

# Work in Progress

Spring 2009

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

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doctoral candidates, University of Oregon

Patricia A. Gwartney, Professor (faculty advisor),  
University of Oregon

All newsletter communications: [oow@uoregon.edu](mailto:oow@uoregon.edu)

### Webmaster:

Frank Steinhart, North Park University,  
[fsteinhart@northpark.edu](mailto:fsteinhart@northpark.edu)

### Listserves Coordinator:

Jeremy Reynolds, University of Georgia  
[jeremyr@arches.uga.edu](mailto:jeremyr@arches.uga.edu)

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## Message from the Chair

*Joe Galaskiewicz*

The annual meeting of the American Sociological Association is fast approaching, and the Program Committee of the Organizations, Occupations, and Work section has put together an excellent program for you. There are eight sessions planned, I believe the most in the ASA.

- Jason Owen-Smith and Mitchell Stevens have organized two sessions: Organizations and Knowledge and Organizations, Constraint and Change.
- Emilio Castilla and Erin Kelly also have organized two sessions: Inequality at Work and the Future of Work.
- Matt Huffman and Philip Cohen have organized two sessions as well: Sociology of Occupations, New Occupational Studies and Sociology of Occupations, Processes and Outcomes.
- In addition, we are co-sponsoring a session with the Family section, Work-Family Balance, organized by Liana Sayer.
- The eighth session is an invited panel highlighting new theoretical approaches to studying organizations.
- Finally, Brayden King, Kevin Stainbeck and Tabi White have done a fantastic job organizing 25 roundtable sessions.

**MESSAGE FROM THE CHAIR** (CONTINUED)

Let me take this opportunity to extend my hearty thanks to all of the members of the Program Committee.

I am very excited about the invited panel on new theoretical developments in organizational theory. As I mentioned in the Fall issue of *Work in Progress*, the field is in transition. Neither organizational ecology nor neo-institutional theory dominates discourse any longer, and scholars are exploring new avenues in organizational studies. In putting together the panel, I worked closely with the Presider, Mark Mizruchi, and the Discussant, Woody Powell. Between the three of us, we came up with our four presenters. The invited panelists are listed elsewhere in *Work in Progress*, but let me briefly summarize the themes of their papers.

Each author brings a new perspective to the understanding of organizational behavior, which both builds on earlier work and adds a new dimension to the study of organizational behavior and the relationship between organizations and their environment.

Jason Owen-Smith examines the intersection of institutions and networks. Institutions and networks can be profitably linked by attending to the role physical space and proximity play in organizational life.

Katherine Kellogg uses ethnographic data and social movement theory to explore how, why, and when less powerful members inside organizations collectively challenge those more powerful to change work practices that disadvantage them.

Mario Small argues that research on neighborhood effects has paid scant attention to routine organizations such as childcare centers and churches. An alternative approach to current research on organizational density and networks changes our understanding of both neighborhood poverty and the relation between organizations and their environments.

Victoria Johnson draws on the case of recent “greening” initiatives at U.S. botanical gardens to examine how organizations’ historical (cultural, economic, and political) contexts influence the process through which social movements generate organizational and field-level change.

If this hasn’t wetted your appetite, then maybe a reminder that OOW has one of the best receptions at the ASA will. The reception will be co-sponsored with Economic Sociology, making it probably the biggest ‘party’ at the meeting. We will also hold our awards ceremony at that time. It will be held in the Hilton Hotel on Monday, August 10<sup>th</sup> at 6:30 PM.

Remember to make reservations for San Francisco early. I look forward to seeing you in August.

*Joe Galaskiewicz*  
*OOW Section Chair,*  
*University of Arizona*



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**DISSERTATION ABSTRACTS**


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Coslor, Erica. *The Exchange Biography of Art: Value Construction, Rules of Exchange and Financial Investment Logics in the Market for Contemporary Art*. University of Chicago, Department of Sociology

Over the past 40 years, there has been growing interest in art as an alternative financial investment, attracting some firms and individuals who buy art only for investment purposes. Through ethnographic research in New York and London, dominant centers for art sales and financial markets, I trace the entry of financial investment logics into the art market, the changing institutional structure, art trading practices, and processes of value construction.

