Inside this issue:
1. Message from the chair
2. ASA 2011; Las Vegas
3. OOW Elections
4. Spotlight: The Economy
5. New Books and Articles
6. Conferences
7. Call for Papers
8. Other Announcements

Message from the Newsletter Editor

Please check the website for JOB LISTINGS (http://www2.asanet.org/oow/), which are updated periodically by Frank Steinhardt.

Next newsletter submission deadline: October 1, 2011

I’d like to thank one of my graduate assistants, Nick LaLone, for co-editing the newsletter. Thanks, Patti Giuffre (pg07@txstate.edu)
Happy spring, everyone:

This is a quiet time of year as far as ASA doings are concerned. The section award committees are hard at work, with nominations galore for most awards. Our five paper sessions are ready to go. Special thanks to the Nominations Committee, chaired by Steve Macdonald, for an impressive slate of candidates for OOW Section chair and council (see below). Elections are coming soon.

As I’m sure you’re aware, the ASA meetings have moved from Chicago to Las Vegas and will be later in August than originally planned. **OOW Section Day is Sunday, August 21**, with the business meeting and awards ceremony scheduled for that day. Despite the change in locale, **our pre-conference workshop, “Negotiating the Landscape of the 21st Century University,” will be going on as planned.** This workshop, designed for graduate students anticipating the job market, new Ph.D.s and junior faculty, will be held on **Friday, August 19**, with a start time around 12:30 p.m. that day. There will be two, two-hour sessions, followed by a social hour and dinner. We are still looking for a venue (casual, affordable, fun) for the social hour and dinner. If anyone has restaurant suggestions for the latter activities, send them my way. **Workshop organizer Kevin Leicht** has an impressive group of speakers lined up, including Jerry Jacobs, Eliza Pavalko, Pat White, and Holly McCammon. Hopefully, they will have some good news for those facing the sociology job market. One of my other tasks this month has been reading dissertations nominated for the ASA Dissertation Award. Section members are well-represented among the nominees and I can assure you that sociology in the “21st century university” will be in good hands. Please tell your students and colleagues about the workshop! More details will be made available in the coming weeks.

The economy, along with the governors of Wisconsin, Ohio, and Indiana (to name a few), continues to keep our section as relevant as ever. I look forward to our discussions and to seeing all of you in Las Vegas.

Amy
ASA 2011: Las Vegas

The preliminary program will be posted in April. Check the ASA website for pre-registration information. OOW sessions follow:

**(1) The Relational Aspects of Workplace Inequality**

**Organizer:** Emilio J. Castilla, MIT  
**Discussant:** Jennifer Glass, University of Iowa

“Relational Inequality: A Model for Within Workplace Earnings Variation with an Application to Swedish Immigration,” Donald Tomaskovic-Devey, University of Massachusetts; Martin Hällsten, Stockholm University; and, Dustin Avent-Holt, University of Massachusetts-Amherst


“When Dr. Miller is a Man,” Laura Hunter, University of Arizona

“Gender and Supportive Coworker Relations in the Medical Profession,” Jean E. Wallace, The University of Calgary

“Department Climate and Faculty Job Satisfaction in STEM Disciplines: Differences by Race and Gender,” Megumi Watanabe, University Nebraska-Lincoln and Christina Falci, University of Nebraska-Lincoln

**(2) The New World of Work**

**Organizers:** Beth Bechky, University of California Davis and Emilio J. Castilla, MIT  
**Discussant:** Lisa E. Cohen, McGill University

“Better Off Jobless? Scar Effect of Contingent Employment in Japan,” by Wei-hsin Yu, University of Texas at Austin


“How Financial Institutions Shape Labor Process Practice: An Ethnographic Study of a Dot-Com Startup,” Linus Huang, University of California - Berkeley

"I'm not Here to Make Friends! Spontaneous Communication in a ‘Winners-Take-All’ Organization,” Val-ery Yakubovich, University of Pennsylvania and Roman V. Galperin, MIT Sloan School of Management

“From Organization to Organizing: Mobilization and the Evolution of Vertical Production Networks,” Josh Whitford, Columbia University and Francesco Zirpoli, University of Venezia
(3) The Organization of Informal and Illegal Work

Organizer: David Brady, Duke University

Presider: Lane Destro, Duke University

"Immigrant Informal Work as Stepping Stone?: The Case of Los Angeles Fruit Vendors," Rocio Rosales, UCLA

