

Work in Progress

Fall 2005

Newsletter of the American Sociological Association's
Section on Organizations, Occupations, and Work
Webpage: www.northpark.edu/sociology/oow/

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Message from the Chair

Kevin T. Leicht

As chair of our section, this is the chance I have to discuss what's happening with regard to activities in OOW and other random bits about the intellectual and organizational state of our section.

I'll start with the very easy part first. It has been a privilege to serve the OOW section as chair-elect and chair and to see the dynamism, growth and development in OOW. Ours is one of the strongest, largest, and most intellectually dynamic sections in ASA and the closer you get to the board, the various chairs, chairs-elect, past chairs, and others who have been extensively involved the more convinced you will be that this is true. Our membership numbers are good and (if anything) are growing slowly. The distribution of membership between students, new faculty / young researchers, established scholars, and seasoned veterans is good and speaks well for the future of the section.

Obviously, the best way to get involved and recruit new members to the section is to join as a student and (if you're on a college faculty) encourage your students to join. I would even go one step further than that and suggest that those who are able pay your students' first section membership dues (it's only five dollars), they can pick up where you left off in future years, and faculty would be sending the message that this is an important group to be involved with as part of your professional development.

Now for the immediate business message. The *ASA Call for Papers* is out, and as part of that call, our section is hoping to assemble a great lineup of papers and presenters for the 2006 ASA

“Ours is one of the strongest, largest, and most intellectually dynamic sections in ASA ...”

meetings in Montreal. Our program committee for 2006 is Kim Weeden (program chair), Roberto Fernandez, Mary Blair-Loy, Christabel Rogalin, Dennis Heinrich, Ana Campos, and Amit Kapoor. Using a slightly different procedure than past years, we have two general umbrella labels for your ASA submissions. Papers primarily dealing with the sociology of work and work issues should be directed to Kim Weeden. Sociology of organizations papers should be directed to Roberto Fernandez. In addition, Mary Blair-Loy and Judith Hennessy are organizing what promises to be an exciting joint session with the Family section of ASA titled “Work-Family and Work-Life Issues within Organizational, Institutional or Cultural Contexts.” The primary responsibility of the remainder of the committee is for refereed roundtables. As usual, all submissions should be sent through the ASA on-line submissions protocol (go to www.asanet.org and proceed to the annual meeting site for submission instructions).

The OOW sessions at ASA for 2006 are on the first day (August 11th), so make your travel plans accordingly. In addition, very soon we will have an announcement about an ASA pre-conference symposium for OOW members that will occur the day before ASA starts (August 10th). *Based on responses from the membership we have decided to orient the pre-ASA conference toward younger scholars and their careers.* Accordingly, the conference will have a series of sessions in the morning dealing with issues that scholars in organizations, occupations and work should know something about – coping with and dealing with career issues that face young sociologists who are trying to make a way for themselves in the increasingly competitive environments we all work in. *There will be sessions on writing and finishing a dissertation, navigating the*

publication process, and the current job market for sociologists. Two afternoon sessions will feature the work of advanced graduate students and new PhD’s, complete with commentary by discussants who are established scholars in our subdiscipline. Lunch will be provided, and best of all (thanks to the good stewardship of my predecessors), the conference will be free or nearly so. Stay tuned for more announcements and registration information.

This brings me to my final business plea. We are in the process of accepting nominations for the Max Weber Award for best book published in Organizations, Occupations and Work in the past three years, the James P. Thompson Award for the best graduate student paper published in the past three years, and the W. Richard Scott Award for Outstanding Scholarship for the best article published in the last three years. Nominations can be directed to the appropriate committees via the OOW website (www.northpark.edu/sociology/oow) and the deadline for nominations is **March 31, 2006.**

I guess one of the last things I get to do in my letter to the membership is address substantive research issues that I think our section should be addressing as we move our intellectual program forward. While I don’t think anybody has to be wedded to my research interests, I am intellectually grappling with two issues that I will just “throw out” as topics I hope our section will address in whole or in part.

When Work Disappears: The World of the Suburban Middle Class?

Much of the research program of section members has dealt with marginal jobs, marginal workers, poverty, low-wage work, and underemployment. This work represents a rich intellectual tradition encompassing a wide variety of interests and methodologies. One could even argue that these concerns are the concerns that have motivated most research in the sociology of

work in the first place. And, to be sure, the United States (and many other industrialized nations) are experiencing very real increases in poverty, marginality, and downward mobility.

But over the past 20 to 25 years, a not-so-subtle change has been happening along with increases in poverty and marginality. The middle classes in United States have seen much of what they once considered part of their economic and social worlds destroyed. Real median income for families of four hasn't moved much since the early 1970s. Steady jobs at good wages (the core economic basis on which any claim of family values rests) have disappeared. Benefits like health insurance and retirement plans are going the way of rear-wheel drive family cars and stay-at-home moms. The economic gap created by this massive loss in economic opportunities is filled with credit. Lots of it. Consumption fueled by credit leads to the appearance that things are fine – after all, each house has two cars in the garage and two color televisions inside (at least!). What could be wrong?

