

William Form Lecture Series

Spring 2010



Dr. Philip N. Cohen, Associate Professor of Sociology, University of North Carolina-Chapel Hill

Engendering Change: Organizational Dynamics and Workplace Gender Discrimination, 1975-2005

Studies linking careers to organizational dynamics are often gender neutral, despite the potential for organizational theory and research to explain workplace inequality. We examine workplace-level sources of gender inequality to explore the link between organizational change and levels of gender integration. To do so, we analyze the gender division of labor and key structural aspects of U.S. private sector work establishments, using a unique longitudinal dataset spanning three decades. We find that women's access to managerial positions is positively related to gender integration, as is both establishment size and growth. Additionally, the results show that trends toward gender integration are due to change within workplaces rather than cohort replacement. Our results also provide compelling evidence that the effect of female managers varies dramatically across organizational contexts, with the strongest desegregating effects in larger and growing establishments. Finally, the effect of women's access to organizational power structures has sharply diminished over time.

Spring 2011



Dr. Liana Sayer, Associate Professor of Sociology, Ohio State University

Gender Equality and Time Together for Partnered British, French, Dutch, and American Parents

Over the past 40 years, gender differences in housework and child care have lessened but more from women's changes than men's. Shared time in housework and child care when a partner is present can provide suggestive evidence on the extent women retain overall responsibility for domestic work. Identifying which fathers are more likely to engage in leisure activities with children but without their partner, and/or do solo housework or child care activities, is one part of the puzzle of whether the gender revolution is stalled or if movement towards less gendered time use is distributed unequally across parents within countries and between countries. The contribution of this research is to investigate crossnational gender differences in partnered women's and men's time together in housework, child care, and leisure with Multinational Time Use Data. She anticipates parents in countries where standard or reduced hours jobs are promoted as work/family reconciliation strategies have greater ability to coordinate schedule compatibilities in dual earner households thus maximizing potential shared activity time. In

contrast, parents in countries where long full-time hour jobs are common and workplace flexibility is an employer-initiated strategy to manage fluctuating labor demands, may experience more intractable obstacles in distributing time between household work and employment, as well as coordinating time among household members. Preliminary results for the USA of shared time in core housework, child care, and leisure indicate fathers with full-time employment hours and employed wives spend significantly more shared time in core housework, child care, and leisure compared with other fathers. Mothers with full-time employment hours spend less time doing housework and child alone, and more of their leisure time with children and/or a partner, but spouse employment hours are not associated with shared household work or leisure. The next step of the analysis will be to compare these patterns with those in France, the Netherlands, and the UK.

Spring 2012



Dr. David Cotter, Professor of Sociology, Union College

SLACer Life: Composing a Career at a Selective Liberal Arts College

David A. Cotter (BA College of Wooster, 1988; MA University of Maryland, College Park, 1992; PhD University of Maryland, College Park, 1996) is Professor of Sociology. He has been teaching at Union College in Schenectady, NY since 1995. His research focuses on stratification and inequality, particularly rural poverty, and work-related gender inequality. The results of this research have been published in major journals including ***The American Journal of Sociology, The American Sociological Review, Social Forces, Social Rural Sociology, Science Research, and Work and Occupations***. He is currently working on a set of projects investigating the “end of the gender revolution” with Reeve Vanneman (University of Maryland) and Joan Hermsen (University of Missouri, Columbia, PhD: UMDCP '97). Dr. Cotter has also conducted research on service learning as a pedagogical tool, and helped to develop a set of syllabi and instructional materials for the American Sociological Association. Professor Cotter teaches courses on introduction to sociology, education, gender work and family, work and occupations, community, religion, inequality & mobility, sociological theory, and research methods. Professor Cotter has chaired on the College’s Faculty Review Board, revised the merit and teaching evaluations procedures, co-chaired the Middle States Reaccreditation Review and chaired the Committee on Teaching and the Human Subjects Review Board.

