

Work in Progress

Fall 2004

Newsletter of the American Sociological Association's
Section on Organizations, Occupations, and Work
Webpage: <http://www.northpark.edu/acad/soc/oow/>

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- Faculty advisor: Patricia A. Gwartney
- Work in Progress* Communications: lhormel@worcester.edu

Web Coordinator:

- Frank Steinhart, North Park University,
fsteinhart@northpark.edu

Listserves Coordinator:

- Jeremy Reynolds, University of Georgia
jeremyr@arches.uga.edu

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FROM THE CHAIR

Frank Dobbin

For the record-attendance San Francisco meetings this summer the section had a remarkable number of paper submissions, many more than the section sessions and the roundtables could accommodate. We hope to make space for more exchange and debate this coming year with one more session and, possibly, with two innovations or, depending on your paradigm, two examples of mimetic isomorphism.

For the 2005 meetings in Philadelphia, City of Brotherly Love and (if the mayor has his way) City of Universal WiFi, we have seven and a half sessions. Check out the full listings on the section's superb website <http://www.northpark.edu/sociology/oow/default.htm>, run by expert webmaster Frank Steinhart. We will have roundtables (organized by **Candace Jones** and **Peter Mendel**), and sessions on Professions and Organizations (**Virag Molnar**), Inequality and Work (**Christine Williams**), Labor Markets and Opportunity (**Vincent Roscigno**), Change in Organizations (**Alexandru Preda**), Organizations and Environments (**Emilio Castilla**), The Organization of Markets - joint with Economic Sociology (**Timothy Dowd**), and an author-meets-critics session for the winner of the Weber Award.

The two innovations we hope to put into place, depending on your response to our survey from early this month, are a professional development seminar for young scholars that was proposed by **Dick Scott** at the San Francisco Business Meeting, and a pre- or post-meeting mini-conference on Stratification and Organizations, which the Council and past chair **Don Tomaskovic-Devey** had been plotting.

The professional development seminar would take place during the meetings, as an extra session or two modeled on the early-career seminars which the Academy of Management puts on every year. At the Academy, those seminars have been successful in conveying implicit knowledge about career development, and they have been an opportunity for lively substantive debate among scholars at different career stages. Stay tuned.

The mini-conference would build on the models that several different sections have experimented with. Stratification and organizations has been one of the

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most lively fields of sociological research for twenty years now, at least since Baron and Bielby argued for bringing organizations back into the study of inequality. Many people are doing exciting new work, qualitative and quantitative, historical and contemporary, and a mini-conference offers the chance to discuss core questions in depth over the course of a day.

In other news, we have three superb committees to consider nominations for the section's three main prizes in 2005, the Max Weber prize for the best book (committee: **Judith Stepan-Norris, Steven Brechin, Martin Ruef**), the W. Richard Scott prize for the best article (**Kim Weeden, Ruth V. Aguilera, Paul Ingram**), and the James D. Thompson prize for the best graduate student paper (**Isabel Fernandez-Mateo, Ezra Zuckerman, Michael Lounsbury**). I am particularly happy to report that each prize committee is chaired by the previous year's winner – who better to judge excellent work? Full information on how to nominate a paper or book is on the section's webpage <http://www.northpark.edu/sociology/oow/default.htm>.

The University of Oregon's *Work in Progress* editorial collective, **Joel Schoening, Leontina Hormel, Julie Cherney, Keith Appleby, Yolanda Reyes, and Chris Goff**, with faculty advisor **Patricia Gwartney**, are doing a great job with the newsletter. You can check out issues dating back to 1996 on the section's website.

Many thanks to the newsletter, prize, and program committee members for the hard work they'll be doing next year. Thanks as well to council members **William Bridges, Roberto Fernandez, Heather Haveman, Michael Wallace, Christine Williams, and Catherine Zimmer**. Special thanks to **Frank Steinhart**, now in his sixth year of service as the section's super webmaster.

Last minute alert:

It appears that the OOW section will offer both a professional development seminar and a mini-conference at the 2005 ASA meeting. See *Work in Progress* spring issue for details.



OOW Members' Top Ten Most Influential Articles

In the spring 2004 issue of *Work-In-Progress*, we asked OOW members, "What **journal articles** have most influenced the study of organizations, occupations and work – for you, your students, and workplaces?" The editorial collective received 170 nominations from OOW members. We list the top ten below alphabetical order. Members may request an entire list of nominations from Leontina Hormel (lhormel@worcester.edu). We appreciate the efforts of all the members who sent nominations to us.

Top 10 Journal Articles in the Field of Organizations, Occupations, and Work

- Acker, Joan. 1990. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organization." *Gender & Society* 4(2):139-158.
- Budig, Michelle J. and Paula England. 2001. "The Wage Penalty for Motherhood." *American Sociological Review* 66(2): 204-225.
- England, Paula. 1981. "The Failure of Human Capital Theory to Explain Occupational Sex Segregation." *Journal of Human Resources* 17: 358-70.
- Granovetter, Mark. 1973. "The Strength of Weak Ties." *American Journal of Sociology* 78 (6): 1360-1380.
- Granovetter, Mark. 1985. "Economic Action and Social Structure: The Problem of Embeddedness." *American Journal of Sociology*. 91: 481-510.
- Mincer, Jacob and Solomon Polachek. 1974. "Family Investments in Human Capital: Earnings of Women." *Journal of Political Economy* 82(supp.): S76-S108.
- Nkomo, Stella M. 1992. "The Emperor Has No Clothes: Rewriting 'Race in Organizations'." *Academy of Management Review* 17(3): 487-513.
- Scott, W. Richard. 1975. "Organizational Structure." *Annual Review of Sociology* 1: 1-25.
- Stinchcombe, Arthur L. 1959. "Bureaucratic and Craft Administration of Production: A Comparative Study." *Administrative Science Quarterly* 4: 168-187.
- Tolbert, Charles, Patrick Horan, and E. M. Beck. 1980. "The Structure of Economic Segmentation: A Dual Economy Approach." *American Journal of Sociology* 85 (September): 1095-1116

BOOK REVIEWS

Apollo, Challenger, Columbia – The Decline of the Space Program: A Study in Organizational Communication, By Phillip K. Tompkins. Roxbury Publishing Company: Los Angeles CA. 2005. 288 pp.
Reviewer: Keith Appleby, University of Oregon
keith@appleby.com

Phillip K. Tompkins began studying organizational communication at NASA during the agency's "golden era" of the 1960's. In *Apollo, Challenger, Columbia*, Tompkins attempts to paint a portrait of NASA, under the leadership of Werner von Braun, director of the Marshall Space Flight Center (MSFC), as an exemplar of successful organizational communication during the organization's 1960's "glory days." Tompkins then fast-forwards to the 1980's and what he views as the decline of the space program, culminating in the *Challenger* and *Columbia* accidents.

