

Steven Peter Vallas, Ph.D.

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Professional Appointments

Professor and Chair, Department of Sociology and Anthropology, George Mason University, 2003-present.

Director, Center for Social Science Research, George Mason University, 2004-present

Associate Professor of Sociology, School of History, Technology, and Society, Georgia Institute of Technology, 1994-2003; Assistant Professor, 1988-1993.

Associate Director of Research, Sloan Foundation Industry Center (at Georgia Institute of Technology), 1999-2001

Visiting Scholar, Russell Sage Foundation, 1987-1988.

Lecturer in Sociology, New York Institute of Technology, 1984-1986.

Visiting Lecturer, New York University, Department of Metropolitan Studies. 1983.

Current Areas of Specialization

Sociology of Work and Inequality

Contemporary Social Theory

Sociology of Culture/Knowledge/Economic institutions

Other Areas

Organizations

Economic Sociology

Immigration

Education

Ph.D. in Sociology, Rutgers University, 1983

M.A. in Sociology, Rutgers University, 1977

B.A., Brooklyn College, City University of New York, 1973

Published Research --Books and edited volumes:

The Sociology of Work: Structures and Inequalities. Forthcoming, Oxford University Press. With Amy Wharton and William Finlay.

The Transformation of Work. 2001. Edited. 384 pp. JAI/Elsevier.

Power in the Workplace: The Politics of Production at AT&T. 1993. SUNY Press.

The Nature of Work: Sociological Perspectives. 1990. Yale University Press. Edited with Kai Erikson.

Published Research

Refereed Articles

S. P. Vallas and Daniel L. Kleinman. 2008. "Contradiction, Convergence and the Knowledge Economy: The Confluence of Academic and Industrial Biotechnology." Socio-Economic Review 2 (April). Advance publication on line: May 22, 2007.

S. P. Vallas. 2007. "Paleo-Paralysis? Work, Organizations, and the Labour Process Debate." Organization Studies 28, 9: 1379-85.

S. P. Vallas. 2006. "Empowerment Redux: Structure, Agency, and the Re-Making of Managerial Authority." American Journal of Sociology 111, 6 (May): 1677-1717.

S. P. Vallas. 2006. "Theorizing Teamwork under Contemporary Capitalism." In Worker Participation: Practices and Possibilities, Vicki Smith (ed.), Special Issue of Research in the Sociology of Work, volume 16. Oxford: JAI/Elsevier Press.

S. P. Vallas. 2003. "The 'Knitting of Racial Groups' Revisited: Re-Discovering the Color Line at Work." Work and Occupations 30, 4 (November): 379-400.

S. P. Vallas. 2003. "The Adventures of Managerial Hegemony: Ideology, Teams, and Worker Resistance." Social Problems 50, 2 (May):204-225.

S. P. Vallas. 2003. "Why Teamwork Fails: Obstacles to Workplace Change in Four Manufacturing Plants." American Sociological Review 68, 2 (April):223-50.

[Reprinted in R. Perrucci and C. Perrucci. 2006. The Transformation of Work in the New Economy. Los Angeles: Roxbury]

D. L. Kleinman and S. P. Vallas. 2001. "Science, Capitalism, and the Rise of the 'Knowledge Worker': The Changing Structure of Knowledge Production in the United States." Theory and Society 30, 4 (August): 451-492.

S. P. Vallas. 2001. "Symbolic Boundaries and the Re-Division of Labor: Engineers, Workers, and the Restructuring of Factory Life." Research in Social Stratification and Mobility 18: 3-39.

S. P. Vallas. 1999. "Re-thinking Post-Fordism: The Meaning of Workplace Flexibility." Sociological Theory 17, 1 (February):68-101.

[Reprinted in Huw Beynon and Theo Nichols, eds., The Fordism of Ford and Modern Management. Edward Elgar, 2006.]

S. P. Vallas. 1998. "Manufacturing Knowledge: Technology, Culture and Social

Inequality at Work." Social Science Computer Review 16, 4 (Winter): 353-69.

[Reprinted in David Garson, ed., Social Dimensions of New Technology. 2000. NY: IGP.]

S. P. Vallas. 1998. "Capital, Labor, and New Technology." In Amy Wharton, ed., Working in America, 1st ed. Mayfield [excerpt from Vallas, Power in the Workplace, 1993.].

