



The University of Western Ontario  
**SOCIOLOGY 4466F**  
**Professionals and their Work:**  
**Fall 2021**  
**Wednesdays, 9:30am-12:30pm**

**Location: SSC 5235; and online if necessary for health reasons**

**Instructor: Professor T.L. Adams**

Office Hours: by appointment

Email: [tladams@uwo.ca](mailto:tladams@uwo.ca)

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### **Course Description**

This course examines professions, professionals, and their work within Canadian society and elsewhere in the world. Attention will be paid to the structure of professional work, and workers' experiences within professions, as well as intersectional inequalities within and across professions within and across historical contexts. Among the topics explored are the following: Professions and mental health, the future of professions, education and training, finding a job and launching careers, professional misconduct, and workplace change.

### ***Prerequisites:***

Enrolment in fourth year of a Sociology or Criminology module.

Unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you may be removed from this course and it will be deleted from your record. The decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites.

***Antirequisite(s):*** None

### **Learning Outcomes:**

By the end of this course, students should:

- \* Understand the characteristics of professions, and their implications for society.
- \* Be aware of various theoretical accounts of professions.
- \* Be able to reflect critically on professions, professionals and expertise.
- \* Understand the changing nature of professions and professional work.

### **Required Text:**

No required text. Selected readings only.

**Evaluation:**

Class attendance	All weeks	15%
Mini-paper 1	Oct 20, 2021 (or earlier)	25%
Lead Class discussion	Selected Weeks	10%
OPTION A		
Mini-paper 2	by December 8, 2021	25%
Mini-paper 3	by December 8, 2021	25%
OPTION B		
Longer Paper	December 8, 2021	50%

**Evaluation Details:**

*Mini-paper 1:* Choose one article or a chapter of an assigned book. Summarize the major arguments of that book, and provide some critical reflection on it. Papers should be approximately 5-6 pages double-spaced with 2 or so pages devoted to summary, and the remainder devoted to critical reflections, including what did you like or dislike about the article. Are there arguments you think are important or convincing? Why or why not? How does it relate to other material you have read in the course?

*Class Attendance:* Attendance is expected. If you cannot attend a class due to illness or other reasons please inform Professor Adams ahead of time. With respect to class attendance you receive .5 mark for each of the classes you attend and participate in (maximum of 6 marks). The remaining 9 % will be determined by the quality of your participation in class.

*OPTION A*

*Mini-Papers 2 and 3:* As with mini-paper 1, choose an article or assigned chapter. Write a mini-paper summarizing and critically evaluating it. Emphasis here will be placed on the quality and extent of your critical reflections.

*OPTION B*

*Longer Paper:* Write a 10 page paper (double spaced), on a profession or professional issue of your choice (using course content and other sources). If you choose this option, make sure to discuss your topic with Professor Adams ahead of time.

**How to Contact Me:**

The best ways to contact me are through email ([tladams@uwo.ca](mailto:tladams@uwo.ca))

## **How to get important information:**

Make sure to check the course OWL site regularly for course updates, cancellations, and other course-related material.

## **Important Policies**

### ***Policies for Assignment Deadlines:***

For all assignments, small extensions are available as long as you talk to me beforehand. If you miss the due date for an assignment due to illness or for any other unforeseen reasons, you must provide notification of and documentation respecting your circumstances to your Academic Counselor within 48 hours. If your problem is medical in nature, you should be seen by your doctor on the date of the quiz or on the date the assignment is due. If your Academic Counselor agrees that your reasons are legitimate and are supported by your medical doctor's documentation, you will be allowed to hand in your assignment, or have your grade re-weighted, depending on the circumstances. If none of these steps are followed, late marks will be deducted of 1% per day.

### ***A Note on Plagiarism:***

Students must write their assignments in their own words. Whenever students take an idea from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major scholastic offence (the Scholastic Offence Policy can be viewed in the Western Academic Calendar).

### ***Plagiarism Checking:***

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<https://www.turnitin.com/>).

### ***Policy on Electronic Devices During Class***

Be sure that all cell phones are turned off at the beginning of class.

### ***Standards of Professional Behaviour***

It is the responsibility of all of us in this class to adhere to and promote standards of professional behaviour that support an effective learning environment:

- **Respect for others** both in and out of the classroom through words and actions (be professional, fair, and respectful in interactions with people on-line and in-person; understand and respect differences among classmates and colleagues; avoid disrupting the learning environment; respect others' expectations of confidentiality and privacy)
- **Active engagement** in learning and commitment to quality (being prepared for classes; participating and listening actively to other; using technology and social media appropriately, striving to do your best)
- **Personal integrity** (following through on commitments; doing own work).