The answer, of course, is “plenty.” From the standpoint of our traditional focus on marginality and lack of opportunity, the plight of the middle class needs to become a bigger part of our agenda for two reasons. First, it is much more difficult to figure out what the traditionally marginalized will do if most of our definitions of “making it” are tied to a perception of the middle class that doesn't reflect current realities. And, second, the middle class to whom tax cuts don't go, for whom steady jobs disappear, and to whom credit is extended to keep up appearances is precisely that group whose political sympathies are needed if we aspire to improve the lot of the traditionally marginalized. There's no alternative to dealing with them no matter what you might think of them. They (as a group) aren't in a giving mood. They are obsessed with themselves and the economic opportunities of their children because those things are threatened. The threats are real.

“...over the past 20 to 25 years, a not-so-subtle change has been happening along with increases in poverty and marginality. The middle classes in United States have seen much of what they once considered part of their economic and social worlds destroyed.”

The debt is real. The panic is real. The downward mobility is real. The political and economic consequences of not addressing their concerns in constructive ways are real as well.

Are Explanations of Social Inequality Broken Down by Race and Gender?

Without question, the second and easily the most distinguished and researched issue in work, labor markets, and organizations, deals with the continued and ongoing racial and gender inequality in occupational attainment, jobs, earnings, and other salient stratification outcomes. The study of racial and gender inequality has brought forward many new methodological developments, new insights, and a plethora of now well-established theoretical traditions for explaining the continued subordination of women and underrepresented ethnic and racial groups. This work is ongoing and rightly so. (I've even made contributions to it myself.)

But there is a growing problem with this focus, both from an empirical standpoint and in the context of rising global and within-nation income, earnings, and wealth inequality. This problem is especially acute among our American colleagues.

Let's start with the empirical observation first. There is more inequality among racial and gender groups than there is between them, and the gap between the top and bottom portions of the within-group income and earnings distributions has been growing faster than any gap between

racial or gender groups. This within-group inequality has been growing at an especially rapid rate the last 25 years, and, in sharp contrast to the theorizing about gaps between racial and gender groups we have few convincing explanations for it. Further, I'm convinced that there is a relationship between our inability to explain growing inequality within groups and our frustrating inability to explain the inequality between groups that is still there. I don't know what the mechanisms are exactly, but I'm determined to find them. (Stay tuned for a paper in the *Annual Review of Sociology* on this topic.)

But then we come to the contextual issue, which has deep political and policy implications. Much of our research (especially U.S.-based research) proceeds as if justice were defined as "an economic elite full of racial and gender diversity" – however one defines that elite. Income, earnings, and wealth inequality in that context can look like a South American country under a dictatorship, but as long as our economic elites contain the appropriate demographic groups, all is right with the world. This emphasis is especially problematic in the United States because we have the highest within-group levels of inequality in the industrialized world.

Ultimately, we need to come clean on this issue. Either extreme inequality is undesirable and corrosive to the social order or it's not. But if it is, then all of it is, not just the income, earnings, and wealth gaps between men and women, whites, and other ethnic groups. Explanations of social inequality have to do more than represent people who have the wherewithal to get to the university's doors to claim they are aggrieved. If that's all we have to offer, then the risks involve more than creeping irrelevance and ineptitude.

Regardless of whether I get anywhere addressing these concerns, the research done by our section will continue to be at the forefront of what good sociology is. On that I am certain. I look forward to seeing you at ASA and at our

section reception. If I don't know you please come forward and introduce yourself and tell me what you're doing.



*Kevin T. Leicht,
Section Chair,
The University of Iowa*

Letter from the Chair

Dear Colleagues:

It is time to put together an electoral slate for the OOW board and chair-elect positions. OOW board members meet at the ASA meetings and exchange numerous communications about our section's business. The chair-elect of the OOW section serves an apprenticeship on the board under the current Section Chair and then assumes the chair's position the year following their election.

Nominations should be e-mailed to our nominations committee chair, Christine Williams (clw@mail.la.utexas.edu), or nominations committee members Michelle Budig (budig@soc.umass.edu) or Lisa Catanzarite (lcatanzarite@wsu.edu). Self nominations are welcome and encouraged.

Thanks for your interest! A healthy electoral slate, board, and chair keep our section running smoothly.

Kevin L.

