

2025 Section Annual Report: Part 1 for [Organizations, Occupations & Work]

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 2024 to August 2025 and a fiscal year from January 2025 to December 2025. This report is shared publicly.

Section Governance

Provide details of your Section's governance activity during the period between September 2024 and August 2025.

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 12, 2025, Chicago
9am to 9:30am

43 Members present: Sarah Thébaud, Michel Anteby, Jill Yavorsky, Laura Doering, Ken-Hou Lin, Anne-Kathrin Kronberg, Aliya Rao, Eunmi Mun, Ewa Protasiuk, Laurel Smith-Doerr, Youngjoo Cha, Anna Fox, Heather Haveman, Neil Fligstein, Dustin Avent-Holt, Rose Xuequing Zheng, Beth Hirsh, Fabian Silva, Tiantian Yang, Jacob Reidhead, Janna Huang, Tom Nachtigal, Hokya Hwang, Jeannette Colyvas, Neha Jangeti, KunYuan Qiao, Alyssa Calder Hulme, Michelle Lee, Hatim Rahman, Julia McQuillan, Rachel Kim, Minjin Chae, Chyi-Rong TSai, Kyungmo Chun, Carmen Brisk, Kim Pernell, Ken-Hou Lin, Luis Tenoro, Koji Chavez, Sigrid Luhr, Kate Weisshaar, Steve McDonald, Vincent Roscigno

Meeting called to order at 9:04am.

- Sarah Thébaud - President of OOW- Greetings and Gratitude
 - "I want to start our meeting by saying how much I've enjoyed being chair of our section this year. It's been a privilege to get to know so many of you and to learn and share about your work. I also want to say thank you to everyone here who volunteered to help with our program committee and our other events and activities throughout the year. I know this is a lot of time to dedicate, but I also can see how much it has impacted our connections with one another. Just yesterday, I attended an OOW session that was standing room only, and our

mentorship and reception events yesterday were both packed. So, thank you for your presence and commitment! I also want to thank those of you who took part in our virtual book club events and panel discussions throughout the year, and who worked on our blog and contributed the Work-in-Progress Blog; all of these activities contribute meaningfully to our intellectual community – and, I think that community – that center of gravity – is something that’s especially important and especially valuable in this unprecedented and challenging political and historical moment we’re living through.”

- Secretary/treasurer report (Jill Yavorsky)
 - The section is in good financial shape. We started 2025 with a balance of \$\$9,779. We have \$3,894 coming in as income in section dues and from our ASA base allocation. For 2025, we had budgeted about \$4,600 for expenses, most of which are related to the meetings, including reception, Council breakfast, and awards. We also had some additional costs which we were happy to approve. In terms of the bottom line, we are all good.
 - Thank you to the three wonderful graduate students who manage the blog and OOW inbox:
 - Neha Jangeti, Janna Huang, and JY Lin. JY will be rolling off this year and will be replaced by Jessica Urzua. Big shout-out to these students for all their hard work.
- Mentorship; membership (Laura Doering)
 - Mentoring activity - led by Victoria Zhang and Reggie Byron - had both horizontal and vertical mentoring; was a big success
 - Successful virtual panel - on race and inequality; gender, work, and race
 - Virtual book club
 - Lots of successful activities and she put out a call for volunteers for next year events
- Presentation of Awards
 - James Thompson graduate student paper award (presented by Aliya Rao)
 - Winner: Anna Fox “Covalent Logics: Policing, Family Values, and the Reproduction of Inequality”
 - Two honorable mentions:
 - Kyungmo Chun (“When Investment Becomes Religion: How Household Investors Persist with Risky Investments Amid Uncertainty”)
 - Luis Edward Tenorio (“Work after lawful status: formerly undocumented immigrants’ gendered relational legal consciousness and workplace claims-making”)
 - W. Richard Scott article award (presented by Sarah Thébaud)
 - Winner: Katherine Weisshaar, Koji Chavez, and Tania Hutt (“Hiring Discrimination Under Pressures to Diversify: Gender, Race, and Diversity Commodification across Job Transitions in Software Engineering”)
 - Honorable mention: N/A
 - Weber book award (presented by Anne Kronberg):
 - Winner: Katherine Sobering (“The People’s Hotel: Working for Justice in Argentina”) [not present to accept award; her graduate student was going to bring the award to her]

- One Honorable mention: Michael Sierra-Arévalo (“The Danger Imperative Violence, Death, and the Soul of Policing”)
- Rosabeth Moss Kanter Distinguished Career Award (presented by Ken-Hou Lin)
 - Winner: Heather Haveman

Sarah Thébaud: Congratulations to all the award winners!

