

# Elizabeth A. Hoffmann

home: 1317 Palmer Drive  
West Lafayette, IN 47906  
(765) 463-4947

fax: (765) 496-1476

email: ehoffman@purdue.edu

work: Purdue University  
Sociology Department  
Stone Hall  
700 West State Street  
West Lafayette, IN 47907  
(765) 496-2225

## Education

**B.A.** University of Wisconsin-Madison, May 1991

Majors: Behavioral Science and Law, Journalism, and Sociology

Minor: Women's Studies

**M.S.** University of Wisconsin-Madison, Department of Sociology, May 1995

Masters Thesis Committee: Lauren B. Edelman (chair), Jane L. Collins and Mark C. Suchman

Thesis: *Men, Women, and a Cooperative Ideology: Formal and Informal Grievance Resolution in a Worker Cooperative*

**J.D.** University of Wisconsin-Madison, Law School, May 1998

Emphases in Family Law and Law and Society

**Ph.D.** University of Wisconsin-Madison, Department of Sociology, 2001

**Doctoral Qualifying Examinations:** Sociology of Law (1994); Sociology of Organizations (1996)

**Dissertation Committee:** Mark C. Suchman (chair), Jane L. Collins, Lauren B. Edelman, Howard S. Erlanger and Elizabeth Mertz.

**Dissertation:** *Compromise, Confrontation, and Coercion: Formal and Informal Dispute Resolution in Cooperative and Hierarchical Worksites*

## Employment

**Associate Professor,** Purdue University. April 2007 – present

Sociology and Anthropology Department

**Assistant Professor,** Purdue University. Aug. 2001 – 2007

Sociology and Anthropology Department

**Lecturer:** University of Wisconsin-Madison. June 1998 - May 1999

Sociology Department

**Teaching Assistant:** Sociology of Law, University of Wisconsin-Madison. Jan. 1998 - May 1998

Sociology Department

**Research Assistant:** University of Wisconsin-Madison. Feb. 1996 - Aug. 1996

Law School, Research Director: Professor Howard S. Erlanger.

**Teaching Assistant:** Criminal Justice, University of Wisconsin-Madison. Aug. 1994 - Dec. 1995

Sociology Department

[Employment continued]

**Research Assistant:** University of Wisconsin-Madison. Sept. 1993 - Aug. 1994  
Law School, Institute for Legal Studies, Research Director: Professor Louise Trubek

**Teaching Assistant:** Women's Health, University of Wisconsin-Madison. Aug. 1992 - May 1993  
Women's Studies Department

**Research Assistant:** University of Wisconsin-Madison. Summer 1992  
Sociology Department, Research Director: Professor Lauren B. Edelman

### **Areas of Specialization**

**Research Interests:** Sociology of Law, Legal Consciousness, Sociology of Organizations, Workplace Dispute Resolution, Sociology of Work and Occupations, Gender and Employment

**Teaching Interests:** Sociology of Law, Criminology, Qualitative Methods, Sociology of Organizations, Sociology of Gender, Sociology of Occupations and Professions

### **Grants and Scholarships**

- National Science Foundation: Jointly Funded Award from the Innovation and Organizational Sciences Program and the Law and Social Sciences Program, 2009
- Fund for the Advancement of the Discipline award – through the American Sociological Association and the National Science Foundation, 2006
- Midwest Sociological Society Endowment Committee Scholarship Development Award, 2006
- Clifford Kinley Trust Grant, 2005
- PRF Summer Faculty Research Grant, Purdue University, 2005
- International Travel Grant, Purdue University, 2005
- Faculty Incentive Grant, Purdue University, 2002, 2003, 2004, 2005, 2007
- Library Scholars' Grant, Purdue University, 2002
- Center for German and European Studies Dissertation Grant, 2001
- Vilas Travel Grant, University of Wisconsin, 2000-01
- National Science Foundation: Doctoral Dissertation Improvement Grant (Sociology), 1998-99
- University of Warwick (United Kingdom) Doctoral Dissertation Grant, 1996-97
- Small Grant Research Award, Sociology Department, University of Wisconsin-Madison, 1996
- Law and Society Association Graduate Student Workshop, 1995, 1996
- Alfred Reschke Social Science Graduate School Scholarship, University of Wisconsin, 1991-1992

