

Work in Progress

Fall 2008

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

Joe Galaskiewicz

Welcome to the New Year. The awards and program committee are in place, and the Organizations, Occupations, and Work section is ready to roll for another year. We have several sessions planned for the ASA meetings in beautiful San Francisco, August 8-11, 2009, and we look forward to our three awards for best book, best article, and best student paper on topics related to OOW. Also please take advantage of our newsletter, website and the job postings and announcements that I send out regularly.

There will be eight sessions altogether at the 2009 annual meeting. Seven of these sessions will be open submission. Philip Cohen and Matt Huffman will organize two sessions under the title, the Sociology of Occupations. Jason Owen-Smith and Mitchell Stevens will organize two sessions under the titles, Organizations and Knowledge and Organizations, Change, and Constraint. Emilio Castilla and Erin Kelly will organize two sessions titled, Inequality at Work and The Future of Work and Employment. Also OOW is co-sponsoring a seventh open submission session with the Family section. The organizer is Liana Sayer and the title is, Work-Family Balance. In addition to the paper sessions, we will have a 60-minute roundtable session which Brayden King, Kevin Stainback and Tabi White are organizing. Paper submissions will be open from December 1, 2008 until January 14, 2009. You must submit your papers through the ASA's online submission portal. It is time to begin work on your papers now or, once again, you will be working through the winter holidays and families, partners, and friends will be having all the fun without you!

The eighth OOW session will be something special. It will be titled, "New Developments in Organizational Theory." While OT has a rich and distinguished history, I doubt that we have

solved all the problems of structure and design, developed all the concepts we need to understand organizations in a global context, or addressed all the issues related to organizations in modern society. Also I wonder how OT plays in contexts outside North America: Is OT the same in Europe, the Middle East, the Far East, South Asia, Africa, and South America as we know it in the states? Does it even apply elsewhere? We may be heading into an era where we have many meso theories of organizational behavior and fewer grand paradigms. Theories may be specific to different circumstances (e.g., organizations facing a crisis of credibility versus hyper-competition) or sensitive to different organizational and national cultural contexts. I am not giving up on general theory; I am only raising the question.¹ Along with a panel of 'new wave' OT scholars, I would like to explore what is new and different in OT with you this August.

On behalf of the OOW Program Committee and Council, I hope that we have put together an attractive and stimulating set of opportunities for our members this coming year. If you can think of ways that we can improve, please feel free to contact me (galaskie@email.arizona.edu) or any of the Council members who are listed in this newsletter.

Finally, don't forget to renew your membership in OOW for 2009. We can only offer such a rich variety of activities if we maintain that magic 1000+ membership count.



Joe Galaskiewicz, OOW Chair
University of Arizona

¹ I want to thank Howard Aldrich, Anne Tsui, Don Palmer, Jay Barney, Mark Mizruchi, David Whetten, Andy Van de Ven, and many others for their thoughts on these topics.

A SPECIAL MESSAGE FROM JOE GALASKIEWICZ, OOW CHAIR

Regarding Student Membership in OOW

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As you may know by now, the ASA has opened its membership drive for 2009. This, of course, is very important for us because we want to involve many of the association's members in our section and our space/time allocation at the meetings hinges on section memberships. Now we have just over 1,000 members, which means that we have six sessions at the meetings. Our goal is to keep those sessions since they are valuable outlets for our work.

A significant percentage of our members are students and we especially encourage them to sign up for the OOW section. I would suggest that students ask their departmental chairs if they would be willing to pay the ASA membership and section fees. That happens quite often.

Also faculty should alert students to what OOW has to offer. For example, in addition to the paper sessions, roundtables, social hour, section awards (including a student paper award), and business meeting, just before the meetings in 2010 (in Atlanta) we will have a professional workshop for graduate students and junior faculty. Section chairs have been pinching their pennies over the last couple of years for this, and it should be very special.

Best,
Joe Galaskiewicz
OOW Chair

OOW@ASA 2008

Feature and photos by Brandon Olszewski, University of Oregon. bolszews@uoregon.edu

Notes on OOW Paper Sessions

Connected by the commercial arcades of Boston’s Prudential Center, sociologists from around the world gathered at downtown hotels for the 103rd annual meeting of the American Sociological Association (7/31-8/4). Sunday and Monday were laden with OOW paper sessions where presenters offered audiences synopses of cutting-edge work in the field.

Sunday morning’s 8:30 session offered research relevant to structure, agency, and meaning in organizations. The papers examined how members view their own lives, and how those viewpoints affect their affiliate organizations. Jason J. Jay’s paper on “meta-structuring moves” emphasized how shop-floor workers responded to management calls for greater employee participation in running the company, and the agency-rich change such employees facilitated. But such increased accountability did not always result in positive outcomes: at one initially successful firm, management efforts to increase shop-floor worker participation sputtered out after union conflict over perceived bad faith in the distribution of the profit sharing agreement and a return to top-down presentations.

Following Jay’s talk, Jeremy Schulz presented narrative data on self-fulfillment and work for American, Norwegian, and French professional male workers. The talk reinterpreted the Weberian lens of the Protestant Ethic and the Spirit of Capitalism by comparing how these men perceived the importance of work and leisure in their lives. Predictably, American professional men valued work highly. French men shared this, but in conjunction with a deep appreciation for leisure and socializing, while Norwegian men emphasized work as a means to self-discovery and placed great importance on recreation.

Roundtables

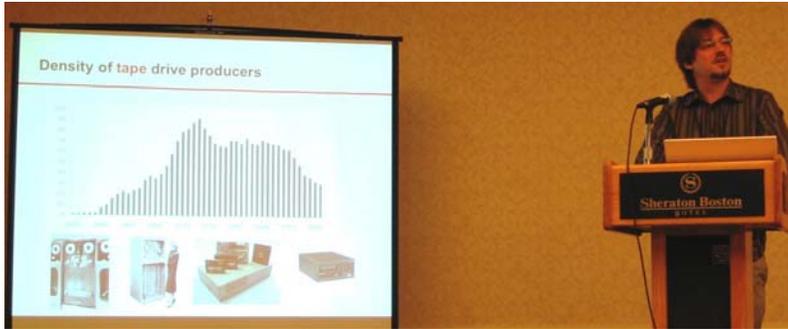


Jason Jay compares organizational change at two refinery firms

Roundtables met at 10:30, after the morning paper session. Meandering among the tables, the variety of topics and data was obvious. How do expectations vary based on organizational positions? How do organization-level outcomes for welfare-to-work clients vary based on type of contract? What do workers think about the notions of consent, resentment and alienation in the work place? How do welfare-to-work outcomes for female clients vary based on race and marital status? And how does a sociologist measure similarities in organizations, and what kind of data do websites offer to prospective researchers? About 20 tables featured discussions giving insight on everyday experiences from different perspectives that highlighted the meeting’s theme of “Worlds of Work”. While discussing one paper on corporate paternalism, one participant commented, “Paternalism is not just a stance, it’s a relationship...it’s a question of whether the workers buy it.”