### ***Policy on Accommodation for Medical Illness***

Western's policy on Accommodation for Medical Illness can be found at [www.uwo.ca/univsec/pdf/academic\\_policies/appeals/accommodation\\_medical.pdf](http://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_medical.pdf).

Students must see the Academic Counsellor and submit all required documentation in order to be approved for certain accommodation: [https://counselling.ssc.uwo.ca/procedures/academic\\_consideration.html](https://counselling.ssc.uwo.ca/procedures/academic_consideration.html).

### ***Academic Consideration for Missed Work***

Students who are seeking academic consideration for missed work during the semester may submit a *Self-Reported Absence (SRA)* form online provided that the absence is **48 hours or less** and the other conditions specified in the [Senate policy](#) are met. Two important exceptions to this rule: SRAs will NOT be allowed for final examinations or assessments worth more than 30% of a given course. Students whose absences are expected to last **longer than 48 hours**, or where the other conditions detailed in the policy are not met (e.g., work is worth more than 30% of the final grade, the student has already used 2 self-reported absences, the absence is during the final exam period), may receive academic consideration by submitting a [Student Medical Certificate](#) (for illness) or other appropriate documentation (for compassionate grounds) to your Home Faculty Academic Counselling office.

All students pursuing academic consideration, regardless of type, must contact their instructors no less than 24 hours following the end of the period of absence to clarify how they will be expected to fulfill the academic responsibilities missed during their absence. Students are reminded that they should consider carefully the implications of postponing tests or midterm exams or delaying submission of work, and are encouraged to make appropriate decisions based on their specific circumstances.

[https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/accommodation\\_medical.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_medical.pdf)

### ***Accessibility Options:***

Please contact the course instructor if you require material in an alternate format or if you require any other arrangements to make this course more accessible to you. You may also wish to contact Services for Students with Disabilities (SSD) at 519 661-2111 x 82147 for any specific question regarding an accommodation.

Information regarding accommodation of exams is available on the Registrar's website:

[www.registrar.uwo.ca/academics/examinations/accommodated\\_exams.html](http://www.registrar.uwo.ca/academics/examinations/accommodated_exams.html)

### ***Scholastic Offences***

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following web site:

[https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/scholastic\\_discipline\\_undergrad.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf)

### ***Mental Health***

Students who are in **emotional/mental distress** should refer to Mental Health@Western ([https://www.uwo.ca/health/mental\\_wellbeing/index.html](https://www.uwo.ca/health/mental_wellbeing/index.html)) for a complete list of options how to obtain help.

## Course Schedule and Readings:

**September 8<sup>th</sup>: NO CLASS**

**September 15 Week 1: Introduction to course – what are professions?**

Adams, Tracey L. (2020). Professions. *The Blackwell Encyclopedia of Sociology*. G. Ritzer and C. Rojek, eds. John Wiley and Sons Ltd.

**September 22 Week 2: Theories of Professions and their role in society**

Macdonald, Keith M. (1995). Sociological Analysis of the Professions. *The Sociology of the Professions*. Sage Publications. DOI: <http://dx.doi.org/10.4135/9781446222188.n1>

Saks, M. (2012). Defining a Profession: the Role of Knowledge and Expertise. *Professions and Professionalism* 2(1), 1-10. <https://doi.org/10.7577/pp.v2i1.151>

**September 29 Week 3: Professions Historically**

Adams, T.L. (2018). *Regulating Professions: The Emergence of Professional Self-Regulation in Four Canadian Provinces*. University of Toronto Press. EXCERPT

Brockman, J. (1995). “Exclusionary Tactics: The History of Women and Visible Minorities in the Legal Profession in British Columbia.” In *Essays in the History of Canadian Law*, Volume VI: British Columbia and the Yukon. H. Foster and J.P.S McLaren, eds. (pp 508-61). Toronto: Osgoode Society.

**October 6 Week 4: Professional Education, Training**

Beagan, B.L. (2001). Even if I don’t know what I’m doing I can make it look like I know ...” *Canadian Review of Sociology and Anthropology* 38(3): 275-291.

Schleef, D.J. (2006). *Managing elites: professional socialization in law and business schools*. Rowman and Littlefield. (excerpt).

