

**Vicki Smith**  
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September, 2021

## **ACADEMIC POSITIONS AND APPOINTMENT**

2021-- Professor Emerita

2017-21 Research Professor, Department of Sociology, UC Davis

2014-17 Chair, Department of Sociology, UC Davis

2012-17 Research Affiliate, Center for Poverty Research

2006-11 Chair, Department of Sociology, UC Davis

2003-06 Vice Chair and Graduate Director, Department of Sociology, UC Davis

2000-17 Professor, Department of Sociology, UC Davis  
1994-2000 Associate Professor, Department of Sociology, UC Davis

1988-94 Assistant Professor, Department of Sociology, University of Pennsylvania

1987-88 Lecturer, Departments of Sociology, UC Davis and Berkeley

## **EDUCATION**

1987 Ph.D. University of California, Berkeley (Sociology, Phi Beta Kappa)

1981 M.A. University of California, Berkeley (Sociology)

1978 B.A. University of California, Santa Cruz (Sociology, Highest Honors)

## **AREAS OF SPECIALIZATION**

Work, employment, organizations, inequality, stratification, field research

## **HONORS, GRANTS AND AWARDS**

UC Davis Faculty Research Grants, Office of Research:  
1994, 1995, 1997, 1998, 1999, 2001, 2006, 2012, 2013, 2014, 2015

UC Davis Faculty Travel Grants, Office of Research:

- 1995, 1997, 1998, 2000, 2002, 2004, 2005, 2007, 2008, 2012, 2013, 2015
- 2016 UC Davis Graduate Studies Inaugural Distinguished Graduate Mentoring Award
- 2013 Interdisciplinary Frontiers in the Humanities and Arts Program Grant, UC Davis (Cluster leader, Ann Stevens, Department of Economics)
- 2012 Graduate Student Research Fellowship (with Brian Halpin), Center for Poverty Research, UC Davis. Policy brief from our research on low-wage workers: <http://poverty.ucdavis.edu/policy-brief/low-wage-work-uncertainty-often-traps-low-wage-workers>
- 2006 Spencer Foundation Grant
- Faculty Development Award, Office of the Vice Provost for Academic Personnel, UC Davis
- 2002 Distinguished Publication Award, Labor Studies Division, Society for the Study of Social Problems (for *Crossing the Great Divide: Worker Risk and Opportunity in the New Economy*)
- 2001 University of California Institute for Labor and Employment Research Grant  
Faculty Development Award, Office of the Vice Provost for Academic Personnel, UC Davis
- 1999 Distinguished Publication Award, Labor Studies Division, Society for the Study of Social Problems (for “The Fractured World of the Temporary Worker: Power, Participation, and Fragmentation in the Postindustrial Workplace”)
- 1998 Outstanding Mentor Award, Consortium for Women and Research, UC Davis
- 1997 American Sociological Association/National Science Foundation Fund for the Advancement of the Discipline Grant
- 1992 American Sociological Association/National Science Foundation Fund for the Advancement of the Discipline Grant
- 1991 Research Foundation Grant, University of Pennsylvania
- 1989 Ford Foundation Course Development Grant, University of Pennsylvania
- Undergraduate Education Fund Development Grant, University of Pennsylvania
- 1987 Braverman Award, Labor Studies Division, Society for the Study of Social Problems (for “Restructuring Management and Managing Restructuring: The Role of Managers in Corporate Change”)

Gertrude Jaeger Prize, Department of Sociology, UC Berkeley (for “Corporate Culture or Corporate Control? The Politics of Managing Corporate Reorganization”)

1986-87 Regent’s Fellow, UC Berkeley

1982 Distinguished Teaching Assistant Award, Department of Sociology, UC Berkeley

## PUBLICATIONS AND RESEARCH

### Books and edited volumes:

- 2013 **Vicki Smith** (ed). *Sociology of Work: An Encyclopedia*. Los Angeles: Sage Publications. Two-volume, 1136 page encyclopedia. Includes sole-authored introduction (pp. xxix-xxxii) and approximately 350 original entries, many written by leading scholars in the field.
- Selected as “Outstanding Academic Title,” *Choice: Current Reviews for Academic Libraries* (*Choice*, January 2014)
  - Selected as “Notable Business Reference Source,” American Library Association (2015)
- 2013 Karen Lee Ashcroft, Joe Labianca, Dave Lepak, Gerardo Okhuysen, **Vicki Smith**, and Kevin Steensma (eds). Special issue of *Academy of Management Review*: “Theorizing About Work and Working.” Vol. 38 (4). Includes original co-authored introduction (pp. 491-502) and six original, peer-reviewed articles.
- 2008 **Vicki Smith** and Esther B. Neuwirth. *The Good Temp*. Ithaca: Cornell University/ILR Press (paperback edition 2012).
- **Reviewed**, *Administrative Science Quarterly*, *American Journal of Sociology*, *Contemporary Sociology*, *Industrial and Labor Relations Review*, *Qualitative Sociology Review*, *Social Forces*, *Work and Occupations*
- 2008 Paul Edwards, Monder Ram, and **Vicki Smith** (eds). Special issue of *Human Relations*: “Workers, Risk, and the New Economy.” Vol. 61 (9). Includes original co-authored introduction (pp. 1163-69) and five original, peer-reviewed articles.
- 2006 **Vicki Smith** (ed). Special issue of *Research in the Sociology of Work*: “Worker Participation, Practices, and Possibilities.” Vol. 16. Includes original sole-authored introduction (pp. xi-xxiii) and 14 original, peer-reviewed chapters.
- 2001 **Vicki Smith**. *Crossing the Great Divide: Worker Risk and Opportunity in the New Economy*. Ithaca: Cornell University/ILR Press (paperback edition 2002).
- **Distinguished Publication Award**, Labor Studies Division, Society for the Study of Social Problems, 2002

- **Featured**, Author Meets Critics Session, Annual Meetings of the American Sociological Association, 2002
- **Excerpted**, Chapter 5, “Structural Employment and the Reconstruction of the Self in the Turbulent Economy.” *Working in America: Continuity, Conflict, and Change*. Amy Wharton (ed). Pp. 94-112. Third Edition. Boston: McGraw-Hill, 2006
- **Reviewed**, *Administrative Science Quarterly*, *American Journal of Sociology*, *Choice*, *Contemporary Sociology*, *Contexts*, *Dissent*, *Financial Times*, *Management Communication Quarterly*, *Qualitative Sociology*, *Social Forces*, *Work and Occupations*

1990 **Vicki Smith**. *Managing in the Corporate Interest: Control and Resistance in an American Bank*. Berkeley: University of California Press (paperback edition 1992).