Following roundtable discussions, the business meeting and lunch, OOW members reconvened for a 2:30 session on new technology and innovation in organizations and markets. This session featured data and discussion on firm survival, the evolution of tape drives, medical transcription, and the perceived power of email. Ryan Sperry discussed how, during tough economic times amidst the technology market





Gael Le Mens shows the distribution of tape drive producers in the 20th century

crash of 2000, one Northeast technology firm survived, but not without substantial changes to its organizational culture – specifically, moving from a culture defined by in-group solidarity and community, to one focused more on economic survival.

Gael Le Mens presented his work on the evolution of tape drive producers. Christine Beckman presented her work on Internet and email privileges for Navy personnel. Her findings include an emphasis on supporting troops through email correspondence between servicemen and women and their families, and a review of organizational control used by the Navy to constrain Internet privileges. Gary David presented arguably the most important public-policy related paper of the session, examining the use of Automated Speech Recognition (ASR) software in the medical transcription industry. Couched in a discussion of the production of medical records and the work of medical transcriptionists, he presented some disturbing evidence regarding imprecision with such technology, and the possible repercussions associated with such errors. His work problematizes the use of ASR technology in replacing human medical transcriptionists from a strictly technological point of view.



Gary David explains how medical transcripts are produced

The afternoon concluded with a 4:30 panel on gender and the organization of professional work. Presenters offered insights on changing gender composition in medicine, other professional fields, and undergraduate studies, as well as the wage penalty associated with motherhood. Ann

Boulis presented trend data from prospective physicians and discussed several explanations for observed fluctuations. Using data on gender and selection of undergraduate majors, Craig Rawlings suggested that organizations are prisms that refract larger institutional trends through an analysis of trends in college enrollment. And finally, Rebecca Glauber tested the hypothesis that female-dominated jobs would be kinder to women who became mothers than those staffed mainly by men. Surprisingly, she found that women in female-dominated jobs experience a greater wage penalty when become new mothers.



Rebecca Glauber presents data about the motherhood wage penalty

Monday featured three other paper sessions. The 8:30 panel featured talks from Dahlia Mani (Carlson School of Management), Christopher Wheat (MIT), Jeffrey Haydu (UC - San Diego) and Mark Thomas Kennedy (USC), and discussion about incentives, place and identities within organizational environments. The 10:30 session included research on international labor markets and economies. The final OOW session of the meeting, co-sponsored with the Sociology of the Family section, met at 12:30 and focused on work-family policies and practices.

Notes on the OOW Business Meeting

At the OOW business meeting at this year's conference, our 2007-08 section chair, Jennifer Glass, introduced the new OOW chair, Joe Galaskiewicz. Sensitive to the meeting's temporal proximity to lunch, the two offered some brief remarks, and then Jennifer requested a little help from those present. She asked us to brainstorm ideas for future OOW workshops, like the OOW-sponsored professional development seminar at the 2006-07 meeting. Our table quickly realized that a challenge for these workshops is their need to appeal to a broad audience, such as graduate

students, as well as young or even tenured faculty. We discussed the idea of having a two-part seminar on OOW research from the initial conceptual development, though methods and data collection to publication, and even the application of basic research in society. We discussed recruiting some scholars from both sociology and other disciplines (such as management) to get a diverse array of perspectives and hear personal stories about the challenges and rewards of successful OOW-relevant projects. Jennifer also asked for some ideas about upcoming special OOW thematic sessions, such as the organizational basis of collective identity, worker/consumer identities, and changes in the occupations of academic sociologists.



OOW section chairs from left to right: Christine Williams (2009-10), Joe Galaskiewicz (2008-09) and Jennifer Glass (2007-08) cooling off after the OOW business meeting



From left to right, Brandon Olszewski and Ryan Wishart (Work in Progress newsletter editors) share a laugh with Frank Steinhart, webmaster for OOW

Incoming Chair

Although Jennifer is leaving the position, section members should rest assured that OOW is in good hands. Joseph Galaskiewicz is currently a Professor of Sociology and has a courtesy appointment in the School of Public Administration and Policy at the University of Arizona, as well as a long career in schools of Sociology and Management. His current research deals with children's access to recreational opportunities in the greater Phoenix area. The Marketization of Children's Services Project will provide data on the organizations that provide services to children and the consumers of those establishments. He and his colleagues are interested in identifying gaps in the service delivery and improving the quality of services to

children in the Phoenix metropolitan area. The project involves extensive data collection, primarily through interviews and GIS mapping, about the distribution of services and recreational opportunities young children may access. One hypothesis for the project is that opportunities are dependent upon income, so that children from wealthier families have a greater variety of outlets available to them.

I met Joe at the business meeting and got to speak with him on the way to the section reception. He's excited about the new position, but also expressed some humility about how broad OOW is; although he's quite good with organizations, "occupations & work" is another huge facet of the section with which he is not so familiar. However, in talking with him I got the feeling that this gave him even more reason to be enthusiastic about his leadership opportunity. He is also interested in broadening the field by applying an OOW lens towards consumption, community organization, and the organization of activities, in addition to the traditional "occupations" focus of the section. Welcome, Joe!

Reception and Awards

This year's OOW reception was held across Boylston Avenue at the Lir Irish Pub and Restaurants. Amidst drinks and free food, Jennifer Glass bravely garnered the crowd's attention and introduced presenters for section awards for the 2007-08 year.

The OOW awards reception was held Sunday, August 3, 6:30p.m. at the Lir Irish Pub and Restaurant, just across Boylston Street from the Prudential Center.

Rakesh Khurana received the Max Weber award for best book published in the last three years. His 2007 book, *From Higher Aims to Hired Hands: The Social Transformation of American Business Schools and the Unfulfilled Promise of Management as a Profession*, published by Princeton University Press, stood out on several grounds.

No one would question the significance of business schools in American society. Yet until now we have had no definitive institutional history of how business schools and, more broadly, management education, came to be what they are today. Professor Khurana tells the remarkably compelling story of how the effort to create a profession of management that aims at something higher than maximizing shareholders' profits has largely been abandoned. Combining original historical work with organizational

theory and sociological analysis, this book authoritatively tracks and explains the development of business education from its late nineteenth century beginnings to the present. In addition to coming away with a rich sociological understanding of the origins, development, and changing aspirations of management education, it is impossible to read this book without also reflecting on the current state of these institutions, their ideological underpinnings, and the nature of the work they prepare people to pursue.