S. P. Vallas. 1996. "The Transformation of Work Revisited: The Limits of Flexibility in American Manufacturing." Social Problems 43, 3 August: 339-61. With John P. Beck.

[Reprinted in A. Wharton, ed., Working in America: Continuity, Conflict, and Change. NY: McGraw Hill, 2002. 2nd edition.]

S. P. Vallas. 1991. "Workers, Firms and the Dominant Ideology: Hegemony and Consciousness in the Monopoly Core." The Sociological Quarterly 32, 1 February.

S. P. Vallas. 1990. "The Concept of Skill: A Critical Review." Work and Occupations. November.

S. P. Vallas. 1989. "Computers, Managers, and Control at Work." Sociological Forum 4, 2, June, 291-303.

S. P. Vallas. 1988. "New Technology, Job Content, and Alienation from Work: A Test of Two Rival Perspectives." Work and Occupations 15, 2 May: 148-78.

S. P. Vallas. 1987. "White Collar Proletarians? The Structure of Clerical Work and Levels of Class Consciousness." The Sociological Quarterly 28, 4: 523-41.

S. P. Vallas. 1987. "The Labor Process as a Source of Class Consciousness: A Critical Investigation." Sociological Forum 2, 2 Summer: 237-256.

S. P. Vallas. 1987. "Advanced Technology and Alienation from Work: Comments on the Debate." Work and Occupations 14, 1 February: 126-142. With Michael Yarrow.

S. P. Vallas. 1979. "The Lesson of Karl Mannheim's Historicism." 1979. Sociology 13, 3 (September).

Book Chapters and Essays

D. K. Kleinman and S. P. Vallas. 2005. "Contradiction in Convergence: Universities and Industry in the Biotechnology Field." In Scott Frickel and Kelly Moore, eds., The New Political Sociology of Science. Madison: University of Wisconsin Press.

S. P. Vallas. 2005. "How Workers Respond to the New Corporate Norms." In N. Stehr, ed., The Moralization of the Markets. New Brunswick: Transaction Books.

S. P. Vallas, Daniel L. Kleinman, Abigail Kinchy and Raul Necochea. 2004. "The Culture of Science in Industry and Academia: How Biotechnologists View Science and the Public Good." Pp. 217-239 in Nico Stehr, ed., Biotechnology, Between Commerce and Civil Society. New Brunswick: Transaction Books. Berlin: DeGruyter (German version).

S.P. Vallas, 2004. "Bread, Roses, and Resistance at Work." Contemporary Sociology Symposium on Randy Hodson's Dignity at Work. 33, 1 (January): 13-15.

"Burawoy's Legacy." 2001. Invited contribution to "Symposium: Manufacturing Consent after 25 years." Contemporary Sociology 30, 5: 442-44.

Research in Progress

Job "Management Structure and Team-Based Organizations: Understanding Responses to Redesign." Under review. With Ben Kuipers.

Work. Manuscript in preparation for Polity Press.

S. P. Vallas. Manufacturing Culture: Postcards from the Old Economy. Book-length ethnography of work and organizational change.

S.P. Vallas (with M.E. Verdaguer): "Obstacles to Immigrant Entrepreneurship: The Experience of Latinos, Koreans, and Vietnamese in Northern Virginia." Funded by the Ewing Kauffman Foundation.

S. P. Vallas, Emily Zimmerman and Shannon Davis. "Social Bases of Anti-Immigrant Sentiment: The Case of Virginia." Paper to be presented at the Eastern Sociological Society meetings, February 2008.

Externally Funded Research and Other Grants

P.I., "The Effects of Age Diversity on the Performance of Work Groups: A Multi-Method Study." Proposal submitted to the National Science Foundation, IOS Program. \$417,298. With Eden King, co-PI.

P.I., "Barriers to Ethnic Entrepreneurship: Economic Activity and the Immigrant Experience." Proposal funded by the Ewing Kauffman Foundation, May 2007. With Maria Eugenia Verdaguer. \$28,850.

"Work Stress and Employee Retention among 9-1-1 Call Center Employees." Funded by the Association for Professional Communications Officers (APCO). \$80,000.

P.I., "The Social Organization of the Knowledge Economy: The Case of Biotechnology." Pilot Project funded by NSF/FAD and the Georgia Tech Foundation. With D. L. Kleinman of the University of Wisconsin, Madison. 2001-2003. \$7,000.

