Introduction
Annual reports are used by the Sections Committee to assess the health of a Section, measure the Section’s vitality, and identify processes, programs, or initiatives that could serve as a model for other Sections. In addition, they serve to provide institutional memory, socialize new Section leaders, and promote transparency to Section members.

This annual report covers the period of Section activity from September 2021 to August 2022 and a fiscal year from January 2022 to December 2022. This portion of the report will be shared publicly.

Section Governance
Provide details of your Section’s governance activity during the period between September 2021 and August 2022.

Business Meeting
Copy and paste below (or attach separately) the agenda and draft/approved meeting minutes from the Section business meeting which include a count of members present and summary of decisions made at this meeting. Minutes are not a transcript of proceedings, but a listing of what discussions took place and official actions taken.

OOW Business Meeting Minutes, August 6, 2022, 11:00-11:30am

I. Welcome
- Thanks to Chair Beth Popp Berman and members of the program committee
- 4th largest section in ASA; nearly 1000 members

II. Chair’s update
- Success of mid-year event (and thanks to the organizers); plans to continue tradition of midyear event; will welcome ideas from membership
- Volunteers needed for sections’ committees; excel spreadsheet will be circulated, please sign up
- Thanks to committee chairs, Council, and section volunteers (on behalf of Beth Popp Berman)

III. Award Presentation
1. Graduate Student Paper: Patrick Sheehan, UT Austin
2. Richard Scott Article Award: Carsten Sauer, Peter Valet, Safi Shams, Donald Tomaskovic-Devey
3. Max Weber Book Award: Magaret Shin (Stuck); Erin Hatton (Coerced)
IV. New Business
- Ways to increase membership and relevance of Soc of orgs/work
- Organize mid year events, especially geared toward diversity, increasing accessibility

Council Meeting
Copy and paste below (or attach separately) the agenda and draft/approved meeting minutes of all council meetings. Minutes must include a list of council members present and a summary of decisions made. Minutes are not a transcript of proceedings, but a listing of what discussions took place and official actions taken.

OOO Council Meeting – Minutes, Saturday, August 6, 2022
Present: Tim Bartley, Beth Popp Berman (virtual), Ken-Hou Lin, Patrick Sheehan, Liz Gorman, Sarah Thebaud, Erin Cech, Vincent Roscigno, LaTonya Trotter, Beth Hirsh

I. Welcome from Beth Popp Berman and Tim Bartley; welcomes incoming members and thanks to outgoing members.

II. Kauffman Foundation sponsorship proposal: Council discussed possible ideas for the sponsorship proposal. These included a travel grant for graduate students, an academic event or project in the area of precarious work and entrepreneurship. Council expressed support for both. Tim will follow up with participants in the ASA session on platform work to gauge interest.

III. Formalizing our annual midyear virtual event: Ideas for the mid-year virtual event were solicited.
   - Using the event to diversify the type of scholarship featured by OOW, in addition to diversifying demographics and people (drawing on the work of LaTonya Trotter and the diversity committee she chaired)
   - Use the virtual event as way to increase membership and draw in new members

IV. Student rep appointment procedures (bylaws also attached)
   - Current system is winner of graduate paper award becomes student rep, but this system doesn’t always work, as awardee may no longer be a student in upcoming year
   - One year term is too short

   Proposal: elected student representative for a two-year term, possibly even two representatives with staggered terms.
   - Council expressed support for this new process, with the details to be determined. Tim will check into changing bylaws.

V. Reports from committee chairs
   a. Budget: Good financial health, membership just under 1000 (960ish), looking to increase above 1000 mark by Aug 31
   b. Awards: Award nominations went smoothly, need to update language of awards to clarify membership requirements.
- Career award needs nominations; will reach out to Council
- Weber award: needs to be chaired by member of Council
c. Diversity committee: revitalizing mentorship program; perhaps collaborate with other sections? Change language for awards? Make sure awards more clearly communicate the commitment of section to diversity? Honorary lecture to highlight the work of an under-recognized scholar, possibly from an HBCU or international location?
d. Membership committee: big drive last year, numbers remained stable for this year. Reach out to those who submitted award nominations. Email section members to encourage others to join.

VI. Any new business

Liz Gorman: Next year’s program - In past, each Council member organized a session. Don’t need to return to that model but would be great to get ideas/thoughts. One thematic session and others would be open.
- Discussion of open vs thematic sessions. Open more approachable for graduate students, early career scholars; possible thematic around remote work.

Awards

Provide a list of Section awards and awardees conferred in the past year.

Graduate Student Paper: Patrick Sheehan, UT Austin
Richard Scott Article Award: Carsten Sauer, Peter Valet, Safi Shams, Donald Tomaskovic-Devey
Max Weber Book Award: Magaret Shin (Stuck); Erin Hatton (Coerced)
Rosabeth Moss Kanter Distinguished Career Award: Paula England, New York University

2022 Finances

Provide a narrative on how the 2022 budget matched with actual expenses and income from 2022. Please account for any substantive differences.