"Networks of Prostitution, Communities, and Risky Sexual Services: An Exploratory Study of Online Escort Services," John Scott, University of North Carolina-Chapel Hill


"Buying Local with Community Currency: Participation in Time Banking," Ed Collom, University of Southern Maine; Judith N. Lasker, Lehigh University; and, Corinne Kyriacou, Hofstra University

"Informal Entrepreneurs: Negotiating the Extra-Legal Costs of Business Ventures within the Informal Economy,” Daphne Demetry, Northwestern University

(4) Social Networks and Organizations

Organizer and presider: James A. Kitts

“Knowledge Asymmetry in Brokerage: Secret Network Sources of Broker's Position and Power,” Jason P. Davis, MIT; Aleksandra Joanna Kacperczyk, MIT Sloan School of Management; and, Oliver Hahl, MIT

“Discretion Within the Constraints of Opportunity: Gender Homophily and Structure in a Formal Organization,” Adam M. Kleinbaum, Dartmouth College; Toby E. Stuart, Columbia University; and, Michael L. Tushman, Harvard Business School

“An Event-based Investigation of Triadic Closure in Organizations,” Eric Quintane; Garry Robins; Philippa E. Pattison, University of Melbourne

“Overcoming Differences: Activities and Diversity in a Social Network,” Mark Rivera, Northwestern University; Helena Buhr, University of Michigan; and, Brian Uzzi, Northwestern University

“The Network Dynamics of Status: Selection and Influence,” Vanina Jasmine Torlo and Alessandro Lomi, University of Lugano
(5) Work, Power and Inequality

Organizer and Presider: Beth A. Rubin

“We aren’t Widget-Builders!” Nursing, the Unionist/Professional contention and its Consequences for Collective Identity,” Tuneka Tucker, University of North Carolina

“Culinary Consent: Control and Cooperation of Undocumented Workers in the Food Service Industry,” Brian William Halpin, University of California- Davis

“Explaining Perceived Employment Insecurity and the Post-Socialist Gap in the EU: Worker Power and its Constraints,” Andrew S. Fullerton, Oklahoma State University; Jeffrey C. Dixon, College of Holy Cross; and, Dwanna Lynn Robertson, University of Massachusetts

“Overwork and the Slow Convergence in the Gender Gap in Wages,” Youngjoo Cha, Indiana University and Kim Weeden, Cornell University

“Social Closure or Financialization: Stratification and Race in the Service Economy,” Beth A. Rubin, and Stephanie Moller, University of North Carolina-Charlotte

Roundtables

Organizer: Anne Lincoln, Southern Methodist University
Table 01. Informal and Independent Economies
Table 02. Merit and Performance Evaluation
Table 03. STEM Careers
Table 04. Care Labor Markets
Table 05. Mobility
Table 06. Worker-Job Matching Processes
Table 07. Gender and Labor
Table 08. Wages
Table 09. Organizations
Table 10. Achieved and Ascribed Characteristics at Work
Table 11. Organizational Processes

The roundtables will be held for one hour. The remaining time will be used for the OOW business meeting. Please refer to the ASA Preliminary Program for roundtable listings.
OOW Elections

Thanks again to the nominations committee!

The ASA website will post information about each candidate soon.

Chair:
Erin Kelly, University of Minnesota
Ezra Zuckerman Sivan, MIT

Council:
Elizabeth Gorman, University of Virginia
Victoria Johnson, University of Michigan
Jeremy Reynolds, University of Georgia
Sheryl Skaggs, University of Texas at Dallas

Spotlight:

What are questions that sociologists should ask about our current economy?

How does your research inform these questions?

Note: Please refer to Arne Kalleberg’s ASA presidential address on precious work, which is published in the American Sociological Review (2009. “Precarious Work, Insecure Workers: Employment Relations in Transition.” 74: 1-22.). I asked Arne to comment on our economy and the state of work, given economic changes over the last two years.
The Great Recession and Structural Transformation: Opportunities for Sociologists of Organizations, Occupations, and Work
by Arne L. Kalleberg, University of North Carolina at Chapel Hill

Economic crises--such as the recent Great Recession and the subsequent slow job recovery--create challenges for social scientists seeking to explain these developments and to frame effective policies to address their causes and consequences. Such crises are also a great opportunity for sociologists to contribute to discussions on public policy. Such discussions tend to be dominated by economists: Labor economists, for example, have taken the lead during the past several decades in producing studies about what is happening in the world of work, thereby providing policy makers with the key descriptions and facts that need to be addressed. Since recent economic crises are due in large part to structural changes in the economy, sociologists can fill a gaping intellectual vacuum by explaining how broad institutional and cultural factors generate insecurity and inequality.