Co-P.I., "Workplace Transformation and Human Resource Management." Project funded by the Center for Paper Business and Industry Studies –A Sloan Industry Center.. With C. Parsons and N. Bennett. 2001-2003. \$125,000

Co-P.I., Proposal to Establish a Sloan Industry Center at Georgia Institute of Technology and the Institute of Paper Science and Technology. Funded by Alfred P. Sloan Foundation. \$2.1 million.

P.I., "New Technology, Skill Requirements, and Workplace Inequality in American Manufacturing." Proposal funded by the Sloan Foundation, January 1999. \$243,800.

Grant from the ASA/NSF Fund for the Advancement of the Discipline. "Workers, Managers, and New Technology." 1994-1995. \$2,450.

Seed grant from the Georgia Tech Foundation, "Informal Work Relations and Technological Change," 1995. \$4,900.

Lilly Fellowship for Undergraduate Teaching, 1990-91. "Bringing the Students Back In: An Experiential Approach toward Teaching Undergraduate Sociology." \$7,000 grant to develop undergraduate sociology curricula.

Administrative Experience

Chair, Department of Sociology and Anthropology, George Mason University, 2003-present. Re-appointed to second 4 year term beginning 2007-08.

Founding Director, Center for Social Science Research, 2004-present
(www.cssr.gmu.edu) Developed small teaching laboratory into an interdepartmental research center. Established substantive areas reflecting the expertise of faculty affiliates; secured grants and contracts for Center research; built computer assisted telephone

interviewing (CATI) platform; hired research staff and graduate student personnel; established interdepartmental steering committee and colloquia; begun small grant programs for faculty and graduate students.

Authored proposal for new PhD in Sociology. Core of program is in Public and Applied Sociology, with areas in the Sociology of Globalization and Institutions and Inequality. Program approved, Jan 8 2008.

Associate Director for Research, Sloan Industry Center for Paper Business and Industry Studies, 1999-2001: Administered a Sloan-funded research program, with responsibility for 21 funded research projects on social, environmental and technical projects of importance to the forest products industry. Continued as consultant, 2002-2003.

Founding member and chair, Faculty Advisory Board, Ivan Allen College at Georgia Tech, 1995-1998. Founded an inter-departmental mechanism for faculty governance, in consultation with Dean Robert Hawkins.

Involvement in faculty governance at the Georgia Institute of Technology: Executive Committee, 1989-1991; 1996-1998, 2001-2003. Member, department's External Review committee, 2001. Chaired six successful search committees --two in race and ethnicity, two in sociology of science, one in gender and one in development. Member of Graduate Committee, 2001- present. Chair, Undergraduate Studies Committee, 1990-1991; member, 1992-1995.

Administrative duties for the profession: Member, 2006 ASA Program Committee; Chair, "Author Meets Critics" subcommittee for the ASA, 2006; Secretary-Treasurer, ASA Section on Organizations, Occupations, and Work for 2001-2004; Chair or member of various awards committees for the profession; Member of OOW Publications Committee, 1994-1996. Editor of OOW newsletter (1,000 readers), 1994-1996.

Teaching Experience

Sociology of Work and Industry
Contemporary Sociological Theory (Graduate and Undergraduate)
Sociology of Culture/Culture and Social Difference
Social Issues and Public Policy
Automation and the Future of Work (Graduate and undergraduate)
Culture, Class, and Inequality (at Worcester College, Oxford University UK)
Introduction to Sociology
Quantitative Methods (Graduate)
Methods (undergraduate)

Lilly Teaching Fellow, 1990-1991.

"Teaching Racial and Ethnic Issues in the Sociology of Work." Teaching resource booklet prepared for the American Sociological Association.

Conference Presentations and Public Speeches

Culture, Contact, and Competition: The Social Bases of Anti-Immigrant Sentiment.” With Emily Zimmerman and Shannon Davis. Paper presented at the Eastern Sociological Society meetings in New York, February 2008.

“Barriers to Ethnic Entrepreneurship: Economic Activity and the Latino Experience.” 2007. New York: Paper presented at the Annual Meetings of the American Sociological Association. August. With M. E. Verdaguer, E. Zimmerman and S. Curry.

“Reclaiming the Theory of Ritual: Recent Debates and New Directions.” 2007. New York: Paper presented at the Annual Meetings of the American Sociological Association. August.

“Immigration Reform: What Do Virginians Think?” Op-ed piece, Richmond Times-Dispatch, 17 July 2007.