The Lir Irish Pub and Restaurant – site of the 2008 OOW reception

Brian Uzzi (Northwestern University) and Jarrett Spiro (Stanford University) received the Richard Scott Award for Distinguished Scholarship for their article, "Collaboration and Creativity: The Small World Problem" published in the *American Journal of Sociology* (2005, 111:447-504). Their paper addressed a relatively neglected phenomenon in organizational studies: small world networks. These authors employed original arguments and elegant methods to analyze the networks of Broadway musical artists. They found that these networks had an impact on their creative, financial and artistic potential. The authors' willingness to revisit the small world

problem in new ways was inspiring enough to earn these authors the Scott Award. Congrats!

And finally, Taekjin Shin (UC-Berkeley) received the James D. Thompson Award for outstanding graduate student paper. His paper, entitled "Pay Disparities within Firms: The Role of the Chief Executive Officers" uses theories of organizational power and conceptions of control to examine the relationship between CEO characteristics and compensation patterns within 254 of the largest US firms between 1992-2005. Despite widespread public concern about soaring CEO salaries and the widening gap between top executives and ordinary workers, Shin's study is the first to examine the executive pay gap within individual firms. Shin's quantitative analyses required a herculean effort to compile data from multiple disparate sources. Among the most intriguing findings are those related to institutional perspectives on conceptions of control: Shin finds a significant relationship between CEO background and compensation patterns: all else equal, workers at firms in which the CEO has a finance background earn 5% less, on average, than workers in firms with a general CEO. Moreover, the pay gap – measured as the ratio of executive base pay to other employee pay – is 10% higher in firms with a finance CEO as compared to firms with a general CEO. The paper received strong praise for its novelty, theoretical creativity, and political importance.

Reception revelry



REVIEW ESSAYS

In the following two essays, we asked University of Oregon graduate students Amy Miller and Lara Skinner to summarize book reviews related to OOW's interests in *Contemporary Sociology* in 2007 and 2006.

OOW-Related Book Reviews in *Contemporary Sociology*, 2007.

Reviewer: Amy Miller, University of Oregon,
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Books reviewed in CS in 2007:

- Duina, Francesco. 2005. *The Social Construction of Free Trade: The European Union, NAFTA, and MERCOSUR*. Princeton: Princeton University Press.
- Ehrenreich, Barbara. 2006. *Bait and Switch: The (Futile) Pursuit of the American Dream*. New York: Metropolitan Books.
- Marchevsky, Alejandra and Jeanne Theoharis. 2006. *Not Working: Latina Immigrants, Low-Wage Jobs, and the Failure of Welfare Reform*. New York: New York University Press.
- Sherman, Rachel. 2007. *Class Acts: Service and Inequality in Luxury Hotels*. Berkeley: University of California Press.
- Zlolniski, Christian. 2006. *Janitors, Street Vendors, and Activists: The Lives of Mexican Immigrants in Silicon Valley*. Berkeley: University of California Press.
- Zuberi, Dan. 2006. *Differences that Matter: Social Policy and the Working Poor in the United States and Canada*. Ithaca: Cornell University Press.

Many of the reviews in *Contemporary Sociology* in 2007 detailed, in one way or another, globalization's effects on the structure of work in different contexts: for white-collar and low-wage workers, and for immigrants and working people on welfare.

Duina (2005) examines the process of globalization from a macro-theoretical level, arguing that neoliberal globalization is not a universal phenomenon, and that when seeking to describe trends in the global economy, regionalization is a more appropriate term.

A few books explored the experience of professionals within the context of a faltering economy. Ehrenreich (2006), for instance, studies the job search process for unemployed white-

collar workers, suggesting that their inability to find employment indicates a shrinking market for professionals in U.S. society, ultimately resulting in downward mobility for white-collar workers.

In their 2006 book, Marchevsky and Theoharis examine welfare reform policy from Mexican immigrants' viewpoint. The authors assert that welfare reform has successfully reduced the number of families on the dole but has done little to move them out of poverty. Work supports designed in theory to alleviate or eliminate poverty fall short of this goal when put into practice because very few people can fully access the available supports.

Zlolniski's (2006) work on Mexican immigrants working in California's Silicon Valley sheds light on how some have actively inverted the oppressive conditions that impinge on their work and daily lives. Although these immigrants are brought together in the labor market by exploitative conditions, their shared participation in labor markets stimulates solidarity building, resulting in the development of communities that can mobilize for social change.

Sherman's (2007) analysis of low-wage service workers in two urban hotels focuses on the relationship between hotel workers and guests and how class is deconstructed. Her research reveals how both workers and guests engage in behaviors that sought to minimize class and social differences. Much of the literature on low-wage work acknowledges that the labor market continues to be gendered and racialized wherein women of color are disproportionately represented in low-wage service sector work while men tend to occupy supervisory or managerial positions.

Overall, many of the books reviewed in 2007 outlined and addressed how global economic processes and markets organize work in societies across countries. Some authors approached the exploration of global economic processes from a macro perspective, noting the structural effects globalization has on a nation's economic, social, and educational institutions. Other authors took a micro-level approach to understanding the ways that globalization and its ensuing policies and practices impinge upon, or at times are negotiated and resisted by, workers in their daily lives.

REVIEW ESSAYS (CONTINUED)

OOW-Related Book Reviews in *Contemporary Sociology*, 2006.

Reviewer: Lara Skinner, University of Oregon, lrs95@cornell.edu

In 2006, *Contemporary Sociology's* book reviews related to organizations, occupations, and work focused on two main themes: (1) labor movement issues with a decisively global approach and (2) the gendered implications of the work, family, and culture nexus.

Three of the four labor-themed books were reviewed in March 2006 issue: Armbruster-Sandoval's *Globalization and Cross-Border Labor Solidarity in the Americas: The Anti-Sweatshop Movement and the Struggle for Social Justice* (2007); Patricia Adler and Peter Adler's *Paradise Laborers: Hotel Workers in a Global Economy* (2004); and Jill Ebenshade's *Monitoring Sweatshops: Workers, Consumers, and the Global Apparel Industry* (2004).

Armbruster-Sandoval analyzes the successes and failures of cross border labor organizing in Central America's garment industry, including the role of critical players like NGOs, students, political and labor activists, and the media, and proposes alternative union organizing tactics.

The Adlers write a rich workplace ethnography on Hawaiian resort employees based on several years of interviews with workers and their own participant observation. They use their highly contextual research to examine the gender, race, and ethnicity structure of resort work, as well as the local and global context of the tourism industry.

Finally, Ebenshade offers timely insight into the global apparel industry, focusing on the challenges of monitoring conditions in labels' sub-contracted factories. She eloquently ties the theoretical shifts between "social contract" and "social accountability contract" to the realities of monitoring sweatshops and provides an alternative approach to monitoring based not on outside agencies, but on the ability of the workers themselves to report conditions and take action.

Immanuel Ness' *Immigrants, Unions, and the New U.S. Labor Market* (2005) completes a great year of work-related books reviewed. Ness' ethnography of three immigrant work organizations in New York City and their complicated relationship with traditional U.S. labor unions illuminates

unexpected issues of immigration, race, and corporate restructuring.