- **Excerpted**, Chapter 3, “Manufacturing Management Ideology.” In *Critical Studies in Organization and Bureaucracy*. Frank Fischer and Carmen Sirianni (eds). Pp. 233-57. Second Edition. Philadelphia: Temple University Press, 1994
- **Reviewed**, *Administrative Science Quarterly*, *American Journal of Sociology*, *Contemporary Sociology*, *Work, Employment and Society*

#### Articles and book chapters:

2019 Brian Halpin and **Vicki Smith**. “Recruitment: An Undertheorized Mechanism for Workplace Control.” *Theory and Society* 48: 709-732.

**Vicki Smith** and Brian Halpin. “Nonstandard Work and Workers.” Pp. 281-297 in *Handbook on the Politics of Labour, Work and Employment*. Gregor Gall (ed). Edward Elgar Press.

2017 Brian Halpin and **Vicki Smith**. “Employment Management Work: A Case Study and Theoretical Framework.” *Work and Occupations* 44 (4): 339-375.

2016 **Vicki Smith**. “Dignity at Work, Working With Dignity: Reflections on Three Decades of Field Research.” Pp. 31-55 in *Research in the Sociology of Work. A Gedenkschrift to Randy Hodson: Working with Dignity*. Lisa Keister and Vincent Roscigno (eds). United Kingdom: Emerald.

**Vicki Smith**. “Employment Uncertainty and Risk.” Pp. 367-384 in *The SAGE Handbook of the Sociology of Work and Employment*. Stephen Edgell, Heidi Gottfried, and Edward Granter (eds). Los Angeles: Sage Reference.

2011 **Vicki Smith**. “Mediators of Opportunity: High School Counselors in the 21<sup>st</sup> Century.” *Sociology Compass* 5 (9): 792-806.

**Vicki Smith**. “Shift Work and Multiple Time Zones: Some Implications of Contingent and Nonstandard Employment for Family Life.” Pp. 30-42 in *At the Heart of Work and Family: Engaging the Concepts of Arlie Hochschild*. Anita

Ilta Garey and Karen V. Hansen (eds). New Brunswick, New Jersey and London: Rutgers University Press.

- **Reprinted** in *Working in America: Continuity, Conflict, and Change in a New Economic Era*. Amy Wharton (ed). 4<sup>th</sup> Edition, pp. 79-88. New York: Routledge Press, 2015.

2010 **Vicki Smith**. “Enhancing Employability: Human, Social, and Cultural Capital in an Era of Turbulent Unpredictability.” *Human Relations* 63 (2): 279-303.

2009 **Vicki Smith** and Esther B. Neuwirth. “Temporary Help Agencies and the Making of a New Employment Practice.” *Academy of Management Perspectives* 23 (1): 56-72.

2006 **Vicki Smith**, Heather Flynn, and Jonathan Isler. “Finding Jobs and Building Careers: Reproducing Inequality in State-Sponsored Job Search Organizations.” *Research in the Sociology of Work: Worker Participation, Practices and Possibilities* 16: 375-402.

2005 Debbie Niemeier and **Vicki Smith**. “Building Careers, Transforming Institutions: Underrepresented Women and Minorities, Leadership Opportunities, and Inter-Institutional Networking.” *Journal of Women and Minorities in Science and Engineering* 11 (2): 181-96.

2001 **Vicki Smith**. “Teamwork vs. Tempwork: Managers and the Dualisms of Workplace Restructuring.” Pp. 7-28 in *Working in Restructured Workplaces: New Directions for the Sociology of Work*. Karen Campbell, Daniel Cornfield, and Holly McCammon (eds). London and Thousand Oaks: Sage Publications.

**Vicki Smith**. “Ethnographies of Work and the Work of Ethnographers.” Pp. 220-33 in *Handbook on Ethnography*. Paul Atkinson, Amanda Coffey, Sara Delamont, Lyn Lofland, and John Lofland (eds). London and Thousand Oaks: Sage Publications.

1998 **Vicki Smith**. “The Fractured World of the Temporary Worker: Power, Participation, and Fragmentation in the Postindustrial Workplace.” *Social Problems* 45 (4): 411-30.

- **Distinguished Publication Award**, Labor Studies Division, Society for the Study of Social Problems, 1999

1997 **Vicki Smith**. “New Forms of Work Organization.” *Annual Review of Sociology* 23: 315-39.

- **Citations**, 865 (Google Scholar, 5/2020)
- **Reprinted** in *Operations Management*. David Bennett (ed). Pp. 210-31. Sage Publications: Sage Library in Business and Management Series. 2006

