounts. I distinguish between accounts that speak for individuals and for organizations, and have primarily individuals or organizations as their audiences. When accounts speak for organizations, their authors should be more responsive to pressures from institutional audiences, and display a higher extent of isomorphism.

**Initiating New Organizational Forms: The Case of  
Charter Schools in the US**

Linda A. Renzulli  
Department of Sociology  
University of North Carolina at Chapel Hill

The substantive purpose of my dissertation is to study charter school formation. Theoretically, I am interested in the emergence of new organizational forms. I analyze charter schools as a new organizational form that arises from the interaction among the social-structural characteristics of local and state environments, institutional norms, and diffusion mechanisms. I seek to understand where, why, and under what circumstances charter schools emerge. The data are drawn from publicly available data on charter school applications obtained from 28 states and linked to school district data found in the Common Core of Data (National Center for Education Statistics).

**You Can't Always Get the Hours You Want: A Cross-  
national Examination of Mismatches Between Actual  
and Preferred Work Hours.**

Jeremy Reynolds  
Department of Sociology  
University of North Carolina at Chapel Hill

According to popular belief, most Americans are "overworked" and want to work fewer hours than they actually do. This research places the image of the overworked American in context by using data from the 1997 International Social Survey Programme to analyze six types of hours mismatches in the U.S., Japan, Sweden, and western Germany. The data show that many workers in each country want fewer hours but that many American workers would like more hours. Further analysis examines how country and worker characteristics explain the different distributions of hours mismatches and how mismatches affect job satisfaction, organizational commitment, and stress.

*(OOW Dissertation Abstracts, continued)*

### **Alliances As Social Artifacts: A Study Of The Process Dynamics And Evolution Of Biopharmaceutical Research Collaborations**

Mark Edmondus Jan de Rond  
Christ Church and Said Business School  
University of Oxford

This is a study into the evolution and process dynamics of biopharmaceutical research alliances. Its contribution is threefold. First, it responds to a call for more theoretical and empirical work into alliance process. Second, it relaxes the managerial agenda typical of existing process studies by seeking to avoid making a priori expectations as to life span, manageability, structure, emergent forms or outcomes. Third, it responds to an 'under-socialised' account of alliances, treating them no longer as 'faceless abstractions' but as artefacts created and maintained by individuals with idiosyncratic personalities, histories, loyalties, ambitions, emotions, and prejudices. It is they who, to a greater degree than previously thought, write the plots of the stories.

### **Firms and Layoffs: The Impact of Unionization on Organizational Restructuring Practices**

Vanessa V. Tinsley  
Department of Sociology  
Duke University

Employers in the United States have been facing increasing pressure to eliminate jobs, and employees are experiencing a decline in job security. Unions, as the only institutionalized means of worker representation, can be expected to have an impact on whether or not management considers workers' interests when making decisions regarding changes in employment levels. Despite earlier evidence from pre-1980 that unions are associated with higher layoff rates, changes in management strategy and the more permanent nature of layoffs have forced unions to place greater emphasis on job security. This dissertation project proposes to revisit the impact of unions on firms' downsizing and layoff practices in the recent corporate and economic climate.

*(Firms and Layoffs: continued)*

Data from three employer surveys [1997 National Employer Survey - Phase II; American Management Association's Staffing and Structure Surveys (1994-1999); and the Multi-City Telephone Employer Survey (1992-1994)] on involuntary job loss and establishment characteristics will be merged with labor market and industry characteristics to identify the factors influencing job loss, with particular attention to the role of unionization

### **Parting Company: The Organizational Process of Managing Downsizing**

Lisa Torres  
Department of Sociology  
University of California, Santa Barbara

This research shows how organizations developed "scripts" for managing downsizing events, transforming the exceptional-large-scale managerial terminations-into a routine activity of human resource management. From primary and secondary data, I address the micro-level organizational and social processes involved in uncoupling workers from jobs. This study contributes to the organizational literature that has focused attention on the effects and rationales of downsizing, absent an understanding of how these events are experienced by management and workers within firms.