While there is a growing interest in the investment potential of artwork—even among collectors—this logic is constrained by personalized exchange practices of galleries, complex processes of artistic recognition, and the continued opaque nature of the art market.

Relevant for the OOW section are my findings about the complicated global structure of the art market, which has moved from a strongly place-based structure to one that is equally event-based, with activity at art fairs, biennales, and other prominent international events.

At the same time, in the elite level, art galleries and dealers still constitute a small world, so despite the activity in various global cities, there is a high degree of cooperation, trust and social coordination. In this world, networks matter greatly, and help to constitute the market activity, but these networks are now often formed from shared activity in a diverse number of arts events in different cities. Despite, or perhaps because of this increasingly global structure of the art market, reputation comes to matter a great deal, whether as a patron, artist or gallerist.

Olszewski, Brandon. *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.

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**BOOK REVIEWS**


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*People at Work: Life, Power and Society in the New Economy*. Edited by Marjorie L. DeVault. NYU Press. 2008. 344 pages. ISBN 081472003X. \$75.00.

**Reviewer:** Nathan D. Erickson, University of Oregon, [nericks2@uoregon.edu](mailto:nericks2@uoregon.edu)

The title, *People at Work*, seems straightforward enough. One could assume the text is about people working—it is. But from the methodological perspective of institutional ethnography, the words ‘People’ and ‘Work’ have much richer meanings.

In the introductory chapter, editor Marjorie L. DeVault concisely explains the epistemological intentions of institutional ethnography, a methodology first founded by Dorothy Smith. According to feminist researchers, the point of any sociological study should be the validation of actual people and their experiences; pursuing this objective also helps us better understand the institutions that guide and circumscribe our lives.

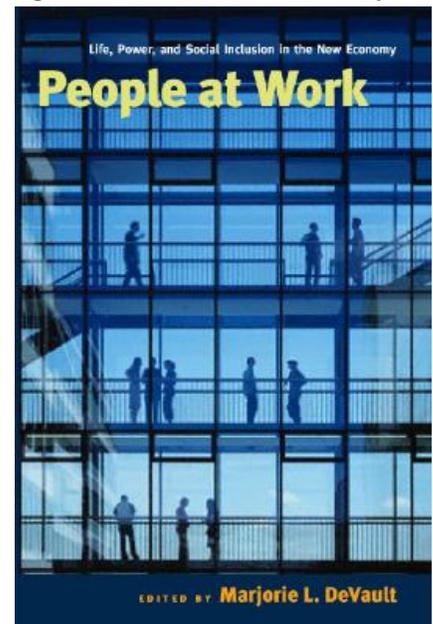
Her text makes a person wonder, why do we routinely study institutions for the sake of institutions? Shouldn’t we understand regimes of power from the perspective of people who are most affected by them? This neglect, she argues, has often left real people out of the analysis.

According to DeVault, when we utilize perspectives of people from subordinated positions as the focal point of our analysis, we can better understand how institutions really work. IE (as it is affectionately called by its practitioners) effectively ‘maps’ the ruling relations of institutions and draws our attention to the ‘texts’ that determine the choices people must make on a regular basis. IE demonstrates that these choices are not created in a

vacuum, but are the result of both the ideologies and the structures created by organizations, economies and governments.

To better understand what really happens on the ground, DeVault employs a new definition of work. She states that we should, “set aside institutional definitions [of work] and ask more straightforwardly, “What’s getting done?” and then, “Who’s doing it?”

Accounting for the work in this way provides a much clearer picture of “how it works” (2008:9). While they sound simple, these questions are integral to an in-depth analysis of work processes within an institution.



The majority of *People at Work* is not devoted to an abstract explanation of a feminist based epistemology. Rather, it is an anthology of real life examples of IE scholarship from very diverse institutional settings. You will undoubtedly identify with the articles, not only as it relates to your academic work, but also as it relates to the “more generous concept of work” that you engage in everyday.