Tompkins hits his stride in his analysis of organizational communication during NASA's golden era. The author's analysis is buttressed through having conducted countless interviews and having spent two full summers in residence at the MSFC during the late 1960's. However, Tompkins analysis of modern-era NASA is much weaker. No doubt, part is this is due to a lack of rich data. In contrast to the many in-depth interviews that Tompkins conducted during the 1960's, the author only collected two days worth of interviews after the *Challenger* accident. And, after the *Columbia* accident, Tompkins stated, "I saw no reason to interview anyone." Hence, Tompkins' analysis of the *Columbia* accident consists entirely of providing commentary on the report of the *Columbia* Accident Investigation Board.

Tompkins devotes nearly half of his book to a strictly journalistic, narrative account of the *Columbia* accident. And, in contrast to the writing in the chapters devoted to organizational communication in the MSFC, the remainder of Tompkins work uses an overly familiar tone that is simply too casual by most academic standards. Tompkins does hit his mark when he hones in on how the both the *Challenger* and the *Columbia* accidents occurred when the "burden of proof" at NASA shifted from proving that something is *safe* to proving that something is *unsafe*. His analysis shows the communication failure that led to material cause of each accident, O-rings in the case of the *Challenger* and foam debris damage in the case of *Columbia*. But, ultimately, Tompkins has little to say about *why* these communication failures occur and how organizations can be changed so that these communication failures can be prevented. Readers

interested in the *causes* of organizational communication failures are referred to C. F. Larry Heimann's *Acceptable Risks*.



Employment with a Human Face: Balancing Efficiency Equity and Voice. By John W. Budd. Ithaca: Cornell University Press. 2004. 263 pp.

Reviewer: Joel Schoening, University of Oregon,
jol@uoregon.edu

Employment with a Human Face is essentially an argument in favor of equally balancing the needs of efficient production, labor market equity, and employee voice. According to Budd, this triad of employment concepts is often out of balance, and results in inefficient production, underemployment, or poor worker satisfaction. Balancing the triad, in Budd's view will provide the best of all possible outcomes for the employment relationship and for the economy at large. Corporations will achieve sufficient efficiency for profit, the labor market will have sufficient equity to provide adequate opportunity, and employee input in the work environment will discourage major labor conflict and satisfy the emotional and psychological needs of workers.

Budd supports his case with a review of existing research, historical data and conclusions drawn from the philosophy of ethics. Budd does not unearth new documents or data and, therefore, readers familiar with United States labor history will also be familiar with this section of the text. Moreover, readers from a critical tradition will find that Budd's historical analysis is particularly weak in the area of class. Though, as a scholar of industrial relations, Budd recognizes the inherent power differential between workers and capital, he sees this conflict primarily in terms of a conflict between property rights and self-determination. He thereby sidesteps the reproduction of class inequality in the employment relationship in favor of comparing stockholders' property rights to workers' rights to self-determination and freedom from exploitation.

The strength of the book comes in Budd's ability to line up different schools of thought about the employment relationship, such as industrial relations, human relations, or critical industrial relations, with their ethical underpinnings. This allows him to look critically at efficiency, equity, and voice, as ethical

concepts and to find where they are at odds in the employment relationship. This ethical treatment provides complexity to issues like right to work laws, and fair share unions that require some dues from all workers. According to Budd, such rules reduce the individual voice of workers who cannot choose whether to support their union while at the same time increasing collective voice and protecting equity.

After dealing briefly with the inequalities brought to the employment relationship by globalization, the book concludes by arguing for a break with the purely economic view of employment, and a new perspective that evaluates the employment relationship based on the competing but balanced needs of efficiency, equity, and voice. No one familiar with Marxist thinking about labor, or the labor process perspective on the employment relationship, will find the discoveries made in this human relations and industrial relations perspective very enlightening. To its credit, the book does an excellent job of remaining within the dominant perspective on the labor relationship by avoiding debates over the labor theory of value. In this light, it would be an excellent teaching tool in combination with a book that explores the more critical side of labor studies, i.e., one that considers the fully human nature of work to mean that the physical, emotional, and psychological needs of workers might outweigh capitalist definitions of efficiency and that explores worker ownership and control as though they were legitimate possibilities.

Paradise Laborers: Hotel Work in the Global Economy. By Patricia A. Adler and Peter Adler. Ithaca, NY: Cornell University Press, 2004. 320 pp.
Reviewer: Julie Cherney, *University of Oregon*, jcherney@uoregon.edu

Paradise Laborers, by Patricia A. Adler and Peter Adler, make a fine contribution to organizations, occupations, and work studies in this first ethnographic study of work culture among resort employees in Hawai'i, where tourism is the leading industry. The authors conducted participant observation, in five luxury resorts, with over 500 resort workers and interviewed 90 workers in-depth. These data provide rich texture to this multi-faceted study revealing resort workers' multiple layers of understanding and experience on the job.

Adler and Adler start by distinguishing two broad groups of laborers according to their relationship to the local labor market: trapped laborers and transient laborers. Trapped laborers' limited mobility subjects them to the local labor market's highs and lows. Transient workers choose resort work for the

temporary experience – to work in paradise – and move on when the local labor market declines.

The authors further classify these two groups into four types. Trapped laborers comprise immigrants and locals; transient laborers include seekers and managers. Each type is distinguished by patterns of race/ ethnicity, connection to their job, job options, lifestyles, and cultural capital. The authors also mention differences in family connections, lifestyle orientations, lifestyle trajectories, work adaptations, and labor relations among these subgroups of "paradise laborers."

Adler and Adler build their analysis to address how work culture creates and sustains the worker stratification system they observe in the resorts. They show how job funneling, via self-selection and organization type, works as a mechanism to create stratification. Then, management-created structural situations, such as job hierarchies and how the resorts implement certain policies, sustain stratification. Specifically, the resorts withhold opportunities from minorities and women and categorize specific job descriptions in ways that make such stratification a normal part of worker culture. The authors also show how the resorts use the local labor market's "seasons" to manage labor pool fluctuations in ways that further resort worker stratification.

This noteworthy book contains many other contributions that enrich the analysis. Adler and Adler show how the immigrants' resort experiences differ greatly from other commonly reported immigrant experiences. They also explain how resort workers adjust to post-modern temporality ("24/7") and how it impacts work culture.

Another unique and welcome contribution of *Paradise Laborers* is the authors' nitty-gritty details of the research process. Adler and Adler chronicle the realities of qualitative research, such as entrance, finances, interviewing methods, reflexivity, and ethics. This type of honesty is highly valuable for those new in the field.

