

Work in Progress

Fall 2009

Newsletter of the American Sociological Association's
Section on Organizations, Occupations, and Work
Webpage <http://www2.asanet.org/oow/>

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Newsletter Editor

Patti Giuffre, Texas State University-San Marcos

All newsletter communications: pg07@txstate.edu

Webmaster (website: <http://www2.asanet.org/oow/>)

Frank Steinhart, North Park University,

fsteinhart@northpark.edu

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Message from the Chair

Christine Williams

Greetings from the Chair

"May you live in interesting times."

I take over as chair of the OOW section during "interesting" but depressing times. This era of high unemployment, declining incomes, and mandatory job furloughs is a curse to millions. As factories and stores shut down, workers are sent home to face foreclosures. The lucky ones who have kept their jobs experience labor regimes best described as "hegemonic despotism," a no longer abstract concept for my undergraduate students. Efforts by the Obama Administration to restore some semblance of a safety net for workers have been met with partisan attacks, while "Joe the Plumber" packs in angry mobs insisting that government can only harm workers. Has there ever been a more urgent need for empirical and critical work on Organizations, Occupations, and Work?

Adding to the distress is a general nervousness about the state of our profession. Graduate students seem more uneasy than usual about their future prospects. While we hope for a quick up-turn in the academic job market, the section is making plans to help, by organizing a workshop the day before the Atlanta conference. The OOW pre-conference workshop will target our younger members by combining professionalization seminars with substantive discussion. While still in the planning stages, I anticipate sessions on academic and nonacademic careers, ideas for enhancing classroom teaching, and debates about the future directions of our field. Kevin Leicht, a former chair and council member of the section, has agreed to chair the workshop committee. Keep checking the website for announcements as the planning team progresses with their organizing

efforts, but make plans now to arrive in Atlanta a day early (Friday, August 13) to attend the workshop.

I have been working with Patti Giuffre and Frank Steinhardt to move from a pdf format for our newsletter to a more dynamic web-based design. Instead of sending out job and conference announcements on the list-serve, our plan is to post these as they become available on the website, with twice yearly “news and notes” email updates, using the innovative on-line ASA newsletter format. Alas, this is more difficult than anyone anticipated, so we are stuck with pdf for now. In the meantime, please bookmark the OOW home page (<http://www2.asanet.org/oow/>), check it frequently, and bear with us as we continue to work toward the elusive goal of upgrading our communications for the 21st century.

We are a robust section of the ASA. Thanks to our collective recruiting efforts, we welcome many new members this year. We crossed the magic 1,000-member threshold, putting us among the top three largest sections, and guaranteeing that we will have six sessions (plus roundtables) at the 2010 meetings in Atlanta. With the help of your OOW Council, I have selected the following topics for next year’s program: Academia as a Gendered Organization (co-sponsored with Sex & Gender); Changing Nature of Jobs and Careers; Gender & Race at Work; Knowledge Work and Innovation; Organizational Ethnography; and Consent & Coercion in 21st Century Work Organizations. For the names of the organizers, please consult the webpage. The organizers will begin the process of vetting papers on December 1, 2009, when the ASA’s website opens for submissions.

Our section gives out three annual awards, for an outstanding book, article, and graduate student paper on the topic of Occupations, Organizations, and Work. Information about past winners is included on the website. Committees for the selection of the 2010 winners have been established; my personal thanks to the distinguished scholars who have agreed to serve. Details about these committees and information on how to submit nominations for the 2010 OOW awards are available on the website.

When I am not doing the work of OOW, I am chairing the Publications Committee of the ASA, which is in the process of reformulating the policy for approving section journals. It won’t happen under my administration, but I would like to suggest the possibility of one day starting our own section journal. Perhaps combining forces with Labor & Labor Movements, we might develop a proposal for a new outlet for empirical and critical work.

And when I’m not doing ASA work, I am launching a new research project on the petroleum industry, and teaching my courses on gender and work. Send notices of your recently published books and articles to Patti Giuffre, and volunteer to review works by other scholars. Also consider sending her your successful ideas for teaching OOW courses. Perhaps you’ve used a video or website in your courses that you’d like to share with others. We’d like to post those on the website, too.