Spring 2013



Dr. Tim Moran, Associate Professor of Sociology, Director of Graduate Studies, Stony Brook University, SUNY

Studying Social Stratification: From Art/Soc to the World as a Whole

I first confronted the field of stratification and social mobility in the department's two-semester graduate sequence: the authoritative sounding Stratification I and Stratification II seminars. I brought the theory and method being taught there to an emerging intellectual partnership with Prof. Korzeniewicz in which he showed me how to think about the issues and debates in different ways. Our partnership has continued throughout my career, as has the influence of my training on thinking about social inequality, economic privilege, and people's relative life chances. This is what I've learned (so far).

Spring 2014



Dr. Alex Bierman, Assistant Professor of Sociology, University of Calgary

The Threat of War and Psychological Distress Among Civilians Working in Iraq and Afghanistan

Research documents the mental health toll of combat operations on military personnel in Iraq and Afghanistan, but little research examines civilians who work alongside members of the military. In this research, we argue that a sense of threat is an "ambient stressor" that permeates daily life among civilians who work in these war zones, with mastery likely to both mediate and moderate the mental health effects of this stressor. Using a unique probability sample of Department of Army civilians, we find that threat is positively related to distress, but mastery mediates this relationship nonlinearly, with the indirect relationship between threat and distress strengthening as threat increases. The moderating function of mastery is also nonlinear, with moderate levels of mastery providing maximum stress buffering. This research suggests that contextual conditions of constraint can create nonlinearities in the way that mastery mediates and moderates the effects of ambient stressors.

Spring 2015



**Dr. Sunita Kishor, Director, Demographic & Health Surveys Program
ICF International**

Where From and Whither To? The Demographic & Health Surveys Program and Its Future

The Demographic and Health Surveys Program has been in existence since 1984. Funded primarily by USAID, The Program has been the main source of demographic, health and nutrition data for much of the developing world for more than 30 years. Seen today largely as a ‘global good’, The DHS Program is also often described as the gold standard for survey data. However, the DHS has come a very long way from being just a survey program to one that meets emerging needs for new and varied types of data, provides leadership in data collection and analysis methods, conducts independent research with a policy orientation, and contributes to the building of capacity building along the entire survey design to data use spectrum. What will be The DHS Program’s role be as the world moves into the post 2015 era and adopts the proposed Sustainable Development Goals (SDGs)? Dr. Kishor will look back and forward in time to discuss the role of large international household survey programs in the brave new SDG world, while also weaving in a bit of her own personal journey as she and The Program have “grown up” together.

Spring 2016



Dr. Emily S. Mann, Assistant Professor, Department of Health Promotion, Education, and Behavior & Women’s and Gender Studies Program, University of South Carolina

Teen Pregnancy Prevention, LARC Promotion, and Reproductive Justice

Despite significant declines in the rate of teen pregnancy in the United States since its peak in the early 1990s, it remains widely regarded as a social problem in need of prevention. Efforts to prevent teen pregnancy and by association, teen births, continue to focus on behavior change among youth themselves in lieu of addressing social determinants, such as poverty, or questioning the underlying assumptions that inform such efforts. Furthermore, teen parents’ accounts of their experiences with pregnancy and parenthood are often absent. This talk discusses findings from a multi-sited, mixed-methods study conducted with teen parents, which are placed in conversation with a new approach to teen pregnancy prevention: the promotion of the use of long-acting, reversible contraception (LARC) among young people who are deemed to be especially at-risk for unintended pregnancy. This has significant implications for young people’s reproductive health and rights, and broader concerns with reproductive justice.

Spring 2017



Dr. Anthony Ryan Hatch, Assistant Professor of Science in Society at Wesleyan University

The Pharmacy Prison

It is difficult, if not impossible, to determine the extent to which prisons and jails in the United States might be overprescribing psychotropic drugs for the purposes of controlling prisoners. To tackle this question, "The Pharmacy Prison" analyzes the findings of several major government performance audits of prison pharmacies to understand how prisons function as operate as major conduits for drugs, especially psychotropics, in the era of mass incarceration. Prison pharmacies are plagued by chronic management problems including poor record keeping and inventory systems, inadequate drug formularies, lack of space and well-trained personnel, and minimal oversight. This analysis positions the absence of official knowledge about the institutional practices that may govern unjust psychotropic distribution against the bureaucratic realities of prison pharmacy management practices.