- 1996 **Vicki Smith.** "Employee Involvement, Involved Employees: Participative Work Arrangements in a White-Collar Service Occupation." *Social Problems* 43 (2): 166-79.
- **Reprinted** in *Working in America: Continuity, Conflict, and Change*. Amy Wharton (ed). 1<sup>st</sup> Edition, pp. 460-75. Mountain View, CA: Mayfield Publishing Co., 1998. 2<sup>nd</sup> Edition, pp. 147-60. Boston: McGraw Hill, 2002. 3<sup>rd</sup> Edition, pp. 155-68. Boston: McGraw, 2006
- 1994 **Vicki Smith.** "Institutionalizing Flexibility in a Service Firm: Multiple Contingencies and Hidden Hierarchies." *Work and Occupations* 21 (3): 284-307.
- Vicki Smith.** "Braverman's Legacy: The Labor Process at 20." *Work and Occupations* 21 (4): 403-21.
- **Translated and reprinted** in *Sociologia del Trabajo* 26: 3-28. 1995-96
- 1993 **Vicki Smith.** "Flexibility in Work and Employment: The Impact on Women." *Research in the Sociology of Organizations* 11: 195-216.
- **Revised and reprinted in** *FrauenArbeitsMarkt: Der Beitrag der Frauenforschung zur sozio-ökonomischen Theorieentwicklung*. **Vicki Smith** and Heidi Gottfried, Birgit Geissler, Friederike Maier, and Birgit Pfau-Effinger (eds). Pp. 95-125. Berlin: Sigma Press. 1998
- 1991 Linda Fuller and **Vicki Smith.** "Consumers' Reports: Management by Customers in a Changing Economy." *Work, Employment and Society* 5 (1): 1-16.
- **Reprinted** in *Working in the Service Society*. Cameron Macdonald and Carmen Sirianni (eds). Pp. 74-90. Philadelphia: Temple University Press, 1996
  - **Reviewed** as one of "25 Favourite *Work, Employment and Society* articles" by Ruth Milkman, in *Work, Employment and Society* 27 (3): 550-51, 2013
  - **Featured** in *Work, Employment and Society*, an E-special issue on "Managerial Control and Workplace Regimes." September 2010  
[http://wes.sagepub.com/cgi/collection/managerial\\_control\\_and\\_workplace\\_regimes](http://wes.sagepub.com/cgi/collection/managerial_control_and_workplace_regimes)
- 1988 **Vicki Smith.** "Restructuring Management and Managing Restructuring: The Role of Managers in Corporate Change." *Research in Politics and Society* 3: 221-39.
- **Braverman Award**, Labor Studies Division, Society for the Study of Social Problems, 1987 (prepublication award)
- Linda Blum and **Vicki Smith.** "Women's Mobility in the Corporation: A Critique of the Politics of Optimism." *Signs: Journal of Women in Culture and Society* 13 (3): 528-45.

- 1985 Judith Auerbach, Linda Blum, **Vicki Smith**, and Christine Williams. Commentary on *In a Different Voice* by Carol Gilligan. *Feminist Studies* 11 (1): 149-61.
- 1983 **Vicki Smith**. "The Circular Trap: Women and Part-time Employment." *Berkeley Journal of Sociology* 28: 1-17.
- **Reprinted** in *Women and the State: The Shifting Boundaries of Public and Private*. Anne Showstack Sassoon (ed). Pp. 235-54. London: Hutchison Publishers. 1987
  - **Reprinted** in *Berkeley Journal of Sociology's "In the Archives."* 2016 <http://berkeleyjournal.org/2016/03/from-the-archives-the-circular-trap-women-and-part-time-work/>

**Review essays, op-ed columns, dictionary and encyclopedia entries:**

- 2014 **Vicki Smith**. "School Counselors: Elementary and Secondary." *Encyclopedia of Human Services and Diversity*. Linwood Cousins (ed). Sage Publications.
- 2013 **Vicki Smith**. "Mobility Mechanisms." Pp. 595-601. *Sociology of Work: An Encyclopedia*. Los Angeles: Sage Publications.
- Vicki Smith**. Review essay of *Good Jobs in America: Making Work Better for Everyone* and *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment in the United States, 1970-2000*. *Social Forces* 91 (3): 1105-1109.
- 2012 **Vicki Smith**. "'You Get the Economy You Choose': The Political and Social Construction of the New Economy." Review essay, *Work and Occupations* 39 (2): 148-156.
- 2010 **Vicki Smith**. "Counselors help level the playing field." *Davis Enterprise*, May 18, A8.
- 2008 **Vicki Smith**. "Labor Day: Honor workers in the 24/7 economy." *Sacramento Bee*, September 1, A13.
- 2007 **Vicki Smith**. "Death and the DMV." *Contexts* 6 (2): 78-79.
- 2006 **Vicki Smith**. "It's the End of Work as We Know It . . . But Maybe Not." Review essay, *Work and Occupations* 33 (3): 303-06.
- Vicki Smith**. "Work and Employment" and "Case Study." Pp. 676-682 and p. 56 in *Cambridge Dictionary of Sociology*. Bryan Turner (ed). Cambridge University Press.
- Vicki Smith** and Esther B. Neuwirth. "Contingent Employment." Pp. 193-197 in *Encyclopedia of Career Development*. Jeffrey Greenhaus (ed). Sage Publications.
- 1999 **Vicki Smith**. "'Postmodern Manors': Welfare Capitalism at the End of the Century." Review essay, *Industrial Relations* 38 (2): 135-40.

- 1997 **Vicki Smith.** “Ethnography Unbound: Taking Stock of Organizational Case Studies.” Review essay, *Qualitative Sociology* 20 (3): 425-35.
- 1993 **Vicki Smith.** “Approaching Organizational Culture vs. Cultural Approaches to Organizations.” Review essay, *Contemporary Sociology* 22 (3): 417-421.

**Book reviews:**

- 2019 *Down and Out in the New Economy: How People Find (or Don't find) Work Today*, Ilana Gershon. *American Journal of Sociology* 124 (4): 1313-1315.
- 2014 *Gender, Work, and Economy: Unpacking the Global Economy*, Heidi Gottfried. *Work, Employment and Society* 28 (6): 1041-42.
- 2013 *Venture Labor: Work and the Burden of Risk in Innovative Industries*, Gina Neff. *American Journal of Sociology* 119 (2): 558-560.
- The Production of Difference: Race and the Management of Labor in U.S. History*, David Roediger and Elizabeth Esch. *Administrative Science Quarterly* 59 (1): 187-189.
- 2012 *Fitting In, Standing Out: Navigating the Social Challenges of High School to Get an Education*, Robert Crosnoe. *Contemporary Sociology* 41 (3): 326-327.
- 2011 *On the Line: Living and Dying with Wildland Firefighters*, Matthew Desmond. *Work and Occupations* 38 (2): 265-67.
- 2010 *Liquidated: An Ethnography of Wall Street*, Karen Ho. *Enterprise and Society* 11 (3): 638-41.
- The New Welfare Bureaucrats: Entanglements of Race, Class, and Policy Reform*, Celeste Watkins-Hayes. *American Journal of Sociology* 115 (6): 1945-47.
- 2009 *Employment Relationships: New Models of White-Collar Work*, Peter Capelli (ed). *Contemporary Sociology* 38 (4): 376-77.
- 2008 *The Meaning of Work in the New Economy*, Chris Baldry, et al. *British Journal of Industrial Relations* 46 (2): 367-69.
- 2006 *Bootstrap Dreams: U.S. Microenterprise Development in an Era of Welfare Reform*, Nancy Jurik. *Contemporary Sociology* 35 (3): 228-30.
- 2005 *Work in the New Economy: Flexible Labor Markets in Silicon Valley*, Chris Benner. *Work and Occupations* 32 (1): 99-101.
- 2004 *Gurus, Hired Hands, and Warm Bodies: Itinerant Experts in a Knowledge Economy*, Stephen Barley and Gideon Kunda. *Administrative Science Quarterly* 49 (4): 651-54.