**Best wishes for these interesting times.
Christine Williams**

Message from newsletter editor:

Hello! As Christine mentioned, our goal is to move towards a more web-based newsletter. Thanks for your patience as we make this transition. Please **check the website for JOB LISTINGS** (<http://www2.asanet.org/oow/>), which are updated periodically by Frank Steinhardt. I’d also like to thank one of my graduate assistants, Nick LaLone, for helping me with the newsletter.

Thanks, Patti Giuffre (pg07@txstate.edu)

**** 2009 AWARDS!****

The 2009 Weber Award for Distinguished Scholarship in a Book went to Matthew Desmond. The title of the book is *On the Fireline: Living and Dying with Wildland Firefighters*. The book was published by the University of Chicago Press in 2007.



Past Chair Jennifer Glass gives the Weber Award for Best Book to Matt Desmond

Desmond gathered the material for his book while working as a wildland firefighter in Northern Arizona. Quoting from David Grazian who nominated the book, “The underlying thesis of *On the Fireline* argues that those who pursue wildland firefighting have been training for this type of hands-on work and its necessarily rustic lifestyle for most of their lives. Drawing on Pierre Bourdieu’s work on social reproduction, Desmond argues that the development of a *habitus* defined by ‘country masculinity’ provides one with the appropriate disposition necessary for desiring such an occupational life...(But) of all the impressive accomplishments of *On the Fireline* - its incisive organizational analysis, critique of hegemonic masculinity, and critical yet sympathetic portrait of rural working-class life – perhaps its most lasting achievement remains its haunting images of these young and free spirits hardening into organizational men as they develop into firefighters who increasingly fail to see the forest for the trees.” By this he means that these firefighters eventually become so imbued with the mythology of the Forest Service that they blame accidents and deaths on firefighters’ incompetence or carelessness while in reality they are the victims of “equipment

malfunction, communication breakdown, institution error, command failure, and extreme environmental conditions.” They become truly organizational men.
Committee: David Knoke (chair), Rakesh Khurana, Julie Kmec

The winner of the 2009 James D. Thompson Award is John-Paul Ferguson from MIT.



Mike Lounsbury gives the Thompson Award for Best Student Paper to John-Paul Ferguson

John-Paul’s paper, "Space Invaders: Social Valuation and the Diversification of Union Organizing Drives, 1961-1999" uses unique qualitative and quantitative data on union organizing drives to explain how a shift in the valuation of specialist and more generalist identity categories occurred in the labor movement. The study of categorization processes provides a key focal point for many organizational theorists interested in how socio-cultural elements shape cognition and behavior, and provide a foundation for ordering markets and fields.

John-Paul's paper starts with the puzzle as to why audiences that tend to prefer narrower, specialist categories that define elements unambiguously come to prefer broader, and more vaguely defined generalist categories. He argues that while much of the literature on categorization assumes a preference for specialist identities, more attention needs to be paid to how audiences theorize the valuation of categories and their elements, as well as how those theories change over

time. By focusing on processes of audience theorization, John-Paul's paper usefully expands our understanding of the mechanisms by which the boundaries of categories are defined and altered. The paper received strong praise for its novelty, theoretical creativity, as well as strength and uniqueness of empirical data.

Committee: Michael Lounsbury (chair), Toby Parcel, Taekjin Shin



Brian Uzzi gives the W. Richard Scott Award for Best Article to Shamus Khan who accepted the award on behalf of David Stark and Balazs Vedres

The 2009 W. Richard Scott Award for Best Paper was awarded to David Stark and Balazs Vedres, "Social Times of Network Spaces: Network Sequences and Foreign Investment in Hungary." *American Journal of Sociology* 111, 5 (March 2006): 1367-1411. With a high number of excellent submissions, the winning paper stood out for its creative and original analysis of evolving organizational networks in a changing historical context. Stark and Vedres develop a highly innovative social sequence analysis to chart the changing network positions of 1,696 firms during a period (1987-2001) of rapidly increasing foreign ownership in Hungary. Their findings indicate the important and potentially positive role of foreign ownership in rapidly developing economies, with broad implications for our understanding of globalization and social change.

Committee: Louise Marie Roth (Chair), Brian Uzzi, Jeylan Mortimer

2009-2010 OOW Committees

WEBER BOOK AWARD (outstanding book)

The Max Weber Award for Distinguished Scholarship is granted for an outstanding contribution to scholarship on organizations, occupations, and/or work in a book published within the last three years (2007-09). 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, 2010.