These books comprise a timely wave of studies in the beginning of the 21st century, focusing on new organizing conditions, actors and tactics within the labor movement, with an eye towards organized labor gaining traction.

In May 2006 *Contemporary Sociology* reviewed Charles and Grusky's *Occupational Ghettos* (2004), which presents a multi-country study of gender inequality in rich industrialized countries, concluding that post-industrial development and liberal egalitarianism do not decrease gender segregation but solidifies "hypersegregation" based on gender essentialism and male primacy.

In the same volume, Kossek and Lambert's edited volume, *Work and Life Integration: Organizational, Cultural and Individual Perspectives* (2005) presents an interdisciplinary approach to the work-life field that has significant conceptual importance. Its 23 chapters examine the work-life integration through organizational structures, the interplay between individual differences and these structures, and cultural norms, practices, and assumptions. Importantly, this work reviews and expands the work-life field, particularly through its integration of the individual, organizational, and cultural levels of analysis.

In July 2006, a review of *Work, Family, Health, and Well-Being* (2005), edited by Suzanne Bianchi, Lynne Casper, and Rosalind Berkowitz King, continues the thread of interdisciplinary studies of the work, family and life nexus by exploring the effects of dual-career families on family health and well-being. In the same issue, *Being Together, Working Apart* (2005), edited by Barbara Schneider and Linda J. Waite is reviewed. Their innovative empirical work digs into the relationship between dual-career families and their intimate home relationships, including marriage satisfaction and child aspirations.

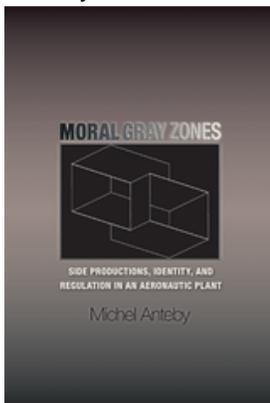
Completing a strong year of reviews contributing to the work, family, and life field is Jen'nan Ghazel Read's *Culture, Class, and Work among Arab-American Women* (2003). Ghazel Read presents a much needed study of Arab-American women's culture, class, and work experiences based on a national sample and 1990 U.S. Census data highlighting the impact of religiosity, gender traditionalism, and homogamy on Arab-American women's work choices.

ANNOUNCEMENTS

Recent and Forthcoming Books 

Anteby, Michel. 2008. *Moral Gray Zones: Side Productions, Identity, and Regulation in an Aeronautic Plant*. New Brunswick: Princeton University Press.

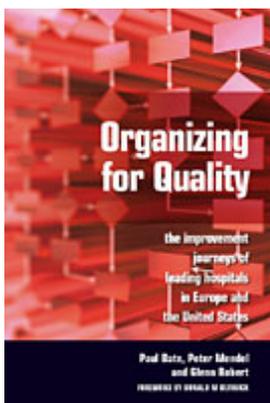
The book provides a unique window into gray zones through its in-depth look at the manufacture and exchange of illegal goods called homers, tolerated in a French aeronautic plant. Homers such as toys for kids, cutlery for the kitchen, or lamps for homes, are made



on company time with company materials for a worker's own purpose and use. Anteby relies on observations at retirees' homes, archival data, interviews, and surveys to understand how plant workers and managers make sense of this tacit practice. He argues that when patrolled, gray zones like the production of

homers offer workplaces balanced opportunities for supervision as well as expression. Cautioning against the hasty judgment that gray zone practices are simply wrong, *Moral Gray Zones* contributes to a deeper understanding of the culture, group dynamics, and deviance found in organizations.

Bate, Paul, Peter Mendel and Glenn Robert; fore-word by Donald Berwick. 2008. *Organizing for Quality: The Improvement Journeys of Leading Hospitals in Europe and the United States*. Oxford: Radcliffe Publishing.



This international study examines the process of organizational improvement, applying contemporary organizational theory to detailed, multi-level accounts of quality improvement experiences across a variety of healthcare organizations. Based on in-depth case studies of leading hospitals and medical centers in three

countries, the results include a model of six core challenges in organizing for quality improvement, a codebook of diverse processes and strategies utilized by the case organizations, and a novel method for mapping quality improvement processes and cross-case analysis.

Bernhardt, Annette, Heather Boushey, Laura Dresser and Chris Tilly (editors). 2008. *The Gloves-off Economy: Workplace Standards at the Bottom of America's Labor Market*. Ithaca: Cornell University Press.

The volume, published by Cornell University Press, is the 2008 Labor and Employment Relations Association volume. It includes a wide range of analyses how employers break, bend, and evade workplace laws and standards in the United States, along with proposals for remedying this increasingly serious problem.



Boulis, Anne and Jerry Jacobs. 2008. *The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America*. Ithaca: Cornell University Press.

The number of women practicing medicine in the United States has grown steadily since the late 1960s, with women now roughly at parity with men among entering medical students. Why did so many women enter American medicine? How are women faring, professionally and personally, once they become physicians? Are women transforming the way medicine is practiced? To answer these questions, *The Changing Face of Medicine* draws on a wide array of sources, including interviews with women physicians and surveys of medical students and practitioners. The analysis is set in the twin contexts of a rapidly evolving medical system and profound shifts in gender roles in America.



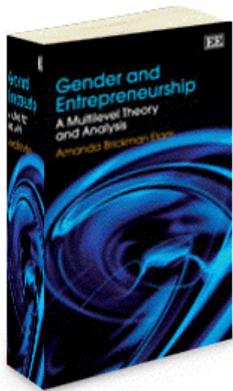
ANNOUNCEMENTS (CONTINUED)

Recent and Forthcoming Books

(continued)

Elam, Amanda Brickman. 2008. *Gender and Entrepreneurship: A Multilevel Theory and Analysis*. London and Boston: Edward Elgar Publishing.

In this volume, Amanda Elam proposes and tests an alternative view of entrepreneurship based on contemporary sociological theory. Drawing largely on Bourdieu's practice theory, status



expectations state theory (e.g., Foschi, Ridgeway), and Lenski's macro-sociology perspectives, Elam develops and tests a multi-level, cross-national research model which specifies the context from which individuals initiate new businesses.

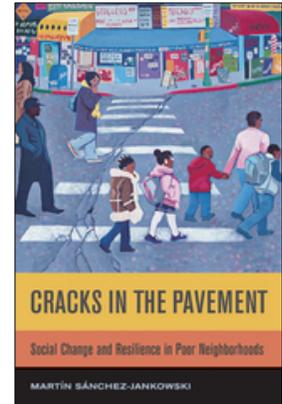
Three distinct contributions are made to the study of entrepreneurship. First, it

contributes to both sociological and institutional theories of entrepreneurship and the entrepreneur. Second, it presents a cross-national comparative framework for the multilevel analysis of factors linked to self-employment and venture creation. Finally, this book produces a key multilevel finding regarding the importance of national gender beliefs for the likelihood of business creation among both men and women.

