

Work in Progress

Spring 2005

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

OOW OFFICERS, COUNCIL, AND STAFF

Section Officers:

- Chair ('04-05)
Frank Dobbin, Harvard University
- Chair-Elect ('05-06)
Kevin Leicht, University of Iowa
- Past Chair ('03-04)
Donald Tomaskovic-Devey, North Carolina State University
- Secretary/ Treasurer ('04-07)
Maria Charles, University of California - San Diego

Council Members (in addition to the officers above):

- William Bridges, University of Illinois - Chicago ('02-05)
- Roberto Fernandez, Massachusetts Institute of Technology, Sloan School of Management ('03-06)
- Heather Haveman, Columbia University, Graduate School of Business ('03-06)
- Michael Wallace, University of Connecticut ('04-'07)
- Christine Williams, University of Texas - Austin ('02-05)
- Catherine Zimmer, University of North Carolina - Chapel Hill ('04-'07)

Newsletter Editorial Collective:

- University of Oregon doctoral students:
Joel Schoening, Julie Cherney, Mark G Harmon,
Dave Jaklevic
- Leontina Hormel, Worcester State College
- Faculty advisor: Patricia A. Gwartney, Univ. of Oregon

Communications: hormel@worchester.edu

Web Coordinator:

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

Listserve Coordinator:

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

THIS ISSUE

Quantifying the Qualitative: An Interview with Randy Hodson	Page 1
A Career of Feminist Discourse on Inequality: An Interview with Joan Acker	Page 4
Dissertation Abstracts (new column)	Page 6
Book Reviews	Page 8
Announcements (new books, calls for papers, grants and awards, conference announcements, etc.)	Page 9

Quantifying the Qualitative: An Interview with Randy Hodson

By Joel Schoening, University of Oregon jos@uoregon.edu

Randy Hodson is well known to OOW members, having received OOW's Max Weber Award for Outstanding Scholarship in 1999. His recent book, *Dignity at Work* (Cambridge University Press, 2001) has received critical acclaim. *Contemporary Sociology's* January 2004 issue gave it a 16-page symposium (vol. 33, pp. 4-20). And the Southern Sociological Society chose it for an "Author Meets Critics Session" at its 2003 annual meeting.

For much of the last decade Randy Hodson, assisted by numerous Ohio State University graduate students, has been hard at work on what might be regarded as one of the biggest contributions to the study of work in recent memory. This research team, with the cooperation of the Inter-University Consortium for Political and Social Research and the National Science Foundation, conducted an exhaustive search of English language literature on work-related topics. The Workplace Ethnography Project, as it is titled, compiled a list of all book-length manuscripts employing ethnographic methods for a minimum of six months of observation, focused on only one or a few organizations, and focused on only one category of worker within the organization. Using these criteria, they found 156 books for a total of 204 cases.

Hodson and his research team then set about creating a coding system and combing through the ethnographies coding for worker behaviors, manager behaviors, industry commonalities, and many other variables. (The code sheet, book list, and all of the data are available at: <http://www.sociology.ohio-state.edu/rdh/Workplace-Ethnography-Project.html>.) The results of this incredible undertaking represent a remarkable step in the use of qualitative data and another reason to believe that qualitative and quantitative methods are best used in tandem. Further, Professor Hodson has been able to publish widely from this data, as have his graduate students and colleagues. I recently had the pleasure of conversing with Professor Hodson about this research.

“So the thing that I found that is the most shocking to me, and that I thought wasn’t contained in our current theories, was management incompetence.”

Joel Schoening: *Tell me a little about where the idea for the project came from and how it developed into its current stage.*

Randy Hodson: Well, I have always been a quantitative sociologist, that’s my background, but I was always intrigued by organizational ethnographies. They seem to get at some aspects of work that I wasn’t able to get at. I ruminated on this for years until I finally had a sabbatical and had a chance to look at several books systematically and started developing a coding system. Tom Juravich’s *Chaos on the Shop Floor* was particularly important for the project because it covered such a range of concepts.

Really, the method is nothing more than content coding – just like you would do with newspaper articles. It’s a little harder because you have to concentrate across so many pages, but it’s really nothing more than that – content coding.

JS: *It must have been a massive undertaking.*

RH: Yeah, I recently estimated that it has now taken about four person-years [8,300 hours] to get to this point.

JS: *What do you think has been the biggest contribution the project has made up to this point?*

RH: The thing I have on my mind is the failure of management – management incompetence and abuse and how destructive that is in the workplace. You also get tremendous coworker conflict in situations where management is incompetent. So the thing that I found that is the most shocking to me, and that I thought wasn’t contained in our current theories, was management incompetence. You know, in the Marxist analysis we talk about managers and how bad they are because they are capitalists. But this isn’t structural in that sense, it’s just plain incompetence.

JS: *Right, we tend to assume that they are good at what they do.*

RH: Yeah, but that’s not true [laughs]. And it’s devastating for workers. I guess the other big finding is just how important coworker relations are for peoples’ working lives. Coworker relations can make a workplace livable or make it into a living hell.

JS: *It’s the kind of thing that we sort of know naturally, but that we don’t often study.*

RH: ... it doesn’t get studied very much anymore, or at least not incorporated as a key theoretical dimension.