#### **REMEMBER!!!!!!**

I am again soliciting dissertation abstracts for inclusion in the fall or spring 2001 newsletter. If you have graduate students working on OOW relevant topics or are working on a dissertation yourself that is OOW relevant, please send an electronic abstract of NO MORE THAN 100 WORDS to [tdbeamish@arches.uga.edu](mailto:tdbeamish@arches.uga.edu)

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## THE ASA MEETINGS ANAHEIM 2001

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OOW Session will held be on August 21, 2001

### Panels

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**Session Title: Symposium on Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America By Robert L. Nelson and William P. Bridges**

*Organizer:* Organizations, Occupations and Work Program Committee

*Presider:* Kevin T. Leicht, University of Iowa

*Authors:*

Robert L. Nelson, Northwestern University

William P. Bridges, University of Illinois-Chicago

*Panelists:*

Lauren B. Edelman, University of California at Berkeley

Erin L. Kelly, University of Minnesota

Ronnie J. Steinberg, Vanderbilt University

**Session Title: Reviewing and Publishing in Sociology Journals**

*Organizer:* Organizations, Occupations and Work Program Committee

*Presider:* Vicki A. Smith, University of California at Davis

*Panelists:*

Paula England, University of Pennsylvania, former editor of the American Sociological Review

Daniel B. Cornfield, Vanderbilt University, editor of Work and Occupations.

Richard H. Hall, State University of New York at Albany, editor of Sociological Forum

### Open Paper Sessions

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**Session Title: Transforming Organizations**

*Organizer:* Howard E. Aldrich, University of North Carolina at Chapel Hill

*Presider:* Howard E. Aldrich, University of North Carolina at Chapel Hill

*Presentations:*

Mary Zey & Tami Swenson, Texas A&M University, College Station, Texas, "Changes in Corporate Ownership, Control, Concentration, and Form During the Last Quarter of the 20th Century."

Dirk Zorn, Princeton University, "Room at the Top? The Failed Institutionalization of Management Information Systems."

Raymond Russell, University of California at Riverside; Robert Hanneman, University of California at Riverside; and Shlomo Getz, Haifa University, "Decomposing Processes of Change Among Israeli Kibbutzim, 1990-1998."

Arent Greve, The Norwegian School of Economics and Business Administration; Rolf Golombek, University of Oslo; and Ken Harris, Melior, "Innovation as a Response to Environmental Regulation: A Case Study of Pulp and Paper Mills."

**Session Title: Workplace Diversity**

*Organizer:* Nancy DiTomaso, Rutgers University Faculty of Management

*Presider:* Nancy DiTomaso, Rutgers University Faculty of Management

*Presentations:*

Amy Davis and Arne L. Kalleberg, University of North Carolina at Chapel Hill, "Family Friendly Organizations: Explaining Why U.S. Establishments Adopt Work/Family Programs."

Corinne Post, Rutgers University Graduate School of Management, "The Effects of Family Structure on Access to Favorable Work Practices Among Scientists and Engineers."

David R. Segal, Center for Research on Military Organization, University of Maryland, "Closure in the Military Labor Market: A Critique of Pure Cohesion"

Jo Kim, Columbia University, "Construction of Gender and Coethnicity in the Transnational Workplace."

Beverly Mizrahi, Hebrew University, "The Recruitment of Women to Boards of Directors of Public Corporations in Israel: Diversity at the Top?"

*Discussion:* Nancy DiTomaso, Rutgers University Faculty of Management

## Session Title: "Work and Inequality: Race, Gender, and Class"

*Organizer and Presider:* Leslie McCall, Rutgers University  
*Presentations:*

Michael J. Handel, University of Wisconsin-Madison. "Has Post-Industrialism Made Wages More Unequal? Inequality, Skills, and the Spread of Computer Use at Work."

Karen Hossfeld, San Francisco State University. "The High Cost of High Times: What Silicon Valley's Boom Means for Working Class Immigrants."

Andrew Fullerton, Indiana University. "Flexible Security: Workers' Attitudes toward Job Security, 1978-1998."