The Great Recession and its aftermath have brought about a severe episode of cyclical unemployment, where the level of demand for jobs is not sufficient to employ those seeking them. Cyclical unemployment occurs (as now) in the trough of the business cycle, and unemployment continues until demand returns to pre-recession levels. Economists are well versed in this form of unemployment and their theories are designed to explain it. However, the recent economic crises have been compounded by a structural transformation, not just fluctuations in business cycles.

This structural transformation results from the spread of corporate restructuring, as firms have sought to obtain greater flexibility in their relations with workers by abandoning key features of the social contract that characterized much of the postwar period in the United States. The loosening of the ties between employers and employees was accomplished by mechanisms such as employers outsourcing production overseas and utilizing various forms of nonstandard work such as temporary, part-time and contract work. Employers have had relatively free rein to do this due to social, political and economic forces that have radically transformed the nature of employment relations and work in America since the middle of the 1970s. These changes have led to a growing polarization between high-skilled, good jobs and low-skilled, bad jobs and a decline in semi-skilled, well-paying jobs that has shrunk the size of the middle class. There has also been a general increase in precarious work and job insecurity for all workers: all jobs—previously privileged white-collar occupations as well as blue-collar occupations—are now more insecure and associated with higher levels of risk for workers.

Sociological theories of work organization and social stratification emphasize that the economy is embedded in social relations and are thereby well positioned to explain the changing nature of institutions and their impacts on the economy. Structural transformation in the economy reflects a shifting balance of power between employers and workers: employers’ power has grown due to the deregulation of labor markets, technological innovations, and other advantages that made it easier for them to outsource and offshore production; while the continued decline of the labor movement has reduced institutional protections for workers and thus removed a countervailing force to the power of employers. This has been accompanied by cultural changes such as the decline in collective responsibility and the growth of individualism as responses to economic crisis.
Sociologists are also well situated to account for how economic crises affect social, community, family life, and the institutions that support them. Precarious work—the dominant feature of the social relations between employers and workers in the contemporary world—leads to significant work-related consequences (job insecurity, economic insecurity and inequality) as well as non-work related (individual, family, community) outcomes. Sociological explanations of the changing nature of employment relations help to address a very large range of social problems such as: gender and race disparities; civil rights and economic injustice; family insecurity and work-family imbalances; life course dynamics; identity politics; immigration and migration; political polarization; and so on.

The challenges—and opportunities—for sociologists studying organizations, occupations and work are to explain how various kinds of employment relations are created and maintained, and what strategies are likely to be most effective in enhancing the quality of jobs. For example, investments in human capital are likely to benefit those who have access to relatively skilled jobs, while increasing and enforcing labor standards help those in the lower segments of the labor market. We need to identify the range of possible strategies that might help to implement a new social contract and to clarify the ways by which the balances of power among the state, capital and labor are altered and maintained. We also need to understand the range of new workplace arrangements that have been adopted and their implications for organizational performance and individuals’ well being.

These questions are central to addressing some of the most pressing concerns affecting organizations, families, communities and individuals in the coming decades. Sociologists of organizations, occupations and work are uniquely situated to frame and explain the structural transformations in economic life and employment relations. Combining insights from these sociological strands of research on work with those obtained from economics, psychology, and history offer great promise for advancing sociological theories of work and stratification, as well as for making empirically informed policy decisions.

New Books and Articles


The book deals with the challenges posed for large infrastructure construction projects by the complexities and incompatibilities of the institutional environments in which they operate and by the increasing tendency for the projects to elicit opposition from social movement organizations, both national and transnational. Organizations increasingly operate at a transnational or global level but, for the most part, our theoretical frameworks and especially our empirical studies, have not kept abreast of this change. This volume, a product of the efforts of researchers associated with the Collaboratory for Research on Global Projects at Stanford University, endeavors to elaborate and improve our theoretical lens and offers numerous examples of empirical studies of the ways in which recent projects operate in complex and turbulent environments.