*People at Work* would be very helpful for graduate students in a research methods course, for people in the process of institutional or organizational research, and for anyone who is interested in improving the ways institutions work.

**BOOK REVIEWS (CONTINUED)*****Gendering Emotions in Organizations.***

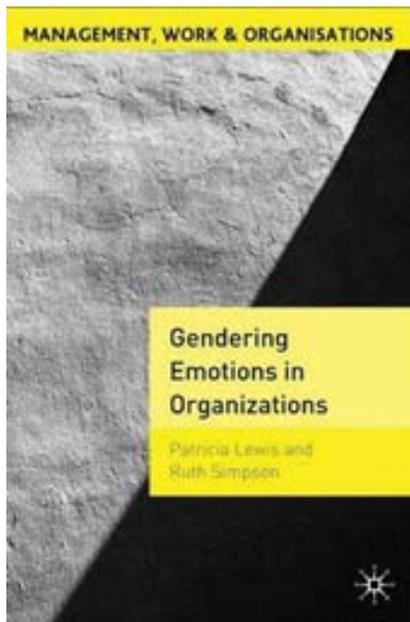
Edited by Patricia Lewis and Ruth Simpson.  
Hampshire, U.K.: Palgrave Macmillan. 2007.  
194 pp. ISBN-13:978-0-230-00148-0  
paperback. \$49.95.

**Reviewer:** Shih-Chi Lin, University of  
Oregon, [slin4@uoregon.edu](mailto:slin4@uoregon.edu)

An edited collection of illuminating essays, *Gendering Emotions in Organizations* highlights two important issues: the hierarchical relationship between masculine and feminine emotional labor at work, and an understanding of gender, emotions, and masculinization within organizations.

This book presents ten chapters around the gendered division of emotional labor to see how men and women draw on difference as a vein of deciphering emotion codes and making sense of themselves as emotional agents within an organizational context.

Most of the chapters are based on empirical studies from a wide range of organizational settings, including primary school teaching, men who work in care industries, neonatal nurses in a special care baby unit, female human resource managers,



and women in family-run businesses. Issues relating to gendered emotions such as the rise of emotional intelligence and the masculinization of emotion are well considered.

It is widely accepted that “relationships, responsibility and care are central to women’s identity, while for men subjectivity is largely based on separation and independence, with an emphasis on self and personal achievement” (p.3).

However, according to Lewis and Simpson, in order to question the hierarchical nature of the “emotional binary divide” in organizations, we need to avoid the traditional application of gender difference when studying emotions. For example, some articles respondents draw on male or female difference thoroughly as a leitmotif for defining their identity and organizational situation.

These articles demonstrate how gender differences are constructed, evaluated, maintained and internalized. They argue that there is a trend of rewriting emotion in masculine terms, and that it is intertwined with the devaluation of the work of emotions.

Yet, one might finish the book wondering if the authors clarify the boundaries and relationship between emotional and rational work in different organizations. One major drawback of the book is that while the concise introduction and conclusion can help readers catch the message up front, the articles do not all connect to a single basic theme.

Overall, the book provides cutting-edge ideas and great insight for potential research in the context of various work

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**BOOK REVIEWS (CONTINUED)**


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environments. As more men enter industries traditionally dominated by female workers, or “pink-collar” jobs, the binary divide of emotion might be dissolved.

This should allow for more empirical research on a broader social context around the masculinization of emotion in the current framework.

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**ANNOUNCEMENTS**


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### Awards

- **Kevin T. Leicht and Scott Fitzgerald**

The **Midwest Sociological Society’s Best Book Award for 2009** went to Kevin T. Leicht and Scott Fitzgerald for *Post-Industrial Peasants: The Illusion of Middle Class Prosperity* (2007, Worth Publishers).

- **Michelle J. Budig and Joya Misra**

The first **World Bank / Luxembourg Income Study Gender Research Award** went to Michelle J. Budig and Joya Misra, for the Luxembourg Income Study (LIS) Working Paper (#499), “How Care Work Shapes Earnings in a Cross-National Perspective.”

