

Tuesdays & Thursdays 2:00 p.m. – 4:50 p.m. MANDE B-104

Section ID 812768

Instructor: Stacy Williams, [sjw006@ucsd.edu](mailto:sjw006@ucsd.edu) Please place SOCI 132 in the subject line. I will do my best to respond within 24 hours Monday - Friday.

Office hours Thursdays 10:00 a.m. - Noon, Social Sciences Bldg (SSB) 426 or by appointment (Social Sciences Building is between Goodys and Rimalc on Ridge Walk)

Are women paid less than men in the same job? Are men more likely than women to enter certain occupations? Are men promoted more often than women? How do women and men negotiate unpaid work within the home? In this course we will learn the answers to these questions, while also examining many other gendered patterns of work. To help explain why these patterns exist, we will master some basic theories about how gender is constructed. With these theories, we will be able to understand how these gendered work patterns form. We will also examine how gender intersects with social class, race, and sexuality in the workplace.

### **Course Requirements**

- Complete readings **before** the lecture for which they are assigned and bring copies to class.
- Attendance—Come to class. Two absences will result in a 1/2 reduction of your participation grade. Three absences will result in a full letter deduction of your final grade. Four absences will result in failing the class.
- Participate in class—Ask questions, answer questions, and engage in discussion. **(10% of final grade)**
- Midterm essay exam in class Thursday, July 17, Week 3. (bring a blue book) **(25% of final grade)**
- Group presentation of gender in an occupation. **(15% of final grade)**
- Final essay exam Saturday August 2, 3:00 p.m. – 6:00 p.m. (bring 2 blue books) **(50% of final grade)**
- Note: Exams are open-book, paper-based course materials only. Course materials are course readings, lectures, and your own notes thereon. No computers or other electronics, and no paper sources outside the course materials.

### **Group Presentation**

For an occupation of your choice, present on gendered patterns and the social processes that influence them. (Some examples: medicine, finance, education, construction, professional athletes, firefighters.)

A) Within the occupation, explain:

-percentages of each gender

-gender pay gap

-gender segregation within the profession (for example, less than 6% of orthopedic and neurological surgeons are women, while women are 53% of pediatricians).

-You will receive extra points if you can also find and relate data that examines gender by race/ethnicity on one or all of these points.

B) Give at least four examples of how these gender patterns are perpetuated through:

-social interactions —“doing gender”

-structural processes (cultural ideas informing institutional structures or patterns of action)

Give a 10-15 minute presentation, with a Powerpoint (or other visual aid), that first provides an overview of the profession (explain what these people do). Then explain the information in A and B.

Some useful resources for this project:

Bureau of Labor Statistics:

<http://www.bls.gov/bls/proghome.htm>

Institute for Women's Policy Research:

<http://www.iwpr.org/publications/recent-publications>

Presentations will start in Week 3.

**Academic Integrity:** We all share responsibility for integrity of scholarship. The University expects that faculty and students will honor this principle and thereby protect the validity of University intellectual work. All academic work will be done by the individual to whom it is assigned, without unauthorized aid of any kind. Avoid even unintentional plagiarism. Give full credit to the sources for your ideas and writing. Collaboration in studying is OK; collaboration in test taking is not. Violations will be referred to the college for administrative action and could lead to a course F. Learn more at <http://www.ucsd.edu/current-students/organizations/academic-integrity-office/>

**Ted:** Material will be posted on the course Ted web page (SOCI 132-Williams). Material will include the syllabus, lecture slides, and announcements. Go to <http://ted.ucsd.edu>. User name and password for Ted are the same as your UCSD ACS (or ACMS) email username and password. If you don't know your UCSD e-mail account info, you can look it up here:

<https://sdacs.ucsd.edu/~icc/index.php> For technical help, please do not contact me but instead refer to help on student instructions:

<http://acms.ucsd.edu/units/iwdc/password.shtml>

**Course Readings:** Please complete **before** lecture date for which they are listed and bring copies to class.

You will be able to access all of the course readings on the library's course reserves website:

<http://libraries.ucsd.edu/resources/course-reserves/>

The password to this site: **sw132**

Since the readings are available electronically, I will allow you to bring computers to class to reference the readings. However, if you would like access to the readings during the midterm and final, you must bring **printed out copies** of the readings to the exams—no computers will be allowed in exams.