Randy Hodson

JS: *What do you think gets lost, if anything, in the transition from the qualitative to the quantitative?*

RH: Hmm. What gets lost is exactly what people would say gets lost. What gets lost is the following: You have a concept, like bureaucracy, that you code into a couple of categories. There is a lot of the substance of what that means that gets overlooked. However, the nice thing about this type of content analysis where the documents are so rich is that you can then go back, and you can look at contradictory cases, and this is what I have increasingly done. You look at contradictory cases, or examples that don’t make sense, or examples that are positive and confirming, and see what is distinctive about that setting. So I have started to use the data in more of a qualitative fashion. I initially start with the quantitative analysis, and then I go back and look for contradictions and confirmation and re-immerses myself in those cases to try and flesh out where the contradiction is. So I have, over the years, tried to make use of more qualitative techniques in analyzing the data, such as re-immersion and theoretical

“ ... the other big finding is just how important coworker relations are for peoples’ working lives. Coworker relations can make a workplace livable or make it into a living hell.”

saturation. Is there some funny finding about bureaucracy? Pull out the cases that are funny and see what is going on there. So you do lose something, but unlike survey data, it's content-coded narratives and you can go back to the narrative and find out what's there. I have started to develop a style of having interplay between the quantitative and the qualitative and that's how I have tried to recapture some of the complexity and engage in theoretical elaboration based on the interplay of methods. Recently, I have started using Charles Ragin's Qualitative Comparative Analysis program to make logical strings of conditions as a way to develop more complex analyses. This method also provides a nice bridge between qualitative and quantitative techniques.

JS: Has the project changed your thinking about qualitative versus quantitative research?

RH: I don't know. I was never real attached to one or the other camp. I teach graduate methods and I have always had a tremendous respect for all sociological methods. So I don't know if it has *changed* my thinking that much, but it sure does give me an appreciation for the depth of the data. Actually, my graduate students and I worked on a project and just recently had a paper accepted at the *Journal of Contemporary Ethnography* on the different qualities of the data across ethnography and interviews. Basically, we are talking about how much more rich – the higher information yield that comes out of ethnographic work than from interviews. I do have a greater appreciation for that these days. In the paper we make the argument that institutional review boards need to lighten up on field observation because of its value.

JS: What do you think is the next step?

RH: I think that the next big step would be for other fields to undertake the same sort of study. I think that there is a big enough body of work in several different subfields that they could have this sort of project. Community and neighborhood studies, gang studies, classroom studies, police reports, judicial records, political party platforms, bodies of regulatory law, biographies, and a wide range of fields and topics all have bodies of accumulated narratives that could be assembled and analyzed. I have a friend, Vinnie Roscigno, currently doing a project analyzing EEOC

complaints that uses similar methods. There is a faculty member here at Ohio State in political science doing a similar study on judges – looking at the biographies of judges.

“I think that the next big step would be for other fields to undertake the same sort of study ... neighborhood studies, gang studies, classroom studies, police reports, judicial records...”

JS: Have you gotten any feedback from the authors of the books that became part of the data set?

RH: Well, I have a review panel of about 20 people, and some of them are the authors of the original texts. I have really come to appreciate just how open sociologists are to new methods. Sociologists are willing to look at new ideas and that is evidenced by the number of journals that have accepted work based on this data set. I have always wanted to do some sort of reliability check using the original authors. It would be great to send the code sheets to their original authors. Of course, some of the works are quite old now, and some of the authors are retired. I haven't had the time yet, or the money, but it is something that I think would be interesting.

One of the things that I have really enjoyed is the richness of the material. I know this is a common thing to say about ethnographies, but when you get down to brass tacks, it's really true. And I guess one of the things that I really got out of this was that a lot of these books are so well written.

JS: I noticed and appreciated that you made the data publicly available right away.

RH: Yes, I thought the data are already public in a sense – these are all published accounts and are part of the public record. So, I made our codings available both through the ICPSR and through the project's own web site. People are welcome to use the data and I'd love feedback on any of the specific codings of variables – we spent a world of time debating and hashing out some of the codings for specific variables for specific books and that was a learning process in itself about the concepts and what they actually mean in context.

A Career of Feminist Discourse on Inequality:

An Interview with Joan Acker

By Julie Cherney, University of Oregon, jcherney@uoregon.edu

Joan Acker started her career at the University of Oregon in 1966. In 1993, she became emeritus. Since then, she has been a visiting professor in Finland, Sweden, Australia, Canada, Germany, England, and Norway. In addition to her visiting professorships and copious body of work, she established the Center for the Study of Women in Society (CSWS) at the University of Oregon, a feminist research center for scholarship on gender and women. In recognition of her work, the American Sociological Association gave her the Jessie Bernard Award for feminist scholarship in 1989 and the Career of Distinguished Scholarship Award in 1993. On January 28, 2005, I interviewed Joan in her University of Oregon office to help acquaint OOW members with this accomplished scholar.

Julie Cherney: *What did receiving the ASA awards mean to you?*

Joan Acker: What it really meant to me was that it was an award for the work that all feminist scholars have done, have been doing. It seems to me that I symbolized a lot of work. So, I didn't take it as just my work. I think that was very important. (A pause) Oh, I don't know. Awards don't mean very much. I was very happy to get them. But, you know, who cares about the status stuff? I enjoy it but don't put a lot of stock in it, let's put it that way. I've always been a political radical and you have a jaded view of society when you're like that (laughter). For me the lesson is that you do not pursue status and success. What you pursue is something you are committed to and want to do a good job at. And if you get some awards for it, that's good. If you do a good job and you feel you've contributed something, that's what's important.