This award was created with support from the World Bank, specifically the Gender Team of the Poverty Reduction and Economic Management unit. The award includes a cash prize, a plaque in the LIS offices, and an invitation to Luxembourg to present the paper at the LIS annual workshop.

The nominating pool for this first award comprised all papers added to the LIS Working Paper series during 2008 that had a focus on gender and that included at least one middle-income country. Budig and Misra's paper was written with support from the United Nations Research Institute on Social Development.

- **Arne Kalleberg**

The **Labor and Employment Relations Association** honored Arne Kalleberg by naming him a 2008 Inaugural Fellow into LERA's **Association of Fellows**. This award recognizes his lifetime of “Exceptional Contributions to the Study of Labor and Employment Relations.”

He is one of the first five inductees into LERA's Association of Fellows and the only sociologist. Joining him are: Thomas Kochan (MIT), Richard Freeman (Harvard), Francine Blau (Cornell) and Bruce Kaufman (Georgia State).

**Brooklyn College** also gave Arne Kalleberg its **Distinguished Alumnus Award** at its May 28, 2009 commencement ceremony.

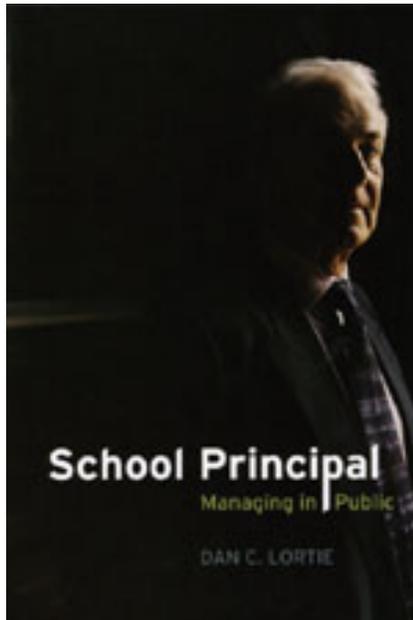
“Dissertation Abstracts” is a regular feature of *Work in Progress*. It is a great way for OOW’s new Ph.D.’s to gain name recognition. Be sure to let your graduate students and colleagues know about it.

## ANNOUNCEMENTS - (CONTINUED)

Recent and Forthcoming Books 

Lortie, Dan C. *School Principal: Managing in Public*. University of Chicago Press. 2009.

The University of Chicago Press has just published Dan C. Lortie's *School Principal: Managing in Public*. A study of elementary school principals, it follows in the sociological tradition of the author's earlier work *Schoolteacher*.



Lortie's book ranges across organizational history, the career and authority systems, rewards and frustrations of the job and the subculture that marks the occupation. Current issues confronting the work are also discussed.

Wei-hsin Yu. *Gender Trajectories: Women, Work, and Social Change in Japan and Taiwan*. Stanford University Press. 2009.

*Gendered Trajectories* explores why industrial societies vary in the pace at which they reduce gender inequality and compares changes in women's employment opportunities in Japan and Taiwan over the last half-century.

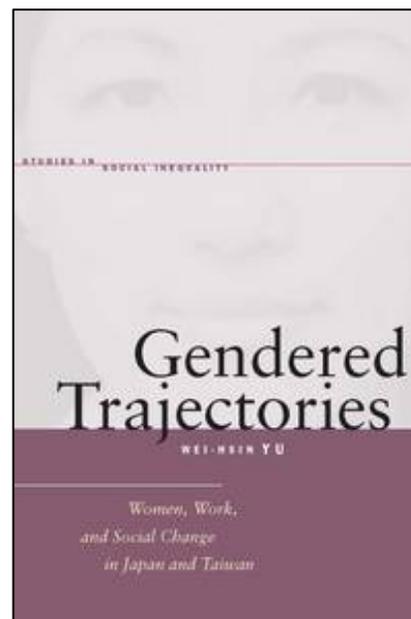
Japan has undergone much less improvement in women's economic status than Taiwan, despite its more advanced economy and greater welfare provisions. The difference is particularly puzzling because the two countries share many institutional practices and values.