Members of the committee:

Vicki Smith (chair)

Department of Sociology
University of California, Davis
1282 Social Sciences & Humanities
One Shields Avenue
Davis, CA 95616
vasmith@ucdavis.edu

Paula England
Department of Sociology
Stanford University
Building 120, 450 Serra Mall
Stanford, CA 94305-2047
pengland@stanford.edu

Matt Desmond (2009 winner)
Department of Sociology
University of Wisconsin
8128 Sewell Social Sciences Bldg.
1180 Observatory Drive
Madison, WI 53706
mdesmond@ssc.wisc.edu

SCOTT AWARD (outstanding article)

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, 2007 to December 31, 2009. The deadline for nominations is March 12, 2010.

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) justifying the nomination, and (3) contact information for the nominee (including email) to each member of the selection committee.

Members of the committee:

Sarah Burgard (chair)
Department of Sociology
Population Research Center
University of Michigan
burghards@umich.edu

David J. Maume
Department of Sociology
Director, Kunz Center for Research on Work,
Family, & Gender
University of Cincinnati
maumedj@ucmail.uc.edu

Wei-hsin Yu
Department of Sociology
Population Research Center
University of Texas at Austin
weihsin@prc.utexas.edu

David Stark (2009 winner)
Department of Sociology
Columbia University
dcs36@columbia.edu

THOMPSON AWARD (outstanding graduate student paper)

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 (January 1, 2007 through December 31, 2009). The winner receives \$500 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, 2010. 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) justifying the nomination, and (3) contact information for the nominee (including email) to each member of the selection committee.

Members of the committee:

Alexandra Kalev (chair)
Department of Sociology
University of Arizona
akalev@email.arizona.edu

Rachel Sherman
Department of Sociology
New School for Social Research
shermanr@newschool.edu

Kevin Stainback
Department of Sociology
Purdue University
kstainback@purdue.edu

John-Paul Ferguson (2009 winner)
Graduate School of Business
Stanford University
ferguson_john-paul@gsb.stanford.edu

Nominations Committee

Don Tomaskovic-Devey (chair)
Department of Sociology
University of Massachusetts
tomaskovic-devey@soc.umass.edu

Marlese Durr
Department of Sociology
Wright State University
marlese.durr@wright.edu

Jennifer Glass
Department of Sociology
University of Iowa
jennifer-glass@uiowa.edu

Program Committee

Section Chair plus Members of Council

OOW Workshop Committee, 2009-10

Kevin Leicht, Chair of OOW Workshop Committee
Kevin-leicht@uiowa.edu

Amy Wharton, chair-elect of OOW
Wharton@vancouver.wsu.edu

Elizabeth Armstrong, OOW council member
elarmstr@umich.edu

Emilio Castilla, OOW council member
ecastilla@mit.edu

Joe Galaskiewz, past chair of OOW
galaskie@email.arizona.edu

Lynn Zucker, OOW council member
zucker@nicco.sscnet.ucla.edu

Adia Harvey, local coordinator
socamh@langate.gsu.edu

2010 OOW Program: We have some exciting sessions for Atlanta!

Academia as Gendered Organization, co-sponsored with Sex and Gender section (Open)
Organizers:

Anastasia Prokos (aprokos@iastate.edu), Iowa State University, Irene Padavic (ipadavic@fsu.edu), Florida State University

Changing Nature of Jobs and Careers (Open)

Organizers:

Beth Bechky (babechky@ucdavis.edu), University of California, Davis Emilio J. Castilla (ecastilla@mit.edu), MIT

Gender and Race at Work (Open)

Organizer: Matt Huffman (mhuffman@uci.edu), University of California, Irvine

Knowledge Work and Innovation (Open)

Organizer: Erin Leahey (leahey@email.arizona.edu), University of Arizona

Organizational Ethnography (Open)

Organizer: Elizabeth Armstrong (elarmstr@umich.edu), University of Michigan

Consent and Coercion in 21st Century Work Organizations (Open)

Organizer: Christine L. Williams (cwilliams@austin.utexas.edu), University of Texas at Austin

OOW Roundtables (Open)

Organizers: Christine Williams (cwilliams@austin.utexas.edu), and Catherine Connell University of Texas at Austin

Dissertation Abstracts

Brandon Olszewski. *Let's See a Show of Hands: How Participation in School Reform Affects Teachers' Work.* University of Oregon, Department of Sociology.