OOW Committees 2005-06

Nominations Committee: Christine Williams, University of Texas-Austin (Chair); Michelle Budig, University of Massachusetts-Amherst, Lisa Catanzarite, Washington State University

Program Committee: Kim Weeden, Cornell University (Chair); Roberto Fernandez, Massachusetts Institute of Technology; Mary Blair-Loy, University of California-San Diego; Christabel Rogalin, University of Iowa; Dennis J Heinrich, University of Iowa; Ana Campos, University of Iowa; Amit Kapoor

James D. Thompson Award Committee: Dirk M. Zorn, Princeton University (Chair); Andrew Fullerton, University of Connecticut; Vincent J. Roscigno, Ohio State University

Weber Award Committee: Maria Charles, University of California-San Diego (Chair); David B. Grusky, Stanford University; Hayagreeva Rao, Stanford University

W. Richard Scott Award Committee: Randy Hodson, Ohio State University (Chair); Rodolphe Durand, HEC School of Management; Philippe Monin, EM Lyon

Membership Committee: TBA

COMMITTEE REPORT

The Weber Award Committee

The Weber Award Committee of the Organizations, Occupations, and Work Section is pleased to announce that among an amazing set of nominees for the award this year, we have selected *Occupational Ghettos: The Worldwide Segregation of Women and Men*, by **Maria Charles and David Grusky** as this year's recipient. This is a truly exceptional scholarly work and is richly worthy of the section's book award. It offers a sophisticated argument that illuminates seemingly

contradictory developments in patterns of worldwide gender stratification. Although advances in gender stratification may appear to be uniformly advancing (e.g. more egalitarian views, equal college attendance rates, growing female participation in the labor force), *Occupational Ghettos* demonstrates and successfully explains why this trend has one important exception: the resistance to sex integration in occupations. Charles and Grusky show that the hyper-segregation of genders in occupations is an organic feature of modern economies and is consistent with egalitarianism as it is understood today.

They use cross-national data to discover that gender inequality is driven by two dynamics: a horizontal dynamic that segregates men and women across the manual-nonmanual divide, and a vertical dynamic that allocates men to the most desirable occupations on both sides of the divide. While egalitarian values and policies have chipped away at vertical segregation, horizontal segregation continues to be propped up by ideas of gender differences. That women tend to develop different career aspirations than men is not currently considered to be problematic, nor is the tendency of employers to view male and female workers through essentialist lenses. These tendencies are not inconsistent with postindustrial labor markets, and cannot be expected to wither away on their own. This book is a must read for all interested in gender differences at work.

Committee members: Martin Ruef, Steven Brechin, and Judith Stepan-Norris (Chair)

Graduate Students and Recent Ph.D.s:

Work in Progress wants to profile your dissertation in its new column "Dissertation Abstracts." Please send a descriptive blurb of not more than 400 words to Leontina Hormel (lhormel@worchester.edu) for the Spring 2006 issue.

DISSERTATION ABSTRACTS

Innovation, Imitation, Legitimacy, and Deviance in the Design of Graphical Trademarks in the United States, 1884-2003

By James I. Bowie, University of Arizona

Patterns of similarity and difference in graphical trademark (logo) design are investigated through the lens of neoinstitutional theory. Using data from the United States Patent and Trademark Office, the designs of over 750,000 trademarks are quantitatively analyzed in terms of their graphical content, complexity, and realism. Evidence is found that the primary function of trademarks is not to impart distinctiveness to organizations through design innovation, but to provide them with legitimacy by means of design imitation. The institutionalization and deinstitutionalization of norms in trademark design within industries is examined over time. The relative survival over time of marks that deviate from these norms is compared to that of more normal marks. While extreme design deviance does not seem to affect trademark survival, logos that most strictly adhere to the design norms of their industries seem to survive in use for a longer period of time.

Manufacturing Citizenship: The Democratic Labor Process, Political Ideology and Political Behavior in a Producer Cooperative

By Joel Schoening, University of Oregon

This dissertation will contribute to the literature on workplace control, workplace democracy, and civil society by examining the relationship between participation of cooperative members in the democratic control of their work and their political behavior and ideology outside the organization. The data for this research have been collected in a multi-method case study of one of the largest, democratically managed and cooperatively owned firms in the country. The relatively unique organization of this cooperative, its adherence to an ideology of equality and participatory democracy, and its location in the Pacific Northwest make it an ideal setting for a study of workplace democracy, political behavior, and political ideology. The significance of this study lies in its capacity to offer new sociological insights into the relationship between working conditions and the political behavior and ideology of workers.

BOOK REVIEW

Urban Lawyers: The New Social Structure of the Bar, by John P. Heinz, Robert L. Nelson, Rebecca L. Sandefur, and Edward O. Laumann. The University of Chicago Press. 2005. 346 pp.