## Lecture & Readings Schedule

Please finish all readings BEFORE the class period for which they are listed and bring copies to class. All are required, unless marked "Recommended." You will not be tested specifically on recommended reading, but it will help you understand these issues more fully (which will always help you on the tests).

WK	DAY	DATE	TOPIC	READINGS
1	Tu.	July 1	Sex and Gender: A Brief Introduction	West, Candace, and Don Zimmerman. 1987. "Doing Gender." <i>Gender &amp; Society</i> 1: 125-151.  Ridgeway, Cecilia. 2011. <i>Framed by Gender: How Gender Inequality Persists in the Modern World</i> . New York: Oxford University Press. Chapter 2: "A Primary Frame for Organizing Social Relations." And Chapter 3: "Cultural Beliefs and the Gendering of Social Relations." (READ EXCERPT: 32-43, 56-91)
	Th.	July 3	Historical Overview and the Ideal	Risman, Barbara J. 2004. "Gender As a Social Structure." <i>Gender &amp; Society</i> 18: 429-450. (READ EXCERPT: 433-442)

			Worker	<p>Davies, Andrea Rees and Brenda D. Frink. 2014. "The Origins of the Ideal Worker: The Separation of Work and Home in the United States From the Market Revolution to 1950." <i>Work and Occupations</i> 41: 18-39.</p> <p>Acker, Joan. 1990. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations." <i>Gender &amp; Society</i> 4(2):139-158.</p>
2	Tu.	July 8	Occupational Segregation	<p>Milkman, Ruth. 1987. <i>Gender at Work: The Dynamics of Job Segregation by Sex during World War II</i>. Urbana: University of Illinois Press. Chapter 2, "Fordism and Feminization," 12-27, Chapter 4 "Redefining Women's Work," 49-64</p> <p>Charles, Maria and Karen Bradley. 2009. "Indulging Our Gendered Selves? Sex Segregation by Field of Study in 44 Countries." <i>American Journal of Sociology</i> 114:924-76. (READ EXCERPT: 924-935, 958-966, and look at the tables and figures throughout)</p> <p>England, Paula. 2010. "The Gender Revolution: Uneven and Stalled" <i>Gender &amp; Society</i> 24:148-166.</p>
	Th.	July 10	Getting Paid and Moving Up: The Pay Gap and the Glass Ceiling	<p>Padavic, Irene &amp; Barbara Reskin. 2002. <i>Women and Men at Work</i>. Thousand Oaks: Pine Forge Press, 2<sup>nd</sup> ed. Chapter 5, p. 97-120 "Moving Up and Taking Charge"</p> <p>Williams, Christine. 1992. "The Glass Escalator: Hidden Advantages for Men in the 'Female' Professions." <i>Social Problems</i> 39(3) 253-268.</p> <p>Hegewisch, Ariane and Stephanie Keller Hudiburg. 2014. "The Gender Wage Gap by Occupation 2013 and by Race and Ethnicity." IWPR Fact Sheet.  <a href="http://www.iwpr.org/publications/pubs/the-gender-wage-gap-by-occupation-and-by-race-and-ethnicity-2013/at_download/file">http://www.iwpr.org/publications/pubs/the-gender-wage-gap-by-occupation-and-by-race-and-ethnicity-2013/at_download/file</a></p> <p>Harquail, C. V. 2011. "Why Do Meritocracies Hurt Women?" on <i>Authentic Organizations</i> <a href="http://authenticorganizations.com/harquail/2011/11/07/why-do-meritocracies-hurt-women/#sthash.HIYsZqF.dpbs">http://authenticorganizations.com/harquail/2011/11/07/why-do-meritocracies-hurt-women/#sthash.HIYsZqF.dpbs</a></p> <p><b>Recommended:</b> Castilla, Emilio J. and Stephen Benard. 2010. "The Paradox of Meritocracy in Organizations." <i>Administrative Science Quarterly</i> 55:543-576.</p>
3	Tu.	July 15	Tokenism and Sexual Harassment	<p>Turco, Catherine J. 2010. "Cultural Foundations of Tokenism: Evidence from the Leveraged Buyout Industry." <i>American Sociological Review</i> 75:894-913.</p> <p>Dellinger, Kirsten and Christine L. Williams. 2002. "The Locker Room and the Dorm Room: Workplace Norms and the Boundaries of Sexual Harassment in Magazine Editing." <i>Social Problems</i> 49(2):242-257.</p>
	Th.	July 17	Motherhood  In-class Midterm	<p>Stone, Pamela. 2007. "The Rhetoric and Reality of Opting Out." <i>Contexts</i> 6(4):14-19.</p> <p>Blair-Loy, Mary. 2003. <i>Competing Devotions: Career and Family among Women Executives</i>. Cambridge: Harvard University Press. READ EXCERPT: Pgs. 1-15 of "Introduction."</p> <p>Correll, S.J., S. Benard &amp; Paik, I. 2007. Getting a Job: Is There a Motherhood Penalty? <i>American Journal of Sociology</i> 112: 1297-1339.</p> <p><b>Recommended:</b> Belkin, Lisa. 2003. "The Opt-Out Revolution." <i>New York Times</i>.  <a href="http://www.nytimes.com/2003/10/26/magazine/26WOMEN.html">http://www.nytimes.com/2003/10/26/magazine/26WOMEN.html</a></p>