- Michel Anteby -Incoming President Intro, call for volunteers
 - Discussed his family
 - Invited people to volunteer for the section.
 - He mentioned his excitement for serving the section and thanked everyone for being here today

Meeting adjourned at 9:27am by Sarah Thébaud.

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.

OOW Council Meeting Minutes

August 12, 2025, Chicago

Attendees: Sarah Thébaud, Michel Anteby, Jill Yavorsky, Laura Doering, Ken-Hou Lin, Anne-Kathrin Kronberg, Aliya Rao, Eunmi Mun, Ewa Protasiuk, Laurel Smith-Doerr, Youngjoo Cha

Welcome & Introductions (Sarah Thébaud):

- Meeting is called to order by Chair, Sarah Thébaud at 7:15am (after people got their food)
- Sarah welcomes incoming officers and Council members:
 - Sarah Thébaud, Chair;
 - Michel Anteby, Chair-Elect;
 - New Council members: Laurel Smith-Doerr (chair-elect), Katherine Weisshaar, and Youngjoo Cha
- Discussion: New ASA session allocations for next year - sessions will be headed up by the sections; looking at having 11 sessions.
- Treasurer’s report (Jill Yavorsky):
 - Finances:
 - The section is in good financial shape. We started 2025 with a balance of \$9,779. We have \$3,894 coming in as income in section dues and from our ASA base allocation. For 2025, we had budgeted about \$4,600 for expenses, most of which are related to the meetings, including reception, Council breakfast, and awards. We also had an additional cost - \$200-300 for mentoring activities - which we were happy to approve. And the plaques this year were also about \$100 over budget (\$600 for plaques and

- certificates). So we'll be about \$1,000 over budget which is ok since we have a healthy reserve. In terms of the bottom line, we are all good.
- I think it's a reasonable aim to spend an extra \$1,000-\$1,500 each year - which will allow us to continue to approve extra activities without going through the surplus too quickly. As you're each deciding on your activities for the upcoming year, if you have ideas for additional activities that might have a cost associated with them, feel free to suggest them.
 - Ken mentioned that ASA will be going remote in two years which will also open up some money for future years since we will not be spending money on a reception. He and Laurel mentioned that this decision was spurred by a quest to have the ASA meeting be more equitable - since affordability is an issue for a lot of scholars; plus there are environmental concerns of travel for so many people each year.
 - Membership: As for July 8th, 2025, we are at nearly 900 members (894) - which is up from last year where we had 821 in the summer 2024. This 900 number is more typical of where we have been in previous years - so that's good.
 - Graduate Students: Thank you to the three wonderful graduate students who have managed the blog and OOW inbox this past year: Neha Jangeti, Janna Huang, and JY Lin. JY will be rolling off this year and will be replaced by Jessica Urzua. Big shout-out to these students for all their hard work.
 - Annual Report - hoping to submit early this year by Oct 10/15th so I might be reaching out to folks for information about their committees.
 - Standing Committee chairs' reports
 - Mentorship & membership (Laura Doering) committee:
 - Laura: Successful year; the mentoring activity went really well
 - Invite people to do shout-outs a book or article in newsletter that they thought was really excellent
 - Discussion on the fact that the same group of people tend to submit their publications to be included in the monthly OOW newsletter. We discussed having a different process- for example possibly nominating other people's work and using a google doc to do so; or if you submit your work, you need to submit names of other scholars as well.
 - WIP and media (Anne-Kathrin Kronberg)
 - We have a good number of blog posts;
 - One struggle has been to advertise to the general public since Twitter/X has been on the decline.
 - We discussed how there are not a ton of great social media outlets since the ones that have been gaining traction are very politically polarized. We suggested that LinkedIn is a good potential option.
 - Award committee chairs' reports
 - Rosabeth Moss Kanter Career award committee:
 - The process went well - they narrowed it down to the top three and members all agreed
 - Just one new nomination but considered all nominees over the past three years
 - Perhaps Michel should encourage more people to submit nominations in his upcoming monthly newsletters.
 - Max Weber Book award committee:

- 31 submissions and all read about 13 books
 - 6 members; each member would nominate 2 and then everyone would read those two books
 - Consider increasing to 7 committee members to better distribute workload
 - James Thompson Grad Student Paper award committee:
 - 17 submissions; 4 committee members
 - W. Richard Scott Article award committee:
 - 53 submissions
 - Worked toward a shortlist of 6 papers and then all members read the 6 papers
- Incoming Chair Michel Anteby remarks on upcoming year
 - Asking for volunteers for committees
 - Looking for a more senior person to head up the Kanter Award.
 - Last year, Sarah emailed people for their recommendations for committee
 - No one who is working toward tenure should be on the Weber award - because of the intense workload.

Meeting Adjourned at 8:00 am.

Awards

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

- James Thompson graduate student paper award (presented by Aliya Rao at ASA)
 - Winner: Anna Fox “Covalent Logics: Policing, Family Values, and the Reproduction of Inequality”
 - Two honorable mentions:
 - Kyungmo Chun (“When Investment Becomes Religion: How Household Investors Persist with Risky Investments Amid Uncertainty”)
 - Luis Edward Tenorio (“Work after lawful status: formerly undocumented immigrants’ gendered relational legal consciousness and workplace claims-making”)
- W. Richard Scott article award (presented by Sarah Thébaud at ASA)
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- Rosabeth Moss Kanter Distinguished Career Award (presented by Ken-Hou Lin at ASA):
 - Winner: Heather Haveman

2025 Finances

Provide a narrative on how the 2025 budget matched with actual expenses and income from 2024. Please account for any substantive differences.

The section is in good financial shape. We started 2025 with a balance of \$9,779 (as of Dec 2024 financial statement) and had estimated that we would take in about \$3,894 in section dues and our ASA base allocation income. We had budgeted about \$4,600 for expenses, most of which are related to the meetings, including reception, Council breakfast, and awards. We will be over our budget, mostly because we approved, later in the year, for our section to start an annual celebratory dinner for the winner of the Rosabeth Moss Kanter Distinguished Career (2025, Heather Haveman, the president of OOW Sarah Thébaud, and guests of Dr. Haveman also attended the dinner). The cost for this dinner was \$762.47. Note, for the celebratory dinner, we recommend next year, that OOW only pays for the OOW chair and the Rosabeth Moss Kanter award recipient and not also the guests of the award recipient to keep costs down.

Additionally, the costs of the plaques were more than what we budgeted (\$591.39 versus \$500) because there were additional plaques that we needed to buy due to the fact that there were multiple authors on the article that won the W. Richard Scott article award.

Our spending from this year (and previous two years) exceeds our income, but we are operating with a **healthy surplus** (current balance: \$8,287 as of Sept 30, 2025) so we are good in terms of the bottom line.

Our year to date total income this year (2025) is \$3,603 (\$853 from dues + \$2,750 from Section budget allocation) while our total expenditures were \$5,096 (\$2,836 ASA reception; Other Events: \$1,169 = \$406.77 for OOW council breakfast at ASA + 762.47 for celebratory dinner for award winner at ASA; Awards: \$500 award money for grad student paper award + \$591.39 award/plaque expenses).

Thus, we spent \$1,493 more than we took in.

Also, the website maintenance expense (\$71) for the OOW blog has yet to be included in the Year to Date Expenses, Sept Financial Report, because receipts have not yet been submitted for this expense. Therefore, that will reduce our balance at the end of the year (Dec 2025), once those receipts are submitted, from \$8,287 to **\$8,216**.

Our section reception costs (\$2,835.85) were slightly below what we budgeted (\$3000), as we partnered with other sections and held the reception off-site. This is good financial practice and encourages cross-section ties.

Our council breakfast (\$406.77) was less than our budget (\$500).

