As everyone is finishing their grading, we can now turn our attention to the SWS Summer Meeting. I want to thank all the people who have organized panels for the summer meeting. Anna Muraco and Orit Avishai of the Career Development Committee & Student Concerns Committee; Heather Laube, Kylie Parrotta and Crystal Jackson of the Academic Justice Committee & Social Action Committee; Susan Lee & Kristy Kelly of the International Committee; Gail Wallace and Lorena Garcia of Sister to Sister; and Andreea Nica & Wendy Christensen of the Media Strategy Group, and highlight some of the terrific sessions that we will have this summer:

**Critique Me:** In this session, mentors will be available to provide advice on CVs, letters of application, teaching portfolios, research statements, dual career issues, issues for feminists of color, and issues for GLBTQ scholars.

**The Marginalized Majority: How Adjunct and Contingent Faculty Can Survive & Thrive and How Tenure Line Faculty Can Ally & Advocate:** This session will examine the changing structure of higher education and explore strategies individuals and institutions (including SWS) can employ to cope with this new reality.

**Beijing +20: Progress and Challenges for Women and Girls:** In preparation for the 2015 UN celebration of the twentieth anniversary of the Beijing Platform, and in preparation for this event, this panel will consider the usefulness of the Beijing Platform for improving the lives of women and girls and examine barriers and challenges in achieving women's human rights.

**Sister to Sister Informal Workshop Sessions:** In two workshops, Sister to Sister will discuss how to continue knowledge-building and community-building within SWS by exploring and clarifying the major challenges we face and the insights we can gain from our multiple locations and experiences with oppression (and privilege) in at least two or more social locations, such as race, gender, social class, sexuality, nationality, disability, age, etc. The second session will strengthen our relationships with each other and involves solution-based approaches that can empower us, as well as our research and activist work.

**Social Media for Feminist Collaboration:** In this work, you can learn how to use social media sites like Facebook and Twitter to help magnify the impact of our efforts to Mainstream Feminist Sociology.
Feminist Lecture: Please plan to attend the lecture by our Feminist Lecture Award winner, Chris Bose.

Our banquet will be held on August 18th at the stunning City Club of San Francisco, which has panoramic views of San Francisco and original artwork, including a painting by Diego Rivera. Because space is limited, I urge you to buy your banquet tickets as soon as they go on sale! So please join us at the Summer Banquet to celebrate SWS and our award winners. The City Club is less than one mile from the ASA hotels and we will help to arrange shared cabs for those who prefer not to walk. I hope to see you there.

Council and I, with the able assistance of Joey and Jazmyne, continue to move forward with the plans of the Strategic Planning Task Force. As you know, the membership has approved a new mission statement for SWS, which is now on the homepage of our website. Council is meeting again to continue to discuss the proposed changes in organizational structure and we hope to begin vetting the proposed new structure by the members in June.

Council is also beginning to discuss how to implement the other series of proposals that the Task Force developed which are designed to accomplish such goals as expanding participation of SWS from its two national meetings and to encourage active member participation.

I hope to see you at the Summer Meeting and at the banquet!

Sincerely,

Mary Bernstein, President, Sociologists for Women in Society
Dear SWS’ers,

It is a pleasure to write as the Co-Presidents Elect. Indeed, our first item of business is to thank you for entrusting the future of SWS to us as a team. By sharing the helm, we hope to double the energy and pool of ideas that we can bring to the job. We are eager to build on SWS’s stellar traditions and also help the organization grow in new ways, including expanding the size and participation of our membership, becoming more engaged in social and traditional media, and using our membership’s vast sociological skills to help inform public policy and debate. As we begin to plan the 2015 Winter Meeting, we have all of these goals in mind.

As the days grow longer and sunnier, next year’s winter meeting may be the last thing on your mind. Yet we are already at work planning the program and want to give you something to look forward to when colder weather returns. So here’s the latest news on how the meeting is taking shape:

The Winter Meeting will be held on February 19-22 in Washington, DC. In keeping with our choice of this site – as well as SWS’s historic mission – the theme of the meeting will be "Feminism in Theory, Practice, and Policy."

We are delighted to report that a number of people who are actively engaged in using a feminist perspective to develop theory, policy, and political strategies have already signed on. So far, this list includes (in alphabetical order) Chloe Bird, Lynn Chancer, Philip Cohen, Shelley Correll, Patricia Hill Collins, Paula England, Jennifer Glass, Janet Gornick, Heidi Hartmann, Leslie McCall, and Gaye Tuchman. Of course, this is just the beginning, and we look forward to adding many others in the months to come. Some of the session ideas currently under consideration (to name only a few) are "Building Feminist Organizations," "Intersectionality and Feminist Theory," "Gender Dimensions of Work-Family Connections," "Gender and Sexuality," and "The Current State and Future Prospects of Economic and Occupational Equality: Where is the Gender Revolution Now?"

While preserving the core work of the Winter Meeting – such as committee meetings, mentoring opportunities, workshops, receptions, the banquet, and other events – we are also thinking about new ways to add a mix of plenaries, panels, new kinds of workshops, and other participatory forums. We want to encourage everyone to participate in some way, so please send along your ideas about how you’d like to get involved.

In closing, although it may seem early to say so, we hope to see you in Washington next February. In the meantime, stay tuned for announcements about ways to get involved. We are counting on your participation to make the upcoming meeting a great one!

Warm wishes,

Kathleen and Jerry
## CONTACT INFORMATION

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*Payable in equal installments over 1-4 years.

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## HOW DID YOU HEAR ABOUT US?

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## COMMITTEE INTERESTS

I am interested in serving on the following committees. Your name will be forwarded to the chair(s) of the committee(s) you have selected:

- ☐ Academic Justice
- ☐ Awards
- ☐ Career Development
- ☐ Discrimination
- ☐ International
- ☐ Membership
- ☐ Nominations
- ☐ Scholarship and Human Rights
- ☐ Sister to Sister
- ☐ Social Action
- ☐ Student Concerns

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| City/State/ZIP |  |
| Expiration Date |  |
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Fax or mail, DO NOT EMAIL. (785) 864-4280

## CHECKS MUST BE IN USD ONLY

Make checks payable and mail to:
Sociologists for Women in Society
1415 Jayhawk Blvd. Rm. 716
Lawrence, KS 66045
www.soewomen.org
From the Executive Office:

What are we trying to do as an organization? Our members have voted and overwhelmingly endorsed our new mission statement:

Sociologists for Women in Society is a nonprofit professional feminist organization dedicated to:

1. Encouraging the development of sociological feminist theory and scholarship
2. Transforming the academy through feminist leadership, career development, and institutional diversity
3. Promoting social justice through local, national and international activism
4. Supporting the publication and dissemination of cutting edge feminist social science

Over its history our organization has made great strides on goals 1 and 2, though we are far from done there. We have a journal working on goal 4 that is internationally respected and widely read. But can we do a better job on promoting social justice through activism, goal 3? Many of us are engaged in social justice work in our own communities and through affiliations with social change organization. The International Committee is engaged through the UN and the Social Action committee creates Fact Sheets that can inform teaching and social activism on those issues. But is there a way we can, as an organization, even more effectively engage in activism serving the cause of social justice? After all, we’re sociologists not activists and we have very demanding day jobs (that way too often run into our nights and weekends too).

In 2008 at the winter meeting in Las Vegas, the membership decided that one way we can engage in activism for social justice is through broadening the reach of feminist sociological scholarship, getting feminist findings and perspectives into mainstream discourse where they can contribute to public understanding. That is, one very good way for an organization of feminist sociologists to make an impact toward goal 3 is to take goal 4 “to the streets”.

As I reported in detail in the November, 2013, issue of Network News, this Mainstreaming Feminist Sociology effort is gearing up in a serious way. We have a media specialist, Andreea Nica, who has been monitoring forthcoming articles in Gender & Society, and identifying studies to promote. We are searching for two kinds of articles here: those that address issues currently being debated in public discourse and those that have the potential to generate needed discussion where it is now lacking. We have a Social Media Specialist, Wendy Christensen, who generates Facebook and Twitter announcements about our press releases and other feminist sociological scholarship.

This Mainstreaming effort is being guided by our Media Strategy Group, composed of members who have experience working with the media in its many forms. (continued on pg 6)
Here Andreea and Wendy are joined by Barbara Risman, Virginia Rutter, Sarah Sobieraj, and me. We confer over the choice of work to promote and the hook or framing a press release should take. We also give Andreea comments on an early draft of the actual press release.

So far we have put out three press releases. The most recent one was a pre-Mother’s Day release on research showing how much extra work toxins in the environment are making for mothers who are trying to protect their children from them. At I write this, it is too soon to have reliable data on the reach of that one though initial signs are promising. However the first two press releases have been out long enough to be able to track their impact. I am delighted to report that they have been very successful.

The first one, “Women Pursue Equal Relationships: Face Social Pressures” which reported on a paper showing that egalitarian dating is hard for women who prefer egalitarian relationships. The study was featured in 8 unique outlets, including *Women’s Health Magazine*. The second press release, “Girls View Sexual Violence as Normal” reporting on middle school girls’ notions that their experiences of sexual harassment are just boys being boys and there’s nothing they can do about it has already been picked up by 42 unique outlets, including *Huffington Post, Cosmopolitan, Salon, PolicyMic*, and *MSNBC*, currently the 3rd largest news network on television! These and all of our recent press releases are posted on the website at [http://socwomen.org/media-center/](http://socwomen.org/media-center/).