Sanchez-Jankowski, Martin. 2008. *Cracks in the Pavement: Social Change and Resilience in Poor Neighborhoods*. Berkeley: University of California Press.

Woven throughout with rich details of everyday life, this original, on-the-ground study of poor neighborhoods challenges much prevailing wisdom about urban poverty, shedding new light on the people, institutions, and culture in these communities. Over the course of nearly a decade, Martín Sánchez-Jankowski immersed himself in life in neighborhoods in New York and Los Angeles to investigate how social change and social preservation transpire among the urban poor. Looking at five community mainstays—the housing

project, the small grocery store, the barbershop and the beauty salon, the gang, and the local high school—he discovered how these institutions provide a sense of order, continuity, and stability in places often thought to be chaotic, disorganized, and disheartened. His provocative and groundbreaking study provides new data on urban poverty and also advances a new theory of how poor neighborhoods function, illuminating the creativity and resilience that characterize the lives of those who experience the hardships associated with economic deprivation.



Recent and Forthcoming Articles

- Castilla, Emilio J. 2008. "Gender, race, and meritocracy in organizational careers." *American Journal of Sociology* 113(6): 1479-1526.
- Hoffman, Elizabeth A. Forthcoming. "Dispute resolution in the homecare industry: The triangle of patient, worker, and employer" *Social Focus*.
- Hoffman, Elizabeth A. Forthcoming. "Interviewing and emotional labor: Succeeding at the emotionally challenging job interview." *Business Communication Quarterly* 71(3).
- Hoffman, Elizabeth A. 2008. "'Revenge' and 'rescue': Workplace deviance in the taxicab industry" *Sociological Inquiry* 78.
- Hoffmann, Elizabeth A. 2008. "The 'haves' and 'have-nots' within the organization." *Law & Contemporary Problems* 71(2).
- Lee, Kristen Schultz and Hiroshi Ono. 2008. "Specialization and happiness in marriage: A U.S.-Japan comparison." *Social Science Research* 37(4): 1216-1234.
- Lind, Benjamin E., Miguel Tirado, Carter T. Butts, and Miruna Petrescu-Prahova. 2008. "Brokerage roles in disaster response: Organizational mediation in the wake of Hurricane Katrina." *International Journal of Emergency Management* 5: 75 - 99.

ANNOUNCEMENTS (CONTINUED)

Recent and Forthcoming Articles 

(continued)

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Three Calls for Papers 
1. Work and Occupations

Special Issue,

 "Changing Worlds of Professional Work:
New Markets, New Morals, New Models."

Co-editors:

Elizabeth H. Gorman and Rebecca L. Sandefur

Recent years have seen profound transformations in the landscape of professional work. Organizations that employ professionals are changing form and growing larger and more profitable. Markets for professional labor and services are globalizing; some clients and third-party payers are becoming more sophisticated. New groups of workers are making claims to professional status, and boundaries between professions are being renegotiated. The entry of women, ethnic and racial minorities, and other historically excluded groups has generated new interests, challenges, and pressures.

Amidst these changes, professionals are rethinking the business of professional service, the nature of professional ethics, the role of regulation, and their identities as professionals. At the same time, sociologists are developing new perspectives on professional work.

While the traditional sociology of professions has become quiescent, researchers in the broader fields of organizations, work, and inequality have begun to extend their questions and models to the professional context. This new work emphasizes the agency of actors at different levels-individual professionals and clients, employing and client firms, professional associations, and regulatory agencies-within their economic, technological, and cultural environments.

The co-editors invite papers that seek to understand new empirical developments, offer new conceptual lenses, or employ new ideas and innovative approaches to push the boundaries of the sociology of professions and professional work. We welcome both theoretical contributions and empirical papers utilizing diverse methods.

Review of manuscripts will commence on March 1, 2009. The co-editors welcome and encourage inquiries; contact: Elizabeth H. Gorman at egorman@virginia.edu or Rebecca L. Sandefur at sandefur@stanford.edu.

ANNOUNCEMENTS (CONTINUED)

Three Calls for Papers


(continued)

2. Organization Studies

Special Issue

“Career as a Social and Political Phenomenon
in the Globalized Economy.”

This special issue will focus exclusively on work careers. Work careers are lived in a multitude of settings: organizations, communities of organizations, occupational communities, professions, geographical communities and so on.

By “context” we mean the broad social context that provides the canvas on which work careers are painted, rather than the immediate organizational context as discussed, for example, by Johns (2001). The immediate context may, of course, form a link between career and the broader context. However, it is the latter and not the former type of context that is the object of interest here.

Thus, we are interested in exploring how examinations of the broad context within which work careers are lived help us understand better the nature of career in an Internet-based, globalised economy and how these careers, in turn, influence developments in the context.

To be considered for publication, papers must be electronically received by November 30th, 2008. Please submit papers as e-mail attachments (Microsoft Word files only) to the Editor-in-Chief (OSeditor@alba.edu.gr), indicating in the e-mail the title of the Special Issue. Please prepare manuscripts according to the guidelines shown at www.egosnet.org/os. All papers will receive a double-blind review following OS’ normal review process and criteria.

Up to seven papers will be accepted for publication in the Special Issue. The Special Issue is scheduled for publication in the last quarter of 2010. Any papers accepted for publication but not included in the Special Issue due to space constraints will be published later in a regular issue.

For further information please contact the Guest Editors for this Special Issue, Hugh Gunz (hugh.gunz@utoronto.ca), Wolfgang Mayrhofer (wolfgang.mayrhofer@wu-wien.ac.at), or Pamela Tolbert (pst3@cornell.edu). Details about this call for papers can be found at http://www.egosnet.org/os/special_issues.shtml.

3. Advances in Management

A new peer reviewed international monthly journal, *Advances in Management*, has appeared from Indore, India. This is a regular monthly journal which commenced in April, 2008. It covers all aspects of management, commerce, and economics.

The journal has been approved for inclusion in Cabell’s Directory.

The website for *Advances in Management* is www.managein.org. More information about submission instructions and membership can be found there.

Awards Received


Timothy J. Haney, doctoral candidate in sociology at the University of Oregon, received a Doctoral Dissertation Research Grant from the U.S. Department of Housing and Urban Development (HUD). His dissertation, titled “Off to the (Labor) Market: Women, Work, and Welfare Reform in 21st Century American Cities” utilizes innovative longitudinal survey data, coupled with spatial data, to advance sociological understanding of the opportunities and constraints that disadvantaged urban women are now facing in the labor market as recent welfare reforms unfold into the 21st century.