As Adler and Adler conclude, some of their findings can be extrapolated to workers in the global economy. Ultimately, Hawai'i's resorts reproduce the same stratification systems found in the global labor market through mechanisms such as differential access to opportunities and differential pay scales, both based on the politics of difference.



ANNOUNCEMENTS

Employment Opportunities 

Florida International University. The Department of Sociology & Anthropology invites applicants for a tenure-track position as **Assistant Professor** of Sociology, with principal specialization in social demography and the ability to teach social statistics at the graduate level. Among the preferred area specializations for candidates are innovative theoretical and comparative-international approaches to the study of migration, race/ ethnicity, sex/ gender, environment, health, labor/ employment, urban studies, and/ or development/ social change. The Department's M.A. and Ph.D. programs in Comparative Sociology emphasize cross-disciplinary studies. Please send a letter of application, CV, and three letters of recommendation to:

Chair, Search Committee
 Department of Sociology & Anthropology, DM 334
 Florida International University, University Park
 Miami, FL 33199

Deadline: *January 5, 2005*. Florida University is an Equal Opportunity/ Affirmative Action Employer.

The Department of Sociology at the **University of Illinois at Chicago** (UIC) invites applications and nominations for the **position of Head**.

Located in downtown Chicago, UIC is a Carnegie Doctoral / Research – Extensive University with 16,012 undergraduate and 9,216 graduate and professional students. The Department of Sociology has a diverse and active faculty of 19 members. The department offers the BA, MA, and Ph.D. degrees. It has special teaching and research emphases in the areas of health & medicine; work, labor markets and organizations; race, ethnicity & gender; and international/ comparative/ Asian societies. The department is well integrated with other units on campus and includes faculty who are jointly appointed with the Institute of Government and Public Affairs, Department of African-American Studies, Program in Latin-American and Latino Studies, School of Public Health, etc.

The Department Head is the chief administrative officer with responsibilities for the instructional programs of the department; administrative, budgetary, and promotion decisions; and for providing leadership in the development of research, teaching, and public service. Candidates should present evidence of successful administrative performance and the ability to operate effectively in a collegial environment. In addition, candidates should be strong teachers and nationally known scholars who have well-documented research records and continuing research agendas. The field of research and teaching specialization is open. Candidates must be qualified for appointment at the

rank of full professor with tenure. The position is available as of August 16, 2005.

Applications should be received by *December 15, 2004* for full consideration; however, the search will continue until the position is filled. Applications should include a full *curriculum vitae*; a letter of application; and the names, addresses, and telephone numbers of three academic references. Applications and nominations should be addressed to:

Professors Doris Graber, Susan Levine, Co-Chairs
 Search Committee for the Head of Sociology
 University of Illinois at Chicago
 College of Liberal Arts & Sciences (M/ C 228)
 601 S. Morgan Street
 Chicago, IL 60607-7104

The University of Illinois is an Affirmative Action / Equal Opportunity Employer

The **University of Minnesota** is pleased to announce a **postdoctoral position**, a National Research Service Award, sponsored by the NIMH, on the psychosocial determinants of mental health and adjustment, with emphasis on childhood, adolescence, and the transition to adulthood. Full-time, 12-month research training is provided. The appointment is for 2 years maximum, subject to review at the end of the first year. This interdisciplinary program emphasizes the changing social contexts of development; life course trajectories of mental health and behavioral adaptation; longitudinal assessment and analysis; at-risk populations; and social policy. A series of core seminars and a research apprenticeship are key program elements. This interdisciplinary program includes core faculty members from the Department of Sociology; Institute of Child Development; and School of Public Health's doctoral program in Health Services Research, Policy and Administration. U.S. citizens or residents are eligible. The award provides an annual stipend in accordance with NRSA guidelines, tuition, fees and medical insurance. Postdoctoral candidates with a Ph.D. in a social science discipline or an equivalent terminal degree (M.D., public health, or nursing degree) by June 2004, should provide a letter describing current research interests, a complete vita, university transcript, three letters of recommendation and samples of written work. For full consideration, send postdoctoral application materials to

Professor Jeylan Mortimer
 Life Course Center
 Department of Sociology
 1014 Social Sciences Building
 267-19th Avenue South
 University of Minnesota
 Minneapolis, MN 55455

For admittance prior to June 30, 2005, review of applications will begin *November 15, 2004*. Applications will be accepted until the position is filled. University of Minnesota is an equal opportunity educator and employer.

Please see the OOW website for additional, up-to-date employment opportunities.

ANNOUNCEMENTS (CONTINUED)

New Books


Women's Work: Gender Equality vs. Hierarchy in the Life Sciences. By Laurel Smith-Doerr. Lynne Rienner Publishers, 2004.

Women scientists working in small, for-profit companies are eight times more likely than their university counterparts to head a research lab. Why? This book reveals that, contrary to widely held assumptions, strong career opportunities for women and minorities do not depend on the formal policies and long job ladders provided by large, hierarchical bureaucracies. In fact, highly linked biotechnology firms are far better workplaces for female scientists compared to university settings or established pharmaceutical companies, offering them richer opportunities for career advancement. Based on quantitative analyses of more than 2,000 life scientists' careers and qualitative studies



of scientists in eight biotech and university settings, this work shows clearly that the network form of organization, rather than fostering "old boy networks," provides the organizational flexibility that not only stimulates innovation, but also aids women's success.

Mommies and Daddies on the Fast Track: Success of Parents in Demanding Professions. Edited by Jerry A. Jacobs and Janice Fanning Madden. *A Volume of the Annals of the American Academy of Political and Social Science* Volume 596, November 2004

In the past 30 years, women have made dramatic forays into previously male-dominated professions that have been termed "fast-track jobs"; examples include law, medicine, academe, corporate management, engineering, and financial management.

These careers, which typically require long hours and have little flexibility, often have significant impacts on the families of the workers. The work-family issues for parents in these fast-track jobs differ in many ways from those faced by parents employed in lower paying, less demanding jobs.

Recently, scholars from a variety of disciplines have been analyzing how organizational structures affect the career success rates of women or men in fast

track jobs who devote more time to their families for a period and also the ability of successful women and men in these jobs to have families. The Alice Paul Center for Research on Women and Gender at the University of Pennsylvania hosted a conference dealing with the new research on families and fast track workers.

This special volume of the ANNALS includes the research papers from that conference. The papers include studies of the professions of academe, law, finance, and medicine. Also included are a study of the history of how college educated women have combined work and family over the last hundred years, an analysis of the forces that have led to inefficiently long hours for fast track workers, a study of fast track women who have dropped out, and discussions of policies and gender-based expectations that could change the capacity of workers to balance work and family obligations.