- 2003 *Laboring Below the Line: The New Ethnography of Poverty, Low-Wage Work, and Survival in the New Economy*, Frank Munger (ed). *Contemporary Sociology* 32 (6): 681-82.
- 2001 *Temporary Work: The Rise of a Precarious Employment Relationship*, Leah Vosko. *Work, Employment and Society* 15 (4): 907-08.
- Career Frontiers: New Conceptions of Working Lives*, Maury Peiperl, Michael Arthus, Rob Goffee, and Tim Morris (eds). *Administrative Science Quarterly* 46 (3): 563-66.
- 2000 *Securing Prosperity: The American Labor Market, How It has Changed, and What to do About It*, Paul Osterman. *Work and Occupations* 27 (4): 524-25.
- Forced Choices: Class, Community, and Worker Ownership*, Charles Varano. *American Journal of Sociology* 105 (5): 1508-10.
- 1998 *Broken Ladders: Managerial Careers in the New Economy*, Paul Osterman. *Contemporary Sociology* 27 (3): 260-61.
- 1997 *Investor Capitalism: How Money Managers are Changing the Face of Corporate America*, Michael Useem. *American Journal of Sociology* 103 (3): 825-26.
- White-Collar Blues: Management Loyalty in an Age of Corporate Restructuring*, Charles Heckscher and *The Executive Way: Conflict Management in Corporations*, Calvin Morrill. *Contemporary Sociology* 26 (2): 220-23.
- 1996 *The Jobless Future: Sci-Tech and the Dogma of Work*, Stanley Aronowitz and William DiFazio. *American Journal of Sociology* 101 (4): 1118-20.
- Banking on Flexibility: A Comparison of Flexible Employment in Retail Banking in Britain and France*, Jacqueline O'Reilly. *Contemporary Sociology* 25 (1): 104-05.
- 1995 *The New American Workplace: Transforming Work Systems in the United States*, Eileen Appelbaum and Rosemary Batt. *American Journal of Sociology* 100 (5): 1346-47.
- 1994 *The New Social Economy: Reworking the Division of Labor*, Andrew Sayers and Richard Walker. *American Journal of Sociology* 99 (4): 1097-99.
- 1993 *Work in the Fast Lane: Flexibility, Divisions of Labor, and Inequality in High-Tech Industries*, Glenna Colclough and Charles Tolbert. *Social Forces* 72 (1): 278-79.
- 1992 *Circles of Care: Work and Identity in Women's Lives*, Emily Abel and Margaret Nelson (eds); *Managing Lives: Corporate Women and Social Change*, Sue Freeman; *The Experience and Meaning of Work in Women's Lives*, Hildreth

Grossman and Nia Chester (eds). *Signs: Journal of Women and Culture and Society* 17 (4): 834-38.

*The Invisible Workforce: Transforming American Business with Outside and Home-Based Workers*, Beverly Lozano. *Contemporary Sociology* 21 (2): 249-50.

1991 *The Work of Nations: Preparing Ourselves for 21<sup>st</sup> Century Capitalism*, Robert Reich. *Political Science Quarterly* 106 (4): 720-21.

*Women Assemble: Women Workers and the New Industries in Inter-War Britain*, Miriam Glucksmann. *American Journal of Sociology* 97 (3): 883-85.

*Figured Tapestry: Production, Markets, and Power in Philadelphia Textiles, 1885-1914*, Philip Scranton. *Contemporary Sociology* 20 (2): 241.

1990 *Technical Workers in an Advanced Society: The Work, Careers, and Policies of French Engineers*, Stephen Crawford. *American Journal of Sociology* 96 (1): 203-05.

*Reluctant Managers: Their Work and Lifestyles*, Richard Scase and Robert Goffee. *Contemporary Sociology* 19 (5): 690.

1988 *The Field of Social Investment*, Severyn Bruyn. *Contemporary Sociology* 17 (4): 481-82.

1984 *A History of Women's Bodies*, Edward Shorter. *American Journal of Sociology* 90 (3): 675-77.

## **PRESENTATIONS AND CONFERENCES**

### **Invited lectures and presentations:**

2014 Keynote speaker: "Controlling for Consent: Recruitment as an Undertheorized Mechanism for Control." 32<sup>nd</sup> International Labour Process Conference, King's College, London.

2012 Critic: Author meets Critics Session on *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s to 2005* by Arne Kalleberg. American Sociological Association Meetings (ASA), Denver.

2011 Featured speaker: A Panel on "Sociology for Whom? Sociologists on Sociologists." Pacific Sociological Association Meetings (PSA), Seattle.

2009-10 Invited to deliver colloquia at Massachusetts Institute of Technology, Sloan School of Management; UCLA Anderson School of Management; Australian School of Business, School of Organization and Management; University of Oregon, Department of Sociology; Northeastern University, Department of Sociology (declined).