JC: *In the beginning of your career, you probably would never have imagined your success.*

JA: I almost quit sociology. It was such a male-dominated oppressive place to be. I had already been teaching four or five years before the feminist movement came along. That's why I was going to

leave sociology. It was so boring. There wasn't any feminist critique at that time. And if the feminist movement hadn't come along I would have quit. So, I didn't really...how do I say it...my aspirations were not to become a famous sociologist. But rather to reform the discipline ... (laughter) ... when I decided to stay. It was in 1971 - '70 or '71 - when it became possible to be very critical of sociology from a feminist point of view. And I started to teach all my courses on that critical viewpoint. I have to say that I had a very supportive department where I could do that, not everybody could do that. There were some very supportive men in this department. They didn't necessarily agree with me but they supported my right to do it. I don't think I would have ever have gotten tenure if the pressures had been what they are today.

"They didn't necessarily agree with me, but they supported my right to do it. I don't think I would have ever gotten tenure if the pressures had been what they are today."

JC: *How does your work relate to Organizations, Occupations, and Work?*

JA: Most of my empirical work has always been on labor issues and organizations. I think that work of course is very close to my concern about class too. I've seen a tremendous growth in terms of research that takes up the gender question in terms of work and in terms of organizations. There's a very good journal called *Gender, Work, and Organizations* which is British. The study of gender and organizations has been a very dynamic and interesting field. And I think organizations are equally as gendered now as they have been. I certainly hope that the insights of



Joan Acker

feminist sociology will be carried on and developed, not just mine but lots of other people's. I think all of us have to belong to more than one section because you can't carve out an interest in gender, for example, that is separate from work, that's separate from organizations, that's separate from structured inequalities: that's impossible.

"We needed to look very deeply at ... why ... everything having to do with women, gender, and gender-based inequality did not show up in all the disciplines."

JC: *One of your major contributions was the creation of the Center for the Study of Women in Society [at the University of Oregon]. Tell me about the development of this research center.*

JA: I sort of had the first idea, but I wasn't the only one. ... I really felt that there were severe deficiencies in all the academic disciplines. We really needed to stimulate research and theoretical scholarship to try and rectify those errors and omissions. I wrote an article in *AJS* in '73, "Women and social stratification: A case of intellectual sexism." It wasn't polemical at all by the time it got published, of course, but it was the kind of thing I had in mind. We needed to look very deeply at how the whole structure of thought was put together in academic disciplines - to see why it was that everything that had to do with women, gender, and gender-based inequality did not show up in all the disciplines. But, of course, I was focusing on sociology because this is the place where it should have been showing up. We had a research group first. Later, we received a summer research grant from the graduate school. Out of that came the idea of having a center. We got our space, had a little bit of money, did some studies, and slowly began to build a center. It has always been an interdisciplinary center.

JC: *What are your thoughts about the current state of CSWS and its future?*

JA: I think it's doing a wonderful job ... It's a very positive force on this [University of Oregon] campus and I think it should continue. And as times change of course it's also changing in terms of focus to a great extent. It's way beyond the kind of focus we had

thirty-five years ago, as one would expect. The direction has gone towards a much broader focus on questions of race and ethnicity, questions of globalization, of war. And of course it has also gone very much into cultural questions and there's been some very, very good, very fascinating work down there. I do not see an end to the need for this kind of a center because although the forms have changed, the manifestations have changed, there are still tremendous problems in our society. Now, I would say the focus revolves around gender, class, and race. There is an extraordinary process of gendering going on, masculinization. There are new ways in which femininity is exploited and expressed. And I should also mention concern about lesbians and gays. The whole question of sexuality and the definition of sexuality is another way that it's changed in terms of focus and interest. Changes have occurred.

JC: *What are your plans for the future?*

JA: Maybe get back to thinking about solutions to some of the problems that plague our world. Turning back the whole tide of the neo-conservative, neo-liberal takeover of this country. I'm not sure but it would be something that relates to gender because it's a very gendered takeover. One forthcoming book is called *Rethinking Class: Integrating Gender and Race*. In this book, I develop a perspective on gendered and racialized class relations. It should be published in late fall, 2005. Another book is called *From Women and Stratification to Gender, Race, and Class*. This is a collection of my articles dating from 1973. The collection reflects the development of a particular strand of feminist discourse around questions of inequality. This should also come out in the fall. Both books are being published by Rowman and Littlefield. I am also working with Sandi Morgen and Jill Weigt on a book from our study of welfare restructuring in Oregon. It will be called *Neoliberalism on the Ground: Enacting, Living and Contesting Welfare Restructuring*.

"I think it's much harder these days than it was when I was coming into the discipline ... the pressures to publish, the pressures to be super people are much higher today."

JC: Do you have any advice for current scholars in the field, practical or otherwise?

JA: I think it's much harder these days than it was when I was coming into the discipline. Of course there were practically no women when I came in. I was the first regular woman faculty member here [at the University of Oregon]. And I was the only one for a while. I think the pressures to publish, the pressures to be super people are much higher today. The anxieties are greater. I always knew I could get another job. I did not have to have a job in academia; I had another profession. I was a psychiatric social worker before I was a sociologist. So, maybe my advice is to have two careers, have a back up! (Laughter.) Then you don't have to be so dependent on following all the rules.

"For me the lesson is that you do not pursue status and success. What you pursue is something you are committed to and want to do a good job at."

JC: What has kept you so interested and dedicated in the field of sociology?

JA: It's fascinating! It's fascinating to try and figure out why societies operate the way they do. I have never dropped my interest in it. It's puzzling. There's always some new issue that is interesting. I've done a lot of other things but I guess it's the most interesting thing I've ever done. I'd rather do this than anything else. I've always been a political person and see sociology from a very political perspective. We need good, really well done, sociology to inform what we are going to do with this society, or what we're going to try and do. I mean it has to be good research; research that is based on what is actually going on. Not the partisan research in the sense that you are trying to prove a point. We really need that good empirical research to understand society. But I think my own impetus comes from my wish to contribute to doing something better with it. Besides it's always a puzzle and puzzles are fun.