Delving into topics that tap into several disciplines, this compelling issue appeals to scholars, students, and practitioners in the fields of gender studies, family studies, business, and organizational studies and is a valuable resource for those striving to better understand the tremendous challenges of balancing career and family in fast track positions—both for individuals and for organizations.

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Preface *J. Madden*

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Overworked Faculty: Job Stresses and Family Demands, *J. Jacobs and S. Winslow*

The Mommy Track and Law Firm Partnership: Temporary Delay or Dead End? *M. Noonan, M. Corcoran*

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The Contemporary Myth of Choice: A Review of Four

Recent Books on Family and Work, *R. Hertz*

To purchase a copy, contact Sage Publications at 1-800-818-7243 or www.sagepub.com. To download a quick read synopsis or for more information about The American Academy of Political and Social Science, please go to www.aapss.org.

ANNOUNCEMENTS (CONTINUED)

Classics of Organization Theory. 6th Edition. Edited by Shafritz, Jay M., J. Steve Ott, and Yong Suk Jang. Belmont, CA: Wadsworth/ Thomson Learning. 2005.

Compiled by the most influential authors in the field, this book is a collection of the most enduring works in organization theory. Designed for those new to the field, the text helps readers grasp the important themes, perspectives, and theories of the field by describing what organization theory is, how it has developed, and how its development has coincided with developments in other fields. Each chapter focuses on one major school of thought allowing each perspective to be absorbed one at a time. Opening pages tie in the articles of each chapter by identifying themes, contrasting perspectives of others, and summarizing contributions of the articles.

New Book: Reviewer Wanted

Reviewer wanted for European conference volume on the "high road" strategy of competitiveness. It is important for us in North America to maintain contacts with our European colleagues as they address the same issues we face but under different institutional arrangements and possibilities. In contrast to the employment cost-cutting strategies often called "the race to the bottom," many European practitioners and scholar activists have sought a "high road" strategy for competitiveness.

The book is *Globalisation, Company Strategies and Quality of Working Life in Europe*, edited by *Francesco Garibaldi* and *Volker Telljohann*. This volume assembles the most relevant contributions presented at the European Conference organized by the international network Regional and Local Development of Work and Labour (RLDWL) on "Globalisation, Company Strategies and Quality of Working Life in Europe" which took place in Bologna in June 2003. For more on the RLDWL go to www.fipl.it/rldwl.

If you are in a position to review this book for a North American journal, please send an email to Volker Telljohann at v.telljohann@ipielle.emr.it.

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Contested terrain: Employee participation in companies, *U. Pekruhl*

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Challenges of work design, *E. Latniak, A. Gerlmaier*

Call centres in Europe: Recommendations for the union? *G. Altieri*

Training and human capital in companies, *C. Pérez*

Sustainable entrepreneurship and quality of work, *L. Rasmussen*

Training in organisation and sector development, *J. Monreal*

The industrial development dynamics and work in selected sectors in Europe. An introduction, *Giuseppe Strina*

Globalisation and corporate turbulence: Trade union response in UK manufacturing, *M. Upchurch, M. Richardson, A. Danford*

Health care work in Europe: Introduction to the workshop, *W. Potratz*

Partnership, governance and innovation at Nottingham City Hospital, *R. Exton, P. Totterdill*

Can apnea be avoided when developing work organisation in hospitals? Examples from a partnership project, *P. Banke, A. Holsbo*

Adding new problems to old ones: Public sector management in social services in the age of neo-liberalism and the "third way", *R. Greca*

Work-life balance in the public sector: The Irish experience, *A. McCarthy*

Passing from low-road to high road competition strategies in CEE countries with a view to working relations, *B. Galgóczi*

Economic integration and transnational social regulation: A comparison between the European Union and NAFTA" *I. da Costa, U. Rehfeldt*

Which European social model? A challenged balance between regulation and deregulation, *A. Chouraqui, K. O'Kelly*

The role and prospects of RLDWL Europe, *G. Széll*

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Grants/Awards

Laurel Smith-Doerr, Boston University, won a Jean Monnet Fellowship at the Robert Schuman Centre for Advanced Studies, European University Institute, in Florence Italy. She was the only fellow from the U.S. to be selected to participate in the 2004-05 European Forum on "Universities and Innovation Systems."

Laurel Smith-Doerr

Jean Monnet Fellow 2004-05

Robert Schuman Centre for Advanced Studies

European University Institute

Via delle Fontanelle, 20

I50016 San Domenico di Fiesole (FI)

ANNOUNCEMENTS (CONTINUED)

More Grants/Awards 

Patricia Drentea, Ph.D. received a grant from the NSF ADVANCE program to study the institutional climate for women in science at the University of Alabama-Birmingham

Christine Morton, Seattle University, with an anthropologist colleague (**Clarissa Hsu**, Group Health Community Foundation), received a \$75,000 grant from Lamaze International to conduct an ethnographic study of childbirth education. For additional information, feel free to contact Dr. Morton.

The National Academy of Science awarded **Niki T. Dickerson**, assistant professor at Rutgers University, a HUD Urban Scholars Post-doctoral Fellowship to study the employment and economic effects of residential segregation on blacks and Latinos in U.S. metropolitan areas.

Calls for Papers 

Research in Political Sociology is accepting manuscripts for Volume 15, which will focus on "Politics and Globalization." The primary objective of *Research in Political Sociology* is to publish high quality, original scholarly manuscripts that advance the understanding of politics in society. *Research in Political Sociology* publishes research that represents a wide array of substantive areas, different methods, and a range theoretical perspectives. Manuscripts submitted for Volume 15 should be directed toward understanding and explaining the relationship between "Politics and Globalization." The tentative deadline for submission of manuscripts for volume 15 is June 1, 2005. Four copies of the manuscripts should be submitted to:

Harland Prechel
 Department of Sociology
 4351 Academic Building
 Texas A&M University
 College Station, TX 77843-4351

Research in the Sociology of Work, Volume 17: Workplace Temporalities (expected publication date 2007)
 The global, twenty-four/ seven economy and the organizational changes it has generated have enormous implications for the organization, experience and use of time in the workplace. In addition to eroding the boundary between home and work and creating multiple time pressures, the need for businesses to compete in a twenty-four/ seven global

economy has problematized time in the workplace. Volume 17 of *Research in the Sociology of Work* will include manuscripts that examine, either empirically or theoretically, all aspects of time in the workplace. Research from sociology, business and related disciplines, and economics are welcome.