## **Honors and Awards**

- Visiting Scholar, Institute for Legal Studies, University of Wisconsin Law School, 2008
- Best Paper Award, Labor and Employment Relations Association, 2006
- Invited Speaker, The London School of Economics and Political Science, London, U.K. 2005
- Invited Participant, Law & Society Association's Summer Institute, UC-Berkeley, 2003
- First Place, Industrial Relations Research Association Dissertation Award Competition, 2002
- Second Place, Upjohn Institute for Employment Research Dissertation Award Competition, 2002
- First Place, American Bar Foundation Paper Competition, 2001
- First Place, Midwest Sociologists for Women in Society Paper Competition, 2001
- Institute for Legal Studies Honorary Fellow, University of Wisconsin Law School, 1993-99
- Alpha Kappa Delta, International Sociology Honor Society, 1990

## **Publications**

### Journal Articles

Elizabeth A. Hoffmann (forthcoming) "Obscured Inequalities in Mechanisms for Managing Workplace Dispute" *Sociology Compass*, 3 (3).

Elizabeth A. Hoffmann (2008) "Dispute Resolution in the Homecare Industry: the Triangle of Patient, Worker, and Employer" *Social Focus*, 42 (1).

Elizabeth A. Hoffmann (2008) "Interviewing and Emotional Labor: Succeeding at the Emotionally Challenging Job Interview." *Business Communication Quarterly*: 71(3).

Elizabeth A. Hoffmann (2008) "'Revenge' and 'Rescue:' Workplace Deviance in the Taxicab Industry" *Sociological Inquiry*, 78(3): 270-289.

[Publications continued]

Elizabeth A. Hoffmann (2008) "The 'Haves' and 'Have-Nots' Within the Organization." *Law & Contemporary Problems*, 71 (2).

Elizabeth A. Hoffmann (2007) "Legal Education and Early Career Mentoring: Mid-Career Attorneys' Pro Bono Commitment" *International Journal of the Legal Profession*, 14: 81-96.

Elizabeth A. Hoffmann (2007) "Open-Ended Interviews, Power, and Emotional Labor: The Complex Dynamics of Interviewer/Interviewee Power." *Journal of Contemporary Ethnography*, 36: 318-346.

Elizabeth A. Hoffmann (2006) "The Ironic Value of Loyalty: Dispute Resolution Strategies in Worker Cooperatives and Conventional Organizations." *Nonprofit Management and Leadership*, 17: 163-177.

Elizabeth A. Hoffmann (2006) "Dispute Resolution in Cooperative and Hierarchical Worksites." *Advances in Industrial and Labor Relations*, 15: 35-66.

Elizabeth A. Hoffmann (2006) "Driving Street Justice: The Taxicab Driver as the Last American Cowboy." *Labor Studies Journal*, 31: 31-48.

Elizabeth A. Hoffmann (2006) "Exit and Voice: Organizational Loyalty and Dispute Resolution Strategies." *Social Forces*, 84: 2301-2318.

Elizabeth A. Hoffmann (2006) "The Importance of Place: Using Local-Focus Videos to Spark the Sociological Imagination." *Teaching Sociology*, 34: 164-172.

Elizabeth A. Hoffmann (2005) "Dispute Resolution in a Worker Cooperative: Formal Procedures and Procedural Justice." *Law & Society Review*, 39: 51-82.

Elizabeth A. Hoffmann (2004) "Similar Women Treated Differently." *Equal Opportunities International Journal*, 23: 67-80.