And this is only the beginning. Each of these media reports generated more postings on Facebook, Twitter, LinkedIn, and other social networking sites. To provide you with a brief overview, out of the top 6 news platforms, these two press releases have generated nearly 26,000 reports or postings and that’s just what we can count. We have yet to measure social metrics of personal emails and conversations that have spread the word even farther. Finally, our press releases are distributed in a way that keeps them “evergreen”, so that other reporters searching for stories in coming months will find them.

Now that’s getting the feminist sociological word out!

You have an important role to play in this effort. Good old SWS feminist networking is our strength! We will post each press release on the list serve. When you see it, share it via whatever networks you have—email, Facebook, Twitter, etc. If you’re not on the list serve but would like to help push our press releases, send an email to [swshelp@ku.edu](mailto:swshelp@ku.edu) and we’ll make sure you are in the loop.


Soon we hope to be in a position to expand this Mainstreaming effort so we can put out even more press releases and go beyond *Gender & Society* to other outlets for feminist sociological scholarship. There are reporters out there who are very interested in the story we have to tell. And feminist sociology has such a powerful story to tell, one our world needs to hear. Please be part of this organizational effort in whatever way you feel able. The more of us who work together on this, the bigger the difference we can make on Goal 3, “promoting social justice”.

(Continued from pg 5)
Reflections from the International Committee on their attendance at the United Nations Commission on the Status of Women annual meeting

Sociologists for Women in Society was founded in 1970 after more than 200 women met in a women’s caucus at the American Sociological Association meeting in 1969. Dissatisfied with the lack of inclusion, SWS became committed to both influencing both the organization governance structures of national associations, as well as making substantive changes in the production of feminist scholarship. In 1987, SWS founded a journal - Gender & Society - which ranked in the top four in 2010 and in top ten in 2013 as the top ranked journal globally in gender studies. Our most recent project in the International Committee is our Global Feminist Partnership Program where we seek to foster activism and advocacy for and by women, support research by women and on gender issues, increase organizational inclusiveness, and build organizational strength throughout the regions of Asia, Africa, Central/ Eastern Europe, Latin American/Caribbean and the Middle East.

SWS obtained consultative status with the UN in the late 1990s, with both ECOSOC (Economic and Social Council) and DPI (Department of Public Information) delegations. As a professional NGO of feminist sociologists and feminist social scientists in general, we advocate for feminist social change that critically examines and disrupts the current social order both nationally and transnationally in all areas of social life, using feminist public sociology at the UN.

Our current panel represents our perspectives on the MDGs from our written statement for CSW 58 offering original research from students, professors and community leaders.

Shobha writes: "Our session was more inclusive this year. It included both undergraduate and graduate students and the UN Women Advisory Board member, Bandana Rana, who is also the official delegate from the Nepal government. The session panelists represented different US regions, nationalities, and work experiences. The diversity among the panelists and the presentations on various issues/topics made the session interesting, interactive, and important." I found the discussions on the NGO briefing, the North American Caucus, including side events useful to my research and teaching.

Jaime Bennis, a student of Professor Susan Lee at Boston University, writes: “For me, attending CSW was an incredible learning experience. As a high school student, I was very active in Model UN so it was (continued on pg 8)
very interesting to have the opportunity to attend the real UN. It was truly inspiring to see women from
countries all over the world come together for a common cause. At times it was frightening to hear about
some of the abuse that women in some of these countries endure. Hearing about girls who were forced
to marry before they turned sixteen made me so much more grateful for the college education I am re-
ceiving. Given the opportunity, I would definitely attend CSW again in the future. “

Solange Simoes writes: “On a personal level, my participation in the CSW 57th and 58th sessions was a
major moment in my transnational work trajectory as both a scholar and an activist. It was a unique op-
portunity to further my knowledge on global gender issues and my international networking, which are
key assets for my research and teaching on women and globalization, as well as for my role co-
leading EMU’s Faculty Global Learning Seminar for the internationalization of the curriculum. At the CSW 57th
session I had the opportunity to hear, meet and interact with UN member states representatives from all
over the world as well as with a large and diverse number of transnational non-governmental associations
representatives. At the CSW 58 I had the opportunity to moderate the SWS session, and participate in
side events that gave me a much larger understanding of the breadth and depth of feminist NGO’s work.

I was surprised by the vigorous discussions that emerged from our presentations. It really manifested to
me the importance and relevancy of the work the SWS is doing in the lives of women across the world.”

Sarah Pirzada writes: “For me, it was a great experience to interact with the other panelists, who are very
accomplished scholars with a lot of experience I can learn from. I also enjoyed talking to the UN Dele-
gates and learning about the process that leads to policy-making. I learned so much about the entire
structure of how research, policy-making, and NGO work all interconnect. I wish I had more time to visit
with the NGO’s and attend more presentations. Most of my visit was on the Weekend, and I left the day
after our presentation so I did not see a lot. Next year I plan to attend at least a few more days of the
conference. My suggestion would be to pair up people who have never been to the conference with
those who have visited before. The bureaucracy of the event can be overwhelming, and the guidance of
you (Hara), Shobha, and others was very helpful.

Vicky Demos writes: “I was assigned to attend the CSW meeting in the last three days as the meeting was
coming to a close and the Agreed Conclusions were discussed and voted upon. That assignment, which
meant I would not be able to attend the SWS panel held earlier in the week, allowed me to identify two
other ways in which SWS could have an impact on UN issues pertaining to women and gender.

First, on the final day of the meeting, there were virtually no side events or parallel events scheduled. I
met with Hara Bastas, and we walked over to the hallway outside the room where the Agreed Conclu-
sions were being deliberated behind closed doors. What we saw and what struck us was the number of
people sitting and standing in the hallway prepared to lobby anyone who came out of the room. Hara
and I talked to some women who represented an Austrian reproductive rights organization. The women
had already had considerable interaction with the official Austrian delegates to the meeting and asked us
about our contact with our own official representatives. Hara noted that there was some contact estab-

(continued on pg 9)
lished between SWS and the official U.S. delegation, which this year consisted of three ambassadors and five public delegates, but we agreed that ways to facilitate such contact needed to be a priority.

Second, while SWS’s concern with the substantive issues focused upon at the CSW meeting is important, a more powerful role for SWS to play is methodological. Most the NGOs present at the CSW meeting lack social scientific expertise. There is a need for the development and validation of measures including qualitative ones that can be used to identify controversial practices such as forced marriage.

Manisha Desai writes: “This year I was only able to attend our side event due to other commitments. I think that is one of the most important things that we as SWS do at the CSW as we provide those gathered cutting edge research on the issues, which as a professional organization is one of our goals. I would recommend for the future working with ISA who also organizes sessions at CSW. I have the name of the woman who is at John Jay who does that for ISA.”

Diana Papademas writes: “Joining the sessions by the second week and with SWS’s panel on Monday morning (3/17), I was pleasantly surprised at the ease of attendance, with information posted on-line and with accessible schedules for sessions, and for the NGO presentations on challenges and achievements in the implementation of the MDGs for women and girls. Though I missed past “messy” tables covered with resolution documents and corridors filled with materials from various NGO’s and nation states. The informal conversations were fewer apart from 2nd floor Church Center events and conversations around formal panels and presentations.

Presentations on leadership issues and such topics as improving data collection, reporting and the monitoring of policy makers, the role of the state, and impact of NGOs were addressed on a global, regional and national scale. One challenge was “to get out of the siloes” and engage in the complexity of such issues as climate change and development policy, linkages of the political economies, human rights/women’s and children’s rights. The political economy was discussed along with the “care economy”, and the value of private and public partnerships for accountability.

While official delegates to CSW ground out the Agreed Conclusions, we participated in caucuses, notably the North American caucus, meeting in the evenings.....while some met with delegates during the day for updates. NGOs have no direct influence on the wording of the outcome document, but SWS’s plan to address issues ahead of future CSW sessions with official delegates is a desirable strategy to influence outcomes as much as possible.

In addition to CSW sessions, I attended the DPI briefing the same week on International Day of Happiness (20 March 2014). The day is intended to recognize the relevance of well-being as universal goals and aspirations around the world, and its importance in public policy objectives. Featured panels included UN representatives, ambassadors, and civil society activists, including documentarians. Jeffrey Sachs, Director of the Earth Institute spoke, via video, with his assistant Claire Bulger discussing the

(continued on pg 10)
World Happiness Report. I left “smiling” over the seriousness and complexity of advocating for happiness amidst large-scale economic and political initiatives in a secular arena.

Another future contact is Ramu Damodaran, for the UN Academic Impact, DPI project, which “aligns institutions of higher learning and research with the objectives of the UN and States and peoples”. SWS reps can do more back on their campuses. I have done so, always announcing my SWS membership. This year, for example, my Global Sociology students were able to access the webcasts and learned about CSW, CEDAW, UDHR, and CRC...part of doing their research papers on development issues and human rights. Students also wrote response essays on the College Globalization/Globalism Photo Exhibit I co-organized, which used my Mexico City images in the federal plaza, when I attended the UN DPI disarmament conference there in 2009. While at CSW in New York this year, I met with Mexico representatives and used the photos to interview them (informally) on the meaning of the youth murals and protesting farmers. We plan an article in the near future, possibly to include the photos and exhibit information. There is an important integration of SWS work, teaching and research that flourishes.