Finally, our communications expenditures (\$71) will be less than our \$100 budget, once paid.

The Previous Year

Describe Section activities during the period between September 2024 and August 2025.

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 used a multi-pronged approach to communicate with its members and pursue our goal of making the section's activities relevant to a larger set of sociologists. First, we have produced a periodic email newsletter (roughly monthly) containing notes from the chair, announcements, and profiles of section-sponsored events (e.g., summaries of the virtual panels, as described below). Second, we continued to use our website, <http://oowsection.org>, to post announcements in a way that can be accessed at any time, rather than waiting for the newsletter or digging back to find past issues. Finally, the OOW section is a contributor to the Work in Progress blog: <http://www.wipsociology.org/>, with Anne Kronberg (who is an OOW Council member) serving as the Commissioning Editor.

The committee in charge of producing the email newsletter and updating the website, for most of this year, consisted of section Secretary/Treasurer Jill Yavorsky, three graduate students (Neha Jangeti, Janna Huang, and JY Lin), and the section chair, Sarah Thébaud. The grad students started Sept 1, 2025 and have been doing a great job thus far.

JY Lin will be rolling off this year and Jessica Urzua will be taking over her role. Jessica has been trained and started Sept 1, 2025.

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

ASA has encouraged sections to integrate diversity, equity, and inclusion (DEI) into all section activities and sub-committees, rather than simply having a stand-alone committee that is detached from Section operations. The OOW section seeks to both diversify our membership and to make it clear how our section's activities can contribute to research and teaching that elucidates processes of marginalization and the rectification of categorical inequalities. We have taken several tangible steps in this regard.

First, in May 2025, we held a panel exploring intersectional inequalities in the workplace, titled "Race and Gender Inequality in the Modern Workplace." This racially diverse panel, which consisted of Jill Yavorsky, Jasmine Hill, Sharla Alegria, and Julia Melin, featured work by a variety of junior scholars and more advanced scholars. This event was organized by Reggie Byron and Argun Saatcioglu and moderated by Reggie Byron. This event sparked lively discussion about race and gender inequality in the workplace and had active participation by participants. It was attended by 20 OOW members.

Virtual events will continue to 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.

Second, we ensured a diverse representation of scholars when forming our committees. Scholars from a variety of gender and racial/ethnic groups, as well as from different types of institutions and at different career stages, served on each of our committees, including all awards committees, nominations, mentorship and mentoring, and the program committee. We believe this helped increase the inclusion of a variety of scholars in our sessions and our processes of section recognition and participation. We are continuing to prioritize diversity in our committee formations in the coming year.

Third, we organized a mentoring program, with the goal of including scholars from a variety of backgrounds, including those from under-represented racial/ethnic backgrounds and junior statuses. A total of 80 people participated, including a wide range of scholars with varied work and organizational interests. This year the mentoring event included both a vertical and a horizontal match. The vertical match was one in which junior scholars were paired with scholars more advanced in their careers; the horizontal match was one in which individuals were paired with a scholar at a similar career stage.

The coordinators received numerous positive emails about this program, particularly about the horizontal match. Based on attendance, it appeared that the event included a racially and gender diverse set of participants as well as scholars at all stages of their careers (grad students to full professors). We plan to include the horizontal match in future mentoring activities, given the very positive feedback.

Fourth, our graduate student council member and mentoring committee members, Ewa Protasiuk and Victoria Zhang, organized a virtual networking event for graduate students during the year. DEI was a big motivator for having the event. Virtual networking events present opportunities for engagement for people who can't attend in-person ASA meetings and it was successful in engaging a diverse group of students.

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).

In addition to the council meeting, business meeting, joint reception, and mentoring program, the OOW section convened an exciting set of panels, through which we sought to enhance intellectual exchange and provide pathways for new scholars to participate in OOW section activities.

The program committee was chaired by Michel Anteby.

This year, OOW organized 7 sessions at the annual meeting (one joint with the Communication, Information Technologies, and Media Sociology section) as well as 1 referred roundtable session. The sessions covered the following topics: Organizations, Professions and Occupations, Gender Inequality in Organizations, Labor Markets, Future of Work, Informal and Unregulated Economies, and AI in the Workplace. Session co-organizers came from a range of universities and were typically matched across ranks (1 senior and more junior scholars per session). We also tried to create a diverse line-up of co-organizers in terms of gender and race/ethnicity.