*Student Activism and Curricular Change in Higher Education* explains when and how new academic programs are able to emerge within the context of colleges and universities. It shows that social movements within higher education institutions play a major role in the creation of such programs and outlines a new model for understanding when and how such movements have an impact. The book considers the story of three academic fields that have developed over the last half-century in American higher education—women’s studies, Asian American studies, and queer/LGBT studies. It first tells the story of how each became a part of the body of academic knowledge, but focuses primarily on how, when, and why individual colleges and universities choose to adopt academic programs in these fields. The book utilized in-depth case studies of six diverse colleges and universities in the United States to explore how and when new curricular programs come to be. These case studies demonstrate that social movements play a key role in pushing for and creating new academic programs. Students, faculty, and staff play vital roles in making new curricular programs a reality. Organizational change is not only a top-down process. Instead, in some cases organizational insiders build movements that press for change from below. The book thus presents a new model, the organizational context model, for understanding social movements that target organizations including, but not limited to, colleges and universities. It proposes that social movements targeting organizations are more able to have an impact when their strategic choices are best aligned with the political and ideological contexts of the organizations they inhabit. This model will be useful for future scholars interested in considering social movements that target organizations of all kinds.


This article examines the ways black men in a feminized profession perform masculinity. Relying on in-depth interviews with black men employed in the nursing profession, this study considers how gendered racism informs black male nurses' work experiences, which in turn shape the ways they construct masculinity in this occupation.

This paper uses pooled cross-sectional data from the 2000, 2002, 2004, and 2006 General Social Surveys (GSS), a nationally representative sample of the U.S. adult population, to assess how employed parents' attitudes about affirmative action for women are influenced by their children's gender. The analytic sample includes 1,695 employed respondents. Findings based on logistic regression indicate that having daughters (and no sons) magnifies employed mothers' support for affirmative action for women and minimizes employed fathers' support. Conversely, having sons (and no daughters) does not suppress mothers' support for affirmative action for women, nor does it differentiate men's attitudes about affirmative action. We speculate about how these patterns in parents' attitudes relate to self interest and group interest (i.e., their children's future work experiences).


In this article, we develop and empirically test the theoretical argument that when an organizational culture promotes meritocracy (compared with when it does not), managers in that organization may ironically show greater bias in favor of men over equally performing women in translating employee performance evaluations into rewards and other key career outcomes; we call this the "paradox of meritocracy." To assess this effect, we conducted three experiments with a total of 445 participants with managerial experience who were asked to make bonus, promotion, and termination recommendations for several employee profiles. We manipulated both the gender of the employees being evaluated and whether the company's core values emphasized meritocracy in evaluations and compensation. The main finding is consistent across the three studies: when an organization is explicitly presented as meritocratic, individuals in managerial positions favor a male employee over an equally qualified female employee by awarding him a larger monetary reward. This finding demonstrates that the pursuit of meritocracy at the workplace may be more difficult than it first appears, and that there may be unrecognized risks behind certain organizational efforts used to reward merit. We discuss possible underlying mechanisms leading to the paradox of meritocracy effect as well as the scope conditions under which we expect the effect to occur.

In this article, the authors offer a relational account of how discrimination operates, drawing on a large sample of verified racial discrimination cases. Building on racial stratification literature and a theory on “color-blind” racism, the analyses focus on employee and employer interpretations and then use dyadic analyses coupled with qualitative case immersion to shed light on the relational nature of discrimination and how employers justify such conduct. Findings highlight significant interpersonal disjunctures in descriptions of common events as well as the ways in which employers evoke broad organizational and societal ideals of meritocracy—ideals that often fall by the wayside in concrete decision-making pertaining to and in evaluation of minority employees.


In the context of the minority vulnerability thesis, this study assesses whether there are racial differences in the prevalence, determinants, and timing of downward mobility from managerial/executive and professional/technical occupational categories during the critical early career years. Findings from a panel study of income dynamics sample of men support theory: African Americans, compared to Whites, have a greater incidence of downward movement, face a route to downward movement that is less strongly predicted by traditional stratification-based causal factors, and experience mobility quickly. Analyses also reveal that racial gaps in downward mobility along lines enunciated by theory are greater in the private sector than the public sector. Implications of the findings for understanding evolving patterns of racial inequality in privileged occupations are discussed.