Additional resources of interest:

(1) Below is a link to a collaborative documentary film produced by the International Association of Women in Radio and Television (IAWRT) from four continents shows efforts by women from Canada, India, Kenya and Norway to tackle climate change through policy, protest, education and innovation.


(2) Women’s Human Rights app from Switzerland:

The app’s search function allows users to quickly find the texts of international conventions, UN resolutions, declarations and other documents relating to various women’s human rights and gender issues: from early marriage, to sexual violence to the economic empowerment of women. The database not only includes documents negotiated and adopted in recent decades within the UN system but also regional instruments. In future, the database will be regularly updated with newly adopted UN documents.


Submitted by Hara Bastas
Book review editor transitions
By Jennifer Reich and Katja Guenther, Co-chairs, SWS Publications Committee

As you likely know, Denise Copelton will complete her term as Book review Editor for *Gender & Society*. Having started with Joan Spade, we are grateful for the hard work and high caliber reviews they have commissioned during their term.

Yasemin Besen-Cassino will begin as the *Gender & Society* Book Review Editor on June 1, 2014. Yasemin is currently Associate Professor of Sociology at Montclair State University. She earned her Ph.D. from SUNY Stony Brook in 2005. During her time there, she served as managing editor of the journal, *Men and Masculinities*.

Her research interests include gender, work and labor, youth, and inequality. She is the author of *Consuming Work: Youth Work in America* (Temple 2014), *The Jessie Bernard Reader* (with Michael Kimmel, Paradigm Publishers, 2008), and *Consuming Politics: Jon Stewart, Branding and Youth Vote in America* (with Daniel R. Cassino, Associated University Presses, Rowman and Littlefield, 2009). Yasemin also authored a policy report, “Gender Pay Gap in New Jersey: A Policy Report for the New Jersey American Association of University Women” in 2010 (with Mary Gatta). This research led to her testifying on pay equity gaps and in support of pay equity legislation in the New Jersey legislature.

Originally from Turkey, Yasemin aims to bring her comparative and international perspective to the journal and publish reviews on a diversity of feminist scholarship from a wide range of international scholars. She also hopes to connect to international feminist scholars to continue to broaden the pool of possible reviewers for the journal.

Yasemin’s contact information is below. Please notify presses that books should be sent to this new address, and be sure to congratulate her on her new position.

Gsbooks@mail.montclair.edu
Montclair State University
Department of Sociology
1 Normal Avenue
Montclair NJ 07043

Also, you can reach Yasemin Besen-Cassino directly at beseny@mail.montclair.edu
Negotiation is key, but how do I approach it?

by Mindy Fried and Tressie McMillian Cottom

If you’ve been following the lively discussion on the SWS listserv (and/or other sources), you know about “W”, the newly minted Ph.D. in Philosophy, who was offered a tenure-track job at Nazareth College in Rochester, New York, only to have it rescinded after trying to negotiate a number of items: an increase in her starting salary, a pre-tenure sabbatical during the last half of her tenure clock, no more than two class preps per year for the first three years, and a postponement of her start date so she could complete her post-doc. These “asks” were made over an email message, which she concluded by saying, “I know that some of these might be easier to grant than others. Let me know what you think.” The reply from Nazareth, which also came via email, was the following:

“It was determined that on the whole these provisions indicate an interest in teaching at a research university and not at a college, like ours, that is both teaching and student centered… Thus, the institution has decided to withdraw its offer of employment to you.”

The University’s withdrawal sent minor shockwaves through anxious applicants. Particularly during these times of increased competition and shifting labor market conditions, questions about identity and career can be angst-inducing. This SWS listserv responded. What follows is a synthesis of a debate that many found substantive enough to be compiled, shared, and archived.

When you receive a job offer in the academic job market, how do you respond when there are areas you’d like to negotiate? In the discussion on the SWS listerv, a range of issues were raised, including that the candidate’s experience was influenced by gender, prestige, and the hidden curriculum of job negotiations. The listserv members offered their experience, research and advice regarding the issue. The thread was so rich and animated that we decided to summarize the exchange and archive it for future reference. The primary take-aways from this discussion are: negotiating is important, there are gendered differences in how women and men are perceived when they negotiate, and women should approach the process with confidence and information even under those conditions.

Context: How Unusual is a Rescinded Job Offer?

Members commented that having an offer rescinded is rare but not unique. It is unusual to not have ANY discussion about the offer.

A former Nazareth College professor noted the importance of understanding of the culture of the offering institution. She comments that Nazareth College is very much influenced by its former affiliation with the Roman Catholic (RC) Church, saying, “The depths of that influence would not be communicated in job interviews and can’t be discerned from reading PR materials”. Nonetheless, she points out that a striking number of faculty, students and staff are of Roman Catholic background, “which expresses itself in gendered ways”. For example, in the 1980s, the Dean of the College insisted on hiring white men who had RC educations. This history has influenced current practice, as she points out, “They are now part of the brick and mortar of the institution. There is no way that a job candidate could ‘suss’ it out. What you see is not what you get. My sense is that W was jettisoned for being frank in her requests and that's linked to gender. A man might have had a very different experience”.
Research on gender and negotiating

Members pointed out that women and men are often perceived differently when they negotiate, with women viewed as aggressive, and men viewed as displaying normative behavior. Interestingly there is research that demonstrates that women are good at negotiating on behalf of others.

Should You Negotiate?
The overwhelming consensus is “yes”! Moreover, the consensus is that negotiating is too important to career goals and quality of work/life to risk not negotiating. Here are some comments:

- Some institutions see negotiating as a sign that you don’t want them, but...
- It’s normal to negotiate for the terms you want, though it’s best to do the initial negotiation over the phone, so you and they can read tone and there are no misunderstandings.
- Negotiating is important because starting salaries impact long-term earnings. Some members said that they hoped that this discussion wouldn’t lead people to NOT negotiate.
- If a place rescinds a job offer because you are negotiating, you do not want to be employed there. This may be cold comfort if this is your only job offer, and given how tight finances are for most, but have faith that something better will come along. Persistence is the key to a good job placement.

Members offer advice on how to negotiate:

- Be prepared to have some back-up plan when negotiating (meaning there is a risk, but if your negotiating points are critical, then it’s worth the risk).
- Clear communication is key to negotiating; some say it’s okay to communicate by email and phone. Others say it’s important to have phone and/or face-to-face contact. In-person contact allows the candidate to gauge the response from the “offerers” via non-verbal cues.
- One member suggested that the Chair negotiate on your behalf. She said: “It makes no sense to not give your requirements and/or “aspirational” goals (to the Chair) for support up front. Why hide a spouse who needs employment or a sabbatical coming up you don’t want to lose? I always encourage people to tell me everything they need/want up front so I can make the best pitch I can”.

Other comments:

- Ask whether there is room for negotiating.
- Find out what colleagues got at hire. It may be perceived as unreasonable by colleagues if you get what you ask for if you are hired, especially if it’s perceived as better than colleague’s initial offer. It’s important to maintain collegial relationships.
- A verbal offer is fine VERSUS
- Get a written offer. One member commented: “An oral offer lacks protections and is standard in other industries. Academia has made it onerous for department heads to provide a written offer and negotiate afterwards, and that offers individuals less protection in much the same way that not having standard policies about maternity leaves or part time work offers less protection particularly if all request are treated as special and individual”.

Finally, one member comments: “The Dean was frankly confused by my requests for course load reductions and such, but as soon as we got to salary, he was perked up, ‘Oh! That we can do!’ And met my offer”.

Resources on how to negotiate:

Stop Negotiating Like a Girl:  http://theprofessorisin.com/2014/03/07/stop-negotiating-like-a-girl/

How to Negotiate Your Tenure Track Offer:  http://theprofessorisin.com/2014/02/28/how-to-negotiate-your-tenure-track-offer/
Reflections on the 2014 CTAUN Conference
By Jennifer Rogers-Brown

The 15th Annual Committee on Teaching about the United Nations (CTAUN) Conference took place in New York on January 31, 2014 at the United Nations. I attended the conference as the SWS Main Representative to the UN Department of Public Information (UN DPI). The majority of the conference attendees were educators of all levels, as well as Fulbright scholars, high school and college students, and NGO representatives.

The conference theme of “Promoting Peace through Education” highlighted the importance of teaching about peace, nuclear disarmament, and the role of the United Nations in promoting peace. Keynote speaker Virginia Gamba (Director and Deputy to the UN High Representative for Disarmament Affairs) argued that there are too few university courses on peace and disarmament. This lack of courses results in a deficit of opportunities and motivation for students to learn about careers in peace and conflict resolution. This is the exact issue that CTAUN aims to address.

Educators can access teaching resources and connect with UN projects through the CTAUN organization. For example, I was impressed with the work of 4th grade teacher Charlotte Mourlot from the UN International School in New York City. She spoke about the use of “peace tables” to not only teach students about the UN, but also to empower students to resolve personal conflicts without much teacher intervention. You can learn more about this project at Mourlot’s blog: www.givemypeace.com.

CTAUN provided time and table space for UN-related organizations to pass out literature and meet conference participants. I met with several representatives from organizations that provide helpful resources for educators. From those conversations, I suggest the following resources. Sylvia Wong (Education Program Manager for Concern Worldwide) can give talks to NY-area classes about UN issues or Concern Worldwide. Contact her at sylvia.wong@concern.net. Academic Impact is an important academic resource for connecting with the UN (http://academicimpact.org/). The International Institute on Peace Education (www.i-i-p-e.org) also provides excellent information for classroom lectures. Check out the National Peace Academy link on their page.

