

Working Women in American Society

Instructor: Amy Tracy Wells
Email: amy.tracy.wells@rutgers.edu

Emails will be returned within 24 hours.

In this course we will examine a specific segment of Americans – working women. We will explore ideas/concepts such as:

1. what do we mean by paid and unpaid work;
2. what is meant by gender, equality and, conversely, inequality;
3. what are the historical and current trends (quantitative data) in work;
4. what is the contextual history of women's work by industry and profession; how have women's experiences varied by class and race; and
5. through worker experiences, what issues and reforms affect women's work.

Assignments/grades will include participation in Discussion Forums, Brief Response Papers, an Autoethnographic paper, Exams and an Extra Credit Brief Response Paper.

Proctortrack

In order to remain compliant with the federal requirement of student authentication in online courses, you will take your exams in this course using Proctortrack software, a remote proctoring service.

In this course, there is NO charge for the use of Proctortrack.

Detailed instructions on how to use Proctortrack are provided under course home. You will be asked in the first two weeks to take an "onboarding" pretest. This quiz will allow you to insure that you do not have problems later when its time to take a graded exam. We recommend you use Mozilla Firefox. You must have a video camera and be able to take the exam in a private space.

Questions and requests for tech support during the authentication and verification process should be addressed by calling (888) 326-5219(888) 326-5219 X3 or by going to www.proctortrack.com. Questions regarding course materials and exam questions should be directed to your instructor.

Subject to change

Unit I. Introduction

Class 1: Introduction to Working Women in American Society

Become familiar with the web site that has the on-line course. This is called the "course shell."

Assignment:

Learn about the instructor and introduce yourself to other students by writing an on-line introduction as well as read the introduction to this course.

Unit II. Paid & unpaid work

Class 2: What is work?

1. Swiebel, J. (1999). *Unpaid Work and Policy-Making: Towards a Broader Perspective of Work and Employment*. New York: United Nations. (Introduction & pp. 1-10 & pp. 15-30).
2. Crittenden, A. (2001). The Truly Invisible Hand in *The Price of Motherhood: Why the Most Important Job in the World is Still the Least Valued*. New York: Henry Holt and Company. (Ch. 4, pp. 65-86)

Assignment:

Brief Response Paper: How do people and organizations define work? What are the ramifications of this definition?

Unit III. Gender equality & inequality

Class 3: Gender

1. Lorber, J. (1994). "Night to his Day": The Social Construction of Gender. In *Paradoxes of Gender*. New Haven: Yale University Press. (Ch.1, 11 pgs.)
2. Barres, B.A. (2006). Does Gender Matter? *Nature*, 442. 133-136.
3. England, P. (2011) [The Gender Revolution: Uneven and Stalled](#). (12 min.)

Assignment:

Discussion Forum: Answer either one of the two following questions:

1. Identify and discuss 3-4 ways in which the concept of gender influences everyday life such as education, training, work, health care, wealth etc.
2. To date we've had 5 readings and 1 video. Critique (i.e., critically judge) 2 of the readings and/or video.

Class 4: Equality & inequality

1. Elder, S. (2010). [Executive Summary](#) in *Women in labour markets: measuring progress and identifying challenges*. Geneva: International Labour Office. (pp. ix-xiv)
2. Correll, S. (October 21, 2010). [How Gender Stereotypes Influence Emerging Career Aspirations](#). (47:09).

Assignment:

Exam #1 (Covers Classes 1 through 4)

Unit IV. Now & Then

Class 5: Pay

1. US Executive Office of the President, Office of Management and Budget, & US Dept of Commerce, Economics and Statistics Admin. (2011). [Women in America: Indicators of Social and Economic Well-Being](#). (Education, pp. 15-24, & Employment, pp. 25-36)
2. Chang, M. (March 21, 2011). [Shortchanged: Women and the Wealth Gap](#). (7 min.)

Assignment:

[No assignment this week]

Unit V. The history of women's work (Paid & unpaid, by historical period, by occupation, by education and by union)

Class 6: Background

1. Hesse-Biber, S. N., & G.L. Carter (2005). "A Brief History of Working Women." *Working Women In America* (2nd ed.). Oxford: Oxford University Press. (Ch. 2, pp. 20-45)
2. Gordon-Reed, A. (January 8, 2009). [Searching for Sally Hemings: A Conversation with Author Annette Gordon-Reed](#). Basic Black. (first 18:49 mins.)
3. Dublin, T. (1975). [Women, Work, and Protest in the Early Lowell Mills: "The Oppressing Hand of Avarice Would Enslave Us"](#). *Labor History*, 16, 99-116. (18 pgs.)

