



SOCIOLOGY 571: INSTITUTIONAL TRANSMISSION OF INEQUALITY

FALL 2016

THURSDAY, 1:00-3:40PM

INSTRUCTOR: HANA SHEPHERD

HSHEPHERD@SOCIOLOGY.RUTGERS.EDU

OFFICE HOURS: THURSDAY 11-12PM, DAVISON HALL ROOM 126

Course Description.

The premise of this class is that processes in and around organizations located within fields are centrally important to understanding the emergence of, persistence of, and change in forms of social inequality. As such, the focus of the class is on research and examples that illustrate the various ways that organizations in organizational fields such as work, schools, criminal justice, social welfare state, housing, and health, shape inequality. This focus is in contrast to the behavior of individuals outside of organizations, or the idiosyncratic behaviors of individuals within organizations. Scholars of inequality, particularly in labor markets, have called for examining the “mechanisms” or underlying processes generating inequality for more than a decade. This class uses those calls as a starting point.

We will examine several elements of formal organizations, focusing in particular on the first and the last: organizational practices, organizational gatekeepers, networks, legal environment, and organizational forms. We could conduct an entire class on any one of these areas, each is sufficiently rich. As such, the main goal of the class is to make connections across substantive domains instead of developing expertise in any one domain. Looking at them together should allow us to compare processes to each other. This will be the main challenge for the class: to interrogate the extent to which the processes we see in the examples from the readings are the same or different from each other, whether they capture much of what is important to understand about the dynamics of social inequality or whether important processes are missing, whether processes occur similarly across different organizational fields.

The readings are both theoretical and empirical. Some of the readings could fit into multiple themes, so read them first in light of the theme for that week, and in our discussion we can question whether the categorization makes sense. Some of the readings draw a complete picture of how the phenomenon described contributes to inequality while others leave open the question of how a new organizational practice or form might shape inequality. There are many examples and other works that could have been included here, and this syllabus is unfortunately U.S.-centric. I would like to charge you all with actively contributing new examples, both in the U.S. and internationally, current and historical, and drawing connections to other research.

Learning Goals

In this course, you will:

- Gain substantive knowledge about organizational processes that generate and ameliorate inequality
- Become familiar with major themes and issues in organizational sociology

- Think theoretically and synthetically about the processes across different organizational fields
- Assess the validity of different methodological approaches to the empirical study of organizations and inequality
- Identify significant and novel research questions related to the emergence, persistence, or change in inequality

You will work towards these goals by:

- Participating in in-depth weekly discussions of assigned readings
- Contributing 1-2 weekly discussion questions based on the readings
- Writing 5 memos that critically assess and synthesize the readings and generate new research ideas
- Generating discussion by doing short presentations and helping to lead the class for a session
- Writing a concrete final research proposal that you could use for a QP or another project

Structure of the Course All readings are required and should be completed before class. I recommend doing the readings in the order indicated on the syllabus, if at all possible. While you are doing the readings, keep in mind: a) how does this reading address the themes of the week? b) what are the key processes at play in this reading? c) how does this reading relate to the other readings of the week, and to previous readings or outside examples?

I'll provide an overview of the readings and the theme for the week at the beginning of class and the rest of the class will be discussion that everyone is expected to contribute to. I'll also have you all help lead a session by providing short summaries/overviews of the readings, developing discussion questions to start the conversation, and bringing in outside examples for comparisons.

All reading material will be available on the Sakai site. For every reading I chose, there are a dozen others I could have selected. I've included some of the ones that I left off at the end of the syllabus. If you are particularly interested in a type of reading or topic, let me know and I can point you to more readings.

Before each class (by 5pm on Wednesdays), you'll submit 1-2 discussion questions based on the readings on Sakai. You'll submit a total of 5 memos (800-1200 words, by 12pm on Wednesdays) on the readings. You can choose which weeks you submit your memos, but they must be separated by at least a week. Please discuss readings across all of the weeks in the memo period in your memos. The memos are a chance for you to consolidate your thoughts on the readings, so please don't use the space for summaries. Instead, make connections between readings or themes, point out conflicts or convergences, discuss implications for research, try out theoretical arguments. You'll submit these via Sakai.