I especially appreciated the closing of the conference when Peter Yarrow (of Peter, Paul, and Mary) invoked Occupy’s “mic-check” and inspired most of us to sing along to “Where Have All the Flowers Gone?” and “Have You Gone to Hail for Justice?” He also offered his own personal message in remembrance to his friend and fellow folk singer, Pete Seeger.

Overall, the CTAUN conference impressed me with the scope of information provided and the friendliness of the conference participants. It is a comfortable space to meet fellow educators and appears to be an accessible event for college students. The conference is open to anyone who pays the conference fee. I thank SWS for covering my conference expenses as part of my work for the International Committee.

For more information about CTAUN and DPI check out www.ctaun.org and http://outreach.un.org/ngorelations/. If you are interested in joining the SWS International Committee (IC) and/or attending UN events with other SWSers, contact IC Chair Susan Lee: susanlee@bu.edu.
“Gender in the Classroom: Masculinities” provides a resource for teachers to integrate cutting-edge research on masculinities from Gender & Society into their classroom. The guide is organized around a number of thematic topics, and it includes a short, teaching-oriented description of each article as well as a list of suggested courses as appropriate.

A few words for teachers who may be new to masculinities scholarship: this guide opens with a piece by Connell and Messerschmidt (2005), a classic text that would be a worthwhile addition for virtually any course on masculinities or, for that matter, sex and gender. This piece is central to the articles that appear in this guide for two reasons. First, the concept of “hegemonic masculinity” has proven to be an extremely fruitful, if (productively) problematic, term that has inspired a broad swath of subsequent research. Second, in addition to appearing regularly in research on masculinities, the term itself is indicative of broader shifts in how scholars of masculinities understand gender. Specifically, masculinity is now recognized as a defiantly multidimensional construct: instead of unitary “masculinity,” scholars look at “masculinities” that emerge along intersections with race, class, age and other lines of difference. No longer treated as a collection of traits or a role that sex-differentiated individuals must assume, masculinities emerge relationally and at multiple levels of social life, implicating political power structures, cultural norms, embodiment, the ways in which work, family and home are organized and the demarcation of certain social spaces, leisure activities, and practices along gendered lines.
As such, the scholarship on masculinities is not only a vibrant area of research – it is also an excellent resource for sparking the critical imaginations of students in the classroom. In addition to being methodologically and analytically innovative, the articles in this guide should interest students because they are provocative, relatable and accessible. Enjoy!


This article shows that when it comes to men’s caregiving of kin, women matter. Drawing on 188 interviews with husbands and wives, Gerstel and Gallagher find that men’s caregiving is dependent on the presence of daughters and wives who care for kin as well as on the availability of sisters, the latter of whom substitute for men as caregivers. The findings emphasize that family structure, rather than employment or gender ideology, matter the most in determining men’s caregiving. This accessible article should provoke engaged discussion about how caregiving emerges as a relational phenomenon.


How do men develop beliefs about contraception and fertility preferences? This paper looks at how men talk – amongst themselves – about family planning in Greater Maputo, Mozambique. Drawing on focus group and individual interview data, Agadjanian situates these social interactions within broader gender relations, showing that the former play an important part in shaping how men think about contraception while simultaneously reproducing gender stereotypes.


This theoretical article is an extended engagement with the concept of hegemonic masculinity, which was developed by Connell to refer to the dominant form of masculinity within a particular social context. After outlining the origins of the concept and the main critiques against it, Connell and Messerschmidt emphasize the utility of conceptualizing masculinities in plural terms that emerge in hierarchical ways that are maintained through cultural domination. They note that attempts to unify masculine domination into a single framework, on the one hand, or (inadvertently) reduce masculinity to a set of traits, on the other, are both excessively simplified approaches to gender. A must-have item on any masculinities syllabus.


Why do some men participate in housework more than others? Bringing together a socialization approach
with an interactionist perspective, Gupta argues that men’s participation in housework is affected by both their childhood experiences and by their adult situations. Men who grew up with a present father and working mother and who currently live with women were more likely to engage in housework. This article, which draws on two waves of the National Survey of Families and Households, is an accessible illustration of how quantitative approaches can be brought to bear on complex theoretical debates within the sociology of gender.


This article is a fascinating look at how parents police the gendered behavior of their children; Kane finds that while parents are generally open to gender nonconformity among their daughters, parents consciously negotiated gender (non)conformity with their sons. Unpacking the different stakes that fathers and mothers, as well as heterosexual and homosexual, parents have in how their children “do” gender, the article presents a nuanced look at gender as an interactional accomplishment.


This article looks at the racial dynamics behind the “glass elevator”, which refers to men who experience greater upward mobility in stereotypically feminine occupations as compared to women. Cautioning against universalizing men’s experiences vis-à-vis women, Wingfield uses data from interviews with Black male nurses to argue that the glass elevator is racialized. As none of the men in her sample experienced the glass elevator, she concludes that this concept largely describes the experiences of white men.


Men’s economic status is thought to influence their beliefs about gender, but how does this vary across different types of economic markets? Comparing rigid and flexible labor markets, Cha and Thebaud find that economic dependency on one’s partner is not enough: only in flexible markets, where men generally experience changes in their employment situations, does economic dependency on one’s partner lead to more egalitarian gender beliefs among men. This article should provoke discussions about how and under what contexts gender beliefs become more or less egalitarian.


Can gender norms be dangerous to your health? This article takes a quantitative approach to evaluate why husbands who earn less than their wives tend to have worse health than other husbands. Springer finds that the (continued on pg 18)
effect of male breadwinning stereotypes negatively impacts men’s health, particularly for groups of men who have historically been held accountable to these stereotypes – namely, high-income men. This accessible article is a fantastic piece for demonstrating the negative, tangible effects of gender norms, even for gender-privileged groups like high-income men.


Throwing into question the assumption that women parents naturally desire to mother, this paper looks at how lesbian parents navigate their identities as mothers, fathers and – a hybrid of the two – mathers. Using in-depth interview data, this article not only explores the relationship between gender and parenting but also provides traction for imagining parental identities beyond the mother/father binary. As such, this article should be particularly generative for discussions that interrogate the intersections among family, identity, gender, parenting and sexuality.


This article is ideal for teaching about (1) the micro-level dynamics of gender norms and gender inequality; and (2) the significant ways in which gender is negotiated – whether confirmed, undermined or transformed – in the home. In this interview-based study, Chesley interrogates the normative consequences of stay-at-home dads: does a reversal in domestic gender roles promote or discourage gender equality in the home? Unpacking the broad ways in which her interviewees “do gender”, Chesley highlights the tensions that emerge when women assume the (masculine) breadwinning role. Driven by an intuitively appealing, and sociologically sophisticated, question and supported by rich, clearly presented data, this article would be ideal for courses on introductory sociology, sex and gender and gender and work.

GENDER & SOCIETY BLOG ENTRIES ON MASCULINITY

Migration and Masculinity by Veronica Montes

For the last seven years, I have devoted my research to the study of migration, particularly to understanding transnational familial relationships; families that reside in different geographic locations but maintain close emotional bonds in spite of that distance.

Taking the ‘care’ out of care work?: Men in nursing by Tristan Bridges

Nurses and doctors have different kinds of work – but there’s a lot of overlap. Yet, we still culturally associate the “doctoring” with masculinity and the “nursing” with femininity.

(continued on pg 19)
“For Black boys, cool comes with costs” by Amy Wilkins

In a piece in The Atlantic, Aboubacar Ndiaye reflects on recent sociological research by Megan Holland (here) and Simone Ispa-Landa (here) on gender differences in the social experiences of black boys and girls bused into suburban schools. This research emphasizes how racial images associating blackness with “cool” facilitate boys’—but not girls’—social integration in suburban schools.

Recruiting men, constructing manhood: How health care organizations mobilize masculinities as nursing recruitment strategy by Marci Cottingham

While it is cliché to think that men are not as caring or compassionate as women, women are still much more likely to enter caring professions, such as nursing, than men. Men make up about 7% of the nursing workforce in the U.S. and their experiences as a numerical minority have been a rich source for advancing gender scholarship (i.e., Williams’ notion of the “glass escalator” that propels men to faster advancement in female-dominated fields).

Boy Trouble by Edward W. Morris

Why do girls outperform boys in school? This is a question many people thought would never be asked. Women continue to lag behind men in pay, are far less likely to attain corporate and political positions of power, continue to perform the bulk of childcare and household chores, and are more likely to be victims of domestic violence.

Colorism, Gender, and School Suspension by Tristan Bridges and CJ Pascoe

Alice Walker, the Pulitzer Prize winning author of The Color Purple, coined the “colorism” term to define: “prejudicial or preferential treatment of same-race people based solely on the color of their skin” (here: 290). Colorism occurs when groups of people are discriminated against in systematic ways on the basis of skin color alone.

Being a Black Gay Male Athlete by Eric Anderson and Mark McCormack

When we think of black male athletes, we normally connect them to highly competitive and combative team sports, like American football and basketball. Or, we associate them with individual sporting events that require strength and explosiveness, like sprinting and boxing.
Intersectionality in Sociology

Katherine Castiello Jones, Joya Misra, and K. McCurley

Introduction

Intersectional approaches arose from feminist scholarship, which recognized that there were important differences among women and men rather than simply between them. Feminist scholars argued that gender, race and class are interconnected as “intersecting oppressions” (Crenshaw 1989). While attention to intersectionality has increased over the last several decades, it is not clear how much of an impact this has on mainstream sociological scholarship. This fact sheet explores the presence of intersectional research in sociology journals, based on our coding of intersectional research in articles published in top sociology journals in 2009. At the most basic level, we are interested in where intersectional research appears, and how frequently it appears, in order to provide a mapping of the conceptual terrain of the discipline.