Individuals who generously stepped up and comprised the committee were the following scholars: Elizabeth A. Armstrong, University of Michigan; Matthew Clair, Stanford University; Nicholas Occhiuto, Hunter College; Alexandra Ravenelle, University of North Carolina, Chapel Hill; Sharla Alegria, University of Toronto; Alexandra Kalev, Tel-Aviv University; Koji Chavez, Indiana University; Steve McDonald, North Carolina State University; Angèle Christin, Stanford University; Steve Vallas, Northeastern University; Rhacel Salazar Parreñas, Princeton University; Patricia Ward, Bielefeld University; Barbara Kiviat, Stanford University; Simone Zhang, New York University; Michel Anteby, Boston University; and Sigrid Luhr, University of Illinois, Chicago.

Regarding the roundtables, Sigrid Luhr and Michel Anteby received 187 submissions for the OOW Round table session. Among those submissions, we accepted 110 (59%) and populated 22 tables (5 papers per table), the maximum allowed in our session. Roundtables topics ranged from technology, AI, states and institutions to gender inequality, racialized organizations, and wellbeing. Unfortunately, 22 papers were withdrawn after acceptance, mostly because of fears of crossing US borders in these uncertain times. The biggest group of scholars withdrawing were ones from Canada and China. Ultimately, 164 papers were presented in the session. We were lucky to secure the collaboration of 22 table presiders, representing a range of universities, race/ethnicities, and ranks.

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.

First, we held four virtual events in spring 2024. All of these virtual events were aimed at bringing a diverse set of scholars together for meaningful debate and discussion about organizations, occupations, and work. This programming meets the goals and values of the section to foster stimulating intellectual exchange amongst members focused on scholarly areas of organizations, occupations, and work.

1. Virtual grad-to-grad networking event
 - Organized by Ewa Protasiuk & Victoria Zhang
 - 15 people participated
 - This virtual event was an opportunity for graduate students who study organizations, occupations, and work to meet peers with similar interests. The event was open to any graduate student with these interests; membership in ASA or the OOW section is not required. Given that research shows that lateral, peer-to-peer relationships are a meaningful resource for people building their careers, Ewa and Victoria arranged this event with aims for it to be a springboard for further in-person or virtual collaboration, information-sharing, and connection.
2. Virtual panel: “Race and Gender Inequality in the Modern Workplace”
 - Organized by Reggie Byron & Argun Saatcioglu
 - Panelists included: Jill E. Yavorsky, Jasmine Hill, Sharla Alegria, and Julia Melin
 - 20 people participated

- Each panelist presented on a recent study of theirs focused on gender and racial inequality in the workplace; and then opened up the floor for questions and debate.
- 3. Virtual book club discussion of Gray and Suri's book "Ghost Work: How to Stop Silicon Valley from Building a New Global Underclass"
 - Organized by Argun Saatcioglu & Laura Doering
 - The conversation was "book club style", with everyone welcome to share ideas.
 - 6 people attended
- 4. Virtual book club discussion of Fourcade and Healy's "The Ordinal Society."
 - Organized by Argun Saatcioglu & Laura Doering
 - The conversation was "book club style", with everyone welcome to share ideas.
 - 6 people attended

Second, we organized a well-received mentoring activity with participants meeting in person at ASA annual meeting on Aug 11th at the Hyatt Regency in a pre-set location. This was organized by Reginald Byron and Victoria Zhang. A total of 80 people participated, including a wide range of scholars with varied work and organizational interests. This year the mentoring event included both a vertical and a horizontal match. The vertical match was one in which junior scholars were paired with scholars more advanced in their careers; the horizontal match was one in which individuals were paired with a scholar at a similar career stage.

The coordinators received a number of positive emails about this program, particularly about the horizontal match. This activity fostered meaningful intellectual exchanges between OOW members at various stages of their career. Also, because it occurred right before the OOW reception, conversations had the opportunity to continue after the mentoring event later at the reception.