Arguably, the most popular current in school reform today is around "small schools." Small schools reforms are predicated on a body of research that suggests students learn better in smaller schools – or, schools of about 400 students or less – rather than large, "comprehensive" high schools.

While existing studies of these reforms highlight the benefits for students and the challenges associated with school restructuring, they avoid a frank discussion of how school change affects teachers. Further, these studies fail to address how the politics of change affect prospects for sustainable success.

This project redirects the focus of school reform research back towards teachers' work and the importance of democratic teacher participation via an examination of the Oregon Small Schools Initiative, an Oregon-based small schools reform. Using original survey and interview data, I examine how the politics of reform mediate the effects of school conversion on teachers' work.

My data suggest that teachers from schools that engaged in a democratic change process fared better than their peers from schools where change was implemented in a more authoritarian fashion. I find that the relationship between politics and work is largely based on that fact that, in democratic schools, teachers had more power and voice regarding school conversion, and school administrators were more likely to listen to and incorporate teachers' feedback into the restructuring process.

By viewing teacher criticism as constructive input – as opposed to simply "resistance" – personnel from democratic schools were better able to decide upon a locally appropriate model of reform that fit the needs of both their teachers and students.

New Books and Articles

Michael Indergaard. 2009. "What to Make of New York's New Economy? The Politics of the Creative Field." *Urban Studies* 46 (5&6): 1063-1093.

Seeing new mixes of computer, media and cultural sectors as unsettled fields with unfixed identities and boundaries, this article argues that we need to examine what is made of them as objects of intervention in the course of industrial politics that seek to mobilize constituencies and support. The case of New York City shows that such politics, especially the struggle with real estate interests, shapes how new economy ensembles develop and how, in turn, the rest of the city is affected.

Matthew Baggetta. 2009. "Civic Opportunities in Associations: Interpersonal Interaction, Governance Experience, and Institutional Relationships." *Social Forces*. 88(1). Matthew completed his dissertation, "Civic Development in Apolitical Associations" in May of 2009 (and graduated from Harvard's Sociology Department in June).

Jane Banaszak-Holl, Sandra R. Levitsky, and Mayer Zald, eds. 2010. *Social Movements and the Transformation of American Health Care.* New York: Oxford University Press.

This new book examines dynamics of change in health care institutions through the lens of contemporary theory and research on collective action. Bringing together scholars from medicine, health management and policy, history, sociology, and political science, the book conceptualizes the American health care system as being organized around multiple institutions—including the state, biomedical fields, professions, and health delivery organizations. By shifting attention toward the organizing structures and political logics of these institutions, the essays in this book illuminate the diversity in both sites of health-related collective action and the actors seeking transformations in health institutions.

The book considers health-related social movements at four distinct levels of analysis. At the most macro level, essays analyze social movements that seek changes from the state in the regulation, financing, and distribution of health resources. A second set of essays considers field-level analyses of institutional changes in such wide-ranging areas as public health, bio-ethics, long-term care, abortion, and AIDS services. A third set of essays examines the relationship between social movements and professions, examining the “boundary crossing” that occurs when professionals participate in social movements or seek changes in existing professions and the health practices they endorse. A final set of essays analyzes the cultural dominance of the medical model for addressing health problems in the United States and its implications for collective attempts to establish the legitimacy of particular issues, framings, and political actors in health care reform.

David Brady. 2009. *Rich Democracies, Poor People: How Politics Explain Poverty*. Oxford: Oxford University Press.

Poverty is not simply the result of an individual's characteristics, behaviors or abilities. Rather, poverty is the result of politics. Brady investigates why poverty is so entrenched in some affluent democracies whereas it is a solvable problem in others. Drawing on over thirty years of



data from eighteen countries, Brady argues that cross-national and historical variations in poverty are principally driven by differences in the generosity of the welfare state. An explicit challenge to mainstream views of poverty as an inescapable outcome of individual failings or a society's labor markets

and demography, this book offers institutionalized power relations theory as an alternative explanation. The power of coalitions for egalitarianism, Leftist political groups and parties, and the social policies they are able to institutionalize shape the amount of

poverty in society. Where poverty is low, equality has been institutionalized. Where poverty is widespread, exemplified by the U.S., there has been a failure to institutionalize equality. A comprehensive and state-of-the-art study, *Rich Democracies, Poor People* places the inherently political choices over resources and the political organization of states, markets, and societies at the center of the study of poverty and social inequality.