Drawing on historical trends, survey statistics, and personal interviews with people in both countries, Yu shows how country-specific organizational arrangements and industrial policies affect women's employment. In particular, the conditions faced by Japanese and Taiwanese women in the workplace have a profound effect on their labor force participation at critical points in their lives. Women's lifetime employment decisions in turn shape the divergent trajectories in gender equality.

Few studies documenting the development of women's economic lives are based on non-Western societies and even fewer adopt a comparative perspective. This perceptive work demonstrates and underscores the importance of understanding gender inequality as a long-

term, dynamic social process.

This book is part of the series, *Studies in Social Inequality*. ISBN-13:9780 804760096



## ANNOUNCEMENTS - (CONTINUED)

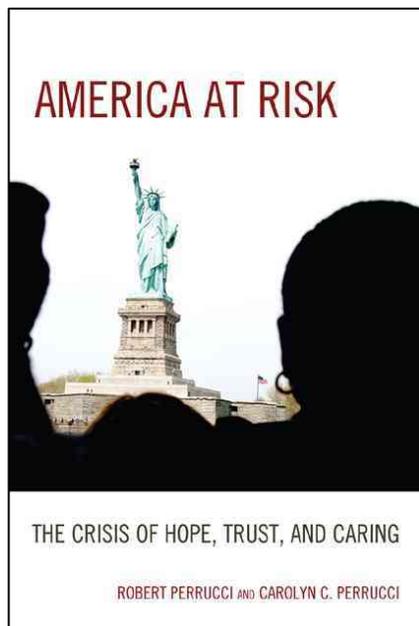
## More Recent and Forthcoming Books



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

In *America at Risk: The Crisis of Hope, Trust, and Caring*, Robert Perrucci and Carolyn C. Perrucci identify the broad economic and technological changes that have led to the loss of high wage jobs, declining opportunity, and increased income and wealth inequality.

These changes have altered the way that Americans think about themselves, their future, and the lives of their children and neighbors.



Focusing on the erosion of trust, hope, and caring between and among Americans and their social institutions, the authors confront the challenge by proposing policies that will build hope (through jobs and wages) in order to promote greater trust of institutions and more caring for the less fortunate.

Examining data from the past thirty-year period, Perrucci and Perrucci apply a critical sociological lens to view the dominant economic, political, and cultural

institutions that have shaped the main social problems facing Americans.

They challenge Americans to act on behalf of their individual and collective interests by becoming informed and involved in developing new solutions to improve their lives.

Vidal, Matt, with David Kusnet.

*Organizing Prosperity: Union Effects on Job Quality, Community Betterment, and Industry Standards*. Washington, DC: Economic Policy Institute. 2009.

Strong unions can help improve working conditions within occupations and industries, going far beyond simply improving wages. Unions can help employers provide training, reduce turnover, and generally improve the work environment in ways that benefit employers and workers by helping ensure that competitive pressures do not bring out the worst tendencies in employers. Indeed, unions can help set and protect basic employment standards for entire industries.

The benefits that arise from labor-management agreements — and the costs for workers and communities of undermining longstanding, successful agreements — are the stories of *Organizing Prosperity*, an examination of the role that unionism has played in lifting up workers, communities, and even businesses themselves in a dozen American occupations and industries.

At a time when the nation is grappling with economic problems ranging from structural unemployment to skills shortages, stagnant wages, declining health care coverage, dwindling pension plans, and the competitiveness of U.S. companies in the global economy, one lesson emerges from *Organizing Prosperity*: unions can be part of the solution.

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**ANNOUNCEMENTS - (CONTINUED)**


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**Recent and Forthcoming Articles** 

Rosado, Cesar. Forthcoming. "Pirates of the Caribbean: SEIU's Failed Bid in Puerto Rico." *Working USA, The Journal of Labor and Society*.