- 2008      Featured Speaker: Presidential Panel, “Outsourcing Labor: The Social Construction of Individual, Organizational, and Field-Level Effects.” ASA, Boston.
- 2006      Keynote speaker: “Social (In) Security: How Destabilized are Employment Relations in the U.S.?” Third British Academy of Management, Human Resources Management Conference, London.
- Colloquium speaker: “Labor Market Intermediaries and Job Attainment: Some Notes on Finding Work in the U.S.” Department of Management, King’s College, London.
- 2005      Featured speaker: Invited Session, “Why Might Americans Embrace Employment Insecurity?” ASA, Philadelphia.
- 2004      Critic: Author Meets Critics Session on *Genders in Production: Making Workers in Mexico’s Global Factories* by Leslie Salzinger. PSA, San Francisco.
- 2002      Author and Respondent: Author Meets Critics Session on *Crossing the Great Divide: Worker Risk and Opportunity in the New Economy*. ASA, Chicago.
- Colloquium speaker: “Worker Risk and Opportunity in the New Economy.” Department of Sociology, UC Berkeley.
- Colloquium speaker: “Professionals’ Narratives About Unemployment” Department of Sociology, UC Los Angeles.
- 2001      Critic: Author Meets Critics Session on *Forced Choices: Class, Continuity, and Worker Ownership* by Charles Varano. PSA, San Francisco.
- 2000      Colloquium speaker: “Teamwork vs. Tempwork: Managers and the Dualisms of Workplace Restructuring.” Center for Work, Technology, and Organization, Stanford University.
- 1997      Colloquium speaker: “The Changing Terrain of Work and Employment.” Institute for Policy Research, Northwestern University.
- Colloquium speaker: “The Fractured World of the Temporary Worker: Cooperation and Ambivalence in a High-Tech Manufacturing Setting.” Department of Sociology, UC Berkeley.
- 1995      Keynote speaker: “Inside, On-site, and Up-close: Unexpected Spaces and Unanticipated Findings from Field Research in Work Settings.” Workplace Research in the Service Sector, Sloan Foundation and Xerox Palo Alto Research Center, Sausalito.
- 1993      Keynote speaker: “Women’s Lack of Mobility and the Glass Ceiling: Where Lies the Fault?” Women in Science and Engineering Lecture Series, U.S. Environmental Protection Agency, Philadelphia.

Colloquium speaker: "Building Cultural Capital: Restructured Opportunities in a Diversified Workplace." Department of Sociology, Rutgers University.

Colloquium speaker: "Cultural Capital/Cultural Capitalism: Restructuring Opportunity in a Diversified Workplace." Department of Sociology, University of Pennsylvania.

1990 Colloquium speaker: "Gender and Flexibility in the Post-Industrial Workplace." Department of Sociology, Brown University.

1989 Colloquium speaker: "Corporate Culture or Corporate Control? The Politics of Managing Corporate Reorganization." Department of Sociology, Bard College.

### **General conference participation:**

2018 Discussant: Annual Retreat for Dissertation Fellows, Center for Engaged Scholarship (Marconi Center).

2016 Discussant: Regular Session, "Gender and Work: Structure, Culture and Emotions." American Sociological Association (ASA) meetings, Seattle.

2015 Panelist: " 'Work like it's your first day everyday': Low-wage Workers' Strategies for Managing Employment Precariousness." With Brian Halpin. ASA. Chicago.

2014 Organizer: Regular Sessions, "Sociology of Work." ASA, San Francisco.

2013 Organizer and Presider: Thematic Session, "The Changing Employment Contract/Changing Labor Market." ASA, New York.

2012 Organizer and Presider: Special Session featuring Katha Pollitt, recipient of the 2012 Excellence in the Reporting of Social Issues Award, ASA, Denver.

Roundtable panelist: "Equal Opportunity Discourse: High School Counselors' Role in Modifying Students' Aspirations." ASA, Denver.

Panelist: "Managing Parents' Expectations and Interventions in an Era of High-Stakes Education: The Role of High School Counselors." Sociology of Education Association Meetings, Asilomar.

2009 Discussant: "The Future of Work and Employment." ASA, San Francisco.

Discussant: "Occupations, Professions, and Culture." Labor and Employment Research Fund Graduate Student Research Conference, UC Irvine.

2008 Organizer: Thematic Session, "Paths of Resistance: Work Regimes and Global Protest." ASA, Boston.

2007 Organizer: Regular Session, "Flexibility and Uncertainty in Workplaces" and "Contemporary Issues in the Sociology of Work." ASA, New York.

Discussant: “Flexibility and Uncertainty in Workplaces” and “Globalization and Work Transformation.” ASA, New York.

- 2004 Organizer and Discussant: Section Session, “Employment Relations in Flux.” ASA, San Francisco.
- Panelist: “Advice on Making the Transition from Associate to Full Professor.” ASA, San Francisco.
- Roundtable Panelist: “From WalMart to the Dream Job: Reproducing Inequality in State-Sponsored Job Search Organizations.” With Heather Flynn and Jonathan Isler. ASA, San Francisco.

- 2001 Presider: “Reviewing and Publishing in Sociology Journals.” ASA, Anaheim.
- Organizer and Presider: “The New Economy: Labor Processes, Occupations, and Labor Markets.” PSA, San Francisco.

- 2000 Panelist: “Structural Unemployment and the Reconstruction of the Professional Self in the Turbulent Economy.” ASA, Washington, D.C.

Discussant: “Work and the Workplace.” ASA, Washington, D.C.

- 1981-98 27 occasions of participation as panelist, discussant, and organizer at American Sociological Association, Eastern Sociological Society, Pacific Sociological Association, Society for the Advancement of Socio-Economics, and Society for the Study of Social Problems meetings. List available upon request.

## **PROFESSIONAL SERVICE**

### **Editorial board membership:**

- 2015-18 *Research in the Sociology of Work* (Emerald/Insight Publishing)
- 2014-16 Rose Book Series (American Sociological Association)
- 2008-10 *American Sociological Review* (ASA)
- 2006-10 *Human Relations* (Tavistock Institute)
- 2006-08  
1999-2002 *Social Problems* (Society for the Study of Social Problems)
- 2000-03 *Contemporary Sociology: A Journal of Reviews* (ASA)
- 1997-2007 *Work and Occupations: An International Sociological Journal* (Sage Publications)

### **External reviewer, tenure and promotion cases:**

University of Alberta, University of Arizona, Boston University, University of California (Merced), Canada Research Chairs Program, University of Chicago,

City College of New York, Clark University, Cleveland State University, College of William and Mary, University of Georgia, Iowa State University, Ithaca College, Lehigh University, Loyola University, University of Massachusetts (Amherst), University of Minnesota, New School for Social Research, North Carolina State University, University of Oregon, Pennsylvania State University (University Park), San Francisco State University, Syracuse University, Tel Aviv University, University at Buffalo, University of Southern California, University of Southern Maine, University of Texas, University of Toronto, University of Virginia, Washington State University, York University

**Occasional reviewer, journals:**

*Academy of Management Discoveries, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, California Management Review, Ethnography, Gender and Society, Gender, Work and Organization, Human Organization, Human Relations, Industrial and Labor Relations Review, Industrial Relations, International Journal of Urban and Regional Research, Organization Studies, Qualitative Research, Qualitative Sociology, Research in Political Sociology, Signs, Social Forces, Social Problems, Social Psychological Quarterly, Social Science Research, Sociological Forum, Sociological Perspectives, Sociological Quarterly, Sociological Spectrum, Sociological Theory, Sociology Compass, Symbolic Interaction, Work and Occupations*