4	Tu.	July 22	Fatherhood	<p>Parker-Pope, Tara. "Now, Dad Feels as Stressed as Mom" <i>New York Times</i> June 2010. <a href="http://www.nytimes.com/2010/06/20/weekinreview/20parkerpop.html">http://www.nytimes.com/2010/06/20/weekinreview/20parkerpop.html</a></p> <p>Rudman, Laurie A. and Kris Mescher. 2013. "Penalizing Men Who Request a Family Leave: Is Flexibility Stigma a Femininity Stigma?" <i>Journal of Social Issues</i> 69: 322–340.</p> <p>Cooper, Marianne. 2000. "Being the 'Go-To Guy': Fatherhood, Masculinity, and the Organization of Work in Silicon Valley." <i>Qualitative Sociology</i> 23 (4): 379-405.</p>
	Th.	July 24	Unpaid Work	<p>Hochschild, Arlie. [1989] 2003. <i>The Second Shift</i>. New York: Penguin Books. READ EXCERPT: Chapter 1 "A Speed-Up in the Family," Chapter 2 "Marriage in the Stalled Revolution," Chapter 4 "Joey's Problem: Nancy and Evan Holt," Chapter 5 "The Family Myth of the Traditional: Frank and Carmen Delacorte."</p> <p>Smith, Calvin D. 1998. "Men Don't Do This Sort of Thing: A Case Study of the Social Isolation of House Husbands." <i>Men and Masculinities</i> 1(2): 138-172.</p> <p><b>Recommended:</b> Bianchi, Suzanne M., Melissa A. Milkie, Liana C. Sayer, and John P. Robinson. 2000. "Is Anyone Doing the Housework? Trends in the Gender Division of Household Labor." <i>Social Forces</i> 79:191-228.</p>
5	Tu.	July 29	Intersections: Social Class, Race and Ethnicity, and Gender	<p>Glenn, Evelyn Nakano. 1992. "From Servitude to Service Work: Historical Continuities in the Racial Division of Paid Reproductive Labor." <i>Signs</i> 18(1) 1-43.</p> <p>Glauber, Rebecca. 2008. "Race and Gender in Families and at Work: The Fatherhood Wage Premium." <i>Gender &amp; Society</i> 22: 8-30. <b>Recommended.</b></p> <p>Shows, Carla and Naomi Gerstel. 2009. "Fathering, Class, and Gender: A Comparison of Physicians and Emergency Medical Technicians." <i>Gender &amp; Society</i> 23: 161-187.</p> <p><b>Recommended:</b> Wilson, George. 2012. "Women's Mobility into Upper-Tier Occupations: Do Determinants and Timing Differ by Race?" <i>The ANNALS of the American Academy of Political and Social Science</i> 639:131-148.</p>
	Th.	July 31	Intersections: Sexuality and Gender  Review for Final	<p>Schilt, Kristen. 2006. "Just One of the Guys? How Transmen Make Gender Visible at Work." <i>Gender &amp; Society</i> 20: 465-490.</p> <p>Peplau, Letitia Anne and Adam Fingerhut. 2004. "The Paradox of the Lesbian Worker." <i>Journal of Social Issues</i> 60: 719–735.</p> <p><b>Recommended:</b> Moore, Mignon R. 2008. "Gendered Power Relations among Women: A Study of Household Decision Making in Black, Lesbian Stepfamilies." <i>American Sociological Review</i> 73:335-356.</p>

<b>Final</b>	<b>University scheduled exam time is Saturday August 2, 3:00 p.m. – 6:00 p.m.</b> Please bring 2 blue books for an essay exam.
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