2005 ASA meeting alert:

OOW's Council favors offering a professional development seminar at the 2005 ASA meeting, but it is uncertain whether the section can arrange details with the ASA in time. Watch OOW's website and listserv email for an announcement.

DISSERTATION ABSTRACTS

This issue of Work in Progress introduces this new column, "Dissertation Abstracts," profiling doctoral dissertations in progress or recently completed by OOW members and their students.

Paid to Care: Selling Service, Smiles and Community in American Restaurants

By Karla Erickson, University of Minnesota

<http://www.grinnell.edu/academic/sociology/faculty/erickson/>

Paid to Care explores service work as a link between traditionally private social interaction and the market economy in contemporary American society. It critically examines the cultural consequences of the shift to a service society by examining how care is commodified, how service is personalized in local "family" restaurants, and how gender is performed in these jobs. Erickson argues that the labor performed in restaurants is emblematic of a larger cultural shift she defines as "the commodification of care," which entails moving needs for care and concern that were previously considered private into the public sphere, placing not only service but also emotional needs up for sale in the marketplace. In lieu of traditional forms of association, people increasingly turn to consumer culture to experience a sense of belonging. The growing service sector *invites* Americans to turn to the marketplace to fulfill desires that were previously understood as private concerns. *Paid to Care* examines service exchanges from the vantage point of workers, customers and managers to consider the identities available to workers and consumers in the growing service society, the potential benefits of emotional labor, the feminization of loyalty, the use of bodies and overt sexual play at work, training and the construction of ambiance, and finally, the challenges of insider research. This study contributes new findings regarding the blending of public and private spheres under late capitalism by highlighting the choices people make within the confines of capitalism to create meaning in their lives and to form connections with one another.

Incorporating Women's Health into Medicine: Model Curricula and Institutional Change

By Mary Kleinman, University of Pittsburgh

This research examines the process of institutional change in medical education. This issue is addressed by studying the field of Women's Health and curricular reform – specifically the development and implementation of national model curricula in

Women's Health. Over the past decade, many individuals and groups have worked to bring about curricular change in Women's Health in order to move beyond a 70 kg white male medical model. This research examines the social context in which change occurred, and the structural and cultural/cognitive factors associated with problem identification and the development and implementation of solutions for medical education in Women's Health.

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

By Joel Schoening, University of Oregon

My 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 will be collected through a multi-method case study of Community Recreation Cooperative (CRC). (The cooperative's name and other identifying characteristics have been changed to protect the anonymity of it and its members.) 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. This study's significance lies in its capacity to offer new sociological insights into the relationship between working conditions and the political behavior and ideology of workers.

Control versus Trust in Franchising Relations: The Case of Israel in the Age Globalization

By Inbar Pizanti, University of Haifa

This study presents an attempt to examine the ways in which global fast-food franchises adapt to local conditions. The research examined the effects of two social variables – control and trust – upon product uniformity of five franchising chains operating in Israel. The addition of trust to the Agency Theory expands its theoretical scope; allowing for the analysis of the role played by social factors in accounting for differences in the structure and function of franchising organizations. The multiple case study method used in this study proved instrumental for understanding of franchising in globalizing trend. The focus on the social aspects contributes some new insights about franchise organizations.

Work Makes Life Sweet? Employment and Mental Health among Black, White, and Mexican-American Women

By Lauren Rauscher, Emory University

Labor studies consistently demonstrate that exploitative work arrangements are detrimental for workers' well-being. Yet two groups with the worst job conditions – Black and Mexican-American women – report higher levels of positive psychological well-being than their more advantaged White counterparts. To address this paradox, I integrate labor market theory, the stress process, and multiracial feminist theory to understand the intersections of employment, race/ethnicity, and women's mental health. Specifically, I combine in-depth interviews with data from the National Survey of Families and Households to identify the distribution of mental health among women and to consider the mechanisms through which work configurations affect racial differences in their well-being.

Motherhood and Part-time Work: The Best of Both Worlds? (working title)

By Gretchen Webber, University of Texas at Austin

Although women with young children have entered the workforce in significant numbers, workplaces continue to be arranged on the breadwinner-homemaker model. In addition, women face strong cultural contradictions about their roles as mother and worker. Part-time work is often cited as one of several options with potential to bridge the work-family divide. Through 60 in-depth interviews with mothers employed part-time, this research considers how part-time work challenges traditional workplace norms and traditional domestic arrangements. This study contributes to contemporary debates on the ways that alternative work arrangements support or challenge gendered divisions of labor at work and at home.

From Captain Courageous to Captain Underpants: Children's Books as a Cultural Field in the 20th Century

By Jay Gabler, Harvard University.

The dissertation concerns the U.S. market for children's media from the late 19th century to the present. Specifically, it examines the construction and institutionalization of the field of children's books, with special reference to the impact of emerging new media (movies, radio, television, video games) that are seen as competing with children's books. The dissertation argues that as these emerging fields absorbed much of the moral discourse that formerly concerned children's books, aesthetic criteria for children's books flowered and became the dominant criteria by which children's books are judged.

BOOK REVIEWS

Skilled Hands, Strong Spirits: A Century of Building Trades History, By Grace Palladino. Cornell University Press. 2005. 274 pp.