Assignment:

Discussion Forum: Answer either one of the two following questions:

1. What is the myth of womanhood and what has been the reality or the trends?
2. Many believe that the issues we've covered to-date are now historical while others believe many of the issues are ongoing. What do you believe and why?

Extra Credit Brief Response Paper: Answer either one of the two following questions:

1. From your own perspective and in your own words, what is the importance of learning the history of working women in the U.S.?
2. Why or why not are the issues covered to-date, issues for males as well as females?

Class 7: 1900-1970

1. Cornell, (n.d.) [Sweatshops & Strikes before 1911](#) (Includes sections on Fire, Mourning & Protest, Relief Work & Investigation & Work, (6 pgs.)
2. Williams, C.L. (1995). The Rise and Fall of the Women's Profession in *Still a Man's World: Men who Do Women's Work*. Berkeley & Los Angeles: University of California Press. (Ch. 2, pp. 23-49)

Assignment:

1. **Autoethnographic paper** – draft due

Class 8: 1970 to present

1. Delp, L. & Quan, K. (2002). [Homecare Worker Organizing in California: An Analysis of a Successful Strategy](#). Center for Labor Research and Education, University of California, Berkeley. (pp. 1-22)
2. Landsburg, S.E. (2005). [The Price of Motherhood Ready to have a baby? You'll earn 10 percent more if you wait a year](#). Slate. (1 pp.)
3. Slaughter, A-M. (2012). [Why Women Still Can't Have It All](#). The Atlantic. (18 pp.)

Assignment:

Exam # 2: (Covers Classes 5 through 8)

Unit VI. Issues & reforms affecting women's work

Class 9: Wages

1. Babcock, L. & Laschever, S. (2003). [Women Don't Ask: Negotiation and the Gender Divide](#). Princeton: Princeton University Press. (Introduction, pp. 2-17)
2. Greenhouse, L. (2006). [Court Explores Complexities in Job Discrimination Case](#). New York Times. (2 pgs.)
3. Ledbetter, L. (n.d.). [Mustering the Strength](#). Makers profile. (2 min.)
4. National Women's Law Center (April 2012) [Combating Punitive Pay Secrecy Policies](#) (3 pgs.).

Assignment:

[No assignment this week]

Class 10: Sex-segregation & Tokenism

1. National Academy of Sciences (2007). [Institutional Constraints](#) in *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*. (Ch. 5, pp. 166-188)
2. Padavic, I. and B. Reskin. (2002). "Sex Segregation in the Workplace" in *Women and Men at Work*, 2nd ed. Thousand Oaks, California: Pine Forge Press. (Ch. 4, pp. 57-96)

Assignment:

Discussion Forum: Answer either one of the two following questions:

1. What is a hostile environment? What is the impact of differences in pay and does it rise to the level of creating a hostile environment?
2. Is sex segregation diminishing, why or why not? Which type(s) are more intractable?

Class 11: Sexual Harassment

1. Hess, Amanda. (2014). [Why Women Aren't Welcome on the Internet](#). Pacific Standard. (13 pgs.)
2. Stalsburg, B.L. (2011). [Military Academies: Rape, Sexual Assault, and Sexual Harassment](#). Service Women's Action Network. (9 pgs.)

Assignment: Respond to either one of the two following questions

Brief Response Paper:

1. Sexual harassment has many effects but focusing on those related to work, what are they?
2. Critique (i.e., critically judge) any 2-3 of the course lectures, readings, audio and/or video.

Class 12: Gendered roles

1. Rhode, D. L. (2001). [The Unfinished Agenda: Women and the Legal Profession](#). Chicago, IL: American Bar Association, Commission on Women in the Profession. (pp. 13-32)
2. Crittenden, A. (2001). The Mommy Tax in *The Price of Motherhood: Why the Most Important Job in the World is Still the Least Valued*. New York: Henry Holt and Company. (Ch. 5, pp. 87-109)

Assignment:

Discussion Forum: This forum has two parts:

Complete and submit Worksheet *Work, Life & Balance* and then share specifics and/or observations in the DF.

