

Elizabeth A. Hoffmann

Sociology Department
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Education

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

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

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

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

Emphases in Family Law and Law and Society

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

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

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

Majors: Behavioral Science and Law, Journalism, and Sociology

Minor: Women's Studies

Employment

Associate Professor, Purdue University. April 2007 – present

Sociology Department

Affiliated with American Studies Program and Women's, Gender, & Sexuality Studies Program

Assistant Professor, Purdue University. August 2001 – 2007

Sociology and Anthropology Department

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

Sociology Department

Grants and Fellowships

- Fellowship to the Center for Social Sciences, Purdue University; received for 2014, taken 2016
- IMPACT Teaching Fellowship, Purdue University; Fall 2014
- Midwest Sociological Society Scholarship Development Grant, “*World War I and the Condemnation and Support of United States Congressman Victor Berger,*” 2014-15
- Faculty Fellowship for Study in a Second Discipline, Purdue University, 2012
- National Science Foundation: Jointly Funded Award from the Innovation and Organizational Sciences Program and the Law and Social Sciences Program, 2010
- 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 Senior Fellow, Department of Management, London School of Economics and Political Science, Spring 2016
- Visiting Scholar, Center for the Study of Law and Society, School of Law, University of California-Berkeley, Winter 2016
- Visiting Scholar, Institute for Legal Studies, University of Wisconsin Law School, 2008
- Best Paper Award, Labor and Employment Relations Association, 2006
- 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

Books

Elizabeth A. Hoffmann (2012) *Co-operative Workplace Dispute Resolution - Organizational Structure, Ownership, and Ideology*. New York: Routledge Publishing.

Guest Editor

Labor Studies Journal, Annual Special Issue Guest Editor, (2016) "Labor Education: Past Successes, Future Hurdles."

Peer-Reviewed Journal Articles

Elizabeth A. Hoffmann (2019) "Allies Already Poised to Comply: How Social Proximity Affects Lactation at Work Law Compliance." *Law & Society Review*, 53: 791-822.

Elizabeth A. Hoffmann (2016) "Emotions and Emotional Labor at Worker-Owned Businesses: Deep Acting, Surface Acting, and Genuine Emotions." *The Sociological Quarterly*, 57(1): 152-173.

Elizabeth A. Hoffmann (2012) "Worker Co-operatives: Economic Possibilities." *International Journal of Self-Help* 6(2): 169-188.

[Publications continued]

Elizabeth A. Hoffmann (2009) "Obscured Inequalities in Mechanisms for Managing Workplace Dispute." *Sociology Compass*, 3(3): 491-500.

Elizabeth A. Hoffmann (2009) "Dispute Resolution in the Homecare Industry: the Triangle of Patient, Worker, and Employer." *Sociological 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.

- Reprinted in Thio, Alex, Thomas C. Calhoun, and Addrain Conyers, eds. *Readings in Deviant Behavior*. (2010) Boston: Allyn and Bacon.

Elizabeth A. Hoffmann (2008) "The 'Haves' and 'Have-Nots' Within the Organization." *Law & Contemporary Problems*, 71 (2): 53-64.

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 (2007) "Dispute Resolution in Cooperative and Hierarchical Worksites." *Advances in Industrial and Labor Relations*, 15: 35-66.

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) "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.

[Publications continued]

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.

Peer-Reviewed Chapters

Elizabeth A. Hoffmann (2021). How students think about women professors: Enforcement of hegemonic femininity in students' end-of-term evaluations. In Walker, M. (Ed), (2021). *The impact of hidden bias against working women from across the globe* (pp.xx-xx). Lexington Books: Lanham, MD.

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 55th Annual Meeting of the Industrial Relations Research Association, January 3-5, 2003, Washington, DC*, 327-334.

Works-in-Progress

Elizabeth A. Hoffmann (under contract)
Expressing milk, Expressed concern, and the Expressive Value of Law: lactation at work law and pathways to social change. Cambridge: Cambridge University Press.