Reviewer: Juyeon Son, University of Oregon
(json@uoregon.edu)

Urban Lawyers is an impressive work that examines a comprehensive range of issues regarding the lives of lawyers in Chicago area. Using two face-to-face interview surveys of lawyers in Chicago conducted in 1975 and in 1995, the authors provide an overview of the major historical development of the profession. Of those important changes in the profession, the authors emphasize the shifting structures in the social organization of lawyers, socio-demographic characteristics of the lawyers, and the increasing stratification among lawyers.

This book is divided into four parts. The first concerns a number of old and new theories on the development of the bar as a profession in the U.S. history. Although the bar as a highly specialized profession has maintained its stability and coherence as a group, divisions among lawyers also have a long history, based upon socioeconomic, ethno-religious, educational, and political differences. The authors discuss how these differences relate to the changing organizational structure of the profession.

The second and the third sections of the book look at the existing hierarchy of the bar and encompass personal and professional experiences of the lawyers. The authors compare the results of the two surveys in terms of a broad array of issues affecting the lawyers. Two important observations are that large private firms have come to dominate the bar and that the "external" hierarchy of the society parallels the internal hierarchy of the profession.

In the final section of this book, the authors draw together their discussions of the bar stressing social stratification within the profession and how the market, politics, and social norms shape and constrain the forms of the bar organization by.

I especially appreciated the book's contribution to the expanding recognition of social inequalities. It is striking to see how social factors that create inequalities penetrate deep enough to affect even such

a prestigious profession as the bar the same way they do to other parts of society. This book illustrates how stratified the bar is from the training to practicing, how women and black lawyers continue to fill the lower end of the profession, and how the organizations and practices of the profession are not free from the social environment in which they operate. Yet, their analysis and discussion of the inequalities in the bar in terms of income, prestige, and job satisfaction could have gone further as their results appear complex. For example, the authors find that lawyers who practice solo or in small firms tend to have higher job satisfaction, but on average they earn less than those in larger organizations. How should scholars reconcile this seeming inconsistency of low incomes generating higher job satisfaction? What would this mean to the direction of the practice of the bar? Further discussion and development of such issues would have enhanced the meaningfulness of the third section more to me.

Overall, this book is a great historical and sociological overview of the bar. It contains not only thorough sociological observation and analysis but also richness in topics covered. In addition, its methodology is well founded on the comparative analysis of two surveys. Their findings are better supported as they are based on historical comparisons. This book is a must for those who study sociology of professions or anyone who would like to expand their understanding of the social influence of the structural forces on populations.

ANNOUNCEMENTS

Recent Publications



Worker Skills and Job Requirements: Is There a Mismatch? By Michael J. Handel, Northeastern University, Economic Policy Institute, 2005.

The book addresses the question of skills mismatch by critically examining existing research from sociology, economics, education, and management for evidence of labor force skills deficits and advanced job requirements. The book's results have been featured recently in *Forbes*, the *Chicago Tribune*, and a number of regional newspapers and radio programs. For further details, see

http://www.epi.org/content.cfm/book_worker_skills.

The Sociology of Education and Work. By David Bills, University of Iowa, Blackwell Publishing, 2004.

The *Sociology of Education and Work* is a clear and engaging study of the links between schooling and the workplace in modern society. It explains, in accessible and lively prose, how these links have developed over time, what broad social trends are transforming them now, and offers some empirically based projections about how these relationships are likely to develop in the future. This book adopts a distinctly sociological perspective on these issues while drawing on the disciplines of education, economics, demography, and policy analysis. It builds equally on the sociology of education and the sociology of work.

Using a series of concepts and models including meritocracy, credentialism, postindustrial society, and the permanently new economy, this book encourages students to think about these issues sociologically. To bring to life these concepts, case examples are included to show the ways in school and work, "come together" in contemporary society. This book has brought together a wide body of literature for students studying education and work throughout the curriculum.

The Benefits of Being There: Evidence from the Literature on Work. By Daniel Tope, Lindsey Joyce Chamberlain, Martha Crowley, and Randy Hodson, *Journal of Contemporary Ethnography*, Vol. 34 No. 4, August 2005

This study draws on the sociology of work to extend discussions of informational yield in ethnographic research. We examine the existing population of English-language workplace ethnographies and find that relative to interviews, observation and especially participant observation consistently yield more information. Participant observation provides greater informational yield as well as more detailed descriptions of workplace behaviors and group dynamics. Interviews, however, are more likely to provide information on basic organizational characteristics, such as organization size and product market conditions. Our findings have important implications for University Institutional Review Boards, which have in recent years made it increasingly difficult for projects based on participant observation to receive human subjects clearance. Our conclusions caution against bureaucratic and legalistic curtailments of embedded field observation.

