

**THE UNIVERSITY OF CALGARY
FACULTY OF SOCIAL SCIENCES
DEPARTMENT OF SOCIOLOGY**

**The Sociology of Work
Sociology 393.01
Winter 2017**

Instructor: Dr. Jean E. Wallace
Class: Tuesday and Thursday, 2:00-3:15
Location: Science Theatre 141

Office: Social Sciences 914
Phone: 403-220-6515
E-Mail: jwallace@ucalgary.ca (for administrative questions only with Soci 393 in the header)
Office Hours: Tuesdays and Thursdays, 1:00-1:45, after class; or by appointment

Course Description: This course adopts sociology as a perspective for gaining a better understanding of the meaning and nature of work. This course will provide an overview of the major concepts and topics, theoretical orientations and research methodologies fundamental to the sociology of work.

Learning Objectives: The main goal of this course is to foster an understanding of the sociology of work. My teaching goals are for students to:

- *Become familiar* with a variety of current topics and empirical studies of issues related to work.
- *Critically read, analyze, and discuss* theoretical and empirical literature on the sociology of work.
- *Discuss and apply* course material to real work and daily life examples and experiences.

Grading System: Grades are entered as raw scores into the grading system. Your final letter grade is computed from the weighted sum of your raw scores. The letter grade descriptions below are from the University of Calgary calendar.

Excellent, superior performance:	A+ = 95%-100%	A = 85%-94%	A- = 80%-84%
Good, above average performance:	B+ = 77%-79%	B = 73%-76%	B- = 70%-72%
Satisfactory, basic understanding:	C+ = 67%-69%	C = 63%-66%	C- = 60%-62%
Minimal pass, marginal performance:	D+ = 55%-59%	D = 50%-54%	
Unsatisfactory performance:	F = 0%-49%		

Tests: There will be four tests based on lectures and the assigned readings. You will be accountable for materials that are assigned, regardless of whether or not they are covered in class. As well, you will be accountable for information covered in class that is not covered in the readings.

Test:	Date:	Weight:
Test #1	February 7	25%
Test #2	March 7	25%
Test #3	March 28	25%
Test #4	April 11	10%

In-Class Assignments: In-class assignments will be in the form of short writing assignments or group discussions that address the lecture topic for the day. These activities will be assigned during class 7 times during the semester and each will be worth 2% of your final grade with a bonus 1% for a total value of 15%. *They will not be announced ahead of time and they cannot be made-up.*

Lecture Schedule and Reading Assignments:

The expected lecture dates and assigned readings are listed below, although unexpected circumstances may require some changes. You should read the required readings prior to their designated class. Power Point outlines will be available on D2L prior to the relevant class under the link “Power Point Slides”. Volti readings refer to the required text and R# refers to the required articles for each topic. The links for the articles are provided below. You will need your UCID number and password to login to the University of Calgary library to access the articles. It is your responsibility to locate and download all articles from the University of Calgary library.

	INTRODUCTION	READING
January 10	Course Introduction	
January 12	Introduction	Volti, Introduction
January 17	Conclusion: Work Today and Tomorrow	Volti, Chap. 15
	I: THE CHANGING NATURE OF WORK	
January 19	Industrialization and its Consequences	Volti, Chap. 3
January 24	Bureaucratic Organizations	Volti, Chap. 4
January 26	“Stress at Work”	R1 Lait & Wallace
January 31	Technology and Work	Volti, Chap. 5
February 2	“Scientific Management in the Operating Room”	R2 Baumgart & Newhauser
February 7	TEST #1 (25%)	
	II: LIFE ON THE JOB	
February 9	Who Gets What?	Volti, Chap. 10
February 14	Work and its Rewards	Volti, Chap. 11
February 16	“The Call of the Wild”	R3 Bunderson & Thompson
February 28	The Perils and Pressure of Work	Volti, Chap. 12
March 2	“Not All Coping Strategies are Created Equal”	R4 Lemaire & Wallace
March 7	TEST #2 (25%)	
	III: WOMEN AND WORK	
March 9	Diversity in the Workplace	Volti, Chap. 13
March 14	“When Professionals become Mothers”	R5 Cuddy et al.
March 16	Work Roles and Life Roles	Volti, Chap. 14
March 21	“Housework”	R6 Bianchi et al.
March 23	“Motherhood and Career Commitment”	R7 Wallace
March 28	TEST #3 (25%)	
	IV: PREPARING TO WORK	
March 30	Workplace Culture and Socialization	Volti, Chap. 8
April 4	Professions and Professionals	Volti, Chap. 9
April 6	Professionalization: “Professionalizing Body Art”	R8 Maroto
April 11	TEST #4 (10%)	Volti, Chap. 7

Required Readings:

Required Text:

Volti, Rudi (2012). *An Introduction to the Sociology of Work and Occupations (2nd Edition)*. Sage Publications, Thousand Oaks. Hard copy available at the bookstore.

eBook access for rent or purchase available at:

<https://www.vitalsource.com/products/an-introduction-to-the-sociology-of-work-and-rudi-volti-v9781483342412>

Kindle eBook available at:

https://www.amazon.com/Introduction-Sociology-Work-Occupations-ebook/dp/B00ELTPX4Y/ref=sr_1_1?ie=UTF8&qid=1477881150&sr=8-1&keywords=9781483342412

Required Journal Articles:

R1) Lait, J., and J.E. Wallace (2002). Stress at Work: A Study of Organizational-Professional Conflict and Unmet Expectations. *Relations Industrielles/Industrial Relations*, 57(3):463-490.

<http://www.erudit.org/revue/ri/2002/v57/n3/006886ar.pdf>

R2) Baumgart, A., and D. Neuhauser (2009). Frank and Lillian Gilbreth: Scientific Management in the Operating Room. *BMJ Quality & Safety*, 18:413-415.

<http://qualitysafety.bmj.com.ezproxy.lib.ucalgary.ca/content/18/5/413.full.pdf+html>

R3) Bunderson, J.S., and J.A. Thompson (2009). The Call of the Wild: Zookeepers, Callings, and the Double-edged Sword of Deeply Meaningful Work. *Administrative Science Quarterly*, 54:32-57.

<http://asq.sagepub.com.ezproxy.lib.ucalgary.ca/content/54/1/32.full.pdf+html>

R4) Lemaire, J., and J.E. Wallace (2010). Not All Coping Strategies are Created Equal: A Mixed Methods Study Exploring Physicians' Self-Reported Coping Strategies. *BMC Health Services Research*, 10:208.

<http://bmchealthservres.biomedcentral.com/articles/10.1186/1472-6963-10-208>

R5) Cuddy, A.J.C., Fiske, S.T., and Glick, P. (2004). When Professionals Become Mothers, Warmth Doesn't Cut the Ice. *Journal of Social Issues*, 59:263-274.

<http://ezproxy.lib.ucalgary.ca/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=afh&AN=14989722&site=ehost-live>

R6) Bianchi, S.M., Sayer, L.C., Milkie, M.A., and J. P. Robinson (2012). Housework: Who Did, Does, or Will Do It, and How Much Does it Matter? *Social Forces*, 91(1): 55-63.

<http://ezproxy.lib.ucalgary.ca/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=85099006&site=ehost-live>

R7) Wallace, J.E. (2004). Motherhood and Career Commitment to the Legal Profession. In N. DiTomaso and C. Post (Eds.), *Research in the Sociology of Work, Volume 14: Workforce Diversity* (pp. 219-246). Amsterdam: JAI Press/Elsevier Science. [available on D2L]

R8) Maroto, M. L. (2011). Professionalizing Body Art: A Marginalized Occupational Group's Use of Informal and Formal Strategies of Control. *Work and Occupations*, 38(1):101-138.