We find that intersectional research is being published in sociology journals, but is limited to a few journals and a few topic areas. While many mainstream journals, including Social Problems, American Journal of Sociology (AJS) and American Sociological Review (ASR) do publish intersectional work, intersectional scholarship is less visible in many journals and topic areas where an intersectional analysis might seem relevant, such as Sociology of Education and Work & Occupations. Intersectional scholarship is also most often displayed in empirical research, but we believe that more theoretical and methodological scholarship that examines the challenges and rewards of intersectional scholarship would be a fruitful avenue for further development.

Did you know?

In the top twenty journals in sociology, Gender & Society contained the most intersectional articles (sixty-nine percent of the articles it published in 2009). Other journals with high rates of intersectional articles include Ethnic & Racial Studies (thirty-three percent), Journal of Marriage & Family (twenty-five percent), and Social Problems (twenty-five percent).

Defining Intersectionality

Before coding the articles, we needed to define intersectionality. Race, class and gender have been the traditional triumvirate of intersectional studies, but we took a broad approach and also included studies that examine the intersections of any social statuses including sexuality, religion, ethnicity, and age. In addition, authors did not need to define their research as "intersectional" for us to code it as such.

Because intersectionality is practiced in a variety of ways by sociologists (McCall 2005; Prins 2006; Walby 2009; Choo and Ferree 2010), we coded for these different approaches. There are at least three different intersectional approaches that can be identified in the literature, and we identified articles as intersectional when they used any of these three approaches.
1. **Inclusion/Voice Models**: Intersectionality may refer to a sharp focus on a disadvantaged group—such as low-income disabled African-American men—to give voice to their experiences and perspectives. As Choo and Ferree (2010) argue, this approach is meant to focus on inclusion of previously marginalized groups. McCall (2005, 1750) defines this approach as "intercategorical," which is "typically either a single social category at a neglected point of intersection of multiple master categories or a particular social setting or ideological construction, or both." For example, Adia Harvey Wingfield's (2009) research has examined the experiences of minority men in nursing. Although earlier research by Christine Williams had shown how men in fields dominated by women tended to ride a "glass escalator" rather than confront a glass ceiling, Wingfield's study shows how race and gender intersect to limit the upward mobility available to minority men through the "glass escalator." The inclusion approach argues that a particular social group is concurrently constituted by multiple statuses. This work can also break down simplistic notions of status categories by pointing to substantial heterogeneity within groups.

2. **Relational/Process Models**: As Choo and Ferree (2010, 134) note, a "structural type process-centered analysis" considers the transformations that occur when different statuses meet. Rather than seeing gender and race as additive effects of a person's experience, they consider both how gender is raced, and race is gendered. Many scholars who take this approach, defined as "intercategorical" by McCall (2005), focus on categories to identify patterns of relations between them. For example, studies may explore how two statuses interact, as in research that shows how a felony record may have dramatically different effects on employment opportunities for black men in comparison to white men in entry-level jobs (Pager 2003). Here, felony records (among men) interact with race to create different, intersectional experiences. These relational models also see privilege and disadvantage in related—whiteness itself needs to be theorized to understand why a felony record has much less of an impact on white men's employment chances. In a relational/process approach, race is able to simultaneously have its own effect on employment chances, as well as a separate effect in interaction with felony status. (The possibility that race or any status could have its own, separate effect differentiates relational/process from the systemic approach described below.) Relational-process models may also attempt to identify whether certain categories are more or less salient in a given situation, and even while this approach is often adopted with the strategic aim of liberation (McCall 2005), it may ultimately tend to reinforce categories, rather than breaking them down.

3. **Systemic/Anticategorical models**: A final approach may be a fully intersectional model, which does not see any category as more salient than another. Rather, the statuses and their relationships with each other are problematized under the assumption that they continually and mutually constitute each other (Ken 2010). Many of these scholars reject the language of "intersection," even while they make use of race, class, and gender and investigate their relationships. Scholars take a complex and historically grounded approach to understanding intersections as always co-constructing race, gender, class, and other statuses as systemic inequalities (Choo and Ferree 2010). There are no effects of race alone in such an approach, since race must always be read as gendered, classed, sexualized, etc. This approach may also relate to McCall's (2005) "anti-categorical" approach—in which categories are understood as artificial and exclusionary. Therefore, performances and understandings of statuses change based on context. For example, Nikki Jones' (2009) research focuses on how young women of color in the inner-city manage their interactions in different situations by drawing on different race, gender, and class performances. These young women illustrate how gender, race, and class are accomplished during situated interactions while simultaneously being shaped by structural factors. Such an approach may undermine the relational/process models, which may depend on fixed categories.

As shown in Table One, we found that approximately seventeen percent of articles published in sociology journals in 2009 were intersectional, the majority of these were relational, and the fewest use anti-categorical models. We define intersectional research as different from research that is purely additive in its use of different statuses. Many sociologists now more aware that experiences may be shaped by different statuses. Scholars may even use the term "intersectionality" to refer to the inclusion of members of different races or ethnicities, class backgrounds, and genders in their research samples. While diverse
samples allows scholars to consider how these different statuses may shape the experiences of people, we did not count such scholarship as intersectional if the authors had not conceptualized how these statuses interact to create different experiences. For example, gender and parenthood may have a different impact on employment among middle class whites than among middle class African-Americans, since labor force participation rates among women in these groups vary. A study that explored differences between middle class African-American mothers and middle class white mothers would be counted as intersectional, one that simply “controlled” for race, would not be, in our definition, we consider such models to be “additive” rather than intersectional. As shown in Table One, approximately twelve percent of articles published in sociology journals in 2009 were additive in this way.

### Methods

In order to assess the impact of intersectionality on the discipline of sociology, we carried out a content analysis of articles appearing in top-ranked sociology journals published in 2009. Examining publications over one year allowed us to examine trends within each journal while also allowing for a manageable amount of coding. Our sample includes 18 of the top-20 journals in the field of sociology, as calculated by the ISI Web of Knowledge, using the 5-Year Impact Factor. These journals include: *Annual Review of Sociology, American Sociological Review, American Journal of Sociology, Sociological Methods & Research, Social Networks, Journal of Marriage & Family, Sociology of Education, Sociology of Health and Illness, Social Problems, Economic Sociology, Social Forces, British Journal of Sociology, Gender & Society, Population and Development Review, Sociological Methodology, Work & Occupations, Youth and Society, Sociological Theory*. We also decided to include the slightly lower-ranked journal *Ethnic and Racial Studies*, as we wanted to include a specialty journal that focused on race and ethnicity as well as gender. We were also curious how different specialty journals would engage with intersectional analysis in their publications, as compared to mainstream journals. We were particularly interested in how *Gender & Society* compares to other journals in its publication of intersectional analyses, given the centrality of intersectional perspectives to feminist scholarship.

For each article we first identified three main topic areas, which were derived from the list of ASA sections. Each article was additionally coded as primarily theoretical, methodological or empirical, as well as what type of method was used (quantitative, qualitative or mixed methods). We then coded whether the authors identified themselves as using an intersectional analysis; only articles that explicitly called their work intersectional were coded as “self-defined intersectional.” We coded each article for the statuses it focused on, including: Race/Ethnicity, Class, Gender, Sexuality, Age, Disability, Nationality Citizenship, and a category for other statuses. If present, each status was coded as to whether it was of primary or secondary focus to the main argument of the article. (The centrality of the status is not analyzed here). We then coded the types of intersectional analysis used: Inclusion/Voice, Relational/Process, or Anti-categorical. Articles that were only coded as Additive were not coded as Intersectional in the final analysis, even if they identified themselves as such. Previous research has similarly argued that that these types of additive approaches are not truly intersectional since they do not make an effort to explain or understand how statuses interact (Crenshaw 1989; Crenshaw 1991; Collins 1995).

1. We discussed the coding with one another, and all three of us coded all of the articles appearing in *Gender & Society, American Sociological Review*, and *American Journal of Sociology* to see whether there were discrepancies in how we were coding them. We found relatively few discrepancies (originally, ninety-five percent agreement), and were able to discuss and develop decision rules, which allowed us to apply consistent rules for coding for the remainder of the coding. During 2009 *Gender & Society* published a symposium on West and Zimmerman’s “Doing Gender”, which accounts for 24% of the articles in 2009. If the symposium pieces are removed from the sample, there would be a 78% intersectional rate; in other words, the symposium makes the journal less intersectional rather than more.
2. This list is similar to one that focuses on the current impact factor, but is somewhat more reliable as it is based on a longer period.
3. We dropped two journals that are less central to the field of sociology: *Cornell Hotel and Restaurant Administration Quarterly* and *Annals of Tourism Research*.
4. We defined subfields by the sections of the ASA in 2009. The only proviso to this is that because we had categorized articles as “theory” through a separate measure, we did not code articles as fitting into the “theory” subfield. With each article, we studied the keywords, the abstract, and read the body of the article to determine which three subfields were central to the argument in the article. Thus an article that focused on Latino families and the gendered division of household labor would be coded for Latinos, Family, and Sex & Gender.