The research proposal should be a very concrete proposal for a research project that you'd like to

pursue related to the issues and themes of the course. By concrete, I mean that in addition to a theoretical motivation and literature review, it should include a careful discussion of what methods, data, and operationalization you would use to pursue the project. I want these proposals to be maximally useful to you in your research, so that means that you will need to get specific. We'll build in some time to workshop these ideas later in the semester, but I'll ask you to start thinking about options early in the semester. With your research proposal, I'd like you to submit a reading list of 20-30 key sources relevant to your project that you can use to build your project-specific knowledge if you decide to pursue the project. Everyone will present 5 slides on their project in the last class.

Summary of Grading

Discussion Participation	25%
(includes leading seminar and submitting discussion questions)	
Response Memos (5)	40%
Research Proposal (due Dec. 15)	35%
TOTAL	100%

Class Policies Because much of this class is discussion-based, to encourage the free exchange of ideas, the classroom should be safe, supportive, and productive. To facilitate such an environment, all class participants, students and faculty, must act with mutual respect and common courtesy. Please come talk with me about these issues at any point.

The Rutgers Sociology Department strives to create an environment that supports and affirms diversity in all manifestations, including race, ethnicity, gender, sexual orientation, religion, age, social class, disability status, region/country of origin, and political orientation. We also celebrate diversity of theoretical and methodological perspectives among our faculty and students and seek to create an atmosphere of respect and mutual dialogue. We have zero tolerance for violations of these principles and have instituted clear and respectful procedures for responding to such grievances.

READINGS

Week One Introduction and Setting the Parameters

The goal of this week is to establish the parameters of the class: Why should we take this type of approach to inequality (Reskin, Tilly)? What about organizations is important in understanding inequality (Reskin, Tilly, Pager and Shepherd)? What is the relationship between organizations and institutions (Powell)? What are we talking about when we talk about inequality (Tilly)? What are the differences between an organizational/institutional approach to inequality and an individual-centric approach (Reskin, Pager and Shepherd)? We will also talk about forms of sociological argumentation: what is a mechanism or a process and how does focusing on mechanisms/processes differ from other forms of sociological inquiry?

Reading for Thursday September 8:

Barbara Reskin. 2003. "Including Mechanisms in Our Models of Ascriptive Inequality." *American Sociological Review* 25: 335-361.

Devah Pager and Hana Shepherd. 2008. "The Sociology of Discrimination: Racial Discrimination in Employment, Housing, Credit, and Consumer Markets." *Annual Review of Sociology* 34: 181-209.

Walter Powell. 2007. "The New Institutionalism." In *The International Encyclopedia of Organizational Studies*.

Charles Tilly. 1998. *Durable Inequality*. Berkeley: University of California Press. Selection: Chapter 1.

Week Two Organizational Practices: Policies & Programs at Work

This week we'll look at examples of policies and rules that organizations adopt at work and their consequences for inequality. The examples could be endless, so the goal is to think about categorizing types of policies and programs and thinking through their implications.

Reading for Thursday September 15:

Jake Rosenfeld and Patrick Denice. 2015. "The Power of Transparency: Evidence from a British Workplace Survey." *American Sociological Review* 80: 1045-1068.

Pat Roos and Mary Gatta. 2009. "Gender (in)equity in the Academy: Subtle Mechanisms and the Production of Inequality." *Research in Social Stratification and Mobility* 27: 177-200.

Sameer Srivastava. 2015. "Network Intervention: Assessing the Effects of Formal Mentoring on Workplace Networks." *Social Forces* 94: 427-452.

David S. Pedulla. 2013. "The Hidden Costs of Contingency: Employers' Use of Contingent Workers and Standard Employees' Outcomes." *Social Forces* 92: 691-722.