Contact:

Professor Beth Rubin, editor
 Department of Management
 Belk College of Business Administration, Friday 351-B
 University of North Carolina - Charlotte
 9201 University City Blvd.
 Charlotte, NC 28223
 Phone: (704) 687-6215
 Fax: (704) 687-3123
 Email: barubin@email.uncc.edu

The *Academy of Management's Public and Nonprofit Division* (PNP) is now accepting submissions for its portion of the program at annual meeting, to be held 5-10 August 2005 in Honolulu, Hawaii. The conference theme this year is "A New Vision of Management in the 21st Century." The deadline for submissions this year is **January 10, 2005**.

Submission Guidelines to the PNP Division: The PNP Division focuses on applying management research to government agencies, the military, social services, cultural and educational institutions, membership and professional associations, advocacy organizations, and religious and other charitable organizations that generate and shape a large share of modern management thought. The PNP Division brings together scholars, managers, and students continuing this tradition by studying PNP sectors and relationships among PNP and private sector organizations. Our division pays special attention to how PNP sectors' distinctive qualities influence management and organizational processes.

In applying the conference theme, we are especially interested in how our knowledge addresses the world of "stark contrasts" and "difficult tensions" that PNP organizations face in their efforts to be ethical, responsible, while also meeting complex goals and multiple bottom lines.

Submission Instructions: Submitters should follow the Academy's general guidelines for all submissions; see <http://meetings.aomonline.org/2005/>. After submitting your paper to the Academy submission web site, submit a second copy directly to the division: pnpp@indiana.edu. Please make sure that your submission follows the Academy's format.

Also, in your submission e-mail to the division please indicate your preference for presentation format: Interactive Paper, Shared Interest Track, Paper Presentation, and Visual Presentation. Indicate your preference by scoring all four with a 0 (no interest), 1 (willing to present in this format), or 2 (prefer this format). For further submissions information to the PNP division, check our division's conference web site.

If you have specific questions about the Academy or PNP Division, please contact the 2005 PNP Program Chair, Kirsten Grønbergjerg ((812) 855-5971; kgronbj@indiana.edu).

OOW HIGHLIGHTS AT THE ASA'S 2004 ANNUAL MEETING IN SAN FRANCISCO

By Leontina Hormel and Joel Schoening

Monday the 16th of August was the probably the OOW section's busiest day of the year. The refereed roundtables (25), panels (4), business meeting, and reception filled the day for those who attempted to attend them all. Judging by turnout, more than a few people did just that.

The first item on the agenda this day was the refereed roundtables, which went off without a hitch, almost. The room was not fully prepared and the actual tables were not yet numbered at the session's start. Being the scholars of organization that we are, it took no time for table organizers to number their tables and for section chair Donald Tomaskovic-Devey to take the microphone and make sure there were no redundancies.

After this slightly delayed start, things got down to business. The room had quite a din with 26 roundtable sessions in action, all of them quite full. I [Joel] sat in on a table dealing with employment relations. Discussion was lively. It included a paper by **Matt Vidal** (University of Wisconsin – Madison) on the use of lean production in combination with participatory mechanism to increase control of workers at both union and nonunion shops, and a paper by **Rachel Cohen** (UCLA), the organizer, on the negotiation of emotional labor by hairstylists.

The late morning and early afternoon saw two more OOW events. First, a session cosponsored by the Section on Sociology of Education organized by **Richard Ingersoll**, University of Pennsylvania, with **Thomas Smith**, Vanderbilt University, as president, and another on Organizational and Occupational Change Processes organized by **James N. Baron**, Stanford University. By accounts, the sessions were marked by the kind spirited discussion that only follows the most thought-provoking presentations.

That evening, the OOW Business Meeting began with a grateful farewell to those who dedicated precious time serving as section officers and council members this past year. Among those who have completed their service to OOW includes **Donald Tomaskovic-Devey**, North Carolina State University (Section Chair, 2003-04), **Steve Vallas**, George Mason University (Secretary/ Treasurer, 2001-04), **Leslie McCall**, Rutgers University (Council Member, 2001-04), and **Christina Nippert-Eng**, University of Illinois Chicago (Council Member, 2001-04).

Donald Tomaskovic-Devey introduced members to our new officers. The 2004-05 Section Chair is **Frank Dobbin**, Harvard University. **Kevin Leicht**, University of Iowa, as Chair-Elect, takes the helm 2005-06. Beginning three-year terms (2004-07) are **Maria Charles**, University of California - San Diego, as Secretary/ Treasurer, with **Michael Wallace**, University of Connecticut, and **Catherine Zimmer**, University of North Carolina - Chapel Hill, as new Section Council members. Both **Frank Steinhart**, North Park University, (OOW webmaster) and the OOW newsletter editorial collective (orchestrated by **Patricia Gwartney**, University of Oregon) received honorable mentions for their services to the section.

After meeting the new officers and council members, section members enjoyed the annual awards ceremony, announcing the winners of the Max Weber, Thompson, and W. Richard Scott Awards.

The 2004 winner of the Max Weber Award was **Judy Stephan-Norris and Maurice Zeitlin** for their book, *Left Out: Reds and America's Industrial Unions*, published in 2003 by Cambridge University Press. The 2004 Thompson Award was given to **Isabel Fernandez-Mateo** for her paper, "How Free are Free Agents? Relationships and Wages in a Triadic Labour Market."

The 2004 W. Richard Scott Award went to **Kim A. Weeden** for her article entitled, "Why do Some Occupations Pay More than Others? Social Closure and Earnings Inequality in the United States," published in *American Journal of Sociology* (2002) 108(1): 55-101.

Next year's deadline for all three of these awards is March 31, 2005. Award criteria and lists of Selection Committee members are provided in the OOW website: <http://campus.northpark.edu/sociology/oow/>



OOWers' Conviviality Photo: Joel Schoening

Frank Dobbin presided over the remainder of the business meeting and initiated discussion around the 2005 ASA Annual Meeting in Philadelphia. OOW anticipates six sessions in 2005, in addition to the roundtables:

- "Professions and Organizations,"
- "Inequality and Work,"
- "Labor Markets and Opportunity,"
- "Change in Organizations,"

- “Organizations and Environments,” and
- “The Organization of Markets” (joint with the Economic Sociology section).

Frank Dobbin next raised the possibility of two new section activities:

1. A **professional development seminar** for young scholars, which would probably be scheduled for a few hours during the regular ASA meetings, but would not overlap with section sessions.
2. An annual **mini-conference** held one day before or after the ASA Annual Meeting, to continue discussions on varying thematic areas, starting with “Organization and Stratification” in 2005.

In order to help define section members’ interests, meet their preferences, and develop ideas, Frank Steinhart crafted and conducted a survey of OOW members, which was emailed November 6th. See next item for a summary of survey results.