Class 13: Race, Nationality & Work

1. Browne, I. (1999). [Introduction](#) in *Latinas and African American Women at Work*. New York: Russell Sage Foundation. (Introduction, pp. 1-22).
2. Fine, J. (2007). Worker Centers and Immigrant Women. In D. S. Cobble (Ed.), *The Sex of Class: Women Transforming American Labor*. Ithaca, NY: Cornell University ILR Press Labor. (Ch. 11, pp. 211-230)

Assignment:

[No assignment this week]

Class 14: Collective Action

1. Jones, J., Schmitt, J., & Woo, N. (2014). [Women, Working Families, and Unions](#). Center for Economic and Policy Research (CEPR). (pp. 5-25)

2. Nussbaum, K. (2007). Working Women's Insurgent Consciousness. In D. S. Cobble (Ed.), *The Sex of Class: Women Transforming American Labor*. Ithaca, NY: Cornell University ILR Press Labor. (Ch. 8, pp. 159-176)

Assignment:

Autoethnographic paper due

Class 15: Final Assignments

Assignment:

Exam #3 (Covers Classes 9 through 14)

GRADING CRITERIA AND COMPONENTS

Grading Criteria:

A	90-100%
B+	85-90%
B	80-85%
C+	75-80%
C	70-75%
D	60-69%
F	59% and below

Grades are based on the following components:

- #1 – Discussion Forum: Classes 3, 6, 10 & 12
20% of the grade
- #2 – Brief Reading Response: Classes 2 & 11 (Two page paper)
20% of the grade
- #3 – Autoethnographic Paper: Classes 7 & 14 (Four page paper)
30% of the grade
- #4 - Exams: Classes 4, 8 & 15 (Exams are True/False, Multiple Choice, and Brief Answer Questions)
30% of the grade
- #5 – Extra Credit Brief Reading Response: Class 6
Can be used to increase lowest test score by up to 15 points (=> 90 then 15 points, =>80 then 10 points & =>70 then 5 points)

Each Discussion Forum is worth 5% of one's grade, which is based on content and timing. That is, readings etc. as well as instructor and other student posts will provide the basis of content and all postings/responses should be provided during the week within which the topic/issues are examined.

Brief Response Papers are worth 10% of one's grade, which is based on content, persuasiveness and readability. Papers must be double-spaced throughout and 2 pages in length, each numbered with standard one-inch margins and 12-pitch font. In addition, papers must include a "References" section of sources cited.

The Autoethnographic Paper is worth 30% of one's grade. For more specifics, see "Autoethnographic Paper" below.

Each Exam is worth 10% of one's grade and is composed of true/false, multiple choice and brief answer questions. Content will cover the classes specified (i.e., tests are not cumulative). Exams must be completed in 1 hour.

Autoethnographic Paper

Autoethnography is a form of narrative writing that views the author's own experience as a topic of investigation in its own right. (For more on Autoethnography, see [Autoethnography: An Overview](#).) Key to this experience and hence the paper is clarifying how culture (e.g., the sexual division of labor, use of communication styles & tools,

attributes of leadership, equation between productivity and hours worked, etc.) shapes norms & events. This paper will explore

1. your projected, current and/or past working life – compensated and/or non-compensated – and/or

2. work/family balance, an issue that affects men and women,

using data you collect and will include a thesis, select references and a bibliography. That is, while the paper will focus on you, it is important to frame or contrast your experience using class materials including readings, videos, audio and/or lectures. You will produce and provide a draft for review along the way. Papers must be double-spaced throughout and 4 pages in length, each numbered with standard one-inch margins and 12-pitch font. Late papers may be downgraded.

Examples of autoethnographic writing:

- Cohen, L., Duberley, J. & Musson, G. (2009). Work--Life Balance? : An Autoethnographic Exploration of Everyday Home--Work Dynamics. *Journal of Management Inquiry*, 18(3), 299-241.
- Ehrenreich, B. (2001). [Nickel and Dimed On \(Not\) Getting By in America](#). New York: Metropolitan Books.
- Hochschild, A.R. (2001) *Catching up on the Soaps: Male Pioneers in the Culture of Time* in *The Time Bind: When Work Becomes Home and Home Becomes Work*. New York: Macmillan.
- June, A. (March 8, 2012). [Work-Life Balance Is Out of Reach for Many Male and Female Scientists](#). *The Chronicle of Higher Education*.