Elizabeth A. Hoffmann (2004) "Selective Sexual Harassment: Differential Treatment of Similar Groups of Women Workers." *Law and Human Behavior*, 28:1: 29-45.

Elizabeth A. Hoffmann (2003) "Legal Consciousness and Dispute Resolution: Different Disputing Behavior at Two Similar Taxicab Companies." *Law & Social Inquiry*, 28:3: 31-55.

Elizabeth A. Hoffmann (2001) "Confrontations and Compromise: Dispute Resolution at a Worker Cooperative Coal Mine." *Law & Social Inquiry*, 26:150-170.

Louise Trubek and Elizabeth Hoffmann (1994) "Searching for a Balance in Universal Health Care Reform." *DePaul Law Review*, 43: 1084-1117.

[Publications continued]

### Peer-Reviewed Chapters

Elizabeth A. Hoffmann (2010) "The Good Thing About Workplace Deviance," in Alex Thio, Thomas C. Calhoun, and Adrain Conyers, *Readings in Deviant Behavior*, 6th edition. Boston: Allyn and Bacon.

Elizabeth A. Hoffmann (2006) "On-the-job Sexual Harassment: How Labels Enable Men to Discriminate through Sexual Harassment and Exclusion." Pp. 119-137 in Laura Beth Nielsen and Benjamin Fleury Steiner, eds., *New Civil Rights Research: Constitutive Approaches to Rights Consciousness*. Dartmouth / Ashgate Series in Law, Justice, & Power.

Elizabeth A. Hoffmann (2003) "Formal and Informal Dispute Resolution in Cooperative and Hierarchical Worksites." Special submission as winner of the Best Dissertation, 2002, to summarize the winning thesis in *Proceedings of the 55<sup>th</sup> Annual Meeting of the Industrial Relations Research Association, January 3-5, 2003, Washington, DC, 327-334*.

### Other Publications

Elizabeth A. Hoffmann (2004) "In Litigation: Do the 'Haves' Still Come Out Ahead?" Edited by Herbert Kritzer and Susan Silbey, reviewed for *Contemporary Sociology*, 33: 592-593.

Elizabeth A. Hoffmann (2004) "North Wales Miners: A Fragile Unity: 1945-1996" by Keith Gildart, reviewed for *Contemporary Sociology*, 33: 442-443.

Elizabeth A. Hoffmann (2003) "Worker Participation: Lessons from the Worker Co-ops of the Pacific Northwest" by John Pencavel, reviewed for *Contemporary Sociology*, 32: 1: 41-43.

### Works in Progress

Elizabeth A. Hoffmann (working paper) "Fear While Working: Men's Emotional Labor and Displays of Bravery" prepared for *Social Forces*.

Elizabeth A. Hoffmann (working paper) "Emotional Labor in the Homecare Industry" prepared for *The Sociological Quarterly*.

Elizabeth A. Hoffmann (working paper) "Images of Legality: Increased Responsibility with Limited Power" prepared for *Sociological Inquiry*.