ANNOUNCEMENTS (CONTINUED)

More Recent Publications


Class Questions: Feminist Answers. By Joan Acker, University of Oregon. Rowman and Littlefield, 2005

Class is a particularly troublesome issue in the United States and other rich capitalist societies. In this feminist analysis of class, noted sociologist Joan Acker examines and assesses feminist attempts to include white women and people of color in discussions of class. She argues that class processes are shaped through gender, race, and other forms of domination and inequality. *Class Questions: Feminist Answers* outlines a theory of class as a set of gendered and racialized processes in which people have unequal control over and access to the necessities of life— processes including production, distribution, and paid and unpaid labor. Historically, gender and race-based inequalities were integral to capitalism and they are still fundamental aspects of the class system. Acker argues that capitalist organizations create gendered and racialized class inequalities and outlines a conceptual scheme for analyzing “inequality regimes” in organizations. Finally, the book examines contemporary changes in work and employment and in economic/political processes, including deregulation, downsizing, and off-shoring, that increase inequalities and alter racialized and gendered class relations. This book will appeal to readers interested in a feminist discussion of class as a racialized and gendered process intimately tied to the capitalist economic system.

The Politics of Working Life. By Paul Edwards, Warwick Business School and Judy Wajcman, Australian National University, University of Oxford Press. 2005.

How does the politics of working life shape modern organizations? Is our desire for meaningful, secure work increasingly at odds with corporate behavior in a globalized economy? Does the rise of performance management culture represent an intensification of work, or create opportunities for the freewheeling individual career?

This timely and engaging book, by leading authorities in the field, adopts the standpoint of the

‘questioning observer’. It is for those who need an informed account of work that is accessible without being superficial. The book is unique in its multi-dimensional approach, weaving together analysis of individual work experience, political processes in organizations, and the wider context of the social structuring of markets. The book identifies central questions about working experience and answers them in a direct and lively manner. It has a strong analytical foundation based on a political economy framework, giving particular weight to the contradictory character of organizations. These contradictions turn on the competing demands placed on organizations and the different political projects of groups within them. This perspective integrates the chapters, and permits numerous scholarly debates to be addressed - including those on identity projects, gender and work, power and participation, escalation in decision-making, and the meaning of corporate social responsibility.

This book is suitable for undergraduate and graduate classes in Organizational Behavior, Business Strategy and the Sociology of Work and Employment. It will also appeal to the general reader interested in grappling with the complexity of the changing environment of work.

Urban Lawyers: The New Social Structure of the Bar. By John P. Heinz, Robert L. Nelson, Rebecca L. Sandefur, Edward O. Laumann, University of Chicago Press, 2005

At the end of the 20th century, the number of lawyers in large cities doubled, women entered the bar at an unprecedented rate, and the size of law firms doubled and redoubled. This fundamentally altered the nature and structure of the bar. The developments in the profession affected virtually every aspect of the work and careers of urban lawyers – relationships with clients, job tenure and satisfaction, income, social and political values, networks of professional connections, and patterns of participation in the community.

The practice of law in Chicago is broadly divided into two, quite separate sectors, one serving corporations and other large organizations, and the other serving individuals and small businesses. The lawyers practicing in the two sectors differ in social background, educational credentials, social and political values, work settings, client volume, and duration of client relationships. By the end of the 20th

ANNOUNCEMENTS (CONTINUED)

century, however, increasing specialization in law practice, broader recruitment by law firms, the diminishing significance of ethnoreligious identification, and related developments blurred some of the old boundaries. Marked increases in the degree of specialization by doctrinal field and by function or skill-type decreased the breadth of interaction among lawyers and thus led to greater segmentation within the bar. The related growth in the scale of law firms resulted in increasing departmentalization of practice contexts and in the adoption of other aspects of bureaucracy, constraining lawyers' autonomy. Urban Lawyers concludes that organizational priorities will determine the future direction of the bar.

Random samples of almost 800 Chicago lawyers were interviewed in 1975 and 1995 with response rates in excess of 80%. Respondents were drawn from the full range of types of law practice, and non-practicing lawyers were also interviewed.

[Note: See J. Son's review of this book on p. 6.]

Call for Papers

22nd European Group on Organization Studies (EGOS) Colloquium Bergen, Norway, July 6 - 8, 2006. Submit an 800-word abstract by January 6, 2006 at http://www.egosnet.org/conferences/collo22/colloquium_2006.shtml

Standing Working Group 2 – Business Network Research: Competition within collaborations in business networks.

Conveners: David Knoke, University of Minnesota, USA knoke@atlas.socsci.umn.edu, Amalya L. Oliver, Hebrew University, Israel amalyao@cc.huji.ac.il, Marius Meeus, Utrecht University, Netherlands meeus@geog.uu.nl.