Drawing on a unique sample of verified workplace discrimination cases, this article analyzes forms and processes of discrimination that African American men face in employment. Our results denote the prevalence of discriminatory firing, with on-going racial harassment and discriminatory promotional and hiring practices also quite evident. Indepth immersion into case materials highlights the centrality of racial stereotyping and significant discretion on the part of gatekeepers within organizational environments discretion in the use of “soft skills” criteria to exclude and debilitate mobility, and in selective (or even targeted) use of seemingly neutral organizational policies and sanctions. Moreover, harassment on the job—something that conventional workplace inequality research has overlooked—is quite problematic and well-represented in these data. We conclude by discussing the implications of our results for the conceptualization of inequality reproduction and that pertaining to race, status, and the workplace in particular.


Case materials from recent elections in Canada and the United States illuminate the impact of mobilizing resources, providing new cultural meanings, and coordination through agency and structure on innovation on political parties. The analysis offers a new appreciation of how organizational processes work in political parties.


This article evaluates how physicians draw upon scientific and other forms of knowledge in different professional communities. We argue that because physicians will draw upon clinical research findings to improve their reputation with colleagues, and because the terms for accruing esteem in an academic hospital may differ depending on the dominant task structure of the organization, the form of knowledge that is valued by a physician will vary with his or her hospital’s level of prestige. We use social network and multivariate analyses to test this theory in six U.S. hospitals with varying levels of prestige. We find that in lower-prestige hospitals, physicians can improve their reputation by reading a relatively broad range of scientific journals, whereas in higher-prestige hospitals, esteem is allocated to those with a more elite medical school pedigree. Statistically significant differences also exist between hospitals in terms of whether work with patients is valued, with physicians who engage in more clinical activity in the highest-ranked hospitals receiving less esteem from their colleagues. We finish by discussing how the functioning of higher- and lower-prestige hospitals is interconnected in ways that sustain both the development of innovations and their widespread adoption.

How can employers create conditions that foster satisfied, psychologically healthy, and committed employees? To answer that, we build on Hodson's (1999) concept of Management Citizenship Behavior (MCB). We incorporate managers' ethical and family-supportive behaviors as essential components of MCB. We operationalize these constructs using data from the 2002 National Survey of the Changing Workforce. Our results demonstrate strong positive effects of MCB on employees' commitment, job satisfaction, and mental health and support the inclusion of the additional components. This research contributes to the literature on worker attitudes and behaviors and has clear implications for managers concerned with enhancing the workplace.


In this research we test hypotheses regarding generational differences in the effects on organizational loyalty of workplace insecurity, restructured workplace temporalities and technological access to the workplace. Specifically, we argue that large scale social changes have eroded the social employment contract and impacted these features of the workplace. Further, we argue that these new working conditions will have a greater impact on the organizational loyalty and commitment of older cohorts of workers (baby-boomers and older) whose expectations were formed under the previous social contract than on more recent cohorts. We use data from selected occupational and industry groups from the 2002 National Study of the Changing Workforce. With the exception of insecurity, our results generally support our hypotheses.


"Feeling “overworked” is a frequent experience of work in the contemporary economy; its negative consequences for employees are also increasingly well documented. The Families and Work Institute has issued 2 reports, one in 2001 and one in 2004 that demonstrated the prevalence of feeling overworked and its personal costs to employees of increased, stress, depression and anger. This paper asks if these negative effects differ by age group. Using the 2004 “Overwork in America” data, and building on our previous research, we examine the impact of feeling overworked on employees by age group since our prior research, as well as anecdotal accounts, suggest that younger workers differ fundamentally from older workers in their expectations about the labor force experience. We test competing hypotheses from normative social contract theory and life course theory. We find minimal support for life course explanations of the moderating effect of age on the negative consequences of overwork."

This book is a new teaching resource for the sociology of organizations. More of an extended essay than a traditional textbook (inspired by Perrow’s *Complex Organizations*, but for undergraduates), the book seeks to reintegrate organizational studies into the core of mainstream sociology. My goal is to present the historical and theoretical foundations of our field in terms of the questions and problems that they raise about work and society in the 21st century. To do so, I give a lot more attention to non-profits, collective action, and civil society in general than is usual for a standard overview of organizational studies. You can read the introduction free by searching the book on the publishers’ website ([www.politybooks.com](http://www.politybooks.com)).