Adia Harvey Wingfield was the recipient of the Kauffman Foundation/Georgia Research Alliance’s “Roadmap for an Entrepreneurial Economy Initiative” grant. This \$15,000 award funds her project entitled “How Gender Shapes African Americans’ Use of Small Business Development Centers” in June of 2008.

Congratulations to Tim and Adia!

ANNOUNCEMENTS (CONTINUED)

Call for Nominations 
for OOW's 2009 Awards

Max Weber Award for Distinguished Scholarship

The Max Weber Award for Distinguished Scholarship is granted for an outstanding contribution to scholarship on organizations, occupations, or work in a book published within the last three years. A book may be nominated by its author(s), or by its publisher, or by any ASA member.

To nominate a book, send (1) a copy of the book, and (2) contact information for the nominee (including an email address) to each member of the selection committee at the addresses below. Nominations, including copies of the book, must be received by all committee members no later than March 31, 2009.

The selection committee for the 2009 Max Weber Award for Distinguished Scholarship is:

Professor David Knoke, Chair
 Department of Sociology
 909 Social Sciences Bldg.
 University of Minnesota
 Minneapolis MN, 55455
 Email: knoke@atlas.socsci.umn.edu

Professor Rakesh Khurana
 Harvard Business School
 Morgan Hall 329
 Boston, MA 02163.
 Email: rkhurana@hbs.edu

Professor Julie Kmec
 225 SE Jackson St
 Pullman WA 99163
 Email: jkmec@wsu.edu

W. Richard Scott Award for Distinguished Scholarship

The W. Richard Scott Award for Distinguished Scholarship is granted for an outstanding contribution to the discipline in an article on organizations, occupations, and work published within the last three years. The committee will accept nominations for papers published any time from January 1, 2006 to December 31, 2008.

The deadline for nominations is March 16, 2009. Authors may nominate themselves, or

section members may do so.

To nominate a paper, send (1) a PDF file of the paper or a functioning URL where it can be accessed, (2) a letter (PDF, Word, or ascii) justifying the nomination, and (3) contact information for the nominee (including email) to each member of the selection committee. Hard copy nominations will also be accepted, but we again ask that you send a copy of the paper, the nomination letter, and the nominee's contact information to each committee member.

The selection committee for the 2009 W. Richard Scott Award comprises:

Professor Louise Roth, University of Arizona,
 Chair, lroth@email.arizona.edu

Professor Jeylan Mortimer, University of
 Minnesota morti002@umn.edu

Professor Brian Uzzi, Northwestern
 University uzzi@northwestern.edu

James D. Thompson Award

The James D. Thompson Award is given for an outstanding graduate student paper on organizations, occupations and work written in the three years prior to the award. The winner receives \$1,000 for travel to a professional meeting and, if he or she remains a student, serves as a representative to the Section Council in the coming year.

The nomination deadline is March 31, 2009. Authors may nominate themselves or section members may do so. To nominate a paper, send (1) a PDF file of the paper or a functioning URL where it can be accessed, (2) a letter (PDF, Word, or ascii) justifying the nomination, and (3) contact information for the nominee (including email) to each member of the selection committee.

Hard copy nominations will also be accepted, but we again ask that you send a copy of the paper, the nomination letter, and the nominee's contact information to each committee member.

The selection committee for the 2009 James D. Thompson Award is:

Professor Michael Lounsbury, Chair,
ml37@ualberta.ca

Professor Toby L. Parcel,
toby_parcel@ncsu.edu

Taekjin Shin, Ph.D. candidate,
tshin@berkeley.edu

ANNOUNCEMENTS (CONTINUED)

Editor Sought for 

Sociological Focus

The North Central Sociological Association seeks proposals for the editorship of its official journal, *Sociological Focus*. The search is not limited to the North Central region. The term of editor is for three years and the starting date is negotiable. The applicant should be either an active member of the North Central Sociological Association or willing to join the organization.

The applicant should demonstrate past and continuing experience with the journal review process and publication. *Sociological Focus* is edited and published by the department of the editor in association with Paradigm Press. Editor's duties include but are not limited to receiving manuscripts, distributing manuscripts to reviews, decision-making on articles for publications, and communicating with authors as to strengths and weakness of their manuscript. *Sociological*

Focus has a long history of special issues focusing on important topics of interest to sociologists and other social scientists.

The publication of the journal is a joint venture between the NCSA and the applicant's department. The applicant's proposal should include a statement of specific departmental commitment to provide the editor with released time, an editorial assistant, office space for the journal, and supplies that include postage for required communication, necessary file cabinets, desks, chairs, work tables, a desktop computer (with internet access), a backup hard drive, and a laser printer. Also storage space for several boxes of past issues is necessary.

Proposals are to be directed to Dr. Kent Schwirian, Chairman of the Publications Committee, North Central Sociological

Association, Department of Sociology, The Ohio State University, 238 Townshend Hall, 1885 Neil Ave Mall, Columbus, Ohio 43210. An additional copy of the proposal should be e-mailed to schwirian.2@osu.edu.

The search for an editor will continue until a suitable candidate is appointed. The NCSA has a diverse membership base and encourages the application of qualified applicants without regard to gender, race or ethnicity.

Conference 

OOW at the Annual Meeting of the American Sociological Association, 2009, San Francisco CA

The 2009 annual meeting of the American Sociological Association will be held August 8-11 in San Francisco.

Based on membership count, OOW members can look forward to eight sessions in all, that is, six regular sessions based upon membership, a seventh session because OOW's section day is the last day of the meetings, plus the Family Section is co-sponsoring an eighth session. Members can also expect a 60-minute roundtable session that will probably be held concurrently with the council meeting.

Looking even further ahead, Christine Williams (OOW chair-elect) is already planning a workshop that will be held prior to the 2010 meetings in Atlanta, Georgia. This workshop will offer some great advice to those new to the field a professional development experience that can help launch Sociology careers.

OOW congratulates...

Christine Williams (University of Texas), our new section chair-elect, and our new Section Council members Elizabeth Armstrong (Indiana University) and Emilio J. Castilla (Massachusetts Institute of Technology).

ANNOUNCEMENTS (CONTINUED)

Job Opportunities

Our section chair, Joe Galaskiewicz, has been doing a fantastic job of forwarding job announcements in OOW-related fields, including sociology and others – thanks Joe! Below are recent job postings that are or may still be open: these advertisements have been edited to conserve space, and are in no particular order. Please contact the respective institutions for more details.

National Science Foundation – Assistant Director for Social, Behavioral and Economic Sciences

The Assistant Director, SBE, manages a Directorate comprised of three divisions: Behavioral and Cognitive Sciences (BCS), Social and Economic Sciences (SES), and Science Resources Statistics (SRS). An information sheet, which summarizes the Directorate's activities and the responsibilities of the position, is available for download at http://www.nsf.gov/od/searches/sbe_081002/sbe_info.jsp.