Rosado, Cesar. Forthcoming. "As Chilean as a Colchagua Carmenere: Labor Law Enforcement in Chile after the US-Chile Free Trade Agreement." *St. Louis University Law Journal*.

Vidal, Matt and Leann M. Tigges. 2009. "Temporary Employment and Strategic Staffing in the Manufacturing Sector." *Industrial Relations* 48(1).

Vidal, Matt. Forthcoming. "Routine Inefficiency: Operational Satisficing and Real-World Markets," in Nina Bandelj (Ed.), *Research in the Sociology of Work*. JAI/Elsevier Press.

Williams, Christine, Patti Giuffre, and Kirsten Dellinger. 2009. "The Gay Friendly Closet." *Sexuality Research and Social Policy* 6(1): 29-45.

**Abstract:** In recent decades, U.S. popular opinion has become more accepting of homosexuality, a shift apparent in the workplace, where gay-friendly policies increasingly are in effect. These changes in attitudes and organizational practices have led some scholars to question the relevance of the closet for describing the contemporary lives of lesbians and gay men.

The authors investigated this claim by analyzing in-depth interviews with lesbian, gay, and bisexual (LGB) individuals who were out at work and who described their

workplaces as gay friendly. Despite the clear benefits they associated with these organizations, some respondents faced a paradox: They either were compelled to downplay their homosexuality at work or were constrained by stereotypes about how LGB people were expected to look, act, and work.

Thus, just as in the era of the closet, the workplace—even contexts that LGB employees define as gay friendly—may involve forced choices between acceptance and visibility.

## Call for Papers

– CONFERENCE –

**Work & Inequality in the Global Economy:  
China, Mexico, US**

**UCLA, October, 2009**

The Institute for Research on Labor and Employment and Professor of Urban Planning invites proposals for this conference, to take place October 7-9, 2009 at UCLA in Los Angeles.

The conference will focus on comparisons and connections between China, Mexico, and the United States. Speakers at the conference will include scholars and activists from all three countries.

Major themes of the conference include:

- The impact of economic and environmental crisis on workers
- The role of TNCs
- Migration trends and impacts
- Prospects for labor law reform and labor rights
- Strategies for overcoming inequality

For more information, please visit <http://irle.ucla.edu/workandinequality2009.htm>.

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**ANNOUNCEMENTS - (CONTINUED)**


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**OOW at the 2009 Annual Meeting of the  
American Sociological Association,  
August 8-11, San Francisco CA.**

The 2009 ASA panels are shaping up. Here is what we can expect out of OOW sessions at the upcoming conference.

**Roundtable discussions:** Organizations, Formal and Complex; Occupations & Professions. Monday, 8/10/09, 10:30am – 12:10pm, Parc 55 Hotel

**OOW Business meeting:** Tuesday, 8/11/09 9:30am – 10:10am, Parc 55 Hotel

**Session title: Inequality at Work**

Organizers: Emilio J. Castilla and Erin L. Kelly. Discussant: Philip N. Cohen

- “The Pipeline Made Me Do It - Demographic Disparities in Health Care Organizations”, by Alexandra Kalev
- “Creating the Connection: Networks, Race and Poverty at the Hiring Interface”, by Roberto M. Fernandez and Enying Zheng
- “No Es Tan Grave. Rejecting Workers' Compensation Benefits: A Case Study of Latino Immigrant Restaurant Workers”, by Shannon Marie Gleeson
- “Overwork and the Persistence of Occupational Sex Segregation”, by Youngjoo Cha
- “Unsocial Hours, Stratification, and the Shifting Landscape of Industry”, by Michael Randolph Corey

**Session title: The Future of Work**

Organizers: Emilio J. Castilla and Erin L. Kelly. Discussant: Vicki Smith

- “Careers in Long Odds: Glamorous Precarious Labor”, by Ashley E. Mears
- “Restructuring the Firm-Worker Relationship: The Case of a Virtual Call Center”, by Valery Yakubovich
- “Rethinking 'mobile work': Styling Boundaries of Time Space and Social Relation”, by Rachel Lara Cohen
- “Worlds of Work in China's Walmart Superstores”, by Eileen M. Otis