Studies that emphasize interorganizational collaborations in business networks often neglect the potential, occurrence, or measurement of competitive elements. Our session seeks for papers that study collaborative networks, yet bring to the fore some assumptions, concepts, structures, trends,

or the evolution of competitive features. In this context we invite papers that, for example:

1. Develop theoretical frameworks, based on general assumptions and hypotheses focusing on interorganizational relations, that acknowledge elements of competition within or external to the networks, yet contribute to the shaping of networks, to processes developing within networks, or to the composition of actors within networks.
2. Investigate networks by applying qualitative or quantitative methods and by showing the interchangeability or duality of collaboration and competition at different stages of cooperation, as conditions for collaborations, or as outcomes of collaborations.
3. Focus on evolutionary trajectories of interorganizational networks and question the conditions under which collaboration may evolve into competition, or vice versa.
4. Examine structural condition of networks and ask such questions as: "How does the investigation of triads, beyond the analysis of dyadic collaborations, illuminate unobserved competitive dynamics within networks?" "What structures of collaborative network compositions generate competitive dynamics?" or "How do structures of collaborative networks look after accounting for competitive elements?"
5. Apply a contextual perspective that questions the degree to which various environments (e.g., markets, industries, policies and regulations, nations) shape the competitive dynamics of collaborative networks.
6. Explore the conditions under which initially cooperative research and development projects deteriorate into opportunistic learning races, where organizations try to gain advantages at their partners' expense, and examine practical procedures for safeguarding against such deceptive practices.

ANNOUNCEMENTS (CONTINUED)

OOW Call for Papers 

The 101st meeting of the American Sociological Association will be August 11-14th, 2006 at the Montreal Convention Center. Our section is, and has been, one of the most vibrant within the ASA and I fully expect that we will maintain that tradition this year.

In contrast to prior conferences when we have organized specific sessions around specific themes, this year we're going to try something different – we're going to accept paper submissions under two general headings (sociology of work and sociology of organizations) and then the program committee will organize the accepted papers into sessions with coherent themes. This method has the advantage of allowing researchers and theorists to submit the work they're currently doing rather than worrying about whether their specific submission fits with a specific session theme. I'm looking forward to seeing how well this works and to see the wide variety of high quality work that is represented by our section. We also will continue our recent tradition of featuring the Weber Award winning book for 2006 in an author-meets-critics session as well.

Finally, Mary Blair-Loy and Judith Hennessy will be organizing a join session with the Family Section of ASA titled, "Work-Family and Work-Life Issues within Organizational, Institutional, or Cultural Contexts." I strongly encourage you to submit your paper to what promises to be a stimulating session on this most important issue.

Papers and roundtables need to be submitted through the American Sociological Association on-line submission system which should be open for submissions in late November. The tentative deadline for submissions is January 18th, 2006.

I hope to see you at the OOW sessions in Montreal.
Kevin T. Leicht, Section Chair

Organizations, Occupations and Work - Session
Organizers for the 2006 ASA Meetings in Montreal,
Quebec, Canada:

Program Chair: Kim Weeden

Program Committee: Roberto Fernandez, Mary Blair-Loy, Christabel Rogalin, Dennis J Heinrich, Ana Campos, Amit Kapoor

Sociology of Work Sessions and Papers:

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Conference Announcement 
Sex Work Matters: Beyond Divides
A Conference
March 29-30, New York

A joint effort of colleagues at The New School and City University of New York, the Sex Work Matters project has organized a conference and related events March 29-30, 2006 in New York. The Project provides scholars, activists and analysts with a platform for multidisciplinary, cross-institutional exchange of ideas and networking at a critical time when debate about sex work appears to be narrowing in policy and academic circles. In addition to featuring high profile leaders and scholars, the conference will offer a much-needed opportunity for graduate students, sex workers and activists to be part of the debate, present original work and identify areas for collaboration. Additional events organized to complement the conference include the Sex Workers Soiree and other networking opportunities with local organizations and sex workers, roundtable mixers featuring established scholars and activists and 4-6 graduate student panels including faculty and activist commentators.

More information about the project, including a call for abstracts is available at <http://sexworkmatters.net>.

ANNOUNCEMENTS (CONTINUED)

Call for Best Book Nominations 

The Best Book Award selection committee for the Public and Nonprofit Division of the Academy of Management is requesting nominations for the division's 2005 Best Book award. Books nominated should have publication dates of 2003, 2004 or 2005.

Members of the Public and Nonprofit Division pay special attention to how distinctive qualities of the public and nonprofit sectors influence management and organizational processes. Books nominated for the Award should significantly contribute to modern management theory and/or practice and address issues within the Public and Nonprofit Division's domain of interest. Author membership in the Division or the Academy of Management is not a criterion in the award process.

The winner will be announced during the Public and Nonprofit Division's business meeting at the 2006 Academy of Management meeting in Atlanta.