OOWers mix it up Photo: Joel Schoening

The final event of this busy day was the OOW section reception. The hotel staff kicked us out of our meeting room so it could be turned over, but most folks lingered in the hall anyway, socializing and waiting to get a snack and some much-needed refreshments. Once reopened, our former meeting space was an ambiently lit room, with a bar and tables with snacks. The room quickly filled and members ended the day with discussions of the day’s events, networking for future ones, and relaxing with a few spirits.

Revived by a good night’s sleep OOW members could attend two more section sessions the next day: **Arne Kalleberg**, University of North Carolina - Chapel Hill, organized and presided over “The Impact of Economic Change on Organizations, Occupations, or Work” (co-sponsored with the Section on Economic Sociology) and **Vicki Smith**, University of California - Davis, organized and presided over “Employment Relationships in Flux.”

Overall, the content of the business meeting, the activity of the roundtables and sessions, and the growth of section membership demonstrates that the

Organizations, Occupations, and Work section continues to flourish as an outcome of dedicated members’ efforts, both as section leaders and as esteemed scholars in the discipline of Sociology. This tradition promises to continue in this upcoming year, and members are encouraged to participate in OOW activities.

MEMBERS’ OPINIONS ON PROPOSED MIMETIC ISOMORPHISM

By Patricia A. Gwartney

On November 6, 2004, OOW members received an email inviting them to complete a short online survey about their interest in two new potential section activities, a professional development seminar and mini-conference, both described in the article above. One week later, about 160 of about 950 section members responded (roughly 17%). This column briefly summarizes the results.

The questionnaire began: “For several years running, the OOW council has heard suggestions that the section host a mini-conference, before or after the ASA, on Organizations and Stratification. Other sections have had very successful mini-conferences. Please take a moment to indicate your interest in attending a mini-conference, to be held on either the day before the ASA begins or the day after it ends. In 2005, the ASA annual meeting will take place in Philadelphia from Saturday, August 13 through Tuesday, August 16. The OOW sessions will be on the last day, Tuesday, August 16. So our question is, how likely would you be to attend a mini-conference if it was scheduled the day before the ASA, August 12th? And how likely would you be to attend a conference if it was scheduled the day after?”

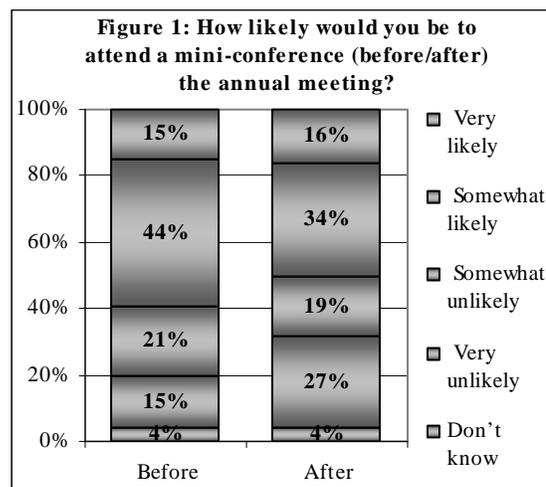
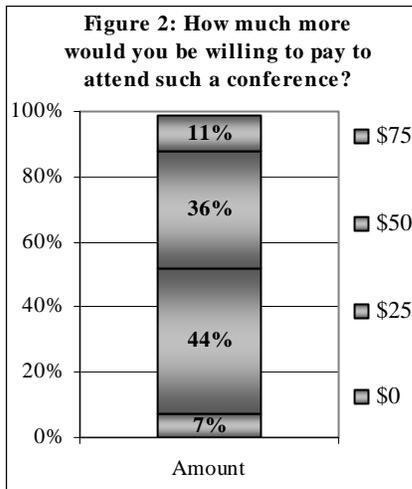


Figure 1 indicates that over half (59%) of the respondents would be likely to attend a mini-

conference on “Organizations and Stratification” the day before the ASA meeting, and exactly half would be likely to attend the day after. In their narrative comments, many respondents indicated that before or after was less important than condensing their time away from work and home; i.e., they might choose before when the OOW section meeting occurred on the ASA’s first day but after if section activities took place on the last day. Seven respondents also mentioned close scheduling with the American Academy of Management annual meeting.



The next item read: “The mini-conference will entail an additional registration fee. How much more would you be willing to pay to attend such a conference?” The results (Figure 2) indicate that roughly equal proportions of respondents are willing to pay \$25 and \$50 above the ASA meeting fees to attend a mini-conference. But

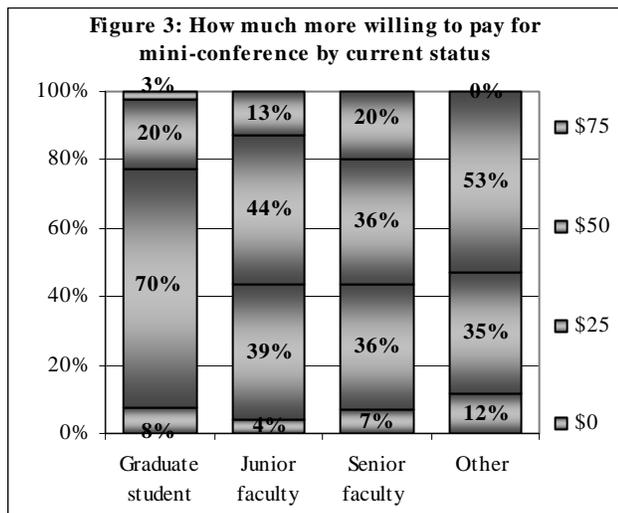
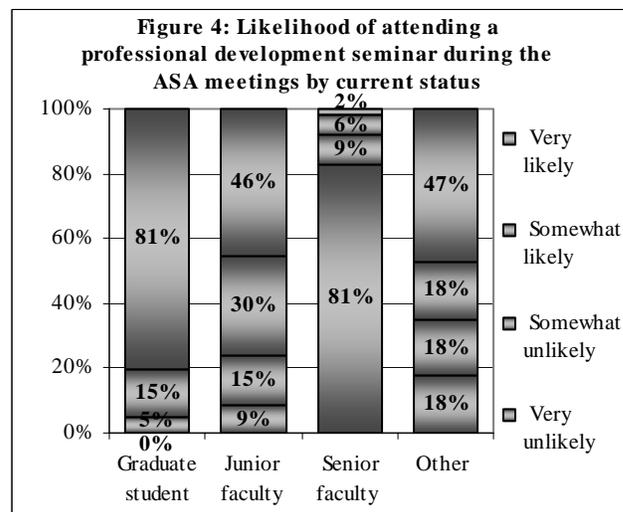


Figure 3 shows that 70% of graduate students chose the \$25 level, while just over half of junior and senior faculty respondents were willing to pay \$50-\$75.