(continued on pg. 23)
Which Journals are Intersectional

Table Two shows that among the top 20 sociology journals *Gender & Society* published the highest percentage of intersectional articles in 2009. More than two-thirds of the articles published in *Gender & Society* were coded as intersectional. *Ethnic and Racial Studies* appears next, with one third of the articles they published in 2009 being intersectional. One fourth of the articles published in both *Journal of Marriage & the Family* and *Social Problems* were intersectional in 2009. A few journals - *Annual Review of Sociology* and *Economy and Sociology* - did not publish any intersectional articles in 2009. Intersectional research remains a minority in top-ranked sociology journals, with the exception of *Gender & Society*.

<table>
<thead>
<tr>
<th>Table Two: Journals By Number of Intersectional Articles.</th>
<th>Intersectional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender &amp; Society</td>
<td>69%</td>
</tr>
<tr>
<td>Ethnic &amp; Racial Studies</td>
<td>33%</td>
</tr>
<tr>
<td>Journal of Marriage &amp; Family</td>
<td>25%</td>
</tr>
<tr>
<td>Social Problems</td>
<td>25%</td>
</tr>
<tr>
<td>American Journal of Sociology</td>
<td>17%</td>
</tr>
<tr>
<td>Youth &amp; Society</td>
<td>16%</td>
</tr>
<tr>
<td>American Sociological Review</td>
<td>15%</td>
</tr>
<tr>
<td>Social Forces</td>
<td>10%</td>
</tr>
<tr>
<td>British Journal of Sociology</td>
<td>10%</td>
</tr>
<tr>
<td>Sociology of Health &amp; Illness</td>
<td>9%</td>
</tr>
<tr>
<td>Sociological Theory</td>
<td>8%</td>
</tr>
<tr>
<td>Population &amp; Development Review</td>
<td>7%</td>
</tr>
<tr>
<td>Work and Occupations</td>
<td>7%</td>
</tr>
<tr>
<td>Sociology of Education</td>
<td>6%</td>
</tr>
<tr>
<td>Journal of Social Networks</td>
<td>4%</td>
</tr>
<tr>
<td>Annual Review of Sociology</td>
<td>0%</td>
</tr>
<tr>
<td>Economy &amp; Society</td>
<td>0%</td>
</tr>
<tr>
<td>Sociological Methods &amp; Research</td>
<td>0%</td>
</tr>
<tr>
<td>Sociological Methodology</td>
<td>0%</td>
</tr>
</tbody>
</table>

We were pleased to find that more mainstream sociology journals such as *Social Problems*, *ASJ* and *ASR* all published a fair amount of intersectional scholarship in 2009. Twenty-five percent of the articles published in *Social Problems* were intersectional, as were seventeen percent of the articles in *ASJ* and fifteen percent of the articles in *ASR*. However, two journals in particular stood out because of their low percentages of intersectional articles. Seven percent of *Work and Occupations* articles and six percent of *Sociology of Education* articles published in 2009 were intersectional. Because social statuses such as race, class, gender, sexuality all clearly impact work and education, we found it surprising that these journals did not publish more intersectional work.


Types of Research

As Figure One shows, the majority (ninety percent) of intersectional articles were empirical. Given that seventy-seven percent of all articles published in 2009 were empirical, this suggests that empirical articles may be somewhat overrepresented among intersectional research. While an intersectional analysis is clearly useful in empirical work, our findings suggest that the intersectional perspective may be underutilized in both theoretical and methodological work. Theoretical and methodological work could benefit from scholars taking intersectionality seriously as a tool for theory building and as methodological puzzle to be addressed.

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5: The discrepancy here is because both *Journal of Marriage & Family* and *Ethnic and Racial Studies* publish more articles each year than *Gender & Society* does; therefore, though a smaller percentage of *Ethnic & Racial Studies* were intersectional, *Ethnic & Racial Studies* contributes an equal number of intersectional articles to the overall total number of intersectional articles.

6: The only methodological article that was coded as intersectional appeared in *Gender & Society*.
As Figure Two shows, intersectional analysis is also marginally more common in qualitative work than in quantitative. In 2009, fifty-one percent of all intersectional articles were qualitative, while sixty-one percent of all articles published were quantitative. At the same time, forty-four percent of all intersectional articles were qualitative, while only thirty-two percent of all articles published were qualitative. It appears that scholars using intersectional approaches, as opposed to approaches that are not intersectional, may be somewhat more likely to use qualitative methods. However, more than half of all papers using intersectional perspectives were quantitative, suggesting that an intersectional framework is accepted among scholars using both methods.
Intersectionality of Topic Areas

Table Three summarizes both the number of articles in each subfield as a percent of all articles published, and the percent of all articles in a subfield that were intersectional. It is clear that intersectional research is not equally represented in all areas of sociology. For example, sixty-five percent of the articles that dealt with the subfield of Sexualities were intersectional. This was the highest percentage of all topic areas. Fifty-nine percent of the articles that focused on Latinos/as were intersectional. Thirty-seven percent of the articles focusing on Sex & Gender were intersectional. Twenty-nine percent of the articles that dealt with Migration were intersectional, as well as twenty-four percent of those that focused on The Family. Compare this to only three percent of Comparative Historical Articles, four percent of articles on Labor, and two percent of the articles focusing on either Methods or Social Psychology. Among the subfields that are largest, and most highly represented in journal publications, Sex & Gender; Race & Ethnicity, and The Family all stand out also representing intersectional research. This may reflect these subfields, and it may also reflect our sample of top journals, which includes Gender & Society, Racial & Ethnic Studies, and Journal of Marriage & Family.

Table Three: Subfield as Percentage of All Articles (articles can be categorized as more than one subfield) and Intersectional Research as Percentage of All Articles in Subfield (significance levels refer to intersectional research).

<table>
<thead>
<tr>
<th>Subfield as % of All Articles</th>
<th>Intersectional as % of Subfield</th>
<th>Subfield as % of All Articles</th>
<th>Intersectional as % of Subfield</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexualities (n=26) **</td>
<td>4%</td>
<td>Mental Health (n=20)</td>
<td>3%</td>
</tr>
<tr>
<td>Latino/a (n=17) **</td>
<td>2%</td>
<td>Social Movements (n=32)</td>
<td>5%</td>
</tr>
<tr>
<td>Marxist (n=2)</td>
<td>0%</td>
<td>Education (n=57)</td>
<td>8%</td>
</tr>
<tr>
<td>Alcohol (n=5)</td>
<td>1%</td>
<td>Community &amp; Urban (n=36)</td>
<td>5%</td>
</tr>
<tr>
<td>Sex &amp; Gender (n=152) **</td>
<td>22%</td>
<td>Disability (n=6)</td>
<td>1%</td>
</tr>
<tr>
<td>Race, Gender, &amp; Class (n=26) *</td>
<td>4%</td>
<td>Global and Transnational (n=41)</td>
<td>6%</td>
</tr>
<tr>
<td>Asian &amp; Asian American (n=3)</td>
<td>0.5%</td>
<td>Communication &amp; IT (n=45)</td>
<td>4%</td>
</tr>
<tr>
<td>History of Sociology (n=6)</td>
<td>1%</td>
<td>Crime, Law, and Deviance (n=45)</td>
<td>6%</td>
</tr>
<tr>
<td>Race &amp; Ethnicity (n=150) **</td>
<td>21%</td>
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(continued on pg. 26)
Table Three (continued)

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Future Directions

While we were a bit disappointed by some of our findings – for example, how rarely intersectional research seems to make inroads in subfields like Politics, Social Psychology, and Methods, in journals like Gender & Society, intersectional scholarship made up the majority of articles published in 2009. Ethnic & Racial Studies and Journal of Marriage & Family also published a high percentage of intersectional scholarship. And more mainstream journals like Social Problems, AJR, and ASR also are publishing intersectional research. Yet, the majority of intersectional scholarship is limited to appearing in a few journals and a few topic areas such as Sex & Gender or Race & Ethnicity. Clearly, although there has been improvement, most sociology journals continue to publish relatively little intersectional work. It may be that these journals do not receive intersectional submissions; change occurs slowly, both from authors making submissions and from journal editors working to rethink how research is done, evaluated, and published.

We also found that a number of articles that identified themselves as intersectional actually took an additive approach rather than truly engaging with how social statuses intersect. Sociologists have clearly realized the importance of controlling for multiple statuses in their research but should be encouraged to take this analysis further by considering how these statuses intersect to create different experiences. Most intersectional work also tends to be relational, considering the transformations that occur when different statuses meet. It would be useful to have more intersectional scholarship across sociology, but particularly to expand the types of such analysis being published.

One way to both expand and improve intersectional research would be to encourage sociologists to tackle intersectionality in the areas of theory and methods as well as through publishing empirical work. Intersectional scholarship is often viewed as challenging because it must focus on multiple intersecting categories of analysis. Questions arise as to which statuses are most salient, or how to best operationalize these intersecting categories. These questions could make for interesting articles and provide advice for future scholars hoping to publish intersectionality research.
References


Jones, Nikki. 2009. "I was aggressive for the streets, pretty for the pictures": Gender, Difference, and the Inner-City Girl. Gender & Society 23(1): 89-93.