“Social Bases of Anti-Immigrant Sentiment: Results of a State-wide Survey.” Presentation at the Northern Virginia Regional Commission, July 26, 2007. With Emily Zimmerman.

S. P. Vallas. “Workplace Diversity and Organizational Research: Expanding the Boundaries of Relational Demography.” 2006. Paper presented at the 10th Annual Meeting of the International Workshop on Teamworking, Groningen, the Netherlands. September.

S. P. Vallas. 2005. Keynote Address: “Theorizing Teamwork Under Contemporary Capitalism.” Invited presentation at the 9th Annual Meeting of the International Workshop on Teamwork, Lisbon, Portugal. September.

S. P. Vallas. 2004. Invited presentation: “The Changing Relationship between Academic and Corporate Science and Scientists.” Commission on Professionals in Science and Technology, National Science Foundation Conference, Arlington VA. October 15.

S. P. Vallas. 2004. “How Workers Respond to the New Corporate Norms.” Invited presentation at the Markets and Morality conference, Elmau, Germany. May 5-8.

S. P. Vallas. 2004. “The Further Adventures of Workplace Change: Structure, Agency, and the Transformation of Industrial Work.” Invited presentation, Center on Work, Technology, and Organizations colloquium series, Stanford University, Jan 12, 2004.

Guest on “Democratic Undercurrents,” KBLO 90.7 FM 4 June 2003.

S. P. Vallas, Daniel L. Kleinman, A. Kinchy and R. Necochea. 2002. "The Co-Evolution of Academic and Industrial Science: A Theory of 'Asymmetrical Convergence.'" Paper presented at the 4th Conference on the Triple Helix, Copenhagen. November.

S. P. Vallas, Daniel L. Kleinman, A. Kinchy and R. Necochea. 2002. "The Future of Knowledge Work in Industry and Academia: Science, Professional Cultures, and the Public Good." With Daniel L. Kleinman, A. Kinchy and R. Necochea. Paper presented at the Conference on Biotechnology, Commerce and Civil Society, Essen, Germany, September.

"Why Teamwork Fails: Obstacles to Workplace Transformation in American Industry." Paper presented to the University of Georgia Sociology Colloquium, Spring 2002.

"Science, Capitalism and the Rise of the Knowledge Worker: The Changing Structure of Knowledge Production in the United States." Paper presented at the Rural Sociology Colloquium, Auburn University. Spring 2001.

"The Changing Nature of Work in the Paper Industry: A Study of Three Mills." Paper presented to the Southern Pulp and Paper Industry Labor/Management Council (SPPILMC), January 26, 2001.

"Class, Race, and Factory Life: The 'Knitting of Racial Groups' Revisited." Paper presented at the Annual Meetings of the American Sociological Association, Anaheim. August 2001.

"Field Work Comes of Age: New Developments in Workplace Ethnography." With Raul Necochea. Paper presented at the Annual Meetings of the American Sociological Association, Anaheim. August 2001.

"Comments: Twenty Years after Burawoy's *Manufacturing Consent*." Annual Meetings, Society for the Study of Social Problems, 2000. Washington DC.

"Symbolic Boundaries and the Redivision of Labor: Engineers, Workers, and the Restructuring of Factory Life." Presented at the SSSP meetings, Chicago. August, 1999.

"Science, Capitalism, and the Rise of the 'Knowledge Worker': The Changing Structure of Knowledge Production in the United States." Paper presented at the Annual Meetings of the American Sociological Association, Chicago, August 1999. With Daniel Kleinman.

"The Boundary between Head and Hand: Engineers, Craftworkers and the Restructuring of Industrial Production." 1998. Paper presented at the Annual Meetings of the American Sociological Association, San Francisco. August.

"Power, Knowledge and the Theory of the Professions: Putting Social Theory to Work." Paper presented at the Southern Sociological Society Meetings, New Orleans. April

1997.

"Workplace Flexibility: A Critical Review." 1997. Paper presented at the Annual Meeting of the American Sociological Association meetings, Toronto. August.

"The Transformation of Work Revisited: The Limits of Flexibility in American Manufacturing." 1994. Paper presented at the Annual Meeting of the American Sociological Association, New York. August.

"The Ordeal of Flexibility in a Manufacturing Plant." 1994. Paper presented at the 1994 Southern Sociological Society meetings, Raleigh NC, April.