The questionnaire continued: “We would also like to gauge interest in a professional development seminar for young scholars, which would probably be scheduled for a few hours during the regular ASA meetings (not to overlap with section sessions). How likely would you be to attend a professional development seminar for young scholars held during the ASA meetings?” Figure 4 summarizes the results, cross-tabulated by respondents’ “current status in the discipline.” Clearly, interest varies inversely with seniority in the field; however, several senior faculty volunteered to help.



Section Chair Frank Dobbin summarized the overall findings aptly in an email message to the Council members on November 12, 2004: “[It] looks like there is substantial interest in a professional development seminar and pretty solid interest in a mini-conference either before or after the meetings. For the mini-conference, the qualitative responses suggest to me that people would like to be able to participate, that they would like a non-standard format, and that they would like a democratic (non-elitist) structure. Counterbalancing the last desire was a pretty strong desire to have well-known speakers. Otherwise, many of the other comments cancel one another out.”

Respondent’s narrative answers to the open-ended questions contained several patterns and many interesting *ad hominem* remarks. For those of us who like these kind of data, we print respondents’ comments below in summary form. We have corrected spelling, but not grammar, and excluded redundant messages to the extent possible. Reasonable people may disagree on how some items were grouped.

What is the one thing that would most inspire you to attend a mini-conference?

Interaction, discussion, networking, mentoring

(n=33): I'd rather go to an event that allowed me to meet people in the section than one focused on paper presentations/ Time to meet and talk to people in a more intimate setting, particularly if there were some organized way for junior faculty to meet more senior people/ Being able to discuss the problems of the sub-discipline/ Lots of opportunity for real discussion rather than paper presentations/ Chance to network with junior and senior faculty doing research on similar topics and share research ideas/ The opportunity to discuss key and emerging issues/ Opportunity to connect and re-connect with Orgs & OOW people/ Meet U.S. colleagues/ Nice friendly crowd/ Mentoring/ Help with professional development/ Developing valuable connections with senior colleagues/ Connecting with others doing research in my area of interest/ Opportunity to meet practitioners as well as academics/ Networking opportunities/ Having all those people in the same place at the same time/ Substantial opportunity to meet and talk with organizational sociologists whose work I've read.

Other mentoring-related comments offered specific ideas for a professional development seminar:

Senior members of the section addressing practical issues about career development/ Practical professional development seminars for early career scholars/ Useful and practical agenda. I want to leave with "something". How to figure out which journals to publish with, interview skills, presentations from recently hired junior faculty members on the "interview and selection process." Likewise, feedback from faculty who serve on selection committees/ From a young scholar's perspective, a networking event would also do the trick. It is often intimidating to approach senior faculty members at the larger conference, but in a smaller more intimate environment the likelihood of networking seems greater/ If it's going to be for students and early career professionals, I'd love to hear from people who have successfully completed the Ph.D. and are working in the field/ I'd certainly be willing to consider helping out with it, if that would be useful

Topics relevant to me (n=21): A topic that engages my current research interests/ Contribution to my knowledge and skills / I'd be more likely to go if I knew [the] issues ... directly relate to my work/ Bringing together new developments in a subfield of

particular interest to me/ Relevancy to the courses that I teach.

Well-known speakers (n=16): Having well-known speakers present/ The caliber of the speakers, i.e., top people in the profession/ Great sessions with top speakers/ Major speakers from within the field/ Leadership involvement of noted specialists in the field/ Presence of well-known scholars in the field/ Names/ Participation by the elders in the discipline, speaking to the endurance of the classics/ Presentations of key players in the field/ Superb sessions with scholars on the cutting edge of the discipline

Alternative topics (n=16): New knowledge economy and knowledge workers/ Ascriptive inequalities, approached using a variety of methods/ Organizations and technology/ Comparing organizational behavior along their organizational forms such as business/ Nonprofits/ Profit and non-profit modes of organizing/ Management as a profession/ Organizational learning and the diffusion of ideas/ How organizations transform the public and private spheres/ Governmental organizations/ Best operations of different organizational settings/ Research management and organization/ An update on where the discipline is today/ The reinvention of O&O as economic sociology/ Business schools' influence on org and occ scholarship/ Work organization, labor process, labor movements/ Education and training

Being asked to present or take an organizational role (n=15): Being invited to present, discuss, or organize/ A chance to present/ Sessions for presenting my research and receiving feedback.

An alternative format (n=10): Do something fun and different. Even in the regular sessions. Wake people up. ... [ask] a bunch of prominent people ... if they want to be on a big-name panel but saying that the price of admission is an all-out attack on their own work/ ... a revolutionary format of some kind - everybody limited to ten minute "talks," or sessions in which people are randomly called on in a semi-coerced fashion to speak from the audience, or collective readings of classic works... or formal debates with assigned sides etc. ... Another possibility would be a debate on a classic with an outrageous theme - Resolved: Max Weber's work is completely irrelevant to the contemporary study of orgs and occs, etc., Blau and Duncan set back the analysis of stratification fifty years, etc./ A controversial guest speaker/ A format allowing for fairly intense discussion, for example by distributing papers beforehand and discussing them at the

meetings/ Good papers, preferably circulated in advance/ A more works-in-progress focus/ A more round-table oriented environment with paper presentations/ Limited overlap of panels and workshops/ Small meetings that allow me to get to know other scholars/ The opportunity to discuss, key and emerging issues/ Workshops that focus on work in progress and emerging issues in the field/ Smaller selection of panels so there is better audience interaction, and greater opportunity for intellectual discourse.

Timing (n=6): Coincidence with my attendance at the start or end which depends in turn on the scheduling of my presentation/ Whether my scheduled program activities are on an adjoining day/ Keeping it short - half-day or three-fourths day/ Convenience/ Attending the ASA meetings (which I don't intend to do this year) - you might have had a question on that before the other questions, since I doubt many (any?) will come just for the mini-conference/ Timing: Hold it the day after the ASA meetings (August 17th)/ My personal schedule, convenience & location of the conference

Inclusivity (n=6): If it is inclusive of those of us who aren't a part of the "inner circle" of OOW, people will feel welcome/ Having interesting and diverse papers by diverse scholars present (not all hotshots from big name schools). Include ethnographies and qualitative work as well as quantitative and include papers/ Participation by a wide range of scholars/ Other good people attending – not just "names" but also serious young people/ Participation by a mix of senior and junior scholars/ Speakers that ask unconventional questions and raise issues that are outside our hegemonic frameworks/ Make it interesting, fun, broad, diverse, not elitist, and I'd love it.