Katherine K. Chen. 2009. *Enabling Creative Chaos: The Organization Behind the Burning Man Event*. Chicago: University of Chicago Press. The book is based on intensive ethnographic work on the organization that runs the annual arts event and temporary city of almost 50,000. This book may be of interest to those teaching classes on organizations, the intersection between community and organizations, utopias and the counterculture, arts management, and social movements. This book may also appeal to those who want to learn more about Burning Man or how to deal with the challenges of organizing more generally.

In the summer of 2008, nearly fifty thousand people traveled to Nevada's Black Rock Desert to participate in the countercultural arts event Burning Man. Founded on a commitment to expression and community, the annual weeklong festival presents unique challenges to its organizers. Over four years Katherine K. Chen regularly participated in organizing efforts to safely and successfully create a temporary community in the middle of the desert under the hot August sun.

<http://www.enablingcreativechaos.com>

Blog:
<http://enablingcreativechaos.com/wordpress/>

Facebook page, with updates on related events:
<http://www.facebook.com/group.php?gid=130799688626&ref=nf>

Milbrey McLaughlin, W. Richard Scott, Sarah Deschenes, Kathryn Hopkins and Anne Newman. 2009. *Between Movement and Establishment: Organizations Advocating for Youth*. Stanford: Stanford University Press.

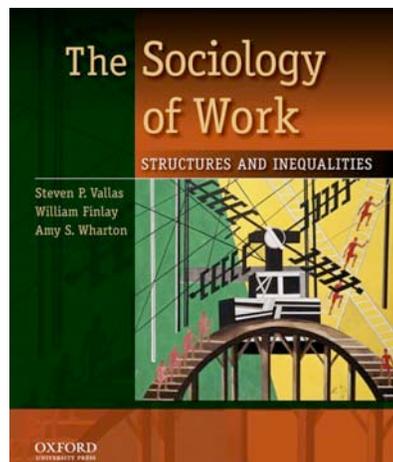
This book draws on population ecology, institutional theory and social movement theory to examine the behavior of youth advocacy organizations in two metropolitan cities. While most studies of advocacy organizations focus on variations in structure and tactics among advocacy groups, we examine these matters but place them in a larger context of organizations attempting to (re)structure their field. Organizations advocating for youth confront highly entrenched political and organizational interests: welfare bureaucracies, the public school system, the juvenile justice system. The question we pose is: How can advocacy groups not simply attempt to introduce reform on the margins, but initiate processes by which the larger field in which they are embedded is re-structured.

Steven Vallas, William Finlay and Amy Wharton. 2008. *The Sociology of Work: Structures and Inequalities*. Oxford: Oxford University Press.

<http://www.oup.com/us/catalog/general/subject/Sociology/OrganizationsOccupationsWork/?view=usa&ci=9780195381726#>

The sociology of work has taken great strides in recent years. Yet many of us who teach in this field have felt that its theoretical and conceptual richness are not easily conveyed using existing texts. Filling this gap --aiming to convey the distinctive contribution which the sociology of work provides--

is the aim of the new text. The book provides serious historical analysis of the meaning of work, the coming of the "male-breadwinner"



norm, the nature of Fordism and Taylorism as social constructs, and systematic analysis addressing the major occupational categories within the United States (separate chapters discuss blue collar workers, managers, professionals, and service employees). Further, the book highlights recent literature on racial and ethnic diversity at work, while foregrounding gender analysis at multiple points throughout the text. The book's latter chapters include a substantively rich discussion of globalization, the fate of labor organizations, the nature of workplace change, and the situation of immigrant employees. The book is very reasonably priced for a comprehensive text, and meshes quite well with some of the most popular anthologies (such as that edited by Amy Wharton herself). In all, a welcome contribution to the ongoing effort to systematize and advance the sociological study of work.

Ariel Ducey. 2009. *Never Good Enough: Health Care Workers and the False Promise of Job Training*. Ithaca NY: Cornell University Press.