"Paternalism and Modern Industry: Factory Regimes at Ford and Bell." 1991. Paper presented at the Annual Meeting of the American Sociological Association, Cincinnati, Ohio. August.

"When Firms Seem Like Families: The Persistence of Paternalism in American Industries." 1991. Paper presented at the Stratification Research Group, Southern Sociological Society meetings, April.

"From Class Structure to Lived Experience: The Social Production of Class Consciousness in the United States" 1990. Paper presented at the Southern Sociological Society meetings, March. With D. Randall Smith

"Consent and Control: The Limits of Job-Centered Analysis." 1988. Presented at the Annual Meeting of the ASA, Atlanta. With Cynthia Fuchs Epstein. August.

"White Collar Proletarians? Computerization, Clerks and Working Class Consciousness." 1987. Paper presented at the Fifth Annual Conference on the Labour Process, University of Manchester Institute of Science and Technology, U.K.

"Emiseration or Emancipation? The Relationship between Technology, Work and Alienation." 1986. Paper presented at the XI World Congress of Sociology, New Delhi India.

"Karl Mannheim and the Sociology of Knowledge." 1979. Paper presented at the Association for Humanistic Sociology meetings, Hofstra University.

Book Reviews and Kindred Publications

Review of Levy and Murnane, *The New Division of Labor*.

Review of Jonathan Joseph, *Hegemony: A Realist Approach*. Contemporary Sociology, 2004.

Review of D. Jin, *The Dynamics of Knowledge Regimes*. American Journal of Sociology,

2003.

Review of Jill Fraser, *White Collar Sweatshop*, Contemporary Sociology. 2002.

Review of Heller et al., *Organizational Participation: Myth and Reality*. Contemporary Sociology, 1999.

"Citation Data Show Revealing Trends." 1998. In Footnotes, March.

"Gender and Opportunity Structures: An Interview with Cynthia Fuchs Epstein." 1998. *Organizations, Occupations, and Work (ASA) Newsletter*, Spring.

"Beyond the Dark Side of Flexibility: An Interview with Charles F. Sabel." 1996. *Organizations, Occupations and Work (ASA) Newsletter*, Fall.

Review of Laurie Graham, *On the Line at Subaru-Isuzu: The Japanese Model and the American Worker* (Ithaca: Cornell/ILR Press, 1995). In Work and Occupations.

Review of Robert J. Thomas, *What Machines Can't Do: Politics in the Industrial Enterprise*. (Berkeley: University of California, 1994). American Journal of Sociology, 1995.

Review of Beverly Burris, *Technocracy at Work* (Albany: SUNY Press, 1993). In Contemporary Sociology 1994.

"Computers, Managers and Control at Work." 1989. Review essay in Sociological Forum 4 (June).

Review of Silver, *Under Construction: Work and Alienation in the Building Trades* (Albany: State University of New York Press), 1986. In *Contemporary Sociology* October, 1987. See "Reply to Silver," June 1988.

"Occupational Conditions and Worker Health in the Communications Industry." 1986. Technical report prepared for the Communications Workers of America, AFL-CIO. With William V. Calabro.

Review of Aronowitz, *The Crisis in Historical Materialism*. 1982. *New Political Science* 9/10, Summer-Fall.

"Unmet Needs of Poor and Near-Poor Families in Somerset County, New Jersey." 1981. Report prepared for the Somerset Community Action Program, Franklin N.J.

"Marxism and the Sociology of the Labor Process." 1980. Review essay in *Socialist Review* 54 (November-December).

Professional Awards and Honors

Elected Secretary/Treasurer, Organizations, Occupations, and Work (OOW) Section of the American Sociological Association, 2001-2004.

Visiting Scholar, Inter-University Consortium for Political and Social Research, Ann Arbor MI, Summer 1990.

Visiting Scholar, Russell Sage Foundation, 1987-1988.

John C. Russell Fellowship for Graduate Study, Rutgers University, 1974-1975.

Departmental Honors, Brooklyn College, 1973.

New York State Regents Scholarship, 1969-1973.

Service to the Profession

Member, 2006 Program Committee, 2006 Meeting of the American Sociological Association.

Chair, "Author Meets Critics" committee for the 2006 ASA meetings.

Member, Editorial Board:

Social Problems (2006-2009)

Contemporary Sociology (2002-2005)

Work and Occupations (1993-present)

Member, Committee on the Max Weber Prize. Occupations, Organizations, and Work Section of the ASA. 2000-2001.