A different topic (n=6): Not interested in stratification.

General comments on topics and participants (n=42):

A compelling topic with opportunities for real discussion/ Content of the panels, workshops/ Great panel topics/ High-quality panels, papers, and presenters/ Composition of the program/ Content/ Content, in terms of themes and people involved/ Clever sessions at the forefront of the discipline/ Chance to hear good papers/ Discussion topics/ A really interesting program/ Captivating topic/ Exposure to good people with new ideas/ The sessions without a doubt would attract me to the mini-conference. Ideally they would have to be slightly different from the OOW sessions at the larger conference in order to convince me it is worthwhile/ A thoughtful array of panels/ An intellectually stimulating program/ Quality and importance of

papers/ Interesting empirical or theoretical work, as opposed to thinly disguised ideology masquerading as sociology/ Quality of the presentations/ Quality of the program/ Quality scholars and the variety of empirical contexts in which the issue of stratification and organizations was addressed/ Content of panels and scheduling that enables members to attend most of them/ A strong set of papers around a well-organized theme

Miscellaneous responses:

A topic other than "Organizations and Stratification."

While I have nothing against such research, it already enjoys quite a prominent place on the OOW program. And stratification, in its own right, enjoys an even more prominent place on the ASA program overall. This is very thoroughly trodden ground, and I'm disinclined to spend additional time and money on a mini-conference to hear similar points yet again. Capacity to improve *teaching* in this subfield.

Having more opportunity to present. It is so difficult to get into the regular sessions (as a presenter) because of the size of the section and the limited number of slots. At times, it feels like the section is a very closed organization--closed to newcomers and closed to individuals who lack name recognition (or connections to individuals with name recognition). I realize that "organizations and stratification" is just the first topic for an annual recurring event. On those terms, I have no real problem with it. I just want to highlight the fact that my lack of enthusiasm for a mini-conference so framed reflects no lack of enthusiasm for the idea of a mini-conference more generally. The closed-response survey questions don't really allow one to make that distinction.

If I felt like the topics covered and the speakers present were worth the extra day of attendance.

Inability to get the same discussion elsewhere

Of the three sections I belong to, OOW is the hardest to "break into" and with which to get involved. "Who you know" seems so much more important.

Opportunity to get up to speed in new areas.

That it actually be about new things instead of just another rehash of the same old stuff. Even then ... I'm just too old for this, for myself at least. I'd be happy to speak, I suppose. I think the only serious topic that would actually attract me would be a fundamental reconsideration of the topic of stratification at the theoretical level, asking whether it's really about anything sociological or is really just a policy issue translated into sociologese. Ditto for occupations - are there any? Is occupations in fact just a translation of HR management? Trouble is, I'm not sure whom I would want to listen to on such a topic.

What is the one thing that would most keep you from attending a mini-conference?

Cost (n=29): Cost of extra night in hotel/ Cost of staying longer/ Expense. I am currently a post-doctoral fellow on a small grant looking for a job/ Cost, which would likely be seen more in the extra night's hotel room and meals than the mini-conference itself/ Fee that feels excessive, i.e., >\$100/ Cost - more than \$50/ Charging a high fee - over \$25 - for attendance

Content-, topic-, relevance-, quality- and format-related issues (n=26): If the conference had a narrow theoretical or empirical focus/ I would be unlikely to attend the conference if it was simply more of the ASA meeting style/ If it was only a few panels with little time for discussion, getting to know one another, pursuing ideas/ Low-quality panels, papers, and presenters/ Lack of relevance to my research and teaching/ Too narrow a topic/ Topic far removed from my interests; same-old, same-old - lots of listening, no conversation/ Topic that is too vague to promise or permit coherence/ Lack of interesting agenda Exposure to weak people with mundane ideas/ Boring presentations and hours of talking heads/ An overly academicist emphasis that ignores legal, political, and social issues/ Having only those folks from the elite institutions who think they are doing all that matters as the key speakers.

Schedule (n=26): Scheduling conflicts/ Probably an irresolvable scheduling conflict of some sort/ Timing or date(s) of the mini-conference/ If I need to be at the ASAs on the first day, then the length of time away from work and home would keep me from attending/ Holding the mini-conference at a later than a day or two from the annual conference/ If I had a prior engagement that I couldn't rearrange/ Other commitments and my schedule/ Personal obligations.

Time issues, too long (n=19): The time commitment/ Lack of time/ Too much time!/ If the event were longer than one day, it would be hard to attend the entire conference/ Time: it draws on the ASA, which is already too much/ Having to be in Phil too long/

Work in Progress Editorial Collective

The University of Oregon Sociology doctoral students who comprise this newsletter's Editorial Collective welcome your contributions, including book reviews (an excellent graduate student assignment), announcements (awards, grants, a new book, a new baby, calls for papers, job opportunities), interviews with OOW members, and your ideas.

Conference fatigue/ I don't like going to meetings for nearly an entire week/ Sociology overdose

Depends on possible conference conflicts (n=13):

Other scheduled activities as part of my role at ASA/ If it were scheduled before the ASA and my other sessions were scheduled late/ Another mini-conference meeting at the same time / Overlap with the Academy of Management meetings in scheduling - or scheduling them too close together (n=7)

Academic timing issues (n=8): My semester starts during ASA, so after ASA is out of the question/ Our semesters start shortly after the meetings/ Depends on how many days of class I would ultimately miss

Not attending ASA meeting (n=3): My decision to attend the mini-conference would depend on whether I was planning to attend the ASA in the first place. As of right now, I don't plan on attending the ASA.

Would attend ASA meeting (n=2): A mini-conference might prompt me to attend the ASA meeting

Vacation (n=3): Post-ASA vacation plans/ Summer vacation with family

Other (n=9): A program consisting of a bunch of people making their careers by pushing re-labelings of the same old stuff as wonderful new insight. This is very important to the succession of things and to the maintenance of the subfield, etc., but it is of no interest to those of us who have done it already and are now bored by this particular charade. It's something middle-aged people put on for young ones to hear - it's about recruiting to generational paradigms. That is a good thing, and needs to be done, but there's no need for anybody who's been through it to show up, other than to fill up the hall/ I think the fact there is the RC28 conference on stratification and mobility somewhat fills the role of a conference on social stratification/ Uninteresting leadership/ Moving to a new city and starting my career/ Since I am already in Philadelphia, the fee. If we were in another city, it would be the extra travel day



Please send newsletter-related communication to Editorial Collective member Leontina Hormel: (lhormel@worchester.edu), here conducting research on site at Poltava GOK, a strip mine in Ukraine.