**October 13 Week 5: Finding a Job / Settling into Careers**

Kay, F. (2019). Launching Careers in Law: Entry to First Jobs After Law School. In *Gender, Age, and Inequality in the Professions*, M. Choroszewicz and T.L. Adams, eds. Routledge, pp. 95-113.

Ashley, L. & Empson, L. (2016). Understanding social exclusion in elite professional service firms: field level dynamics and the ‘professional project’. *Work, employment and society*, 31(2), 211-229.

Seron, C., Silbey, S.S., Cech, E. and Rubineau, B. (2016). Persistence is Cultural: Professional Socialization and the Reproduction of Sex Segregation. *Work and Occupations* 43(2), 178-214. DOI: 10.1177/0730888415618728

**October 20**                      **Week 6: Gender and Professional work**

Bolton, S. & D. Muzio. (2007). Can't Live with 'Em; Can't Live without 'Em: Gendered Segmentation in the Legal Profession. *Sociology* 41(1): 47-64.

Pierce, J.L. (1996). "Chapter 3: Rambo Litigators: Emotional Labor in a Male-Dominated Job". *Gender Trials*. University of California Press. Pp. 50-82.

Bhatt, N. (2013). The Little Brown Woman: Gender Discrimination in American Medicine. *Gender & Society* 27(5), 659-680.

**October 27**                      **Week 7: Racism and Professional work**

Melaku, T. (2019). *You Don't Look Like a Lawyer: Black Women and Systemic Gendered Racism*. Rowman and Littlefield, chapters 2 and 3

Marom, L. (2018). Under the cloak of professionalism: covert racism in teacher education. *Race, Ethnicity and Education* 22(3), 319-337. Doi.org/10.1080/13613324.2018.1468748

**November 1- 7**                      **Fall Reading Week**

**November 10**                      **Week 8: Intersectionality and professional work**

Purkayastha, B. (2005). Skilled migration and cumulative disadvantage: the case of highly qualified Asian Indian immigrant women in the US. *Geoforum* 36, 181-196.

Tomlinson, J., Valizade, D., Muzio, D., Charlwood, A., and Aulakh, Sundeep. (2019). Privileges and penalties in the legal profession: an intersectional analysis of career progression. *The British Journal of Sociology* 70(3), 1043-1066. Doi:10.1111/1468-4446.12375

Ruiz Castro, M. and E. Holvino. (2016). Applying Intersectionality in Organizations: Inequality Markers, Cultural Scripts and Advancement Practices in a Professional Service Firm. *Gender, Work & Organization* 23(3), 328-346. doi:10.1111/gwao.12129

**November 17**                      **Week 9: Workplace Change & precarious work**

Allan, SM, Faulconbridge, JR and Thomas, P. (2019). The fearful and anxious professional: partner experiences of working in the financialized professional services firm. *Work, Employment and Society* 33(1), 112-130.

Siebert, S. (2018). Eroding 'Respectability': Deprofessionalization through organizational spaces. *Work, Employment and Society* 32(2), 330-347.

Foster, K. & Birdsell Bauer, L. (2018). *Out of the shadows: Experiences of contract academic staff*. CAUT. (excerpts)

**November 24**                      **Week 10: Mental Health**

Cottingham,, MD, Chapman, JJ, Erickson, RJ. (2020). The Constant Caregiver: Work-family Spillover among men and women in nursing. *Work, Employment and Society* 34(2), 281-298.

Stelnicki, A.M et al. (2020). Associations between burnout and mental disorder symptoms among nurses in Canada. *Canadian Journal of Nursing Research* (Dec), pp10: DOI:10.1177/0844562120974194

Cadieux, N. and Marchand, A. (2014). Psychological distress in the workforce: a multilevel and longitudinal analysis of the case of regulated occupations in Canada. *BMC Public Health* 14:

<http://www.biomedcentral.com/1471-2458/14/808>

**December 1                      Week 11: Professional Misconduct**

Dinovitzer, R., Gunz, H, and Gunz, S. (2014). Unpacking client capture: evidence from corporate law firms. *Journal of Professions and Organization* 1(2), 90-117.

Adams, T. L. (2020). ‘This Happens All the Time’: Organizations, Rationalization and Ethical Dilemmas in Engineering. *Work, Employment & Society* 34(6), 985-1003. <https://doi.org/10.1177/0950017020902968>

**December 8                      Week 12: Future of Professional Work**

Susskind, R. (2017). *Tomorrow’s Lawyers: An introduction to your future*. Oxford University Press (excerpts).