NSF seeks your help in identifying candidates with the following qualifications: outstanding leadership; a deep sense of scholarship; a grasp of the issues facing the social, behavioral and economic science communities in the areas of education and research; and the ability to serve effectively as a key member of the NSF management team. They are especially interested in identifying women, members of minority groups, and persons with disabilities for consideration. Recommendations of individuals from any sector -- academic, industry, or government -- are welcome.

Please send your recommendations, including any supporting information that you might be able to provide, to the AD/SBE Search Committee via e-mail (sbesrch@lists.nsf.gov) or at the following address: National Science Foundation, Office of the Director, Suite 1205, 4201 Wilson Boulevard, Arlington, VA 22230. We would appreciate receiving your recommendations by November 15, 2008.

UC- Irvine, Department of Planning, Policy, and Design, Position: Assistant or Associate Professor.

The Department of Planning, Policy, and Design at University of California at Irvine invites applications from exceptional scholars at the assistant or early associate level with demonstrated ability for intellectual leadership in the following areas: relationship between empirical research (either qualitative or quantitative) and normative dimensions of public policy; policy innovation and change, particularly in an urban setting with complex governance arrangements involving different levels and sectors; policy and program evaluation involving a range of approaches and focusing on challenging policy issues such as vulnerable communities, sustainability, resilience, social change, and globalization.

Candidates should have a distinguished record of publication and an enthusiasm to engage with students at the PhD, Master's and undergraduate levels. The topical area of focus is open, but candidates who bolster existing department strengths are preferred. Department faculty members have topical research strengths that

include design-behavior research, environmental sustainability, housing, inequality and economic opportunity, international development, land use, human security, public health, public management, regional governance, transportation, water policy, and urban design.

For full consideration, candidates should apply by December 15, 2008. The position will remain open until filled. The start date may be negotiable, but we anticipate that the successful candidate will start by July 1, 2009. Candidates should apply online at the link below and submit a cover letter, c.v., three letters of reference, publications or writing samples, and a brief statement of teaching interests and capabilities. For more information, please contact the search committee chair, Martha S. Feldman at feldmanm@uci.edu. Please visit the following site to apply: <http://socialecology.uci.edu/employment/>

The Ohio State University, John Glenn School of Public Affairs, Faculty Position- Public Management

The John Glenn School of Public Affairs at The Ohio State University invites applications for a position in Public Management with rank open, depending on qualifications of applicants, beginning fall 2009. The position may be filled from among candidates representing a variety of disciplines or from cross-disciplinary programs. A strong research program and strength in teaching are essential. Applicants must have completed, or be nearing completion, of all Ph.D. degree requirements. Salary will be commensurate with the experience and qualifications that the candidate presents.

Applications will be evaluated as received and will be accepted until the position is filled. Please send a letter of application, curriculum vitae, and the names and addresses of four professional references to: Professor Trevor Brown, Chair, Public Management Search Committee, John Glenn School of Public Affairs, The Ohio State University, 1810 College Road, Columbus, Ohio 43210.

School of Public and Environmental Affairs, Indiana University, Bloomington Campus. Tenure Track Faculty Position: Governance, Public and Nonprofit Management

The School of Public and Environmental Affairs (SPEA) at Indiana University seeks to appoint a tenure-track faculty member at the assistant professor level on the Bloomington campus. A more senior appointment at the associate professor level is possible for an exceptionally qualified candidate. The candidate should have research interests and evidence of strong scholarly potential in the areas of innovation and change in the design and operation of public service systems, multi-sector institutional design and operation, and performance within the context of global and transnational governance. Expertise in non-U.S. contexts is highly desirable. Applicants must present evidence of high quality research and an ambitious research program, an interest in professional service applications, and a strong commitment to high quality teaching. The Ph.D. or an equivalent terminal degree in a related field (e.g., public affairs, public policy, public law) is required before the appointment is completed.

JOB ANNOUNCEMENTS (CONTINUED)

Review of applications will begin November 1, 2008 and continue until the position is filled. Please submit a letter of application, current vita, complete contact information, and three letters of recommendation to: Dr. David Reingold, Associate Dean -Bloomington, SPEA, Room 300, 1315 E. Tenth Street, Indiana University, Bloomington, IN, 47405-1701. For more information see: <http://www.iu.edu/~speaweb/about/employment.php>.

School of Public and Environmental Affairs, Indiana University, Bloomington Campus. Tenure Track Faculty Position: Arts Administration

The School of Public and Environmental Affairs (SPEA) at Indiana University seeks to appoint a tenure-track faculty member in the area of Arts Administration on the Bloomington campus. The appointment is expected to be at the Assistant Professor level, but a more senior appointment is possible for an exceptionally qualified candidate. Applicants must present evidence of high quality research and an ambitious research program, an interest in professional service applications, and a strong commitment to high quality teaching. The individual selected for this position should be able to teach courses in arts management and/or cultural policy at the undergraduate and graduate level. The Ph.D. or equivalent terminal degree is required in an appropriate field before the appointment is completed.

Review of applications will begin November 1, 2008 and continue until the position is filled. Please submit a letter of application, current vita, complete contact information, and three letters of recommendation to: Dr. David Reingold, Associate Dean -Bloomington, SPEA, Room 300, 1315 E. Tenth Street, Indiana University, Bloomington, IN, 47405-1701. For more information see: <http://www.iu.edu/~speaweb/about/employment.php>.

Virginia Commonwealth University, Department of Health Administration - Faculty Positions #F55390 and #F59140, Assistant, Associate or Full Professor

The Department of Health Administration, Virginia Commonwealth University, invites applications for two full-time (12 month) tenure track faculty positions. Rank for each is open, depending upon qualifications. The successful candidate for the first position is expected to teach graduate courses in information systems/information technology and their health care management applications. The second faculty position requires teaching graduate courses in organizational behavior and theory and health care management applications. Applicants must hold a doctoral degree (or ABD) in a relevant area. An established record of or high potential for scholarship and funded research is desirable.

The positions will remain open until filled, but applicants are encouraged to apply by November 1, 2008. To apply, send a letter of application, including a statement of research and teaching interests, CV, and names of three references to Jan P. Clement, Ph.D., Chair, Search Committee, Box 980203, Richmond, VA 23298-0203 or email to cwwells@vcu.edu.

The School of Public and Nonprofit Administration (SPNA) at Grand Valley State University invites applicants for a tenure track assistant professor position beginning August 2009.

Applicants should have doctorate from an accredited institution by Aug. 2009 in public administration, political science, public policy or a related discipline. Full consideration also will be given to those who are ABD but will be hired at instructor level. The field of specialization is open including nonprofit administration, budgeting and financial management, urban studies, organization theory, human resources, and strategic management. The successful candidate must bring a demonstrable potential for excellence in graduate and undergraduate teaching, evidence of scholarship, and enthusiasm for community-based service. The selected candidate should be prepared to teach both graduate and undergraduate students whose interest is in the management of local government agencies and nonprofit organizations. The candidate also should have active research and service agendas.