**Occasional reviewer, academic presses:**

University of California Press, University of Chicago Press, Cornell University/ILR Press, Harvard University Press, Mayfield Press, McGraw-Hill Publishers, Oxford University Press, Polity Press, Princeton University Press, Routledge Press, Roxbury Press, Rutgers University Press, Sage Publications/Pine Forge Press, Temple University Press

**Occasional reviewer, grant foundations:**

National Science Foundation, Netherlands Organisation for Scientific Research, Israel Science Foundation

**Professional association positions (\* elected positions):**

- |         |   |
|---------|---|
| 2014-16 | Committee on Sections, American Sociological Association (ASA)  |
| 2015-16 | Max Weber Award for Distinguished Scholarship Committee, Organizations, Occupations, and Work Committee (ASA) |
| 2013-14 | Chair, Nominations Committee, Economic Sociology Section (ASA)  |
| 2011-13 | *Chair-Elect & Chair, Economic Sociology Section (ASA)  |
| 2010-11 | *Committee on Nominations (ASA)   |

- 2010-12 \*Committee on Committees, Pacific Sociological Association (PSA)  
Excellence in the Reporting of Social Issues Award Committee (Co-Chair, 2010-11) (ASA)
- 2009-10 Chair, Max Weber Award for Distinguished Scholarship Committee, Organizations, Occupations, and Work Section (ASA)
- 2005-07 Feminist Lectureship Award Committee, Sociologists for Women in Society
- 2001-03 Chair-Elect and Chair, C. Wright Mills Award Committee, Society for the Study of Social Problems (SSSP)  
\*Sally Hacker Graduate Student Award Committee, Sex and Gender Section (ASA)
- 2000-02 \*Chair-Elect & Chair, Organizations, Occupations, and Work Section (ASA)
- 1999-200 Chair, Program Committee, Organizations, Occupations, and Work Section (ASA)
- 1997-98 C. Wright Mills Award Committee (SSSP)
- 1996-97 Program Committee, Organizations, Occupations, and Work Section (ASA)
- 1995-97 \*Executive Council, Society for the Study of Socio-Economics (SASE)  
\*Chair, Labor Studies Division (SSSP)
- 1994-95 Committee to Award the Founder's Prize (SASE)
- 1993-96 Membership Committee (Chair 1994-95), Organizations, Occupations, and Work Section (ASA)
- 1992-93 Chair, Braverman Award Committee, Labor Studies Division (SSSP)
- 1991-93 \*Council, Organizations, Occupations, and Work Section (ASA)
- 1989-90 Candace Rogers Award Committee, Eastern Sociological Society
- 1988-89 Nominations Committee, Organizations, Occupations, and Work Section (ASA)

**University of California service:**

**System-wide:**

- 2011 Invited to serve on UC Merced Committee on Academic Personnel (declined while on sabbatical)  
Chair, External Review Committee, Undergraduate Program of Sociology, UC Riverside
- 2010 Reviewer, President's Postdoctoral Fellowship Program Review Panel (UC Office of the President)

- 2009 Workshop leader and participating mentor, President's Postdoctoral Fellowship Program Conference
- 2007-09 Chair, UC Labor and Employment Research Fund Committee (UC Office of the President, Office of Research)
- 2006-08 Miguel Contreras Labor Studies Development Fund Committee (UC Office of the President, Office of Research)
- 2005-07 Davis Representative to UC Labor and Employment Research Fund Committee
- 2003-04 Davis Representative to System-wide Committee on Committees
- 2002-05 Alternate Representative, Advisory Board, UC Institute for Labor and Employment
- UC Davis (Division of Social Sciences, College of Letters & Science, Academic Senate):**
- 2017-19 Member-at-Large, Emeriti Association Executive Committee
- 2017 Grand Marshall, College of Letters and Sciences Commencement (June)
- 2015-17 Committee on Academic Personnel—Appellate Committee (Chair, 2016-17)
- 2014-15 Review Team, Women and Gender Studies Major
- 2013-15 Representative to the Faculty Assembly of the College of Letters and Science
- 2012-14 Chair and External Member, Graduate School of Management Faculty Personnel Committee
- 2012-13 Ad Hoc Committee for the Philosophy Department Graduate Program Review
- 2011 Invited (by Committee on Committees) to Chair the Academic Senate Special Committee to Investigate the Events of November 18 (the pepper spraying incident at UCD; declined while on sabbatical)
- 2009-11 Chair, Faculty Advisory Committee, Institute of Governmental Affairs
- 2009-10 Committee on Committees (appointed to one-year term)
- 2007-10 Work/Life Faculty Advisor (Program organized by the Office of the Vice Provost for Academic Personnel)
- 2007-08 Academic Senate Operations and Practices Task Force (Committee charged by the UC Regents with making recommendations for streamlining Academic Senate processes)
- Chancellor's Recruitment Advisory Committee for Dean of Social Science
- 2007 Invited participant, Vice Provost's Leadership Development Program



2004-07 Chair, Faculty Subcommittee on Student Petitions (Letters and Science)

2005-06 President's Undergraduate Fellowship Committee

2004-06 Outstanding Graduate Teaching Award Committee, Graduate Studies/Graduate Council/Teaching Resources Center

2004-05 Secretary, Representative Assembly of the Davis Division of the Academic Senate

2004-05 Support and Welfare Subcommittee, Graduate Council

2002-05 Letters and Science Executive Committee

2001-04 Elected to Committee on Committees: Vice Chair 2002-03; Chair 2003-04 (with concurrent membership on Executive Council and Provost/Senate Chairs Committee)

2002-05 College of Letters and Science Executive Committee

2003 Ad Hoc Personnel Committee

2002-03 Gender and Global Issues Center Faculty Advisory Committee

2001-02 Divisional Advisory Committee

1999-2001 Divisional Executive Council  
Divisional Representative to the Assembly of the Academic Senate  
Divisional Representative Assembly

1999-2000 Committee on Research  
Dean's Advisory Committee on Faculty Recruitment

1998-2002 Advisory Board (Chair 1999-2000), Consortium for Women and Research

1997-99 Social and Behavioral Science Human Subjects Review Committee

1999 Ad Hoc Personnel Committee

1998 Ad Hoc Personnel Committee

1996-98 Affirmative Action and Diversity Committee

1995-98 Program Committee, Center for Comparative Research

**UC Davis (Sociology department):**

2014-17 Department Chair (*ex officio* member of the Merits and Promotions, Undergraduate, and Non-Senate Evaluation Committees). In collaboration with the Chief Administrative Officer, this position requires budgetary and administrative oversight of 21 faculty, 8 career staff, ~60 graduate students, ~600 undergraduate majors, 10-15 temporary lecturers hired annually, and two major educational programs (undergraduate and Ph.D.)