- Awarded Purdue College of Liberal Arts Engage Grant, May 13-17, 2019

Elizabeth A. Hoffmann (R&R) "Letter-Writing Mobilization, Americanism, and Legal Consciousness." *American Journal of Sociology*.

Elizabeth A. Hoffmann (submitted) "Externalization of the Law: Changes in Organizational Application of the Lactation at Work Law." *Law & Society Review*.

Other Publications

Elizabeth A. Hoffmann (2015) “*Coal Wars.*” by David Bullock, reviewed for *Labor Studies Journal*, 40(4): 425-426.

Elizabeth A. Hoffmann (2014) “*The Wages of History: Emotional Labor on Public History's Front Lines.*” by Amy M. Tyson, reviewed for *Labor Studies Journal*, 39: 163-164.

Elizabeth A. Hoffmann (2014) “*Worker Leadership: American's Secret Weapon on the Battle for Industrial Competitiveness.*” by Fred Stahl, reviewed for *Labor Studies Journal*, 33: 592-593.

Julie Newcamp and Elizabeth A. Hoffmann (2011) “Telling Stories Out of Court: Narratives about Women and Workplace Discrimination.” edited by Ruth O'Brien, reviewed for *Law & Society Review*.

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.

Invited Presentations

- Invited Speaker, “Organizational Response to New Law: How Institutions Interpret and Apply the New ‘Lactation at Work’ Law.” CSLS Speakers Series, Center for the Study of Law and Society. University of California-Berkeley. November 8, 2016.
- Invited Speaker, “Changes in Organizational Interpretations of the 'Lactation at Work Law:’ How Health Concerns Replace Managerial Goals” Department of Management, London School of Economics and Political Science, U.K. May 4, 2016.
- Invited Speaker, “Changes in Organizational Interpretations of the 'Lactation at Work Law:’ How Health Concerns Replace Managerial Goals.” Department of Management, Middlesex University, London, U.K. April 20, 2016.
- Invited Speaker, “Organizational Interpretations of New Laws: Lessons from the U.S. Lactation Legislation.” School of Law, Nottingham University, U.K. April 15, 2016.
- Invited Speaker, “Organizational Interpretations of New Laws: Lessons from the U.S. Lactation Legislation.” School of Law, York University, U.K. April 13, 2016.
- Invited Speaker, “Employment Realities and the U.S. 'Lactation at Work Law:’ Health Concerns, Managerial Goals, and Shifting Rhetorics.” Department of Sociology, Edinburgh University, Scotland, U.K. April 11, 2016.

[Invited Presentations continued]

- Invited Speaker, “The worker cooperative effect: Dispute Resolution in Co-ops versus Conventional Businesses.” School of Management and Business, King’s College, London, U.K. April 20, 2016.
- Invited Speaker, “Workplace Deviance and Dispute Resolution,” Employment Relations and Human Resources Graduate Seminar, Department of Management, London School of Economics and Political Science, U.K. March 22, 2016.
- Invited Speaker, “Rights Mobilization in the Workplace,” Sociology of Law Graduate Seminar, Jurisprudence and Social Policy Program, University of California-Berkeley. March 2, 2016.
- Invited Speaker, “Organizational Interpretations of New Laws: Lessons from the Lactation Legislation.” CSLS Visiting Scholars Speakers Forum. Center for the Study of Law and Society, University of California-Berkeley. February 24, 2016.
- Invited Speaker, “Managers and Lactation: the Managerialization and De-Managerialization of the Recent Breast Milk at Work Law.” Humanities and Social Sciences Speakers Series. University of California-Berkeley. February 17, 2016.
- Invited Speaker, “The worker cooperative effect: Dispute Resolution in Co-ops versus Conventional Businesses.” Department of Sociology, University of California-Santa Cruz. February 9, 2016.
- Invited Speaker, “Evaluation of Women and Men Professors: How Gender Scripts Affect Students’ Assessments.” ADVANCE Grant. Department of Forestry, Purdue University. August 29, 2014.
- Invited Speaker, “Evaluation of Women and Men Professors: How Gender Scripts Affect Students’ Assessments” Dean’s Luncheon, Purdue University. April 15, 2014.
- Invited Speaker, Contextual Influences on Breastfeeding Decision-Making Processes workshop, National Institutes of Health, Washington DC, 2010.
- Invited Speaker, guest of Professor Richard Hyman, Management Department, The London School of Economics and Political Science, London, U.K., March 8, 2005.
- Invited Speaker, Wabash Area Lifetime Learning Association, June, 2004.