**Selected Presentations at Professional Meetings**

- “Legal Consciousness & WWI” Midwest Law & Society Biennial Meeting, Madison, WI, September, 2008.
- “Representation by No Representative: Victor Berger and Voter Support.” Law and Society Association Annual Meeting, Montreal, Quebec, Canada, May, 2008.
- “Homecare Dispute Resolution,” Labor and Employment Relations Association Annual Meeting, Chicago, Illinois, January, 2007.
- “Dispute Resolution in the Homecare Industry: the Triangle of Patient, Worker, and Manager.” American Sociological Association Annual Meeting, Montreal, Quebec, Canada, August, 2006.
- “The Law and Health,” North Central Sociological Association Annual Meeting, Indianapolis, Indiana, March, 2006.
- “The Taxicab Driver as the Last American Cowboy.” Labor and Employment Relations Association Annual Meeting, Boston, Massachusetts, January, 2006.
- “Dispute Resolution in Cooperative and Hierarchical Worksites.” Labor and Employment Relations Association Annual Meeting, Boston, Massachusetts, January, 2006.
- “Exit and Voice: Job Loyalty and Dispute Resolution Choices.” American Sociological Association Annual Meeting, Philadelphia, Pennsylvania. August, 2005.
- “Driving Street Justice: Cabdrivers as Self-Perceived Distributors of Justice, Revenge, and Rescue.” Law and Society Association Annual Meeting, Las Vegas, Nevada. June, 2005.
- “Sexual Harassment and Exclusion: Legal Consciousness in the Workplace.” American Sociological Association Annual Meeting, San Francisco, California. August, 2004.
- “Pro Bono Work and Mid-Career Attorneys.” Law and Society Association Annual Meeting, Chicago, Illinois. May, 2004.
- “Gender and the Unfolding of Disputes in Cooperatives.” American Sociological Association Annual Meeting, Atlanta, Georgia. August, 2003.
- “Labels, Framing, and Legal Consciousness: Workplace Sexual Harassment.” Law and Society Association Annual Meeting, Pittsburgh, Pennsylvania. June, 2003.
- “Legal Consciousness and Workplace Activism.” Midwest Sociology Society Annual Meeting, Chicago, Illinois. April, 2003.
- “Workplace Empowerment and Legal Consciousness: Choices, Disputes, and Relationships.” American Sociological Association Annual Meeting, Chicago, Illinois. August, 2002.
- “Occupational Ideology and Legal Consciousness.” Society for the Advancement of Socio-Economics Annual Meeting, Minneapolis, Minnesota. July, 2002.
- “Legal Consciousness in the Workplace.” Law and Society Association Annual Meeting, Vancouver, Canada. May, 2002.
- “Workers’ Understanding of Their Rights, Duties, and Grievances.” Midwest Sociology Society Annual Meeting, Milwaukee, Wisconsin. April, 2002.

[Presentations continued]

- “Grievance Resolution and Legal Consciousness.” American Sociological Association Annual Meeting, Anaheim, California. August, 2001.
- “The Changing Nature of Work.” American Sociological Association Annual Meeting, Washington, D.C. August, 2000.
- “Formal and Informal Grievance Resolution in Cooperative and Hierarchical Worksites.” Joint Meetings of the Law and Society Association and the Research Committee on the Sociology of Law, Budapest, Hungary. July, 2001.
- “In Their Own Words: How Ordinary People Construct the Legal World.” Law and Society Association Annual Meeting, Miami, Florida. May, 2000.
- “Dispute Resolution in Predominantly-Male, Gender-Neutral, and Predominantly-Female Industries.” Midwest Sociology Society Annual Meeting, Chicago, Illinois. April, 2000.
- “Flattened Workplace Hierarchy and Grievance Resolution.” Industrial Relations Research Association, Boston, Massachusetts. January, 2000.
- “Confrontations and Compromise: Formal and Informal Dispute Resolution.” American Sociological Association Annual Meeting, Chicago, Illinois. August, 1999.
- “Dispute Resolution in Worker Co-operatives.” Society for the Advancement of Socio-Economics Annual Meeting, Madison, Wisconsin. July, 1999.
- “Dispute Resolution at a Worker Cooperative Coal Mine.” Law and Society Association Annual Meeting, Chicago, Illinois. May, 1999.
- “Formal and Informal Conflict Resolution.” American Sociological Association Annual Meeting, San Francisco, California. August, 1998.
- “Grievance Resolution and Gender: An Examination of British and American Worker Cooperatives.” American Sociological Association Annual Meeting, Toronto, Canada. August, 1997.
- “From Law Student to Middle-Age Lawyer: Idealism and Commitment to Public Interest Work.” Research Committee on the Sociology of Law of the International Sociological Association Conference, Antwerp, Belgium. July, 1997.
- “Access to Justice: Gender, Hierarchy and Grievance Resolution.” Socio-Legal Studies Association Annual Conference, Cardiff, Wales. April, 1997.
- “Grievance Resolution and a Worker Co-operative Ideology: Power, Gender Dynamics and Access.” British Sociology Association Annual Meeting, York, England. April, 1997.
- “Exclusion, Tokenism, and Power at a Worker Cooperative.” Conference on Industrial Relations, Equity, and Exclusion at the Workplace, sponsored by the Industrial Relations and Organizations Program of the Warwick Business School, Coventry, England. March, 1997.
- “Token Status and Sexual Harassment.” Joint Meetings of the Law and Society Association and the Research Committee on the Sociology of Law, Glasgow, Scotland. July, 1996.