- 2013-14 Inequality/Poverty Recruitment Committee  
Graduate Program Committee  
Non-Senate Faculty Review Committee
- 2012-13 Chair's Advisory Committee  
Merits and Promotions Committee  
Undergraduate Program Committee  
Recruitment Plan Committee
- 2006-11 Department Chair (*ex officio* member of the Merits and Promotions, Computer, Undergraduate, and Non-Senate Evaluation Committees). In collaboration with the Chief Administrative Officer, this position required budgetary and administrative oversight of approximately 25 faculty, 9 career staff, 60 graduate students, 700 undergraduate majors, 10-15 temporary lecturers hired annually, and two major educational programs (undergraduate and Ph.D.)
- 2006-07 Social Psychology Recruitment Committee
- 2005-06 Unity Task Force  
Social Psychology Recruitment Committee
- 2004 Chair, Computer Committee (W/S)
- 2003-06 Department Vice Chair and Graduate Program Director (*ex officio* member of the Graduate Program, Graduate Admissions, Comprehensive Examination, and Colloquia Committees). In collaboration with the Graduate Staff Coordinator, this position required oversight of the Ph.D. program of approximately 60 graduate students, including curricular, employment, and career development issues
- 2002-03 Chair, Organizations Recruitment Committee  
Undergraduate Program Committee  
Undergraduate Advisor (F)
- 2001-02 Chair, Health and Medicine Recruitment Committee  
Chair, Computer Committee
- 2000-01 Graduate Admissions Committee (W/S)  
Faculty/TA Coordinator Liaison (W/S)
- 1999-2000 Graduate Program Committee  
Graduate Student/Faculty Ombudsperson  
Colloquium Series Committee
- 1998-99 Chair, Organizations Recruitment Committee  
Graduate Program Committee  
Undergraduate Advisor

- 1997-98 Chair, Graduate Program Committee
- 1996-97 Chair, Undergraduate Program Committee  
Faculty/TA Coordinator Liaison
- 1995-96 Chair, Undergraduate Program Committee  
Law/Criminology Recruitment Committee
- 1994-95 Undergraduate Program Committee  
Chair, Colloquium Series Committee

**UC Davis (Random acts of campus citizenship):**

- 2017-18 Mentor, Guardian Scholars Program
- 2015 Guest speaker, "Graduate Course in Poverty and Public Policy," Center for Poverty Research (October)  
Panel organizer, "Employment, Earnings, and Inequality," Center for Poverty Research Conference (October)  
Volunteer, Annual Thank Goodness for Staff Celebration (May)  
Judge, Interdisciplinary Graduate and Professional Student Symposium (April)  
Speaker, Tercero Residence Hall: "Thinking About Employability" (March)
- 2014 Guest speaker, "Graduate Course in Poverty and Public Policy," Center for Poverty Research (October)  
Moderator, 25<sup>th</sup> Annual Undergraduate Research Conference (April)  
Panelist, Leadership Development Program: "Protecting Time: The Role of the Faculty Administrator" (Feb)
- 2012 Proposal reviewer, Davis Humanities Institute
- 2008 Guest speaker, All Staff Meeting, Internship and Career Center: "Temporary Employment Today" (Nov)  
Panelist, New Chairs Workshop: "Transitioning into the Role of Chair and Managing Department Resources" (Sept)
- 2007 Moderator, 18<sup>th</sup> Annual Undergraduate Research Conference (April)
- 2006 Planning Committee, Chancellor's Fall Conference on Graduate Education
- 2005 Panelist, Forum on Graduate Education presented to the University of California Regents, organized by the Office of Graduate Studies (April)  
Moderator, 16<sup>th</sup> Annual Undergraduate Research Conference (April)
- 2004 Panelist, McNair Scholars Workshop: "Faculty Mentoring" (Nov)  
Participant, Chancellor's Annual Fall Conference (Sept)  
Faculty Presenter, Career Decision Making, sponsored by American Studies Program: "The Workplace in the 21<sup>st</sup> Century" (Feb)
- 2003 Panelist, Consortium for Women and Research: "Women Faculty and Service" (Nov)  
Participant, Chancellor's Annual Fall Conference (Sept)  
Panelist, Career Decision Making, sponsored by American Studies Program: "The Workplace in the 21<sup>st</sup> Century"
- 2001 Instructor, Graduate School of Management, Working Professionals Program (Summer)  
Committee to Select Student Assistants to the Chancellor
- 2000 Panelist, Series on Education and Graduate Placement, sponsored by the Internship and Career Center and the Office of Graduate Studies (March)  
Panelist, Career Symposium for Graduate Students and Postdoctoral Scholars, sponsored by the Internship and Career Center and Office of Graduate Studies (May)
- 1999 Participant, Opportunities in Engineering and Science Annual Retreat (Sept)

- 1998 Instructor, Graduate School of Management, Working Professionals Program (Summer)  
 Moderator, 9<sup>th</sup> Annual Undergraduate Research Conference (April)  
 Participant, University of California Work/Life Symposium, sponsored by the Office of the President and the University Committee on Faculty Welfare, Irvine, CA (October)
- 1997 Instructor, Graduate School of Management, Working Professionals Program (Summer)
- 1995 Keynote speaker, Spotlight on UC Davis Women Scholars series: “Shattering the Glass Ceiling: Race, Gender, and the 21<sup>st</sup> Century” (Jan)  
 Participant, UCD Student Development Leadership Training Workshop (Oct)

## TEACHING AND MENTORING

### Courses Taught:

Sociology of Work and Employment, Gender and Work, Complex Organizations, Social Change Organizations, Corporations and Society, Sociology of Gender, Gender and the Family, Social Stratification, Social Problems