Nominations for the award should include the author's name, book title, publisher and date of publication. The winning author (s) will receive a plaque recognizing the award. Nominations are due **December 15, 2005** and can be sent via e-mail or mail to:

Silvia Dorado, Chair, Best Book Award, PNP 2005-06
 College of Management
 University of Massachusetts Boston
 100 Morrissey Blvd.
 Boston, MA 02125-3393
 Work phone: 617-287-7769
 Fax number: 617 287 7778
 E-mail: banacloche65@gmail.com



UNC Charlotte Launches Organization Science Ph.D. Program

The University of North Carolina Charlotte is pleased to announce a Ph.D. program in Organizational Science. Subject to final approval by the UNC Board of Governors, we will begin accepting applications on **January 14, 2006** for enrollment in the Fall of 2006.

Organizational Science is an innovative interdisciplinary doctoral program with 20 faculty from industrial/organizational psychology, management, organizational sociology, and organizational communication.

I am writing to solicit your help to introduce the program to students on your campus as well as hopefully encourage those interested in doctoral training to apply. While more detailed information can be found at <http://www.orgscience.uncc.edu>, please allow me to highlight a few features of the program.

- Organizational Science is an emergent interdisciplinary field of inquiry and practice focusing on individual and organizational health, well-being and effectiveness. It assumes that a thorough understanding of organizations requires an interdisciplinary focus that crosses levels of analysis and disciplines.
- 20 faculty from I/O Psychology, Management, Organizational Communication, and Organizational Sociology support the program. Faculty include: A. Blanchard, K. Buch, Y. Cao, D. Gilmore, E. Heggstad, C. Henle, J. Kello, J. Lee, S. Long, D. Pugh, C. Reeve, S. Rogelberg, B. Rubin, T. Scheid, C. Scott, W. Siegfried, S. Tonidandel, J. Welbourne, W. Zhao, K. Zellars.
- The specific topics of study in the Organization-al Science program include, but are not limited to: selection, testing, training, performance management, workplace health, employee attitudes and satisfaction, team effectiveness, leadership, communication effectiveness, work/life issues, change management, and organizational structure and effectiveness.
- The program is based on the science/practice model. Students will learn about and participate actively in quantitative and qualitative research; engage in practicum / internship opportunities; and take a wide range of methodological and content courses.

First year recruitment is crucial for the program's success, and your help will be greatly appreciated. We look forward to hearing from your interested students.

Best regards,
 Steven Rogelberg, Ph.D.
 Director, Organizational Science

ANNOUNCEMENTS (CONTINUED)


**FUNDING OPPORTUNITY FOR
ORGANIZATIONAL
SCIENTISTS**
Innovation and Organizational Change (IOC)

Full Proposal Target Date: February 2, 2006

See our website at: www.nsf.gov, search for "IOC"

The IOC program supports scientific research directed at effective design, administration and management of organizations of all types. This includes study of individual-, group- and institution-level phenomena. IOC-supported research should ordinarily combine theory with empirical validation. Projects that use functioning organizations as data sources or testbeds are encouraged. Projects that develop or build on research perspectives that cross disciplinary lines are also encouraged.

For the February 2006 competition, a portion of IOC funds will be devoted to studies that shed light on how groups of scientists or universities organize effectively to achieve important knowledge creation using shared resources (e.g., shared information technology or cyberinfrastructure tools).

Additional research problems may include, but are not limited to:

1. effects of individuals, groups, social networks and interpersonal relationships on organizational and institutional outcomes;
2. persistent challenges to and enablers of organizational effectiveness, such as team dynamics, organizational structures, organizational cultures, crossfunctional coordination, and organizational governance;
3. factors that enable or impede innovation creation and diffusion, organizational learning

- and improvement, and knowledge transfer within and among organizations;
4. key considerations in entrepreneurship, formation of new organizations, organizational change or transformation, organizational crisis and decline, and cooperation among organizations;
 5. research pertinent to organizational effectiveness under emerging conditions, such as globalization, cultural and social evolution, public policy changes, and technological innovation;
 6. relationships between social, economic and technological forces and organizational forms;
 7. evolution and diversity of populations of organization types and institutional arrangements across industries or in response to social, political or market forces;
 8. evolution and diversity of labor forces, including how demographics affect and are affected by organizations;
 9. creation of methods and infrastructures that enhance research opportunities for a large community of organizational researchers, including new organizational databases, organizational data mining tools and analysis techniques, schemes for enabling data accessibility while preserving privacy, and/or technologies to enable improved data access and integration; and
 10. processes and structures for improving research, development, and engineering tasks necessary to carry out effective knowledge creation in national laboratories, multi-disciplinary university centers, and industrial research departments or communities.

Inquiries may be directed to:

Jacqueline R. Meszaros, Ph.D.