Steven Peter Vallas, Georgia Institute of Technology. "Class, Race, and Factory Life: The 'Knitting of Racial Groups' Revisited."

*Discussant:* Martina Morris, University of Washington

## Session Title: The Changing Nature of Professions

*Organizer:* Jean E. Wallace, The University of Calgary

*Presider:* Joan E. Manley, Texas A&M University

*Presentations:*

Wendy Espeland, Russell Sage Foundation. "Fear of Falling: How Ranking Institutional Reputations has Changed Legal Education."

Joan E. Manley, Texas A&M University. "The Changing Environment of Professional Work: The Case of Health Care Accreditation."

Martin Kitchener, University of California at San Francisco; Carol A. Caronna, University of California at Berkeley; and Stephen M. Shortell, University of California at Berkeley. "From the Doctor's Workshop to the Iron Cage?: Evolving Physician-Hospital Relations in the US"

Timothy J. Hoff, University at Albany, SUNY. "Thriving and Surviving in a New Medical Career: The Case of Hospitalist Physicians"

*Discussion:* Joan E. Manley, Texas A&M University

## Refereed Roundtables

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### Session Title: Organizations, Occupations, and Work

Organizers: Ashley Finley and Leda E. Kanellakos

#### 1. Work and Occupations around the Globe

*Table Presider:* Sophia Tsakraklides, Yale University

Fred Stevens, University of Maastricht, The Netherlands. "The Gatekeepers Role in Vision Care, An Analysis of the Co-Ordination of Professional Service in the Netherlands."

Heili Pals, Stanford University, Mikk Titma, Stanford University and Tartu University, Estonia. "Do Social-Psychological Characteristics Matter in Being an Entrepreneur in Transitional Post-Soviet Countries?"

Azumi Ann Takata, University of Michigan. "Entrepreneurial Leadership and Institution Building: Shibusawa Eiichi and the Modern Corporation in Meiji Japan."

Sophia Tsakraklides, Yale University. "Linkages with the State, Bureaucratization, Professionalization, and Specialization."

#### 2. Micro-Processes and Events in the Workplace

*Table Presider:* Lori Ducharme, Westat, Maryland.

Karin Sanders, ICS Sociology, The Netherlands. "Threatened Solidarity as a Consequence of the Paradox of Modern Organizational Life."

Terrence Hill, Bowling Green State University. "Emotionality within the Post-Industrial Occupational Landscape: An Examination of How Relationships Shape the Emotional Experiences of Service Workers."

Garry C. Gray, University of Toronto. "Near Miss Accidents: A Study of Dangerous Situations at Work."

Lori Ducharme, Westat, Maryland; Jack K. Martin, Kent State University; Paul M. Roman, University of Georgia. "Social Support at Work: Implications for Job Satisfaction and Organizational Commitment."

#### 3. Macro-Level Issues Affecting the Workplace

*Table Presider:* Gregg Robinson, Grossmont College

James Kitts, University of Washington. "Community Ecology: Organizational Dynamics and the Mortality of American Communes."

Tor Wynn, Wichita State University. "The Postindustrial Economy and the Transformation of Class in the United States: The 1960s and 1990s."

John Reynolds, Florida State University – Tallahassee. "Layoffs, Downsizing, and Job Security in Times of Economic Prosperity."

Gregg Robinson, Grossmont College. "Images of Deprivation and Dependence: Childsavers, Poverty, and Welfare Reform."

#### 4. The Impact of Work and Economics in a Medical Setting

*Table Presider:* Dennis Donahue, University of Texas – Austin.



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## Calls for Papers

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### Eastern Sociological Society 2002 Annual Meeting

Theme: The Sociological Future is Now!

Place: Boston Marriott Copley Place Hotel, Boston, MA

Time: March 7-10, 2002

What is the sociological analysis and critique of mapping the human genome, gay marriage, transgendering, multiculturalism, the myriad forms of communication technology, globalization, today's politics and economics? Where is contemporary society going and where could it go? Are we modern, post-modern, or in transition in our thinking about social arrangements? What are some sociological "blue-sky" alternatives to our current institutions and practices not just utopias (and dystopias) that hinge on new technologies or new biologies but new social structures and social relationships that incorporate bodies and objects, that cross categorical borders and erase status boundaries. What are the current debates and research on these issues?