Reviewer for the following journals and organizations:

American Sociological Review,

American Journal of Sociology

Social Problems,

Work and Occupations,

Sociological Forum,

Sociological Quarterly,

British Journal of Industrial Relations,

National Science Foundation,

Blackwell, Polity, SUNY Press, Rutgers University Press, among others.

Organizer, SSSP session on Race, Gender and Social Inequality at Work. Chicago, 2002.

Discussant, Author Meets Critics Session (on Vicki Smith, *Crossing the Great Divide*). ASA Annual Meetings, Chicago, 2002.

Organizer, ASA session on “Technology and Social Inequality.” Washington, 2000.

Organizer and Discussant, ASA Author Meets Critics Session (on R Sennett, *The Corrosion of Character: The Personal Consequences of Work in the New Capitalism*). Washington. 2000.

Chair, Publications Committee, Organizations, Occupations, and Work (OOW) Section of the ASA. 1996-1998.

Discussant at “The Second Wave of Southern Industrialization” conference on “Southern Industries: New and Improved.” Georgia Institute of Technology. June 1998.

Discussant at the Southern Sociological Society Meetings session on “Work and Worker Health.” April 1998, Atlanta.

Discussant at session on “Negotiating the Legitimacy of Occupational Boundaries.” Regular Session of the 91st Annual Meeting of the American Sociological Association, Los Angeles. August 1996.

Organizer of the Society for the Study of Social Problems session on “Flexible Firms, Restructuring Economies.” Toronto, 1997.

Member, Braverman Award Committee, Labor Studies Division, Society for the Study of Social Problems, 1995.

Chair, James P. Thompson Award Committee, Organizations, Occupations and Work Section of the ASA. 1994.

Organizer of session on “Cross-National Perspectives on the Organization of Work.” Regular Session of the 1994 American Sociological Association Meetings.

Discussant at session on “Social Inequality and Public Policy.” Southern Sociological Society meetings, Raleigh NC. 1994.

Discussant at session on “Emerging Perspectives in the Sociology of Professions.” Annual Meeting of the American Sociological Association meetings, Los Angeles. August. 1993.

Editor, Special Issue of Work and Occupations devoted to “The Concept of Skill.” November, 1990- February 1991.

Departmental Service

Graduate Committee, School of History, Technology, and Society. 2001-

Member, Executive Committee, School of History, Technology, and Society, 1989-1991;

1996-1998, 2001-2003.

Member, Faculty Senate, Georgia Institute of Technology, 1998-99. (Elected)

Founding member, Faculty Advisory Board, Ivan Allen College, Georgia Institute of Technology. 1995-1998. Chair, 1998.

Member, Promotion and Tenure Committee, Ivan Allen College, 1995-1998.

Chair and member of faculty recruitment committees in: sociology of organizations (1989), sociology of development (1989, 1990), sociology of gender (1992), sociology of science and technology (1995, 2000), sociology of race (1998, 2001).

Chair, Undergraduate Studies Committee, School of History, Technology, and Society, 1990-1991; member, 1992-1995.

Member, Technology Committee, Ivan Allen College, 1990-1994.

Qualifying examination committees: Raul Necochea, Paul Gilmore, Benjamin Shackelford, Haven Hawley, Matthew Hild.

Memberships in Professional Associations

American Sociological Association

Southern Sociological Society

Society for the Study of Social Problems

References

Peter Stearns, Provost, George Mason University, 4400 University Drive, Fairfax VA 22030; 703 993-8776; pstearns@gmu.edu

Cynthia Fuchs Epstein, Professor of Sociology, CUNY Graduate Center –Sociology, 365 Fifth Avenue, New York, NY 10016-4309: CEpstein@gc.cuny.edu

Walter Powell, Director, Scandinavian Consortium for Organizational Research, Stanford University, Stanford, California 94305; (650) 725-7391; woodyp@stanford.edu

Daniel B. Cornfield, Department of Sociology, 201 Garland Hall, Vanderbilt University, Box 1811-B, Nashville, TN 37235; 615-322-7535; daniel.b.cornfield@vanderbilt.edu

Mary Frank Fox, NSF Advance Professor, School of Public Policy and Co-director, Center for Study of Women, Science, & Technology. Georgia Institute of Technology, Atlanta, Georgia 30332-0345. 404- 894-1818; fax: 404- 371-8811; email: mary.fox@pubpolicy.gatech.edu

Other references available on request.