Selected Presentations at Professional Meetings

- “Resistance and Identity: Leftist Leanings, German Culture, and Immigrant Identity.” American Sociological Association, New York City, August, 2019.
- “Supported but Unseated: Public Reaction to WWI Resistance.” Law and Society Association Annual Meeting, Washington DC, May, 2019.
- “Elected but Unseated: Reaction to WWI Pacifist-Socialist Congressman Berger.” Midwest Political Science Association Annual Meeting, Chicago, IL, April, 2019.
- “Allies Already? How Proximity Affects Labor Law Compliance.” Law and Society Association Annual Meeting, Toronto, Canada, May, 2018.
- “Managers and Lactation Law: Managerialization and De-Managerialization.” American Sociological Association, Montreal, Canada, August, 2017.
- “Pumping Breast Milk at Work: Organizational Interpretations of New Laws.” Law and Society Association Annual Meeting, New Orleans, LO, May, 2016.
- “Pumping Breast Milk at Work: New Rights, Old Discrimination.” Socio-Legal Studies Association Annual Meeting, Lancaster, UK, April, 2016.
- “Voting for the Unseatable: Entitlement, Privilege, and Compromise.” Law and Society Association Annual Meeting, Seattle, WA, May, 2015.
- “Active Disobedience & Perceptions of Justice.” American Sociological Association, Chicago, IL, August, 2015.
- “Pumping Breast Milk at Work: Woman, Worker, Mother.” Work and Family Researchers Network, New York City. June, 2014.
- “Co-Operative Workplace Dispute Resolution: Organizational Structure, Ownership, and Ideology – Author Meets Critics.” Midwest Sociology Society Annual Meeting, Omaha, NE. April, 2014.
- “Transformation of the Co-operative Worker.” United Association for Labor Education, Los Angeles, CA. March, 2014.
- “Workplace Dispute Resolution and Quality of Work Life.” American Sociological Association Annual Meeting, New York City, August, 2013.
- “Author Meets Reader - Co-Operative Workplace Dispute Resolution: Organizational Structure, Ownership, and Ideology.” Law and Society Association Annual Meeting, Boston, Massachusetts, May, 2013.
- “Workplace Dispute Resolution and Quality of Work Life.” North Central Sociological Association Annual Meeting, Indianapolis, IN, April, 2013.
- “Workplace Dispute Resolution.” Midwest Sociology Society Annual Meeting, Chicago, Illinois. March, 2013.
- “Pumping Milk at Work.” American Sociological Association Annual Meeting, Denver, CO, August, 2012.

[Presentations continued]

- “The Lactating Worker,” Work and Family Researchers Network Annual Meeting, New York City, June, 2012.
- “Workplace Lactation Support Laws’ Interpretations and Applications,” Law & Society Association Annual Meeting, Chicago, IL, May, 2010.
- “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, IL, 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 Taxicab Driver as the Last American Cowboy.” Labor and Employment Relations Association Annual Meeting, Boston, MA, January, 2006.
- “Dispute Resolution in Cooperative and Hierarchical Worksites.” Labor and Employment Relations Association Annual Meeting, Boston, MA, January, 2006.
- “Exit and Voice: Job Loyalty and Dispute Resolution Choices.” American Sociological Association Annual Meeting, Philadelphia, PA. August, 2005.
- “Driving Street Justice: Cabdrivers as Self-Perceived Distributors of Justice, Revenge, and Rescue.” Law and Society Association Annual Meeting, Las Vegas, NE. 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, PA. 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.