SWS Graduate Student Committee 1st Quarter Accomplishments:

Leaving the winter meeting energized to represent the SWS student body, Sancha Medwinter, the 2014-2016 graduate student representative and chair of the student concerns committee, immediately opted for a collaborative leadership model to serve the needs of the graduate student body. Within a few days she received an enthusiastic response to a call for subcommittee chairs. Since then through group emails and google hangouts this committed group of student leaders have met to brainstorm how they may enhance the graduate student “community” experience throughout the year and at the meetings. The tasks we collectively accomplished thus far, led by each sub-committee chair are: establish the student listserv with assistance from EOB; create and begin to administer an online survey of graduate students to gauge backgrounds, needs, interests and commitment; draft and submit to membership committee a welcome letter to encourage immediate early participation in committee life through joining committee listservs; pre-planning of winter events including an informal coffee and dessert social so students can meet to socialize even prior to our reception; begin to update our facebook groups page; liaise with ABS to accomplish a joint roundtable for next summer; establish a writing group to encourage student productivity; and brainstorm fundraising ideas to increase student conference attendance. We have a really awesome team! We’re continuing to look for fresh ideas and more hands. If you are not yet on the graduate student listserv, now is the time to do so by emailing swshelp@ku.edu. The survey is ongoing so we would like to hear from you! Data analysis is in progress, and results will be made available at the summer meeting. Also, if anyone is going to be at the summer meeting and wants to meet informally for lunch or to just hang out, please email our social chair. Meet the Sub-Committee Chairs!!!

Graduate Student Representative/ Student Concerns Committee Chair
Appoint, Liaise with and assist sub-committee chairs with their various tasks and events; oversee committee goal-setting and coordinate meetings; represent students collectively and individually as needed; be the mouthpiece for graduate students at council meetings.
Sancha Medwinter sld28@soc.duke.edu

Summer Workshops/Round Table Sub-Committee, Ashleigh McKinzie amckinzi@uga.edu
Role: Coordinate co-sponsored annual event with ABS

Winter Workshops/Roundtables Sub-Committee, Allison McGrath allison.r.mcgrath@vanderbilt.edu
Role: Organize Breakfast with Scholars; Work with Career Development Committee to organize Critique Me or other similar events; Pre-workshop Preparation

Social Chair, Sarah Diefendorf sdief@uw.edu
Role: organize tours, receptions etc. for summer and winter; Welcome desert/coffee meeting
Find graduate students “wherever they may be” and invite to join our listserv
Create welcome card directing new students to our events via registration desk and online-application generated letter.

(continued on page 29)
Important Summer Meeting Dates
Meeting:  Saturday 8/16 – Monday 8/18
Summer Banquet:  Monday 8/18
Online registration:  June 2 through July 28
Try not to miss it because onsite registration will cost you more.

Research and Survey, Clare Forstie   cforstie@u.northwestern.edu
Constructing and administering student survey to assess demographics; and needs of our student members; Work with social media manager to get the word out about getting on grad listserv; Work with membership committee and hand program to ensure we are reaching new grad student members and include in our listserv; submit questions to our membership committee survey to gauge interest in providing long-term mentorship for grad students etc.

Social Media, Lisa Gulya   guly0003@umn.edu
Manage SWS grads Facebook page; Liaise with SWS webmistress for tweets and SWS facebook posts.

Writing Group, Suzan Walters   suzanmwalters@gmail.com
Coordinating and organizing reviews and collaborations of writing projects. This includes sending out calls to the list about topical interests; deciding what medium will be used to share drafts; group size; deciding ground rules, deadlines for submission and turnaround time for reviews etc.; determining ways of reporting group success or issues to Chair; Keep a list of topical groups; Once writing/project groups are set up, they should be self-sustaining.

Fundraising Committee, Alla Chernenko   alla.chernenko9@gmail.com
Work on creative fundraisers and finding financial resources to help more grad students attend meetings. Still needs volunteers!
2014 Beth B. Hess Memorial Scholarship Winners

The selection committee (Sarah Bruch, Denise Copelton, Mary Jean Cravens, Myra Marx Ferree, Mairead Moloney and Nancy Naples) is delighted to announce the winner of the Beth B. Hess Memorial Scholarship for 2014. This scholarship is given annually to a Ph.D. student in sociology who began her or his college career at a two-year community or technical college. All of our candidates showed impressive determination in overcoming adversity, and possessed qualities that Beth embodied, including: excellent scholarship and overall academic potential, especially in the areas of gender and social inequality; and a commitment to teaching, mentoring and social activism, especially in a community college setting.

This year’s winner is Jennifer Tobin-Gurley. Child of an abused teenage mother, Jennifer ran away from an abusive stepfather as a teenager herself. Her mother, a lay midwife, helped her get a GED and they eventually enrolled in community college together. Seeing her mother’s struggles as well as her mother’s successes, led Jennifer to a joint major in sociology and women’s studies. She brought her own life experiences to bear on her volunteer work at a domestic violence shelter. She entered Colorado State University as an undergraduate shortly after Hurricane Katrina, became inspired by feminist disaster researchers there, and when supported by an encouraging mentor she made the psychologically huge jump into their graduate program. Her Master’s research on single mothers’ downward mobility and women’s coping strategies after ecological disasters is one sign of her continuing strong commitment to helping single mothers in crisis. Jennifer’s exceptional talents led to her being recruitment to the graduate program for PhD work and into the role as research coordinator for the youth empowerment program in the wake of the 2013 Colorado floods. This work is tied both to Jennifer’s extensive volunteering in the Disaster Assistance Center and recovery planning in Colorado. The concern it aroused for how these young people were affected by the floods forms the basis of her current dissertation research. Jennifer is currently mentoring and teaching the next generation as an instructor for gender and women’s studies and sociology courses at Front Range Community College.

The exceptional quality of the applications this year led the committee to single two others for honorable mention: Nicholas Jordan and Heather Evans.

After five years as an unskilled laborer, Nicholas Jordan attended Columbus State Community College, where he discovered educational tracking as well as his own vocation as a sociologist. After three years he received his Associates degree and transferred to The Ohio State University, where he has gone from undergraduate to PhD student. His own experiences as an impoverished single father care-giver shaped his dissertation research, which uses the Fragile Families data to explain why, how and with what effect some poor fathers show high levels of child-rearing engagement. Nick is committed to “paying forward” by teaching students who, like him, have not been on the fast track for success and have struggled with intersections of gender, care work and education in low income rural communities. He has been teaching as an adjunct at

(continued on pg 31)
Franklin College as well as at his community college alma mater, and is also tutoring in his children’s elementary school and advising high school students on college applications and resume preparation.

As a first generation college student, **Heather Evans** entered Shoreline Community College at 25. She transferred to the University of Washington and found her calling in policy research on various questions of community empowerment such as the impact of monetary sanctions on felons, racial disparities in Department of Corrections practices, and alternative shelters that actually empower homeless people. Her commitment to being more than an observer to such marginalized communities has also led her into extensive volunteer work with homeless women as well as in the roving homeless encampment she studied. Heather’s excellent statistical skills have made her a mentor to graduate as well as undergraduate students and, in the roles of both interviewer and data analyst, rose to the level of contribution to warrant co-authorship on impressive publications on debt and imprisonment in ASR and AJS. Heather’s interest in understanding social marginality extends to disability and law as well. Having been diagnosed with MS early in her graduate career, she is a disabilities advocate on the University of Washington campus. Her qualitative dissertation explores the liminality of identity for people with invisible and/or intermittent disabilities. She is remarkably and commendably well-rounded methodologically and maintains a dual commitment as a scholar-activist on multiple issues.

The 2014 Beth Hess Scholarship carries a stipend of $15,000 from SWS, and travel support of $300 from SSSP, to be used to support the pursuit of graduate studies, as well as one-year student memberships in SWS and SSSP. Additionally, the winner receives complimentary registration and banquet/reception tickets for the summer meetings of SWS, SSSP and ASA.

The two honorable mention winners receive complimentary membership in Sociologists for Women in Society (SWS) and the Society for the Study of Social Problems (SSSP), and registration and banquet tickets for the SWS, SSSP, and the American Sociological Association (ASA) summer meetings.

Want to help us get feminist sociological scholarship into public discourse? Please enter information about your areas of expertise in our database of members willing to talk with the media. Go to:


Let’s help to change the conversation out there!
Local & Regional Chapters in Action!

SWS-South updates: Notable Accomplishments in Charlotte

SWS-South had a very productive weekend during the annual meeting of the Southern Sociological Society April 3rd-6th in Charlotte. Our activities included a set of conference sessions on topics including gender and media and gender and work, as well as a plenary where the past female SSS presidents addressed gender in leadership. We also gave our first Early Career Gender Scholar Award and elected new officers (see below). The highlight of this year’s meeting was our charitable work with All We Want is Love, a Charlotte organization that educates the public about sex trafficking. We repeated our extremely successful Coffee for a Cause and Silent Auction, and added “Girls Wanna Be Free” wristbands and a T-shirt for a Day campaign. Everyone wore their SWS-S T-shirts on the Thursday of the conference, demonstrating sisterhood and gaining visibility for this local organization.

The SWS-S Vision Committee continued to take seriously our charge that we are an organization for “Women in Society,” extending our community-based efforts with a focus on All We Want is Love. We were honored to have the founder Jillian Mourning present at our reception, giving a short talk on the goals of the program. Nearly 60 people attended and enjoyed treats from a local, woman-owned bakery called Tizzerts. The proceeds from the auction and from sales of t-shirts with the All We Want is Love logo helped us to raise over $1,000 for the organization. Thanks to our vision committee and members who ordered T-shirts, wristbands, bid on auction items and donated cash at our business meeting for making this a success! We were thrilled to be part of this awareness campaign.