**Philosophy and Organization Theory**  
Editors: Haridimos Tsoukas and Robert Chia  
Series: *Research in the Sociology of Organizations* Volume 32  
Series Editor: Michael Lounsbury  
ISBN 9780857245953

What is the relationship between philosophy and organization theory (OT)? While at first glance there might appear to be little, a closer look reveals a rich pattern of connections. More than any other type of human inquiry, philosophy helps make us self-aware of critical assumptions we tacitly incorporate in our organizational theorizing; it creates a deeper awareness of the “unconscious metaphysics” underpinning our efforts to understand organizations. There are at least three ways in which philosophical analysis is connected with organizational research: ontological, epistemological, and praxeological. To wonder about what the phenomena we investigate are constituted by, how we may obtain knowledge of them, and how that knowledge is related to action, is to begin to think philosophically about OT. Philosophical questions are higher-order questions - meta to OT as a scientific discipline; they are generated from outside the frameworks within which organizational scientists carry out their research practices. When the very frameworks of scientific inquiry, hitherto tacitly accepted for the practice of scientific research to be carried out, become questionable, philosophical reflection enters the scene. Philosophy keeps meaning open in a scientific field.

Papers in this volume explore connections between several streams in philosophy and OT. As the titles of the papers suggest, most authors write about a particular philosopher or group of philosophers that make up a distinct school of thought, summarize important aspects of his/her work, and tease out the implications for OT. The central question authors explore is: ‘what does a particular philosophy contribute to OT?’ Either addressing this question in historical or exploratory terms, or in a combination of both, the end result is similar: particular philosophical issues, properly explained, are discussed in relation to important questions in OT.
Conferences

Work and Family Researchers Network: Inaugural Conference
JUNE 14-16, 2012 Philadelphia, PA

The theme of the conference will be **Interdisciplinary Perspectives on Work and Family.** The conference will feature cutting-edge research along with synthetic overviews of different topic areas. The program will include invited papers as well as those accepted via an open-submission process. A call for papers will be sent out later this spring with a September 2011 deadline.

Confirmed speakers include:
Peter Cappelli, Professor of Management; Director, Center for Human Resources, Wharton School, University of Pennsylvania
Kathleen Christensen, Program Director, Alfred P. Sloan Foundation
Nancy Folbre, Professor of Economics, University of Massachusetts, Amherst
Ellen Galinsky, President, Families and Work Institute
Arne Kalleberg, Professor of Sociology, University of North Carolina, Chapel Hill
Suzan Lewis, Professor of Organizational Psychology, Middlesex University Business School, London
Joan Williams, Professor of Law; Founding Director of the Center for WorkLife Law, University of California, Hastings College of the Law

About the Work and Family Researchers Network
Jerry A. Jacobs, Executive Officer, University of Pennsylvania
Judi Casey, Director, Boston College

The new Work and Family Researchers Network (WFRN), formerly the Sloan Work and Family Research Network, will be an international membership organization that seeks to advance, promote and disseminate interdisciplinary research on work and family. The Work and Family Researchers Network’s mission, a natural evolution from the former Sloan Network, will be to facilitate virtual and face-to-face interaction among academic work and family researchers from a broad range of fields as well as engage the next generation of work and family scholars. The WFRN also will welcome the participation of policymakers and workplace practitioners as it seeks to promote knowledge and understanding of work and family issues among the community of global stakeholders. The new Work and Family Researchers Network will be unique in utilizing cutting-edge technology to create the next generation of opportunities for information sharing and networking including an open access work and family subject matter repository and a news tagging component among other features.

**WFRN Steering Committee**
Tammy Allen, Professor of Psychology, University of South Florida
Lotte Bailyn, Professor of Management, MIT Sloan School of Management
Kathleen Gerson, Professor of Sociology, New York University
Janet Gornick, Professor of Political Science & Sociology, Graduate Center, City University of New York
Heidi Hartmann, President, Institute for Women's Policy Research
Monique Valcour, Professor of Management, EDHEC Business School, Nice, France
Call for Papers

*Work and Occupations* publishes sociological and social scientific research on work, occupations, employment, and labor themes. Articles promote new theoretical insights in contemporary scholarly discourse and inform policymaking. Submissions should critically engage relevant scholarly research, with, if appropriate for the topic, an emphasis on contemporary scholarly discourse. Among the many themes covered by the journal are work and labor markets and their interrelations with attitudes, careers, economic livelihoods, emotions, family, gender, health, immigration, labor relations, organizational behavior, politics, race and ethnicity, social movements, technological change, and workplace culture. Prospective authors and reviewers: in order to submit manuscripts for possible publication and to serve as a manuscript reviewer, please “create an account” in the new on-line peer review system at this [Work and Occupations website](#).