Courses Taught

Undergraduate Courses

- Criminology
- Cornerstone
- Honors Research Seminar Series
- Research Internship in Sociology
- Social Problems
- Sociology of Law
- Undergraduate Research Mentoring
 - Dammon Dean Scholars Undergraduate Research Students
 - Independent Study Undergraduates
 - SROP Summer Research Opportunity Program Interns
 - Wilke Undergraduate Research Interns

Graduate Courses

- Gender, Family, and the Law
- Law, Business, and Employment

Professional Affiliations

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

Service to the Profession

American Sociological Association

– Sociology of Law Section

- Chair, *elected* 2015, served through 2017
- Panel Organizer, 2016
- Book Prize Committee, 2015
- Executive Committee Secretary/Treasurer, *elected*, 2010
- Undergraduate Student Paper Awards Committee, chair, 2010
- Council Member, *elected* 2003, served 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

– Annual Meetings Thematic Session

- Thematic Session Sexual Harassment Panel Organizer, 2015

– Association Governance

- elected to ASA Committee on Sections, 2018-2021; *elected* to chair, 2019-2021

Law & Society Association

- Board of Directors, *elected*, 2020-2022
- Junior Scholars Workshop Committee, chair, 2018-19
- Student Paper Awards Committee, chair, 2017-18
- Collaborative Research Network co-chair, elected 2017, 2018-19
- Early Career Workshop, invited speaker, 2014-2015; co-chair 2015-16
- Dissertation Award Committee, chair, 2014-2015
- Conditions of Work Committee, 2003-2007
- Didactic Presentations Organizer, 2005
- Dissertation Award Committee, 2003
- Panel Discussant, 2001, 2002

Midwest Sociological Society

- Annual Meetings Law and Society Panels Organizer, 2002, 2003, 2007, 2010, 2014, 2018
- Graduate Student Paper Award Committee, Chair 2013-14
- Book Award Committee 2017-18

National Science Foundation—Law and Social Sciences

- Doctoral Dissertation Improvement Grant Panelist
- Regular Grant Panelist

North Central Sociological Association

- Annual Meetings Law & Society Panels Organizer, 2004, 2005, 2006, 2007, 2010

Editorial Boards

Labor Studies Journal

- Board Member, *elected*, serving 2014-2021.

Midwest Sociological Society

- Publications Committee (three-year term), 2013 – 2016

Service to Purdue University

Sociology Department

- Search Committee, 2002–03, 2005–06, 2009-10, 2010-11, 2014-15, 2016-17, 2017-2018
 - Chair, 2010-2011, 2017-2018
- Undergraduate Committee, 2013-2014, 2016-2020
- Teaching Committee, 2012-2013, 2016
- Colloquium Committee, 2001 – 2004, 2006, 2013
- Graduate Committee, 2011-2012
- Curriculum Committee, 2002 – 2003, 2006 – 2007
- Graduate Student Proseminar Presentations, 2001, 2002, 2003, 2004, 2006
- Honors Committee, 2003 – 2005

Center for Families

- Kanter Award Reviewer, 2017 – 2018

Center for Research on Diversity and Inclusion

- Faculty Incentive Grants Committee, chair, 2017

College of Liberal Arts

- Center for Social Sciences Review Committee, 2016-2019
- College Senate Department Representative, 2013-2015
- Nominating and Elections Committee, 2013-2014
- Grievance Committee, 2006 – 2008

University-wide

Conference for Pretenure Women

- Lunch Mentor/Host, 2010

College of Science

- Invited Speaker, Dean's Luncheon, April 15, 2014

Discovery Learning Research Center

- Search Committee for Director, 2014

Honors College, Purdue University

- National & International Scholarships Office, 2013-15

Social Sciences Faculty Development Center

- Center Award Reviewer, 2016, 2017

Windsor Residence Hall

- Faculty Fellow, 2012-present; Senior Faculty Fellow, 2016-2020