Program Director, Innovation and Organizational Change

e-mail: jmeszaro@nsf.gov



OOW ASA Meeting Highlights

By Joel Schoening

Photos by Frank Steinhart

This year the OOW's events at the national convention in The City of Brotherly Love began first thing Monday morning and continued solidly through to the end of the conference on Tuesday afternoon. During this two-day period the Marriott and Loews Hotels were home to eight section-sponsored panels, the OOW business meeting, and the section banquet. Also on Monday the ASA sponsored an Author Meets the Critics session that was so well attended by OOW members that it may as well have been listed as a ninth OOW session.

Kicking it all off was the Organizations and Environments session organized by **Emilio J. Castilla**, from the Wharton School of Management at University of Pennsylvania, followed by a section on Inequality and Work organized by **Christine L. Williams**, of University of Texas, Austin, and a section on the Organization of Markets organized by **Timothy Dowd** and presided over by **Mathew Archibald**, both of Emory University. All of the Monday morning sections were marked by their high attendance, thoughtful presentations, and energetic debate.

In the afternoon, after the break for the ASA Plenary with **Troy Duster** and **Kevin Phillips**, many OOW'ers got back to work in an ASA-sponsored Author Meets the Critics section on *The Time Divide: Work, Family and Gender Inequality* by **Jerry Jacobs** and **Kathleen Gerson** Organized by **Jacquelyn Litt**, of Iowa State University and **Pamela Stone** of Hunter College - CUNY, with **Jennifer Glass** from University of

Iowa, **Sharon Hays** of University of Virginia, and **Eviatar Zerubavel** of Rutgers as the critics. Later that afternoon, the OOW returned to business in earnest with a sponsored section on Labor Markets, Opportunity, and Social Closure organized by **Vincent Roscigno** from Ohio State University with **Claudia Buchmann**, also of Ohio State, as president.

Monday night was capped off with the section reception. Judging by the turnout and the lively atmosphere, the minor confusion surrounding the listing of the ceremony in the Final Program was not a major deterrent to section members coming in for drinks and snacks including the widely-advertised brie. The highlight of the event, as usual, was the presentation of the section awards to their recipients.



Weber Award winners David Grusky (left) and Maria Charles (right) pose with Weber award Committee Chair Judith Stepan-Norris (center)

The awards given included the **Weber Award** for the best book which was received by **Maria Charles and David Grusky**, for their work, *Occupational Ghettos: The Worldwide Separation of Women and Men*. The **Thompson Award**, given to the best graduate student paper in the last three years, was received by **Dirk Zorn**, for his article, "Here a Chief, There a Chief: The Rise of the CFO in the American Firm"

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



Vincent Roscigno (left) hands Kim Weeden (right) the W. Richard Scott Award for Outstanding Scholarship

Monday night's events were not enough to spoil turnout for Tuesday morning's first session on the Professions and Organizations with **Virag Molnar**, of Reading University, as organizer and presider. This session was followed by a perennial favorite and one of the most attended events, the section Roundtables organized by **Candace Jones** of Boston College and **Peter Mendel** of RAND.

Much to the credit of OOW members, the Tuesday afternoon events had great turnout even though the hotel and conference staff had begun to disassemble the conference. The Author Meets Critics session, organized by **Frank Dobbin** of Harvard, with critics **Paula England** of Stanford University and **Donald Tomaskovic-Devey** of the University of Massachusetts, focused on the **Weber Award** winning book by **Maria Charles** and **David Grusky** was, in fact, so lively that it went well over it's allotted time. The final OOW

session at this year's conference was Change in Organizations organized by **Alexandru Preda** from the School of Social and Political Studies at the University of Edinburgh.

This Year's business meeting was also a Tuesday afternoon event and, as is customary, began with **Frank Dobbin** thanking the year's officers and officially handing over the duties of the chair to **Kevin Leicht** of the University of Iowa. Dr. Leicht announced that the OOW has one of the strongest memberships in the ASA, and is close the 1,000 member mark, an accomplishment that would earn the section another annual session. He also announced that he would continue to work on creating the professional-development mini-conference for young scholars to precede the 2006 ASA conference, and that it would likely be free, or nearly so. In addition, Dr. Leicht called for an increased participation on the part of membership in submitting their work, and submitting their ideas for new sessions.

Finally, Secretary Treasurer **Maria Charles** from the University of California, San Diego, announced that the OOW has a nearly \$6,000 budget surplus, a fact some suggested might be used to argue for complementary beverages at next year's reception, or to fund a competition to help students travel to the ASA's in the future.

If you missed the spring 2005 issue of "*Work in Progress*," you missed two great interviews:

- "*Quantifying the Qualitative: An Interview with Randy Hodson*," by Joel Schoening
- "*A Career of Feminist Discourse on Inequality: An Interview with Joan Acker*," by Julie Cherney

You can still read them at:

<http://www.northpark.edu/sociology/oow/newsletter/OOWSpring2005.pdf>