The Section began the year with $11,157 in assets and the most recent budget update (September 30, 2022) puts the balance at $11,266. Our meeting expenses ($3846) were just under our expected meeting expenses ($3950). Our award expenses ($1074.51) were over budget ($800), as several of our award winners are in Europe/Asia and shipping costs were higher than anticipated. We may want to budget more for award plaque shipping in the future, given our international membership. Our projected income ($4238) was slightly higher than income generated ($3955). But the section remains in good financial health after generating a surplus in previous years.

The Previous Year

Describe Section activities during the period between September 2021 and August 2022.
Provide an overview of the Section’s communications with its members and include explanation of how your communication strategy meets the goals and values of the Section. Include links to the section website, newsletters, and any other electronic media used.

The section continued to use its website at [http://oowsection.org](http://oowsection.org) to communicate with its membership in the past year; all members receive a monthly newsletter that compiles announcements and new posts and can opt to receive announcements more frequently (daily or weekly). In addition, the ASA listserv was occasionally used to communicate time-sensitive announcements to members. Although the newsletter and listserv were retired with the introduction of ASA Connect, the website will continue.

Diana Enriquez (PhD candidate at Princeton) and Anthony Huaqui (PhD candidate at UMass Amherst) formed the section’s editorial team. Diana, who had media experience prior to graduate school, worked to make the website better organized and more accessible, and was very proactive about seeking information from members (e.g. about new publications) to share and promote. She also worked with Bo He Min, editor of Work in Progress, the multisection blog that OOW cosponsors, to cross-promote across platforms. Anthony was able to get our newsletter back on a regular schedule after a short hiatus and ensured regular communication of announcements and other information with section members.

Describe the Section’s diversity, equity, and inclusion goals. What steps were taken this year to achieve those goals?

The section seeks to be inclusive of sociologists working on OOW topics from a diverse range of perspectives and from diverse identities. This year, we took several steps to achieve these goals. In addition to seeking to represent a range of backgrounds and identities on committees and in our candidates for election, we had an ad hoc diversity committee for a second year. The committee considered a range of ways OOW could work toward DEI, such as revising the language in its calls for award nominations, and creating an honorary lecture to spotlight an underrepresented or underrecognized scholar. Discussions around this topic are continuing this year.

One recommendation we are currently putting into practice involves explicitly using our midyear virtual event, which started during the 2020 pandemic year, to reach out to new communities. During our virtual year two of our events did this—one focused on racism, policing and incarceration from an OOW perspective and the other on postcolonial perspectives on OOW. Last year we extended this practice with a virtual panel on publishing international research in OOW journals, a topic aimed at reaching out to more scholars outside the U.S. This was attended by the editors of *AJS*, *Work & Occupations*, *Journal of Professions and Organizations*, *Socio-Economic Review*, and *Sociological Science*. About 70 people attended and a lively discussion followed. At the end of the year, we decided that our virtual events, going forward, will explicitly be aimed at reaching out to new communities and/or building space for conversations that may be marginalized in one way or another within the section.

Provide an overview of the section’s programming at the annual meeting and include explanation of how this programming meets the goals and values of the section (e.g. intellectual exchange, professional networking, mentoring, inclusion).
Section programming included a council meeting, business meeting, and reception held at the Los Angeles Convention Center. In addition, program chair Tim Bartley, committee members Tarun Banerjee, Angèle Christin and Maria Gaytan, and roundtable organizers Anne-Kathrin Kronberg and Rachel Skaggs organized the following panels from a large number of submissions:

**Competition, Interdependence, and Social Change**  
Sat, August 6, 8:00 to 9:30am, LACC, Floor: Level 2, 504

Presider, Giacomo Fabrizio Negro, Emory University

An Organization as a Movement: Project ECHO and the COVID-19 Crisis  
Tamara Kay, University of Notre Dame, and Jason Spicer, University of Toronto

Competition, Power Dynamics, and Reproduction of Science in Graduate Training  
Sang Teck Oh and Jason Owen-Smith, University of Michigan

How to Stop the Clock: The Effects of Tenure Clock Extensions on Faculty Diversity  
Leroy Gonsalves, Boston University, Alexandra Kalev, Tel-Aviv University, Frank Dobbin and Kwan Woo Kim, Harvard University, and Gal Deutsch, Tel Aviv University

The Organizational Structures of Banking, Economic Resilience and the COVID-19 Recession  
Mark Schneiberg and Elizabeth Riley, Reed College

Discussant, Emily Anne Erikson, Yale University

**Marginalization and Legitimation**  
Sat, August 6, 2:00 to 3:30pm, LACC, Floor: Level 2, 504

Presider, Tim Bartley, Washington University-St. Louis

Transcending Tokenism: How Women in Male-Dominated Occupations Can Challenge Gendered Work Norms  
Julie DiBenigno, Yale University

How Are Refugees Selected for Resettlement? Quotas, Infrastructures, and the Construction of Clean Cases  
Jake Watson, University of Chicago