Reviewer: *Dave Jaklevic, University of Oregon*
djaklevi@darkwing.uoregon.edu

Skilled Hands, Strong Spirits traces the history of struggles within the Building and Construction Trades Department (BCTD) beginning with the rise of skyscrapers during the turn of the twentieth century and concluding with contemporary debates. Palladino relies on a wealth of archival information from government sources, labor agencies, newspapers and personal interviews to compile an animated history of the BCTD. Palladino's meticulous research and organization clearly illustrate the recurring issues that have hindered the development of strong construction unions in the U.S. during the past century.

Palladino begins by examining how the construction of skyscrapers transformed the viability of a centrally organized building and construction union. The introduction of national general contracting firms as well as new building materials, skill requirements and technologies – all resulting from the spread of skyscrapers – added new obstacles to worker organization. Trade organizations, like the Plumber's and Steam Fitter's, battled amongst themselves for the right to perform new skills while new organizations like the Wood Workers threatened the livelihood of traditional trade organizations like the Carpenters. Relying on numerous examples, Palladino successfully illustrates how these quarrels permanently transformed the relationship between trade organizations.

The greatest success of *Skilled Hands* is in illustrating how recurring problems within and between unions threaten the stability of the labor movement as a whole. Palladino demonstrates how arguments concerning equal representation, centralization and racial/gender relations have led to continuous conflicts of interests between union leaders and trade organizations. Palladino conveys how these disagreements have evolved throughout the history of the BCTD and how they have worked to undermine worker solidarity.

The conclusion of *Skilled Hands* explores present day issues within the BCTD and their implications on the future of construction unionization. Palladino concedes that the problems that have weakened construction unions in the past will continue to hinder progress in the future. While her analysis of the history of trade unions is sufficient, she regrettably gives no advice on how to reconcile these disagreements in the future. Working to develop solutions to these ongoing arguments remains a central task in building strong trade unions.

United Apart: Gender and the Rise of Craft Unionism. By Ileen A. DeVault. Ithaca, NY: Cornell University Press, 2004, xi + 244 pp.

Reviewer: *Mark G Harmon, University of Oregon*
mharmon2@uoregon.edu

In *United Apart Gender and the Rise of Craft Unionism* Ileen A. DeVault makes a significant advance in the study of labor relations in the United States during the turn of the last century. DeVault begins with an exhaustive study of 40 strikes of the late 19th and early 20th century in a sound cross section of industries and regions. With particular care to detail, four important strikes are singled out as prime examples of typical labor strife of the period and analyzed with extreme thoroughness. These narratives are the highlight of the book and add considerable weight to her findings. DeVault pays particular attention to the large national craft unions that dominated the industries and expands on the roles that race, ethnicity, gender, region, and family played.

In the second half of *United Apart*, DeVault expands on the key demographics, paying close attention to the roles that ethnicity and gender play in strikes. Her analysis is a refreshing look at a period before women's suffrage and the civil rights era. It includes analysis of both relations between the working class and shop operators as well as relations within the working class. A chapter on the industrial periphery is particularly convincing and a much needed analysis in an often-overlooked area.

The analysis is not without some shortcomings. While DeVault masterfully describes in complete detail the particulars of the strikes in question and the agents involved, her analysis of why craft unions rose to prominence is less impressive. The theoretical

arguments are not new, exceptional, or expressly profound. But these shortcomings are not significant enough to overcome the important advances made.

This volume contributes especially and uniquely to understandings of the role women workers played in mobilizing strikes. DeVault takes an unconventional approach to women's involvement in strikes, establishing how their position ran counter to many of the established norms of the period. She examines how gender roles played an important part in all aspects of the working class, for both sexes. Women and men operated in conventional, segregated gender roles but, at the same time, their roles were largely interdependent. The author skillfully illustrates how this interdependence was so strong that men and women would not have achieved their common labor goals without working together. The unique findings of how women transcended gender roles through union membership but at the same time failed to overcome them is enough to recommend this book.

Privatizing Poland: Baby Food, Big Business, and the Remaking of Labor. By Elizabeth C. Dunn. Ithaca and London: Cornell University Press. 2004. 204 pp.
Reviewer: Leontina Hormel, Worcester State College,
lhormel@worchester.edu

The book, *Privatizing Poland: Baby Food, Big Business, and the Remaking of Labor* by Elizabeth C. Dunn, is informative for scholars interested in international development and is accessible to intermediate-level college students. It is a refreshing analysis of post-socialist transition, providing a ground-level examination of how work reorganization in a privatized, foreign owned factory affects notions of personhood among its workers. From this vantage point, Dunn offers a new way to understand why modernization projects in post-Soviet societies do not encounter clear successes and how gender and class interact amidst work reorganization. She critiques the role of rationalization and standardization in privatizing workers to become atomized, flexible individuals responsive to market demand. According to Dunn, the process of privatizing workers clashes with local experience and socialist personhood, which are embedded in social relations historically tied to collective responsibility. Thus, post-socialist transition

feels like a moral crisis to those who are reluctant to *privatize* themselves.

Elizabeth Dunn's work is based on 16 months of participant observation (1995-97) largely spent at the Alima-Gerber factory in Rzeszów, Poland. She begins the book by tracing the factory's privatization process and the community politics surrounding Gerber's purchase of it. Since it was among the first state-owned enterprises in Poland to be sold to a foreign company, it is a key site for Dunn to observe how workers and managers transform themselves in tandem with society at-large. From Gerber's perspective, the main task was to update technology and know-how at Alima-Gerber in order to meet the modern demands of post-Fordist production. Dunn argues that the U.S. company failed to understand that, as a result of central planning and local responses in Rzeszów, state-owned factories under socialism were organized differently from the classic Fordist factory of the 1920s. Not surprisingly, the act of inserting post-Fordist practices into a social setting that lacks context for these practices creates conflict. Unique to Dunn's research, however, is that she is concerned with the conflict between socialist personhood and capitalist personhood: the former characterized by collectivity and social responsibility, the latter characterized by atomization and independence.