### **Professional Affiliations**

- American Sociological Association  
(sections: Sociology of Law; Organizations, Occupations, and Work; Sex and Gender)
- Society for the Advancement of Socio-Economics
- Industrial Relations Research Association / Labor and Employment Relations Association
- Midwest Sociological Society
- North Central Sociological Association
- Law & Society Association
- State Bar of Wisconsin

### **Service to the Profession**

#### **Ad Hoc Reviewer**

- *Equal Opportunities International* 2003 - present.
- *Law & Social Inquiry* 2003 - present.
- *Gender Issues* 2007 - present.
- *Law & Society Review* 2004 - present.
- *Teaching Sociology* 2004 - present.
- *Sociological Perspectives* 2004 - present.
- *Urban Affairs Review* 2006 - present.
- *Work & Occupations* 2003 - present.

#### **American Sociological Association–Sociology of Law Section**

- Council Member, elected 2003, serving through 2005
- Graduate and Undergraduate Student Paper Awards Committee, Chair, 2002
- Annual Meetings Roundtables Organizer, 2002, 2003, 2004, 2005
- Annual Meetings Panel Organizer, 2007
- Membership Committee, 2006, 2007

#### **Law & Society Association**

- Conditions of Work Committee, 2003-present
- Didactic Presentations Organizer, 2005
- Dissertation Award Committee, 2003
- Panel Discussant, 2001, 2002

#### **Midwest Sociological Society**

- Annual Meetings Law & Society Panels Organizer, 2002, 2003, 2007

#### **North Central Sociological Association**

- Annual Meetings Law & Society Panels Organizer, 2004, 2005, 2006, 2007

## **Service to the University**

### **Sociology and Anthropology Department**

- Colloquium Committee, 2001 – 2004, 2006
- Curriculum Committee, 2002 – 2003, 2006 – 2007
- Graduate Student Proseminar Presentations, 2001, 2002, 2003, 2004
- Honors Committee, 2003 – 2005
- Search Committee, 2002 – 2003, 2005 – 2006

### **College of Liberal Arts**

- Grievance Committee, 2006 – 2008

### **Mentorship and Student Research Supervision**

- Dissertation Committees:
  - Kathy Abrahamson
  - Dina Banerjee
  - Simon Bauer-Leffler
  - Carol Black
  - Sharon Bouma Holtrop (chair)
  - Ebonie Cunningham
  - Sarah Gilbert
  - Robert Grantham
  - Donald Malott
  - Julie Newcamp
  - Michelle Rainey
  - Elizabeth Sternke
  - Amy Winston
- Graduate Independent Research Supervision
  - Kristen Budd
  - Monique Gregg
  - Chris Marisco

[Service continued]

- Undergraduate Independent Research Supervision
  - Alica Barnes
  - Buck Black
  - Andrew Bordenet
  - Amy Cade
  - DeAndra Cole
  - Bryan Coulter
  - Blair Gillam
  - Lisa Guo
  - Mary Jane Houin
  - Audra Ide
  - Sarah Killer
  - Janet Kliewer
  - Kyle Merk
  - Janet Pace
  - Paul Pabst
  - Amada Piegza
  - Rachel Puente
  - Angela Ranalli
  - Nick Schalmo
  - Melissa Scurlock
  - Robbie Sparrow
  - Tanya Wilson