**Session Title: Sociology of Occupations:  
New Occupational Studies**

Presider: Philip N. Cohen

- “A Profession of IT's Own: The Rise of Health Information Professionals in American Health Care”, by Mark C. Suchman
- “Academic Labor Markets and Academic Careers: Why is there so Little
- Evidence that they are Related?” by Lowell Hargens
- “Revisiting Dirty Work: How Men Manage Taint in Nursing Care”, by Ruth Catherine Simpson
- “On the Margins of a Profession: Public Interest Lawyering as an Act of Balancing”, by Marina Zaloznaya
- “Artistic Workers and Their American Dreams: A Typology from the Case of Nashville Music Professionals”, by Daniel B. Cornfield, Katherine Tracy Everhart, Sarah Jane Glynn, and Rebecca Lori Conway

***Session Title: Sociology of Occupations: Processes and Outcomes***

Presider: Matt L. Huffman

- "Generation Jones: The Unusual Employment Outcomes of the Late Baby Boomers", by Matissa Hollister
- "What does a College Degree Buy? The Role of Graduation Rates in Occupational Desegregation", by Beth Mintz and Daniel Krymkowski
- "Exploring the Spatial Wage Penalty for Women: Does it Matter where You Live?", by Kristin Smith and Rebecca Glauber
- "Glass Ceiling or Glass Escalator: The Social Environments of Tokens in the Workplace", by Catherine J. Taylor
- "Gender and Engineering Career Outcomes: Exploratory Analysis Using SESTAT", by Lisa M. Frehill

***Session Title: Organizations and Knowledge***

- "The Intra-organizational Communication Patterns of Legitimate and Corrupt Innovations: An Analysis of Enron", by Brandy Lee Aven.
- "The Role of the Faculty Activist in Creating Change in University Diversity Policies", by John Watson Mohr, Sarah Fenstermaker, Joseph Castro and Debra Guckenheimer.
- "Asymmetries in Experiential and Vicarious Learning: Lessons from the Hiring and Firing of Baseball Managers", by David Strang and Kelly Patterson
- "Circumstantial Evidence", by Daniel Menchik
- "From Social Control to Financial Economics: The Linked Ecologies of Economics and Business", by Marion Fourcade and Rakesh Khuranna

***Session Title: Organizations, Constraint and Change***

- "Restructuring in the Toyota Keiretsu during the Asian Financial Crash", by Darius Mehri
- "Codes of Commerce: Continuity and Change in the Culture of American Academia", by Daniel Lee Kleinman, Jacob Habinek and Steven Vallas.
- "Nature vs. nurture: The fates of de novo and de alio banks in Russia, 1988-2002", by Olga Suhomlinova and Ilya Okhmatovskiy.
- "Side Effects: Accountability in International HIV/AIDS Programs", by Carol Heimer and Wendy Nelson Espeland
- "Ubiquity and Legitimacy: Disentangling Diffusion and Institutionalization", by Jeannette Anastasia Colyvas and Stefan Jonsson.

***Session Title: New Developments in Organizational Theory***

Presider: Mark Mizruchi (University of Michigan, mizruchi@umich.edu)

Discussant: Walter W. Powell (Stanford University, woodyp@stanford.edu)

- "Networks, Institutions, and Space", by Jason Own-Smith (University of Michigan, jdos@umich.edu)
- "Operating Together: Resisting Defender Countermobilization in Two Surgical Teaching Hospitals", by Katherine Kellogg (MIT, kkellogg@MIT.EDU)
- "Organizational Perspectives on Neighborhood Effects: What Standard Experimental Studies Have Neglected.", by Mario Small (University of Chicago, mariosmall@uchicago.edu)
- "Cultural Sociology and the Explanation of Institutional Persistence", by Victoria Johnson (University of Michigan, vjohnsn@umich.edu)