I look forward to our continuing collaboration, and to welcoming new participants, in the scholarly community served by Work and Occupations,

Dan Cornfield  
Editor, Work and Occupations  
Professor of Sociology  
Vanderbilt University

*Operations Management Research (OMR)* is sponsoring a special issue on "national culture and service operations." Deadline for submissions is December 31, 2011.

Despite the importance of the service sector in the world economy, and the increasing internationalization of services, research involving the effect of national culture on service operations has been sparse. Prasad and Babbar (Jnl Operations Mgt 2000, pp.208-247) reviewed 548 “international operations management” articles in 28 journals published from 1986-1997. They note that “few articles on international services appeared in the set of journals reviewed” (p.229). The main topic of “service” was listed for only 14 of the 548 articles, and none of those 14 have significant cultural content. Prasad and Babbar identified 32 articles involving culture, all of which focused on manufacturing. This special issue is intended to aid in filling this gap.

This special issue is dedicated to studying the effects of national culture on the operations of service firms, or the operations of service activities within manufacturing firms (e.g., accounts payable, customer service). Topics that are of interest for this special issue include, but are not limited to:

- Culture and the efficacy of offshoring services
- Service strategies for culturally diverse customers
- Quality management across cultures
- International service supply chains
- Differential worker attitudes
- Employee compliance across cultures
- Cultural issues in behavioral operations
OMR began publishing in 2008, and is edited by Jack Meredith and Patrick McMullen at Wake Forest University (Website for OMR)

Special issue editors: Donna Marshall, University College Dublin; Rich Metters, Emory University; and, Mark Pagell, York University

**Research in the Sociology of Work: Networks, Employment, and Inequality**, solicits submissions for the 24th volume in the series. The guest editor (Steve McDonald) encourages a broad range of research that examines social network connections among and between workers, firms, and subsets of firms. Of particular interest are studies that explore the role of networks in generating, sustaining, and ameliorating social inequalities. Submissions may be quantitative, qualitative, or mixed methods. Interested scholars should submit an extended abstract to steve_mcdonald@ncsu.edu by July 31, 2011. Click here for more details.

Announcing the launch of a new on-line magazine, *This Week in Sociology [TWS]*. Each week we will feature five or six pieces that bring the Sociological Imagination into real time. We believe that TWS will be an exciting and useful tool for students learning about sociology, for faculty teaching sociology, and for anyone who would like to embrace the contemporary world in an intellectually serious and engaged way. Check us out. If you need more information, please feel free to contact me: cdolgon@stonehill.edu Corey Dolgon, Editor, TWS

### Other Announcements

**OPPORTUNITY FOR WORK AND FAMILY SCHOLARS**
The new [Work and Family Researchers Network](http://www.workfamilyresearchersnetwork.com) (WFRN) is seeking applicants for its 2011-2012 Early Career Scholars Program. The WFRN, formerly the Sloan Work and Family Research Network, will be an international membership organization that seeks to advance, promote and disseminate interdisciplinary research on work and family. The goal of this program is to develop supports for recent doctoral recipients and facilitate their teaching and research scholarship. By offering resources and consultation, the program is designed to help promising young scholars move into tenured appointments and secure senior level positions, as well as connect them to the work-family community of scholars. All participants in the Early Career Scholars Program will have their travel funded to the conference of the Work and Family Researchers Network to be held at the University of Pennsylvania from June 14-16, 2012. The scholars will be connected with one another to facilitate cohort-team supports, such as those that enable the development of collaborative projects, peer-mentorship, and peer reviews of manuscripts in progress. They will also receive periodic mailings of opportunities of special interest to work-family scholars who are at their early career stages and have opportunities to engage in teleconferences. The Work and Family Researchers Network will provide 15 awards in 2011-2012, and will later recruit an additional 15 scholars to participate in 2013-2014. To be eligible, candidates must have received their doctorates in 2008 or later, and have yet to progress into tenured or secure senior level positions. Those anticipating receipt of a doctoral degree by June 2011 may also apply. The application can be found here.

Questions about the program can be addressed to the program director, Stephen Sweet ssweet@ithaca.edu The deadline for submission of applications is July 31, 2011.