<http://wox.sagepub.com.ezproxy.lib.ucalgary.ca/content/38/1/101.full.pdf+html>

ADDITIONAL INFORMATION

- **Deferrals:** You must provide advance notice to the instructor if you are unable to write an exam or submit an essay on its designated date. All requests for deferral of an exam or essay due to health reasons must be accompanied by written documentation as outlined in the University Calendar and should be obtained while the student has the physical or emotional problem rather than after recovery. Deferred exams or essay may be allowed in the following circumstances: illness, domestic affliction or religious conviction. Travel arrangements, work schedules or misreading of the syllabus are not valid reasons for requesting a deferred exam or essay. Deferred exams or essays will not be granted if it is determined that just cause is not shown by the student and you will receive a 0 for that component of the course. If you have missed a test for a legitimate reason, the instructor can require you to write a make-up-test as close in time to the original test as possible or the instructor may choose to transfer the percentage weight to another course component. The make-up test may be a different format (e.g., essay, oral) than the original test at the discretion of the instructor. The scheduled date and location of the make-up exam will be at the convenience of the Sociology Department. Please note that requests to defer a final examination or to defer term work past the end of a term go through the Undergraduate Programs Office (UPO) and must be processed by the deadlines that are established in the U of C Calendar. The forms you need are:
Deferred Final Exam Application: <http://www.ucalgary.ca/registrar/files/registrar/fall-2016-deferred-application-form.pdf>
Deferred Term Work Form: http://www.ucalgary.ca/registrar/files/registrar/deferred_termwork15_0.pdf
Once an extension date has been agreed between instructor and student, the form should be taken to the Faculty of Arts Program Information Centre (SS 110) for approval by an Associate Dean (Students).
- There are no re-writes on any exams or essays in this class and no extra credit work will be given. If you anticipate any difficulties meeting any of the class requirements, please make sure to discuss your concerns with the professor before the exam is scheduled or the essay is due.
- If you must miss class, borrow the notes from one of your classmates. Try early on in the course to set up a “buddy system” to help each other in the event of missed classes. See the professor to clarify anything you do not understand.
- **Grade Reappraisal:** Within two weeks of the date the exam/assignment is returned, students seeking reappraisal of examinations or assignments must submit a written response to the instructor explaining the basis for reconsideration of one’s mark. The instructor will reconsider the grade assigned and will then book a time with the student to discuss his or her work and rationale. It should be noted that a re-assessed grade may be raised, lowered, or remain the same.
- **The Freedom of Information and Protection of Privacy (FOIP)** legislation disallows the practice of having students retrieve assignments from a public place, e.g., outside instructor’s office, the department office, etc. Term assignments must be returned to students individually, during class or during the instructor’s office hours; if students are unable to pick up their assignments from the instructor, they provide the instructor with a stamped, self-addressed envelope to be used for the return of the assignment. Grades are not available through email, phone or the Sociology office. They are available on D2L only. When students are unable to submit papers in class, they should make arrangements to hand in their papers directly to the instructor rather than at the Sociology Department main office.
- **Student Representation:** The 2016-17 Students’ Union VP Academic is Alicia Lunz (suvpaca@ucalgary.ca). The Faculty of Arts has four SU representatives who may be contacted at any of the following email addresses: arts1@ucalgary.ca, arts2@ucalgary.ca, arts3@ucalgary.ca, and arts4@ucalgary.ca. You may also wish to contact the Student Ombudsperson for help with a variety of University-related matters: <http://www.ucalgary.ca/provost/students/ombuds/role>.
- **Academic Accommodation:** Students needing an Accommodation because of a Disability or medical condition should contact Student Accessibility Services (MC 293, phone 403-220-8237) in accordance with the Procedure for Accommodations for Students with Disabilities available at <http://ucalgary.ca/access/>. Please provide academic accommodation letters to the instructor as early in the semester as possible and no later than two weeks after the course begins.
- **Intellectual honesty** is the cornerstone of the development and acquisition of knowledge and requires that the contribution of others be acknowledged. As a result, cheating or plagiarism on any assignment or examination are regarded as serious academic offenses. Students are advised to consult the University Calendar which presents a Statement of Intellectual Honesty and definitions and penalties associated with plagiarism, cheating, and other academic misconduct. Please refer to the website listed below for information on University of Calgary policies on Plagiarism/Cheating/Other Academic Misconduct: <http://www.ucalgary.ca/pubs/calendar/current/k-2-1.html>.
- **Ethics Research:** Students are advised that any research with human subjects, including any interviewing (even with friends and family), opinion polling, or unobtrusive observation, must have the approval of the Faculty Ethics Committee. In completing course requirements, students must not undertake any human subjects research without discussing their plans with the instructor, to determine if ethics approval is required.
- The U of C provides a **safewalk** service to any location on Campus, including the LRT, parking lots, bus zones, and campus housing. For Campus Security/Safewalk call 403-220-5333. Campus Security can also be contacted from any of the “Help” phones located around Campus.
- Cell phones, pagers, Blackberries, internet surfing, watching videos, playing computer games, checking e-mail, text messaging, and listening to music are disruptive to the class. **Please be courteous to your classmates and professor and turn off all such devices before the class starts.** Laptop computers are to be used exclusively for the purposes of taking notes during class. Using your laptop for purposes other than taking notes (e.g., watching videos, playing solitaire, etc.) will be considered disruptive behavior. Students violating the policy will be asked to cease doing so and may be disallowed from using a laptop in future classes. Recording devices may be used only if you have permission from the professor.
- **E-mail:** Feel free to contact me over email at any time. Please put the course name and number in your email’s subject line, and include a proper salutation, your full name, student ID, and a proper closing in the body of your email. All emails violating customary email conventions will be ignored. All other emails will be answered within one business day. I do not answer emails over the weekend. Please take that into account when emailing me questions pertaining assignments or exams. If you have a course-related question, please check the course outline first. Questions that can be answered by consulting the course outline will not be answered. Also, please e-mail me for administrative purposes only, for example to set up an appointment. Please do not use e-mail as a replacement for an office visit, if there is something you want to discuss. Questions about the course content and readings, concerns about grades, or any other personal issues should be dealt with in person during my office hours.
- The main Sociology Department office does not deal with any course-related matters. Please speak directly to your instructor.
- **Emergency evacuations:** In the case of fire or other emergency evacuation of this classroom, please proceed to the assembly point Social Science Food Court.