Please submit your abstracts for papers and your proposals for sessions, forums, and workshops on these or any other subjects.

For information about the meeting and a link to electronic submission information, please go to <http://www.essnet.org/annualmeeting.htm> or call Mary Pat Baumgartner, Executive Officer, 973-377-8736 (fax: 973-720-3522) for submission information and forms.

If you have a book published in the three years before March 2002, please nominate it for the Mirra Komarovsky Book Award. Encourage your graduate students to apply for the Rose Laub Coser Dissertation Proposal Award or the Candace Rogers Student Paper Award. FOR SUBMISSION INFORMATION, PLEASE GO TO <http://www.essnet.org/awardinfo.htm>. All submissions must be postmarked or sent electronically by October 15, 2001

**REMEMBER:** You Don't have to live on the East Coast to come to the Eastern Sociological Society 2002 Annual Meeting.

### 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)).

The *Sociological Quarterly* is devoted to publishing cutting-edge research in all areas of sociological inquiry. Our focus 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>.

### Special Issue of Gender & Society - Global Perspectives on Gender and Carework

Guest Editors: Jacquelyn Litt, Iowa State University ([Jlitt@iastate.edu](mailto:Jlitt@iastate.edu)), Mary Zimmerman, University of Kansas ([mzimmerman@ukans.edu](mailto:mzimmerman@ukans.edu))

The last half of the twentieth-century has witnessed major transformations in world economic and welfare systems, migration, and the role of the state. Unprecedented international networks and markets and the expansion of low-wage economies affect the lives of women in both

developing and developed countries. Changes in carework is a critical aspect of these changes. We invite papers for submission to a special issue of *Gender & Society* on the allocation, meaning, and experiences of paid and/or unpaid carework in relation to globalization. Among the key questions are 1) How has globalization affected the organization of women's and/or men's unpaid carework in families and households? 2) How have deindustrialization, globalization and structural adjustment policy reinforced the gender, racial and national inequalities embedded in carework and/or given rise to new patterns of stratification and activism? 3) What are the diverse experiences of women's carework in international and/or globalizing contexts? 4) What are the theoretical implications for feminist research of the comparative and global study of carework? Submit papers, including \$10.00 (US) submission fee payable to *Gender & Society*, to Professor Christine Bose, Editor. *Gender & Society*. Department of Sociology. SS 340 (Social Science 340). University at Albany, SUNY. 1400 Washington Avenue. Albany, New York 12222. Deadline for submissions: December 15, 2001.

#### **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.

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 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 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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#### **Conferences, Symposia, and Workshops**

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#### **Intensive Training in Research Methodology - Summer 2001**

Indiana University's Institute of Social Research is offering one non-student and one student fellowship for each intensive summer program offered in July of 2001.

The fellowships will cover the entire tuition cost for each workshop described below. The deadline for submitting applications is May 1, 2001. Members of minority groups are encouraged to apply. Application forms and complete information about how to apply appear on the website: <http://www.indiana.edu/~isr/isrip/>

Categorical Data Analysis: Introduction to Regression Models for Discrete Outcomes (Instructor: J. Scott Long) July 10-14, 2001. Ethnomethodology and Conversation Analysis (Instructor: Doug Maynard) July 17-21, 2001.

Consider these program strengths: national reputation of instructors, competitive cost, daily hands-on practice of methods in computing labs.

If you would like additional information, contact us at the Institute of Social Research Intensive Program, [isrip@indiana.edu](mailto:isrip@indiana.edu) <<mailto:isrip@indiana.edu>>, or visit our website <http://www.indiana.edu/~isr/isrip/>. If you do not wish to receive further announcements about the ISR Intensive Program, please reply to this message with "Remove" inserted in the subject field.

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