Jessica Leber. March 16, 2015. "Can Treating Low-Wage Workers Well Become the Hot New Business Strategy?" *Coexist.com*. <http://www.fastcoexist.com/3040830/world-changing-ideas/can-treating-low-wage-workers-well-become-the-hot-new-business-strategy>

Adam Davidson. February 25, 2016. "Managed by Q's 'Good Jobs' Gamble." *The New York Times Magazine*. <http://www.nytimes.com/2016/02/28/magazine/managed-by-qs-good-jobs-gamble.html>

David Strang and Sarah Soule. 1998. "Diffusion in Organizations and Social Movements: From Hybrid Corn to Poison Pills." *Annual Review of Sociology* 24: 265-290.

Week Three Organizational Practices: Policies and Programs in Other Org. Fields

Reading for Thursday September 22:

Sarah Brayne. 2014. "Surveillance and System Avoidance: Criminal Justice Contact and Institutional Attachment." *American Sociological Review* 79: 367-391.

Armando Lara-Millan. 2014. "Public Emergency Room Overcrowding in the Era of Mass Imprisonment." *American Sociological Review* 79: 866-887.

Jacob Rugh and Douglas Massey. 2010. "Racial Segregation and the American Foreclosure Crisis." *American Sociological Review* 75: 629-651.

Daniel Hirschman, Ellen Berrey, and Fiona Rose-Greenland. 2016. "Dequantifying Diversity: Affirmative Action and Admissions at the University of Michigan." *Theory and Society* 45: 265-301.

Stephen Raudenbush and Robert Eschmann. 2015. "Does Schooling Increase or Reduce Social Inequality?" *Annual Review of Sociology* 41: 443-470.

Mark Palko and Andrew Gelman. August 16, 2016. "How Schools that Obsess about Standardized Tests Ruin them as Measures of Success." *Vox.com* <http://www.vox.com/2016/8/16/12482748/success-academy-schools-standardized-tests-metrics-charter>

Week Four Organizational Practices: Culture

Reading for Thursday September 29:

Michele Lamont, Stefan Beljean, and Matthew Clair. 2014. "What is Missing? Cultural Processes and Causal Pathways to Inequality." *Socio-Economic Review* 12: 573-608.

Ellen Berrey. 2015. *The Enigma of Diversity: The Language of Race and the Limits of Racial Justice*. Chicago: University of Chicago Press. Selection TBA.

Eve Garrow and Oscar Grusky. 2013. "Institutional Logic and Street-level Discretion: The Case of HIV Test Counseling." *Journal of Public Administration Research and Theory* 23: 103-131.

Nicole M. Stephens, Stephanie A. Fryberg, Hazel R. Markus, C. Johnson, and R. Covarrubias. 2012. "Unseen Disadvantage: How American Universities' Focus on Independence Undermines the Academic Performance of First-Generation College Students." *Journal of Personality and Social Psychology* 102: 1178-1197.

Emilio Castilla and Stephen Benard. 2010. "The Paradox of Meritocracy in Organizations." *Administrative Science Quarterly* 55: 543-576.

Sheryl Gay Stolberg and Jess Bidgood. August 11, 2016. "Some Women Won't 'Ever Again' Report a Rape in Baltimore." *The New York Times*. <http://www.nytimes.com/2016/08/12/us/baltimore-police-sexual-assault-gender-bias.html>

Week Five Organizational Practices: Racialization

Reading for Thursday October 6:

Aliya Saperstein, Andrew Penner, and Ryan Light. 2013. "Racial Formation in Perspective: Connecting Individuals, Institutions, and Power Relations." *Annual Review of Sociology* 39: 359-378.

Mustafa Emirbayer and Matthew Desmond. 2015. *The Racial Order*. Chicago: University of Chicago Press. Selection: Chapter 5.

Michael Walker. 2015. "Race Making in a Penal Institution." *American Journal of Sociology* 121: 1-28.

Amanda Lewis. 2003. *Race in the Schoolyard: Negotiating the Color Line in Classrooms and Communities*. New Brunswick, NJ: Rutgers University Press. Selection: Chapters 6 & 7.

Celeste Watkins-Hayes. 2011. "Race, Respect, and Red Tape: Inside the Black Box of Racially Representative Bureaucracies." *Journal of Public Administration Research and Theory* 21: 233-251.