Frontline health care workers have always been especially vulnerable to the perpetual tides of health care "reform," but in the mid-1990s in New York City, they bore the brunt of change in a new way. They were obliged to take on additional work, take lessons in recalibrating their attitudes, and, when those steps failed to bring about the desired improvements, take advantage of training programs that would ostensibly lead to better jobs. Such health care workers not only became targets of pro-market and restructuring policies but also were blamed for many of the problems created by those policies, from the deteriorating conditions of patient care to the financial vulnerability of entire institutions.

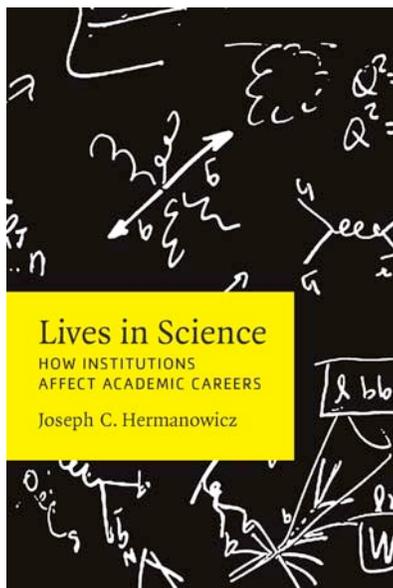
The book describes some of the most heavily funded training programs, arguing that both the content of many training and education programs and the sheer commitment of time they require pressure individual health care workers to compensate for the irrationalities of America's health care system, for the fact that caring labor is devalued, and for the inequities of an economy driven by the relentless creation of underpaid

service jobs. In so doing, the book also analyzes the roles that unions--particularly SEIU 1199 in New York--and the city's academic institutions have played in this problematic phenomenon.

In her thoughtful and provocative critique of job training in the health care sector, Ariel Ducey explores the history and the extent of job training initiatives for health care workers and lays out the political and economic significance of these programs beyond the obvious goal of career advancement. Questioning whether job training improves either the lives of workers or the quality of health care, she explains why such training persists, focusing in particular on the wide scope of its "emotional" benefits. The book is based on Ducey's three years as an ethnographer in several hospitals and in-depth interviews with key players in health care training. It argues that training and education cannot be a panacea for restructuring—whether in the health care sector or the economy as a whole.

Joe Hermanowicz. 2009. *Lives in Science: How Institutions Affect Academic Careers*. Chicago: University of Chicago Press.

What can we learn when we follow people over the years and across the course of their professional lives? Joseph C. Hermanowicz asks this question specifically about scientists and answers it here by tracking fifty-five physicists through different stages of their careers at a variety of universities across the country. He explores these scientists' shifting perceptions of their jobs to uncover the meanings they invest in their work, when and where they find satisfaction, how they succeed and fail, and how the rhythms of their work change as they age. His



candid interviews with his subjects, meanwhile, shed light on the ways career goals are and are not met, on the frustrations of the academic profession, and on how one deals with the boredom and stagnation that can set in once one is established.

An in-depth study of American higher education professionals eloquently told through their own words, Hermanowicz's keen analysis of how institutions shape careers will appeal to anyone interested in life in academia.

Stephen F. Befort and John W. Budd. 2009. *Invisible Hands, Invisible Objectives: Bringing Workplace Law and Public Policy Into Focus*. Stanford: Stanford University Press.

The global financial crisis and recession have placed great strains on the free market ideology that emphasizes economic objectives and unregulated markets. And now, the balance of economic and non-economic goals is under the microscope in every sector of the economy. It is time to re-think the objectives of the employment relationship and the underlying assumptions of how that relationship operates.

The book develops a fresh, holistic framework to fundamentally reexamine U.S. workplace regulation. It provides a much needed rubric for workplace law and public policy that embraces equity and voice for employees, as well as economic efficiency, and which reveals significant deficiencies in our current practices. In response, the authors blend their expertise to propose a comprehensive set of reforms, tackling such issues as regulatory enforcement, portable employee benefits, training programs, living wages, workplace safety and health, work-family balance, security and social safety nets, nondiscrimination, good cause dismissal, balanced income distributions, free speech protections for employees, individual and collective workplace decision-making, and labor unions. The book, which also includes descriptions of the evolution and current state of U.S. workplace regulation, is suitable for classroom use with students in law, human resources, economics, and public policy. The table of contents and additional information are available at <http://www.sup.org/book.cgi?id=17259>

Robert Perrucci and Carolyn C. Perrucci. 2009. *America at Risk: The Crisis of Hope, Trust, and Caring*. Rowman and Littlefield Publishers.