Apply online at www.gvsujobs.org. Include a letter of application, updated curriculum vitae, and a one-page research agenda. The online system will allow you to attach these items electronically. Send three letters of reference, transcripts, the most recent teaching evaluations (and any other evidence of teaching excellence), and an example of a recently published article or a dissertation chapter to the Search Committee Chair, Donijo Robbins, 258C DeVos Center, School of Public & Nonprofit Administration, 401 W. Fulton St, Grand Rapids, MI 49504. Review of applications will begin October 31, 2008 and continue until the position is filled. Salary is competitive. If you have questions about the position or nominations for the position, please contact the Search Committee Chair at robbinsd@gvsu.edu.

Illinois State University, Bloomington: The Department of Sociology invites applications for a tenure-track assistant professor position in sociology.

Priority will be given to candidates with expertise in sociology of aging and the life course. Candidates with expertise in environmental sociology or sociology of organizations, occupations, and work will also be considered. The successful candidate will have a well-defined research agenda and a record of successful teaching. Appointment begins on August 16, 2009; completion of the Ph.D. in sociology is expected by that date. Review of applications will begin November 1, 2008 and continue until position is filled. To assure full consideration, send letter of application, curriculum vitae, three letters of recommendation, examples of scholarly work, and evidence of teaching effectiveness by November 1 to: #01263 Search Committee, Department of Sociology and Anthropology, Campus Box 4660, Illinois State University, Normal, IL 61790-4660. Inquiries may be directed to memccomb@ilstu.edu.

Faculty Position in Nonprofit and/or Public Management, Daniel J. Evans School of Public Affairs, University of Washington

The Daniel J. Evans School of Public Affairs seeks applicants with teaching and research interests in nonprofit and/or public management for a tenured or tenure-track position at the assistant or associate rank. Successful candidates should have a strong research record commensurate with rank, and interest in teaching nonprofit and/or public management at the graduate level. We seek candidates with expertise in one or more

JOB ANNOUNCEMENTS (CONTINUED)

of the following specializations: operations management, financial management, budgeting, performance management, or contracting. Applicants should hold the Ph.D. or equivalent in nonprofit or public management, public policy, public administration or finance, political science, sociology, business administration, health administration, education administration, or another relevant field. All candidates should send a letter of application, three letters of recommendation, and curriculum vitae via email to: search-evans@u.washington.edu. Faculty Search Committee, Daniel J. Evans School of Public Affairs, University of Washington, Box 353055, Seattle, WA 98195-3055.

Review of applications will begin after October 15, 2008. Applications received prior to December 1, 2008 will be assured full consideration. Applications will be reviewed until the position is filled.

University of Minnesota, Humphrey Institute of Public Affairs, Faculty position in Leadership Studies

The Humphrey Institute of Public Affairs at the University of Minnesota seeks applications to fill a position at the assistant, associate, or full professor level in leadership studies. The successful candidate must have strong and demonstrated teaching, research, and public engagement interests in leadership studies or in fields directly relevant to leadership studies. Candidates must be willing and able to contribute in rank-appropriate ways to the University's new Center for Integrative Leadership, teach in the Institute's core curriculum, provide leadership to its master's degree programs, demonstrate a willingness to help prepare students for careers in public affairs, and function collaboratively in a multi- and inter-disciplinary college, and with external constituencies. Candidates at the associate or full professor level must be qualified for tenure at the University of Minnesota.

A Ph.D. or equivalent terminal degree is required in leadership studies, public policy, public administration, management, political science, sociology, psychology, anthropology, history, communication, economics, law, urban planning, or related fields with a focus on leadership. An interdisciplinary social science background that includes institutional, political, and cross-cultural knowledge and competence is highly valued. The Institute is especially interested in candidates who have a demonstrated interest in leadership as it relates to institutional, social, and organizational change. Professional experience in leadership positions is highly desirable. We seek someone whose approach to teaching and research is innovative and inclusive in terms of race, gender, class and ethnicity.

Applications should include a curriculum vita, the names and addresses of three references, a sample of recent research, and a brief account of research and teaching interests and experience. Applications will be reviewed beginning December 8, 2008. The position will remain open until filled. Please submit applications online to: <https://employment.umn.edu> and reference requisition number (157556). Address cover and reference letters to: Prof. John M. Bryson, Chair of CIL

Search, c/o Human Resources, Humphrey Institute of Public Affairs, 152HHH, 301-19th Avenue South, Minneapolis, Minnesota 55455, Chil0032@umn.edu.

The School of Human Ecology at the University of Wisconsin-Madison is strengthening its focus on nonprofit and community leadership. They seek two faculty members. Rank is open. The positions will sit in the Department of Interdisciplinary Studies. Joint appointments with other campus departments are possible, consistent with the background of the candidate.

Applicants must have a strong record of scholarship -- research, teaching, and outreach -- related to the nonprofit sector, civil society, or community leadership. This can include fields such as human development, community development, economics, public policy and administration, social work, business, nonprofit management, urban studies, and philanthropy. We are especially interested in scholars who are committed to building a quality department and strong university-community connections. The successful candidate will take a key leadership role in at least one of three current priorities: (1) helping the Interdisciplinary Studies Department implement its new undergraduate major in community and nonprofit leadership, (2) helping the School of Human Ecology launch its Center for Nonprofits, a collaborative aimed at strengthening the nonprofit sector in Wisconsin, and (3) helping establish a new campus-wide, interdisciplinary doctoral program on the nonprofit sector.

The position description has been posted online at http://www.ohr.wisc.edu/pvl/pv_057928.html. Further information is available through the Interdisciplinary Studies Department <http://www.sohe.wisc.edu/is/index.html>.

Tenure-Track & Open Rank Positions in Media, Technology, and Society @ Northwestern University

The Department of Communication Studies at Northwestern University's School of Communication seeks to hire three tenure-track appointments beginning September 1, 2009. Two positions will be at the level of assistant professor, and one will be open as to rank.

We seek candidates who can work in a strong interdisciplinary program and advance a vital area of research. Possible areas of expertise include but are not limited to: media industries, institutions, publics, and policy; digital media; media and social networks; technology, work, and organizations; computer-mediated communication, human-computer interaction, global media, information infrastructures, and history of communication and information technologies.

Applications should be sent via email to mts-search@northwestern.edu or to Professor Noshir Contractor, Chair, MTS Search Committee, Department of Communication Studies, Northwestern University, 2240 Campus Drive, Evanston, IL 60208-3545. Applications should include a CV, evidence of teaching effectiveness, and three letters of recommendation. Initial review of applications will begin on October 31, 2008, with continual reviews of subsequently received applications until all positions are filled or a final review deadline of December 31, 2008 is reached.