Week Six Organizational Practices: Technology and Algorithms

Reading for Thursday October 13:

Latanya Sweeney. 2013. "Discrimination in Online Ad Delivery." *Communications of the Academy of Computing Machinery* 56: 44-54.

Julia Angwin, Jeff Larson, Surya Mattu, and Lauren Kirchner. May 23, 2016. "Machine Bias." *ProPublica*, <https://www.propublica.org/article/machine-bias-risk-assessments-in-criminal-sentencing>

More information available here: <http://www.datacivilrights.org/pubs/2015-1027/CourtsandPredictiveAlgorithms.pdf>

Jon Fingas. August 2, 2016. "Wisconsin Court Deems Sentencing Algorithm Constitutional." *Engadget.com*, <https://www.engadget.com/2016/08/02/wisconsin-court-deems-sentencing-algorithm-constitutional/>

"Why Online Shoppers See Different Prices for the Same Item." WNYC, *Note to Self*, <http://www.wnyc.org/story/dynamic-pricing-price-optimization-discrimination/>

Aniko Hannak, Gary Soeller, David Lazer, Alan Mislove, and Christo Wilson. 2014. "Measuring Price Discrimination and Steering on E-commerce Web Sites." In *Proceedings of the 14th ACM/USENIX Internet Measurement Conference (IMC'14)*, Vancouver, Canada.

Cathy O'Neil. 2016. *Weapons of Math Destruction: How Big Data Increases Inequality and Threatens Democracy*. Crown Books. Selection TBA.

Sarah Jeong. April 15, 2016. "How Technology Helps Creditors Control Debtors." *The Atlantic*.
<http://www.theatlantic.com/technology/archive/2016/04/rental-company-control/478365/>

Week Seven Organizational Gatekeepers

Reading for Thursday October 20:

Celeste Watkins-Hayes. 2009. *The New Welfare Bureaucrats: Entanglements of Race, Class and Policy Reform*. Chicago: University of Chicago Press. Selections TBA.

Peter K. Manning. 2003. *Policing Contingencies*. Chicago: University of Chicago Press. Selection TBA.

Elaine Hsieh. 2007. "Interpreters as Co-Diagnosticians: Overlapping Roles and Services Between Providers and Interpreters." *Social Science and Medicine* 64: 924-937.

Matthew Rafalow. Under review (please do not distribute or cite). "Disciplining Play: Digital Youth Culture as Capital at School."

Mary Kate Blake. Unpublished dissertation chapter (please do not distribute or cite). "Disadvantaged Students and High School Counselors: Institutional Barriers to Academic, College, and Personal Counseling."

Week Eight Legal Environment

Reading for Thursday October 27:

Lauren Edelman, Gwendolyn Leachman, and Doug McAdam. 2010. "On Law, Organizations, and Social Movements." *Annual Review of Law and Social Science* 6: 653-685.

Alexes Harris, Heather Evans, and Katherine Beckett. 2010. "Drawing Blood from Stones: Legal Debt and Social Inequality in the Contemporary United States." *American Journal of Sociology* 115: 1753-1799.

Matthew Desmond and Monica Bell. 2015. "Poverty, Housing, and the Law," *Annual Review of Law and Social Science* 11: 15-35.

Douglas Massey, Len Albright, Rebecca Casciano, Elizabeth Derickson and David Kinsey. 2013. *Climbing Mount Laurel: The Struggle for Affordable Housing and Social Mobility in an American Suburb*. Princeton, NJ: Princeton University Press. Selection: Chapter 1.

Erin Kelly and Frank Dobbin. 1999. "Civil Rights Law at Work: Sex Discrimination and the Rise of Maternity Leave Policies." *American Journal of Sociology* 105: 455-492.