### UC Davis dissertation committees, Chair (dates indicate year Ph.D. conferred):

- 2021 Beth Hart: “Running in Place: How Work, Family, and Income Instability Keep Students from Finishing Community College” (Researcher, California Community College Centers of Excellence)
- Courtney Caviness: "Tactical Identifications: LGBTQ Negotiations of Gender and Sexual Legitimacy in the Contemporary US Military" (ABD)
- 2018 Chris Caldeira: “The Workplace and Beyond: Gender and Occupational Communities in High Tech” (Independent Editor and Researcher)
- Robin Savinar: "The Occupational Experiences of Skilled Migrant Labor in the United States" (Co-Chair with Erin Hamilton) (Postdoctoral Fellow, UC Davis)
- Jennifer Tyree-Hageman: “Wired for Gasoline: Consumers and Value Construction in the Plug-in Hybrid and Electric Vehicle Market” (Research Fellow in Sustainable Consumption, University of Birmingham, Great Britain)
- 2016 Brian Halpin: “From Precarity to Employability: Third Wave Marketization and the Commodification of Labor” (Lecturer, Department of Sociology, UC Davis)
- 2015 Le Phan: “Polishing the Future: Nail Work and the Work Trajectories of Second Generation Children” (Student & Community Outreach Manager, San Joaquin Delta College; formerly Assistant Coordinator, Special Enrichment Transitional Program, UCD)
- 2009 Joan Meyers: “Working Democracies: Power and Inequality in Two Employee-Owned Companies” (Assistant Professor, Cal Poly; formerly Visiting Assistant Professor, University of the Pacific; Michael W. Huber Fellow and Postdoctoral Associate, Rutgers, School of Management and Labor Relations)

- 2008 Esther Carolina Apesoa-Varano: “Professionalism and Caring: Hospital Practitioners at Work” (Professor, Betty Irene Moore School of Nursing, UC Davis)
- 2007 Julie Collins-Dogrul: “Managing Transnational Problems for the National Good: U.S.-Mexico Border Health” (Associate Professor, Department of Sociology, Whittier College)
- 2005 Jonathan Isler: “The Normalization of Unstable, Insecure Web-Design Employment” (Research Scientist III, California Department of Public Health; formerly Assistant Professor, Department of Sociology, University of Illinois)
- 2004 Esther B. Neuwirth: “Blurring Corporate Boundaries: Staffing Agencies, Human Resources Practices, and Unions in the New Employment Relationship” (Director of Field Studies, Kaiser Permanente’s Care Management Institute)
- Eva Skuratowicz: “Sorting Women and Men Into Jobs: The Mechanisms of Sex Segregation in an American Bank” (Director, Southern Oregon Research Center; Adjunct Professor, SOU)
- 2003 Lalia Kiburi: “Consigned to Whiteness: Gender, Class, and the Social Construction of Whiteness in a Resale Store” (Retired, former Lecturer with Continuing Appointment, Department of Sociology, UC Davis)
- Eileen Otis: “Serving the People: Gender, Class, and Ethnicity in China’s Emergent Service Sector” (Associate Professor, Department of Sociology, Northeastern University; formerly Associate Professor, University of Oregon; Postdoctoral Fellow, Harvard University Fairbank Center and Assistant Professor, SUNY-Stony Brook)
- 2001 Pamela Foreman: “Contesting Gender Equity: The Cooptation of Women’s Intercollegiate Athletics” (Professor and Chair, Department of Sociology, University of Wisconsin, Eau Claire)

**UC Davis dissertation committees, Member:**

- 2020 Rachel Nickens (Lecturer, UC Davis)
- 2018 Jennifer Kutzleb (UX Researcher, Google)  
Krysti Ryan (Implementation Manager, College Transition Collaborative, Stanford University)
- 2016 Joanna Rullo (Freelance Researcher)
- 2015 Parul Baxi (Lecturer, UCD)
- 2012 David Orzechowicz (Lecturer with Continuing Appointment, UC Davis)  
Robin Pleau (Research Scientist II, California Department of Public Health)

Jee-Eun Song (Assistant Professor, Graduate School of International and Area Studies, Hankuk University of Foreign Studies, Seoul, South Korea; formerly Korea Foundation Postdoctoral Fellow, UC Berkeley)

- 2011 Sarah Ovink (Associate Professor, Department of Sociology, Virginia Tech)
- 2005 Ursula Castellano (Associate Professor, Department of Sociology, Ohio State University, Athens)
- 2004 Clare Stacey (Associate Professor, Department of Sociology, Kent State University)
- 1999 Jennifer Bickham-Mendez (Professor, Department of Sociology, William and Mary College)
- 1998 Lori Kendall (Associate Professor, Graduate School of Library and Information Science, University of Illinois, Chicago)
- 1997 Julie Bettie (Associate Professor and Chair, Department of Sociology, UC Santa Cruz)
- Ellen Scott (Professor, Department of Sociology, University of Oregon)

**Postdoctoral and inter-institutional mentoring:**

- 2018 Book manuscript workshop discussant for Professor David Pedulla, Stanford University
- 2014 Examiner, Thesis Committee, Scott Burrows, Ph.D. candidate, University of Wollongong (Australia)
- 2012 Book manuscript workshop discussant for Professor Allison Pugh, University of Virginia (funded by University of Virginia; hosted at UC Berkeley)
- 2011-12 NSF ADVANCE Mentor for Professor Nancy Plankey-Videla, Texas A & M University
- 2009-10 Faculty Mentor for Gretchen Purser (UC Berkeley), University of California President's Postdoctoral Fellow
- 2009 Book manuscript workshop discussant for Professor Erin Hatton, SUNY-Buffalo (funded and hosted by the Baldry Center for Law & Social Policy, University of Buffalo Law School)
- 2003-05 Member, Dissertation Committee, Debbie Osnowitz, Ph.D. candidate, Brandeis University

**University of Pennsylvania dissertation committees (1988-94):**

Raquel Kennedy Bergin, John Encandela, Barbara Friedman, Robert Geter, Yoshi Kuzume, Lynn Phillips, Nancy Porter, Philip Rosenzweig, Gita Surrie, Karen Walker, James Woods, Roger Wu