This book is the latest effort in a long-term project by the authors to understand the most significant transformation of American society since the Industrial Revolution. First identified in the early 1980s when many major corporations began closing their facilities in the United States and transferring production abroad to countries that provided lower production costs, the practice has accelerated and continued for over 30 years. The result has been the loss of millions of high wage jobs, often unionized and in manufacturing, increased job insecurity, and wage stagnation. The center of the “new economy” shifted from manufacturing to finance, from producing cars and household items to creating new schemes for financial investments.

As more and more high-wage blue collar and white collar jobs were lost to offshoring and technological change, it became apparent that the U.S. class structure was also being reshaped into a polarized system with a prosperous privileged class, a disappearing middle class, and an insecure working class. Income and wealth disparities reached historic levels, accompanied by declining opportunities for a better life within and across generations.

The authors argue that the cumulative impact of this transformation over the past 30-40 years has been the loss of hope for a better future, the decline in trust for mainstream institutions, and the declining support for government programs that provide support for those who live on the fringes of mainstream society. The far-reaching effects of economic change, technological change, and organizational change extended to all levels and sectors of the workplace, family life, and community life. Thus, *the crisis of hope, trust, and caring*, which are viewed as essential for a healthy human being and a healthy society.

Solutions to the current crisis that are presented in the book are guided by the view that hope, trust, and caring are part of an integrated whole, and that solutions to the problem of hope must be designed carefully so as not to erode trust while increasing hope. The authors try to avoid the

pitfalls of some current mainstream solutions that breed divisions rather than unity among Americans.

Karen Ho. 2009. *Liquidated: An Ethnography of Wall Street*. Durham NC: Duke University Press.

Financial collapses-whether of the junk bond market, the Internet bubble, or the highly leveraged housing market-are often explained as the inevitable result of market cycles: What goes up must come down. In *Liquidated*, Karen Ho punctures the aura of the abstract, all-powerful market to show how financial markets, and particularly booms and busts, are constructed. Through an in-depth investigation into the everyday experiences and ideologies of Wall Street investment bankers, Ho describes how a financially dominant but highly unstable market system is understood, justified, and produced through the restructuring of corporations and the larger economy.

Nelson Lichtenstein. 2009. *The Retail Revolution: How Wal-Mart Created a Brave New World of Business*. New York NY: Metropolitan Books.

In this lively, probing investigation, historian Nelson Lichtenstein deepens and expands our knowledge of the merchandising giant. He shows that Wal-Mart's rise was closely linked to the cultural and religious values of Bible Belt America as well as to the imperial politics, deregulatory economics, and laissez-faire globalization of Ronald Reagan and his heirs. He explains how the company's success has transformed American politics, and he anticipates a day of reckoning, when challenges to the Wal-Mart way, at home and abroad, are likely to change the far-flung empire.



ANNOUNCEMENTS

Awards

Professor Elizabeth A. Hoffmann, Purdue University, was recently awarded a National Science Foundation (NSF) grant to study how businesses accommodate women employees who wish to pump breast milk at work. Currently, about 22 states have laws mandating some level of accommodation for lactating employees; however, most have only the most minimal requirements and no enforcement mechanisms. This study, which focuses on Indiana, will include interviews with managers as well as employees who are pumping or had pumped breast milk at their workplace.

Call for Papers

Special Issue Call for Papers: Anticipated and Unanticipated Consequences of Work-Family Policy. Editor: Stephen Sweet, Department of Sociology, Ithaca College, USA

The journal *Community, Work, & Family* invites submissions to a special issue on the topic of “Anticipated and Unanticipated Consequences of Work-Family Policy.” Submissions should focus on contemporary debates concerning the extent to which work-family policies achieve their intended goals, as well as any unexpected outcomes (positive or negative) that also result from their implementation. The journal especially seeks contributions that advance international comparative perspectives on work-family policy and practice.