Nicole Pasulka. March 16, 2012. "Right-to-Work Laws, Explained." *Mother Jones*.
<http://www.motherjones.com/politics/2012/03/what-are-right-to-work-laws>

Conor Dougherty. July 3, 2016. "How Anti-growth Sentiment, Reflected in Zoning Laws, Thwarts Equality." *The New York Times*. <http://www.nytimes.com/2016/07/04/business/how-anti-growth-sentiment-reflected-in-zoning-laws-thwarts-equality.html?r=0>

Week Nine Networks and Integration

Reading for Thursday November 3:

Thomas DiPrete, Gregory Eirich, and Matthew Pittinsky. 2010. "Compensation Benchmarking, Leapfrogs, and the Surge in Executive Pay." *American Journal of Sociology* 115: 1671-1712.

Roberto Fernandez and Isabel Fernandez-Mateo. 2006. "Networks, Race, and Hiring." *American Sociological Review* 71: 42-71.

Joel Podolny and James N. Baron. 1997. "Resources and Relationships: Social Networks and Mobility in the Workplace." *American Sociological Review* 62: 673-93.

Mario Small. 2009. *Unanticipated Gains: Origins of Network Inequality in Everyday Life*. Selection: Chapter 1 & 7.

Martin Ruef and Seok-Woo Kwon. 2016. "Neighborhood Associations and Social Capital." *Social Forces* 95: 159-190.

Michael McQuarrie and Nicole P. Marwell. 2009. "The Missing Organizational Dimension in Urban Sociology." *City and Community* 8: 247-268.

Week Ten Organizational Forms: Structure

Reading for Thursday November 10:

James Baron and William Bielby. 1980. "Bringing the firm back in: stratification, segmentation, and the organization of work." *American Sociological Review* 45: 737-65.

Charles Tilly. 1998. *Durable Inequality*. Berkeley: University of California Press. Selection: Chapter 3.

Ivan Chase. 1991. "Vacancy Chains." *Annual Review of Sociology* 17: 133-154.

Alexandra Kalev. 2009. "Cracking the Glass Cages? Restructuring and Ascriptive Inequality at Work." *American Journal of Sociology* 114: 1591-1643.

Lauren B. Edelman. 1992. "Legal Ambiguity and Symbolic Structures: Organizational Mediation of Civil Rights Law." *American Journal of Sociology* 97: 1531-1576.

Anemona Hartocollis. March 29, 2016. "Colleges Spending Millions to Deal with Sexual Misconduct Complaints." *The New York Times*. <http://www.nytimes.com/2016/03/30/us/colleges-beef-up-bureaucracies-to-deal-with-sexual-misconduct.html?r=0>

Week Eleven Organizational Forms: Privatization

Reading for Thursday November 17:

Eileen Appelbaum and Rosemary Batt. February 2012. A Primer on *Private Equity at Work*. Center for Economic and Policy Research.

Nicole Marwell. 2004. "Privatizing the Welfare State: Nonprofit Community-Based Organizations as Political Actors." *American Sociological Review* 69: 265-291.

Arun Gupta. August 1, 2016. "The Financial Firm that Cornered the Market on Jails." *The Nation*.
<https://www.thenation.com/article/the-financial-firm-that-cornered-the-market-on-jails/>

Danielle Ivory, Ben Protes, and Kitty Bennett. June 25, 2016. "When you Dial 911 and Wall Street Answers." *The New York Times*. <http://www.nytimes.com/2016/06/26/business/dealbook/when-you-dial-911-and-wall-street-answers.html>

Week Twelve Organizational Forms: Decline of Forms (Class held Tuesday)

Reading for TUESDAY November 22:

Western, Bruce, and Jake Rosenfeld. 2011. "Unions, Norms, and the Rise in American Earnings Inequality." *American Sociological Review* 76: 513-537.

Rosenfeld, Jake, and Meredith Kleykamp. 2012. "Organized Labor and Racial Wage Inequality in the United States." *American Journal of Sociology* 117: 1460-1502.

Gerald F. David, Kristina A. Diekmann, and Catherin H. Tinsley. 1994. "The Decline and Fall of the Conglomerate Firm in the 1980s: The Deinstitutionalization of an Organizational Form." *American Sociological Review* 59: 547-570.

Martin Rued. 2014. *Between Slavery and Capitalism: The Legacy of Emancipation in the American South*. Princeton, NJ: Princeton University Press. Selection: Chapter 1.