Our Early Career Gender Scholar Award was given to Erin Cech, a professor at Rice University who studies occupational sex segregation and inequality in STEM professions. She received a plaque and one-year membership in SWS-South and will present her work in a special session at next year’s meeting.

Finally, we are pleased to announce our newly elected officers:

- President: Emily Fairchild, New College of Florida
- Membership Chair/Treasurer: Lanier Basenberg, Georgia State University
- National Liaison: Shannon Carter, Univ. of Central Florida

Our continuing officers are:

- Vice President: Marni Brown, Georgia Gwinnett College
- Secretary: Kylie Parrotta, Delaware State University
- Vision Committee Chair: Sancha Medwinter, Duke Univ.
- Awards Committee Chair: Claudia Youakim, Univ.ersity of Florida
- Newsletter Editor: Regina Baker, Duke University
Human Trafficking Reconsidered is a unique collection of original essays that investigates the issue of sex and labor trafficking. The book has three main objectives: (1) to examine the definition of trafficking; (2) to analyze the effectiveness of current anti-trafficking regimes; and (3) to discuss the challenges faced by anti-trafficking advocates on the ground. The volume reconsiders the problem of human trafficking by rethinking the zealous focus on sex work and by drawing on the current structural regimes that render people legally vulnerable to abuse. This analysis offers readers the critical tools necessary to begin envisioning new solutions to the problem of human trafficking. Three thematic sections address: The definitional confusion of human trafficking with respect to sex and labor; the ways legal and social institutions leave people vulnerable to trafficking; and the life stories from advocates working on the ground.

*Diversity and the Common Good* examines how Catholic sisters and their congregations have been critical nodes in religious and civil networks, investing their social capital to address one of the most pressing issues facing American communities today: diversity. “Bluffton,” situated in America’s heartland, is revealed as a community that has confronted racism of the ugliest kind and chosen to work toward a good society for its citizens, driven by the converted efforts of these women of the Church and highly committed civic and religious actors. Blending quantitative and qualitative data collected over three years as well as scholarship on civil society, Karraker’s narrative style engages scholars from sociology, political science, public administration, and religion, but also speaks to community leaders and citizens seeking to understand how they can act on behalf of the common good in their own communities. Notably, *Diversity and the Common Good* tells the story of a community that “works,” thanks in no small part to the steadfast and heroic efforts of these often unsung heroines of “good society.” Given recent criticisms of American sisters by the Vatican, as well as their declining numbers, this story of the great good done by these women must be told now.


In the words of Paul Taylor, executive vice president of the Pew Research Center, “Immigration is the engine that makes and remakes America. It is also a riveting personal and societal drama, one that unfolds in a complex interplay of social, economic, religious, political and cultural transformations—among the immigrants and their descendants, and within the nation as a whole” (Pew Research Center 2012). In *The Other People* (which grew out of an Oxford Round Table) Karraker brings together scholars from anthropology, criminology, economics, family social science, legal studies, library science, nursing, political science, social welfare, sociology, and women’s studies, and from Australia, Canada, and across the United States. In three sections, those scholars address the current status of migration studies and teaching around the Other, the everyday/everynight lives of immigrants, and what Julia Preston of *The New York Times* (2012) has called “the fierce debate over immigration policy.”
Members Bookshelf

James Joseph Dean. 2014. *Straights: Heterosexuality in Post-Closeted Culture*. NYU Press. (The book is available for pre-order and will be released in August.)

Since the Stonewall Riots in 1969, the politics of sexual identity in America have drastically transformed. It’s almost old news that recent generations of Americans have grown up in a culture more accepting of out lesbians and gay men, seen the proliferation of LGBTQ media representation, and witnessed the attainment of a range of legal rights for same-sex couples. But the changes wrought by a so-called “post-closeted culture” have not just impacted the queer community—heterosexuals are also in the midst of a sea change in how their sexuality plays out in everyday life. In *Straights*, James Joseph Dean argues that heterosexuals can neither assume the invisibility of gays and lesbians, nor count on the assumption that their own heterosexuality will go unchallenged. The presumption that we are all heterosexual, or that there is such a thing as ‘compulsory heterosexuality,’ he claims, has vanished. Based on 60 in-depth interviews with a diverse group of straight men and women, *Straights* explores how straight Americans make sense of their sexual and gendered selves in this new landscape. Dean provides a historical understanding of heterosexuality and how it was first established, then moves on to examine the changing nature of masculinity and femininity and, most importantly, the emergence of a new kind of heterosexuality—notably, for men, the metrosexual, and for women, the emergence of a more fluid sexuality. A fascinating study, *Straights* provides an in-depth look at the changing nature of sexual expression in America.

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Call for Submissions: Resources Needed in the "Qualitative Approaches" and “Medical Sociology” Areas for TRAILS, ASA's Teaching Resources and Innovations Library for Sociology

TRAILS is an online, modular (by topic and type of teaching tool) and searchable database that reflects a major innovation in the creation and dissemination of peer-reviewed teaching resources. The cost of a subscription is $25 for ASA members. This gives members the opportunity to search and download 2,700 teaching and learning resources for sociology as well as to submit your own teaching and learning resources for possible publication in TRAILS. All new submissions undergo a two stage peer review process using public criteria based on empirically proven best practices in higher education. TRAILS Area Editors are members of the ASA who have expertise in both pedagogy and their content areas. [View a list of TRAILS subject areas and area editors.](http://trails.asanet.org)

As the editor for "Qualitative Approaches” and “Medical Sociology,” I enthusiastically welcome your submissions to these areas to help other instructors bring quality teaching resources to their classrooms! For more information, go to [http://trails.asanet.org](http://trails.asanet.org). As a special promotion, TRAILS is also offering a 30 Day Free Trial coupon for prospective participants. — Gayle Sulik
Announcements, Celebrations, Accomplishments, and More!

Karen Pyke was awarded UC Riverside’s Innovative Teaching Award for 2013-2014! The award recognizes excellence in teaching innovation, and is a top teaching honor for faculty on our campus.

Mary Zimmerman has been named Joy McCann Professor of Women in Medicine and Science in the School of Medicine at the University of Kansas.

Nancy A. Naples was appointed Board of Trustees Distinguished Professor of Sociology and Women’s, Gender, and Sexuality Studies at the University of Connecticut. The Board of Trustees Distinguished Professor is the highest honor that the University bestows on faculty who have demonstrated excellence in teaching, research and service.

Our Treasurer-elect, Rebecca Bach, has been honored by Duke University with the 2014 Robert B. Cox Distinguished Teaching Award. The Award is given for the ability to encourage intellectual excitement, knowledge of a field, mentorship of students, and commitment to teaching. Besides the honor, a $5000 honorarium is awarded.

Emily Fairchild was awarded tenure and promotion to Associate professor at New College this spring.

Like the flowers in springtime, there is much new growth and cause to celebrate in academia in the spring as well. Congratulations to everyone featured here in these announcements and most certainly to many others!!! We are proud of all of you!
Three cheers for Jerry Jacobs, our co-president elect, whose work with Linda Sax on the effects of the Great Recession on enrollment in STEM fields is being covered in BOTH the Chronicle of Higher Education and Inside Higher Education!


http://chronicle.com/blogs/ticker/study-finds-recession-spurred-stem-enrollments/75403

Stacy Marlena Torres was recently awarded a Ford Foundation Dissertation fellowship for 2014-2015 for my dissertation, which examines social ties among older adults in New York City. She is a PhD candidate in sociology at New York University.

Susan Markens was awarded tenure at City University of New York, Lehman College.

PJ McGann was interviewed in depth about homophobia in women's sport for a show that aired 30 April on a local NPR affiliate (WUOM).

Mary Zimmerman has been named Joy McCann Professor of Women in Medicine and Science in the School of Medicine at the University of Kansas.

Elizabeth A. Chiarello recently published two articles and has another in press:


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<td><a href="mailto:mary.bernstein@uconn.edu">mary.bernstein@uconn.edu</a></td>
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</tr>
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<td>Wanda Rushing</td>
<td><a href="mailto:Wendarushing.treasurer.sws@gmail.com">Wendarushing.treasurer.sws@gmail.com</a></td>
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<td>Sharon Bird</td>
<td><a href="mailto:sbird@iastate.edu">sbird@iastate.edu</a></td>
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<td>Rebecca Bach</td>
<td><a href="mailto:rbach@soc.duke.edu">rbach@soc.duke.edu</a></td>
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<td>Executive Officer</td>
<td>Joey Sprague</td>
<td><a href="mailto:swseo@ku.edu">swseo@ku.edu</a></td>
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<td>Tiffany Taylor</td>
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<td><a href="mailto:hatterya@gmail.com">hatterya@gmail.com</a></td>
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<td>Sancha Medwinter</td>
<td><a href="mailto:sdoxilly@gmail.com">sdoxilly@gmail.com</a></td>
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All the above are the members of Executive Council

| Journal Editor       | Joya Misra                    | misra@soc.umass.edu                        |
| Network News Editor  | Angela Lewellyn Jones         | ajones5@elon.edu                           |
| Social Media         | Wendy Christensen             | christensenw@wpunj.edu                     |
| Administrative Officer | Jazmyne Washington    | swsao@ku.edu                               |

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