Submissions can take the form of regular full length articles (5,000-10,000 words), short reports (2000 words), or personal accounts (2000 words). Electronic copies should be sent to the journal by email to cwf@mmu.ac.uk no later than June 10, 2010. For further details about the format of submission of papers, please refer to the *Community, Work & Family* website for notes for contributors at

<http://www.tandf.co.uk/journals/authors/ccwfauth.asp>.

Include in the submission a request to have your submission considered for this special issue. Please direct questions concerning this issue to the guest editor, Stephen Sweet (ssweet@ithaca.edu).

TEACHING CORNER

This teaching corner will focus on descriptions of OOW-relevant films and/or documentaries.

Jessie Daniels' (Hunter College) website has a useful list of documentaries (thanks, Jessie!). One of the sections of this list is about work and occupations. The list is a "wiki" so feel free to contribute your own documentaries to the list.

<http://sociologythroughdocumentaryfilm.pbworks.com/>

HBO, “The Last Truck”:

<http://www.hbo.com/docs/docuseries/gmplant/>

This is a new heart-wrenching documentary about the 2008 closing of a GM factory near Dayton, Ohio. I suggest that you warn students that the documentary is very sad but it puts a face on what it means to be laid off. It’s a non-humorous version of “Roger & Me.”

HBO, “Schmatta: Rags to Riches to Rags”:

<http://www.hbo.com/docs/programs/schmatta/synopsis.html>

The first paragraph in the webpage synopsis states: “A cautionary story of labor and greed, “Schmatta: Rags to Riches to Rags” follows the decline of the once-robust apparel manufacturing industry in the U.S., while chronicling the industry's relationship with unions and government. From the Garmento" to the seamstress, from the designer to the marketing maven, from the small businessman to the Financier, Schmatta offers a firsthand account of how the industry helped generations of Americans march out of poverty and right into the golden age of the American middle class. But while Schmatta reminds us of the early days of the garment industry

and its heyday, it also probes its troubling decline, which has occurred largely within the last 30 years. In 1965, 95% of American clothing was made in the U.S.A.; by 2009, only 5% is manufactured here.” This new documentary demonstrates several concepts: the globalization of capitalism, current changes in the economy, sweatshops, and labor organizing.

Frontline, “Can You Afford to Retire?”:

<http://www.pbs.org/wgbh/pages/frontline/retirement/>

This is a documentary about aging and work. For example, it discusses the differences between pensions and 401K plans. My students are shocked that it’s highly unlikely that they will be able to live comfortably on Social Security when they retire.

Frontline, “Is Walmart Good for America?”:

<http://www.pbs.org/wgbh/pages/frontline/shows/walmart/>

This is an excellent documentary that includes interviews with Nelson Lichtenstein and Edna Bonacich. It shows how and why Walmart is so successful, and the costs to certain groups of that success.

“30 Days” series on the FX channel

(<http://www.fxnetworks.com/shows/originals/30days/>):

Morgan Spurlock directs and participates in these pseudo-documentaries (if you’ve seen *Super Size Me*, Spurlock is the person who eats at McDonalds for a month). Episodes from the first season that might be useful for OOW classes include, “Minimum Wage,” and from the second season, “Immigration,” and “Outsourcing.” Some of the shows are available on www.hulu.com and for now, they are free. Supposedly, HULU is going to start charging fees in the future.

Films

“Office Space”: I suspect that some of you show excerpts of this film. This is a funny movie that allows students to apply Marxist and Weberian concepts (alienation, bureaucracy). I usually show the chapters on TPS reports and the efficiency experts.

“Norma Rae”: You really like me! This is a movie loosely based on the attempt of Crystal Lee Sutton (who passed away in 2009) to unionize a southern textile factory. Some of the movie focuses on Rae’s personal, intimate life; I don’t show those parts of the film. I show sections of the film that are devoted to her efforts to unionize and the factory work conditions. For example, I show the first 15 (approximately) minutes of the film, in which Rae’s mother, a worker at the factory, is temporarily deaf from the noise of the machines. I also show what is known as **The Scene** in this film, in which Norma Rae stands on a table with a sign “UNION.” The moments leading up to **The Scene** are powerful. I ask students: What are the themes depicted about management, workers, and unions? It might be a good idea to do some background reading about Sutton; the “real-life” version to unionize was not as successful as the Hollywood version.