Dunn locates conflicts between socialist and capitalist personhood in three processes during Alima-Gerber factory's re-organization: niche marketing, quality control, and workers' ideas of kin and home. Niche marketing is not only a means for companies to impose needs on target consumers, but is also a means to reward workers willing to meet shifting labor market demands. Quality control through job valuation legitimates the widening class gap between workers by basing workers' merit upon standardized, objective criteria. According to Dunn, "[b]y displacing authority onto a supposedly 'objective' and 'scientific' system, the evaluation mask[s] the essentially *social* nature of power within the firm" (109). In addition to reshaping class relations in the firm, socialist gender relations are also in conflict with those idealized under capitalist arrangements. Examining workers' ideas of kin and home reveals how women workers (who comprise 70 percent of Alima-Gerber's workforce) resist being standardized at work. Since their primary

identities are tied to home and motherhood, their work identity is often only secondary. Worker-mothers, on the one hand, seek compassion and individualized treatment from supervisors because of their responsibilities at home. On the other hand, supervisors are pressured to apply equal standards to every worker and to discipline those workers who fail to prioritize responsibility to the firm. The diverging expectations between worker-mothers and Alima-Gerber supervisors demonstrate the conflict between socialist and capitalist personhood.

As a scholar who conducts research in Ukraine and Russia, I appreciate the insights offered in Elizabeth Dunn's book and find them useful. She not only presents an interesting argument and a convincing case to the reader, but she adds dimension to how people in post-socialist Poland experience *transition*. Readers are certain to appreciate the impressive undertaking of Elizabeth Dunn's research and her skilled analysis.

ANNOUNCEMENTS

Recent Books



Breaking the Bowls: Degendering and Feminist Change. By Judith Lorber. New York, W.W. Norton and Co. 2005.

Breaking the Bowls is a sequel to *Paradoxes of Gender*. *Paradoxes* laid out the weight of gender as a social institution. *Breaking the Bowls* shows the cracks, anomalies, and resistances that are breaking down the gendered social order in Western post-industrial societies and lays out the ways we can take the process further by deliberate degendering.

Lorber argues that it is time to rebel against gender as a social institution – to challenge its basic processes and practices. She calls for a rebellion against the division of everyone into “women” and “men” and all that is built on that division -- work organizations, social relationships, everyday life, power, and culture. Feminists have tried to restructure and change the dynamics of interaction between women and men, to redress gender imbalances in politics and control of valued resources, to alter gender discriminatory social practices, and to challenge the invisibility and

“naturalness” of what is taken for granted about women and men. But they have not pushed these agendas to the point of calling for the abolition of gender boundaries and categories, with the goal of doing away with them altogether. Lorber says that if the gendered structures of social orders is to be dismantled, undoing gender has to be the ultimate feminist goal.

America's Crisis of Values: Reality and Perception, by Wayne Baker. Princeton NJ: Princeton University Press, 2005.

(Note: Chapter 1 is available at www.waynebaker.org)

Is America bitterly divided? Has the nation lost its traditional values? Many politicians and religious leaders believe so, as do the majority of Americans, based on public opinion polls taken over the past several years. But is this crisis of values real?

This book explores the moral terrain of America today, analyzing the widely held perception that the nation is divided and in moral decline. It looks at the question from a variety of angles, examining traditional values, secular values, religious values, family values, economic values, and others. Using unique data from the World Values Surveys, the largest systematic attempt ever made to document attitudes, values, and beliefs around the world, this book systematically evaluates the perceived crisis of values by comparing America's values with those of over 60 other nations.

The results are surprising. The evidence shows overwhelmingly that America has not lost its traditional values, that the nation compares favorably with most other societies, and that the culture war is largely a myth.

The gap between reality and perception does not represent mass ignorance of the facts or an overblown moral panic, Baker contends. Rather, the widespread perception of a crisis of values is a real and legitimate interpretation of life in a society that is in the middle of a fundamental transformation and that contains growing cultural contradictions. Instead of posing a problem, the author argues, this crisis rhetoric serves the valuable social function of reminding us of what it means to be American. As such, it preserves the ideological foundation of the nation.

ANNOUNCEMENTS (CONTINUED)

More Recent Books


Rape Work: Victims, Gender, and Emotions in Organization and Community Context. By Patricia Yancey Martin. Routledge. 2005.

Viewing rape victims through an organizational lens, the book explains why even compassionate officials with no intention of doing harm routinely do harm. Rape Work argues that officials who work with rape victims are instructed by their employers and job obligations to do their work in ways that harm victims. Analysis of the organizational frames and practices behind these dynamics is the book's focus. Mainstream organizations that work with rape victims particularly law enforcement (police and sheriff), hospitals, and prosecutors (with some attention to judges, defense attorneys, and juries) are compared with rape crisis centers that have the freedom to put victims' interests first. Chapters include Rape Work, Rape Work & Organizations, The Legal Institution: Why Police, Prosecutors, and Judges Collaborate with Rapists and their Defenders, Hospitals as Reluctant Partners, Rape Crisis Centers as Unobtrusive Mobilizers, Discursive Politics, Communities & Rape Work, Gender & Rape Work, The Emotions of Rape Work, and Moving Forward.

The Political Agenda of Organizations. By Yitzhak Samuel. Piscataway, NJ: Transaction Publishers. 2005.