Week Thirteen Organizational Forms: Growth of New Forms

Reading for Thursday December 1:

Elaine Romanelli. 1991. "The Evolution of New Organizational Forms." *Annual Review of Sociology* 17: 7-103.

Elisabeth Clemens. 1993. "Organizational Repertoires and Institutional Change: Women's Groups and the Transformation of U.S. Politics, 1890-1920." *American Journal of Sociology* 98: 755-98.

Brayden King, Elisabeth Clemens, and Melissa Fry. 2011. "Identity Realization and Organizational Forms: Differentiation and Consolidation of Identities among Arizona's Charter Schools." *Organization Science* 22: 554-572.

Eric Olin Wright. 2010. *Envisioning Real Utopias*. London: Verso. Selection: Chapter 7.

Janice Fine. "Worker Centers: Organizing Communities on the Edge of the Dream." *Economic Policy Institute, Briefing Paper*.

Week Fourteen Lightning Presentations

Reading for Thursday December 8:

None: Everyone will present 5 slides on their research proposal

Final Paper Due Dec. 15

SHORT LIST OF ADDITIONAL RESOURCES

- Zachary Oberfield. 2014. *Becoming Bureaucrats: Socialization at the Front Lines of Government Service*. Philadelphia: University of Pennsylvania Press.
- Mario Small and Monica McDermott. 2006. "The Presence of Organizational Resources in Poor Urban Neighborhoods: An Analysis of Average and Contextual Effects." *Social Forces* 84: 1697-1724.
- Roberto M. Fernandez and M. Lourdes Sosa. 2005. "Gendering the Job: Networks and Recruitment at a Call Center." *American Journal of Sociology* 111: 859-904.
- Irene Bloemraad. 2006. "Becoming a Citizen in the United States and Canada: Structured Mobilization and Immigrant Political Incorporation." *Social Forces* 85: 667-695.
- Martin Ruef and Kelly Patterson. 2009. "Organizations and Local Development: Economic and Demographic Growth among Southern Counties during Reconstruction." *Social Forces* 87: 1743-76.
- Eyal Press. May 2, 2016. "Madness." *The New Yorker*. <http://www.newyorker.com/magazine/2016/05/02/the-torturing-of-mentally-ill-prisoners>
- Loic Wacquant. 2010. "Prisoner Reentry as Myth and Ceremony." *Dialectical Anthropology* 34: 605-620.
- Michael Benediktsson. 2015. "Beyond the Sidewalk: Pedestrian Risk and Material Mismatch in the American Suburbs." *Mobilities*
- Auyero. *Patients of the State: The Politics of Waiting in Argentina*.
- "Big Data: A Report on Algorithmic Systems, Opportunity, and Civil Rights." Executive Office of the President. May 2016.
- Charles Epp, Steven Maynard-Moody, and Donald P. Haider-Markel. 2014. *Pulled Over: How Police Stops Define Race and Citizenship*. Chicago: University of Chicago Press.
- Judith Levine. 2013. *Ain't No Trust: How Bosses, Boyfriends, and Bureaucrats Fail Low-Income Mothers and Why it Matters*.
- Elizabeth Pisani. 2009. *The Wisdom of Whores: Bureaucrats, Brothels, and the Business of AIDS*. WW Norton and Company.
- Steven Maynard-Moody and Michael Musheno. 2003. *Cops, Teachers, Counselors: Stories from the Front Lines of Public Service*. Ann Arbor, MI: University of Michigan Press. Selection TBA.
- Ted Conover. 2001. *Newjack: Guarding Sing Sing*. New York: Random House.
- Nicole Marwell and Aaron Gullickson. 2013. "Inequality in the Spatial Allocation of Social Services: Government Contracts to Nonprofit Organizations in New York City." *Social Service Review* 87: 319-353.
- Sofya Aptekar. 2009. "Organizational Life and Political Incorporation of Two Asian Immigrant Groups: A Case Study." *Ethnic and Racial Studies* 32: 1511-1533.

Other work by Alexandra Kalev

Much more on algorithms: <https://socialmediacollecive.org/reading-lists/critical-algorithm-studies/>