Skepticism and Its Management: American Psychiatrists Learn Psychotherapy  
Mariana Craciun, Tulane University

Discussant, Michelle Madsen Camacho, University of Utah

**The Research-Practice Nexus: Implications, Interventions, and Lessons Learned**  
Sat, August 6, 4:00 to 5:30pm, LACC, Floor: Level 2, 504

Presider, LaTonya Trotter, University of Washington

Better for Everyone? Preliminary Evidence from an International 4 Day Week Trial
Orla Kelly, University College Dublin, Juliet B. Schor, Boston College, and Wen Fan, Boston College

Does Police Transparency “Work”? Evidence from the Seattle Police Department
Tae-Ung Choi and Minjae Kim, Rice University

Field Level Leadership: Increasing Innovation, Commitment, and Intrinsic Motivation of Public Sector Workers in Low-Income Countries
Erin Metz McDonnell, University of Notre Dame, Sanjay Pahuja, Daniel Hailu, and Yordanos M. Tiruneh, Northwestern University

Gendered and Racialized “Unanticipated Consequences” in Faculty Shared Decision-Making: Using Research for more Equitable Departmental Practices
Laurel Smith-Doerr, Ethel L. Mickey, and Ember Skye Kanelee, University of Massachusetts Amherst

Locating Racial Equity in Institutions of Higher Educations’ Plans and Partnerships
Johanna S. Quinn, Fordham University, and Rachel Carly Feldman, NORC at the University of Chicago

**Inequality and Job Quality**
Sun, August 7, 10:00 to 11:30am, LACC, Floor: Level 1, 153A

Presider, Tarun Banerjee, CUNY-John Jay College of Criminal Justice

Health Status, Gender, and Selection into Precarious Work: A Cross-Lagged Panel Model Approach
Linsey Nicole Edwards and Wenhao Jiang, New York University

Job Upgrading and Earnings Growth for Non-College Workers
Dylan Nelson, University of Michigan, Nathan Wilmers, Massachusetts Institute of Technology, and Letian Zhang, Harvard Business School

Prize or Penalty? Reputational Effects of Diversity Scholarships in the Labor Market
Janet Xu, Harvard University

The Long Expansion and Decline of Blacksmiths: New Evidence from Linked US Decennial Censuses
Jerry A. Jacobs, University of Pennsylvania, Xiuqi Yang, Shandong University, and Xi Song, University of Pennsylvania

Young, Black, and Educated During a Pandemic: An Interventionist Audit on Entry into Good Jobs
Adina Sterling, Stanford University, and Marissa Thompson, Columbia University

Discussant, Christine L. Williams, University of Texas-Austin

**Platform Work: Power, Risk, and Agency**
Sun, August 7, 2:00 to 3:30pm, LACC, Floor: Level 1, 153A

Presider, Alexandrea J. Ravanelle, University of North Carolina-Chapel Hill

Coming to Terms with Platform Labor: The Normalization of Risk Among Gig Workers in Boston
Juliet B. Schor, Boston College, Christopher Tirrell and Steven Vallas,, Northeastern University
Democratizing the Economy or Introducing Economic Risk? Gig Work During the COVID-19 Pandemic
Daniel Auguste, Massachusetts Institute of Technology, Stephen Roll and Mathieu Despard, Washington University in St. Louis

Playing Cat-and-Mouse with a Platform: Attention Games under Algorithmic Management in the Creator Economy
Ashley E. Mears, Thao Nguyen, and Elif Birced, Boston University

Dependency and Hardship in the Gig Economy: The Mental Health Consequences of Platform Work
Paul Glavin, McMaster University, and Scott Schieman, University of Toronto

Discussant, Benjamin Shestakofsky, University of Pennsylvania

*Organizations, Occupations, and Work Section Roundtables*
Sat, August 6, 10:00 to 11:00am, JW Marriott, Floor: Gold Level, Gold Salon 2

Table 1. Meaning of Work
Table 2. Work and Family
Table 3. Occupations in Transition
Table 4. Discrimination and Inclusion at Work
Table 5. Gender and Advancement
Table 6. School to Work Transition
Table 7. Digit(al)ization of Work
Table 9. Emotions and Emotional Labor
Table 11. Institutional and Organizational Logics
Table 12. Nonstandard Work
Table 13. Precarity & Job Quality
Table 14. Work Schedules
Table 16. Identity & Narrative
Table 17. Hiring
Table 18. Institutional & Organizational Challenges
Provide an overview of the Section’s programmatic activities outside of the Annual Meeting (e.g. webinars, networking events, mentoring initiatives, resources for dissemination) and include explanation of this programming meets the goals and values of the Section.

Outside of the Annual Meeting, our main programmatic activity was a midyear virtual event, Meet the Editors: Publishing International Research in OOW Journals, organized by Elena Obukhova, Katherine Sobering, and Yan Long. This was attended by editors of five general and subfield journals, and attracted about 70 attendees. The event had the goals of providing a professionalization opportunity to junior members, and providing support for scholarship focused on non-U.S. topics, much of which is done by scholars from outside the U.S.