Individualism and collectivism, egoism and altruism, are interwoven threads that make up the social fabric of all organizations. In consequence, political behavior is an integral part of organizational life. These two interconnected characteristics of human behavior—conformism and opportunism—account for most of the actions and interactions that take place in organizations every day.

In this volume Samuel examines all kinds of organizations from a political perspective, analyzing them in terms of social power and politics. He presents several theories of power and compares them as it scrutinizes the political layout of organizations. Samuel outlines the variety of political games that are played in the realm of organizations, listing nine types

of games in which individual level politics, group level politics, and organizational level politics take place. While scrutinizing the political layout of organizations, he also demonstrates how major issues dealt with through processes of decision-making turn into political agendas within organizations. He addresses the issue of managerial politics, drawing upon research that shows how managers influence their subordinates, and how executives conduct power struggles and political maneuvers to defend their lucrative positions.

Recent Articles and Chapters


“Disentangling Disadvantage: Race, Gender, Class, and Occupational Effects on the Employment Earnings of Older U.S. Workers.” By Autumn Behringer, Richard Hogan, and Carolyn C. Perrucci. 2004. *International Journal of Contemporary Sociology* 41(2): 147-162;

“Taking Stock of Networks and Organizations: A Multilevel Perspective.” By Daniel J. Brass, Joseph Galaskiewicz, Henrich R. Greve, and Wenpin Tsai. 2004. *Academy Management Journal* 47:795-817.

“Enduring Inequality: Marriage, Gender and Employment Income in Late Career.” By Richard Hogan, Carolyn C. Perrucci, and Autumn Behringer. 2005. *Sociological Spectrum* 25 (1).

“Program Evaluation.” By Joseph W. Ruane, Ph.D. and Nancy DiPasquale Ruane, R.N., M.A. In *Handbook of Home Health Care Administration*, edited by Marilyn Harris. Jones and Bartlett Publishers, Inc, 2004.

“Unemployment as a Public Health Problem.” By Carolyn C. Perrucci and Robert Perrucci. In *Agenda for Social Justice*. Editors R. Perrucci, K. Ferraro, J. Miller, and P. Rodriguez-Rust, Knoxville. 2004.

“How Nonprofits Close: Using Narratives to Study Organizational Processes.” By Beth Duckles, Mark Hager, and Joseph Galaskiewicz. In *Qualitative Organizational Research*, edited by Kim Elsbach. Greenwich, CT: Information Age Publishing, Inc. Forthcoming.

ANNOUNCEMENTS (CONTINUED)

Award Opportunity

SWS Cheryl Allyn Miller Award

Sociologists for Women in Society (SWS) has established an award for graduate students and recent Ph.D.s working in the area of women and paid work – employment and self-employment, informal market work, illegal work. The award is supported by a bequest from the family of the late Cheryl Allyn Miller, a sociologist and feminist who studied women and paid work.

The purpose of the award is to recognize a sociology graduate student or a recent doctorate whose research or activism constitutes an outstanding contribution to the field of women and work. This contribution may take the form of scholarly or policy research or activism. It may be completed work or work in progress, but should not be a proposal for future work, and should be sufficiently close to completion that the applicant can concisely describe and contextualize the contribution to the field.

The award is \$500, and will be presented at the Banquet at the August SWS meeting (held in conjunction with the annual meetings of the ASA). The winner may present her or his work at the meeting. In addition to the \$500 award, air travel to the meeting and a ticket to the banquet will be paid by SWS.

APPLICATION GUIDELINES: Applicants must be graduate students or have received their Ph.D. in 2004 or 2005. Applicants must belong to SWS, and may join at the same time they apply for the award. For information on joining, please consult the SWS Web site: <http://www.socwomen.org/>.

Submissions must include a 2-3 page curriculum vitae, a cover page with the author's name, affiliation, and contact information, an abstract and paper of article length (no more than 30 double-spaced pages, including bibliography) in a style suitable for submission to a scholarly journal. The abstract/cover page should include applicant's name, address, telephone number, email address, and, for applicants with their Ph.D., the date the Ph.D. was completed. Applicants must submit materials on their own behalf. Do not include any nominating letters.

Applications must be postmarked by May 15, 2005. Send three (3) copies of all application materials. (If possible, please print on both sides to save paper and mailing costs.) Mail to:

Kirsten Dellinger, Associate Professor of Sociology
Department of Sociology and Anthropology
203 Leavell Hall
University of Mississippi
University, MS 38677

Please address any questions via email to kdelling@olemiss.edu

Grants/Awards Received

Patricia Drentea, Associate Professor of Sociology, University of Alabama-Birmingham was awarded an NSF ADVANCE grant to study the institutional climate for female faculty.

Scott Schieman, Associate Professor of Sociology at the University of Toronto, received a four-year grant award from the National Institute of Occupational Safety and Health to study "Origins and Health Impact of Relational Conflict at Work" (NIOSH 1R01 OH08141-01)



Check out OOW's website for additional, up-to-date announcements

A reminder from the Organizations, Occupations, and Work section that we post messages sent to us on the section website for distribution. Please check every so often to see what news might interest you.

www.northpark.edu/sociology/oow/

Recent postings include:

- A call from Beth Rubin, NSF Sociology Program, for reviewers for NSF's Human and Social Dynamics area.
- A detailed announcement from Beth Rubin about an NSF request for proposals on organization information cybertools.

ANNOUNCEMENTS (CONTINUED)

Calls for Papers



Research in Political Sociology

Volume 15: Politics and Globalization

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 in a wide array substantive areas, using different methods, and employ a range theoretical perspectives. Manuscripts submitted for Volume 15 should be directed toward understanding and explaining dimensions of the relationship between politics and globalization. The tentative deadline for submission of manuscripts is June 30, 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
 The 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

Conferences



New Research on Careers

The Center for Human Resources and the Management Department at the Wharton School, University of Pennsylvania, are sponsoring a multi-disciplinary conference on career-related research June 24-25 2005 in Philadelphia.

The conference theme is empirical research on careers, specifically the movement of individuals across jobs, within and across organizations. Among the topics to be explored, presented, and discussed are determinants of job and career advancement, evidence on changing patterns in careers, and institutions influencing careers, such as search firms and temporary help agencies.

Researchers who are interested in presenting papers should contact the organizers before May 1st and submit an abstract or manuscript. Prominent researchers from economics, psychology, and sociology have agreed to attend, and we expect a good turnout. Every effort will be made to provide financial support for those who are presenting papers and cannot otherwise attend the conference.

Contact:

Peter Cappelli (Cappelli@wharton.upenn.edu)
 Center for Human Resources
 204 Steinberg Hall/Dietrich Hall
 3620 Locust Walk
 The Wharton School
 University of Pennsylvania
 Philadelphia, PA 19104-6302
 215.898.5605

Sociologists for Women in Society (SWS), 2005 Summer Program

"Teaching, Method, and Practice: Building a Global Community of Women." August 13-16, Marriott Courtyard, Philadelphia

Joan Acker will be the SWS Distinguished Lecturer for 2005-06. Her topic is "Inequality in Organizations: Gender, Race, and Class in the Workplace." She will give this lecture at an SWS session at the ASA Annual Meeting in Philadelphia and at several universities throughout the year.

SWS and ASA will hold a special session, "Women in Science." Panelist Jerry Jacobs will discuss Harvard University President Lawrence H. Summers' recent gender-related comments.

ANNOUNCEMENTS (CONTINUED)

Another Conference Item

Targeting, Race/Ethnicity, and Censuses: Past and Future – A Special Session at the annual ASA meeting, 2005, Philadelphia

The importance of race and ethnicity in social description and analysis have long been recognized by sociologists and others. More recently the concepts have become embodied in the law as an apparently essential element of quests for social justice and redress by those injured by racism and discrimination. The misuse of these concepts by such quasi-scientific programs as the Eugenics movement in the U.S. and elsewhere has also long been recognized. Less widely known, and only studied intensively in the past ten years, has been the use of these concepts in population censuses to target individuals and members of vulnerable population subgroups for major human rights violations. The ASA's 100th anniversary is an opportune time to become more aware of these historical events and their relevance to such contemporary American events as the perceived need by some in government to once-again target vulnerable population subgroups.

A special invitational session, co-sponsored by the Section on Sociological Practice, will review this history, social scientists' complicity in these events, and possible safeguards against such misuses, including the ASA's Code of Ethics. Four diverse examples will be explored:

- (1) the Australian 1925 special census' role in quasi-genocidal policies and programs against Aborigines,
- (2) the German 1939 Census' role in the Holocaust,
- (3) the U.S. 1940 Census' role in forced relocation of Japanese Americans from their west coast homes to internment camps during World War II, and
- (4) the South African 1951 Census' role in disenfranchising the so-called "Cape Coloured" population and establishing the Apartheid state.

The participants all conduct important empirical research on the use of race and ethnic classifications: Margo Anderson - University of Wisconsin Milwaukee, Ellen Kraly - Colgate University, Clara Rodriguez - Fordham University, and William Seltzer - Fordham University. Session organizer and moderator: Kathryn Goldman Schuyler - Alliant International University.

Job Opportunity 

The California School of Organizational Studies (CSOS), Alliant International University is recruiting a Program Director in Organizational Psychology (to begin Fall 2005) at the CSOS-San Francisco Bay Campus. Duties involve administration, recruitment, graduate teaching, and doctoral research supervision for a program of 75+ masters and doctoral students and 5 core faculty members with applied behavioral sciences backgrounds.

Alliant International University was formed in 2001 by U.S. International University and California School of Professional Psychology (CSPP). It is the largest accredited West Coast educator of doctoral and masters-level professionals in Organizational and I-O Psychology, OD, and related fields. Other positions are available - see postings at <http://www.alliant.edu>.

Position Summary: The academic program director is critical for the university's successful operation. Supervised and directed by the college dean, the program director is central to academic planning, to faculty recruitment, retention, development, budget management and oversight, and the quality of students' academic experience. The program director is integral to the college's leadership team and works closely with the dean in fostering a learning community infused with vitality for all constituencies.

Qualifications & Expectations: Candidates must have 1) an earned doctorate in Organizational Psychology or a closely-related field; 2) relevant publications; 3) expertise and sensitivity in multi-cultural and international issues; and 4) (preferably) organizational consulting experience. Previous experience in applied research and graduate teaching highly desired; experience in supervising research is a plus. Expertise in applied research methodology with a focus on survey research and other quantitative approaches would round out current faculty strength in qualitative research. An innovative, yet disciplined entrepreneurial approach would be useful.

Application materials: a) CV; b) application letter; c) teaching and research interests; d) teaching evaluations; e) reprints/preprints; f) names/contact information for three references. Please mail application materials to: Dr. Jay Finkelman, CSOS Interim Systemwide Dean, Alliant International University, 1000 S. Fremont, Unit 5, Alhambra, CA 91803 – or email the above documents to jfinkelman@alliant.edu

Review begins immediately and continues until positions are filled. Alliant International University is an equal opportunity/affirmative action employer. For more information, contact AIU's Human Resources Office (jobs@alliant.edu).

