

Elizabeth A. Hoffmann

Sociology Department
Purdue University
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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
- 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 (forthcoming, 2021) *Lactation at Work: Expressing Milk, Expressed Concern, and the Expressive Value of Law* Cambridge: Cambridge University Press.

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

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.

[Publications continued]

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

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.

[Publications continued]

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.

Peer-Reviewed Chapters

Elizabeth A. Hoffmann and Christie Sahley (2021). How students think about women professors: Enforcement of hegemonic femininity in students' end-of-term evaluations. In Walker, M. (Ed), (2021). *Female Voices from the Worksite: The impact of hidden bias against working women from across the globe* (pp. 85-108). Lexington Books: Lanham, MD.

Elizabeth A. Hoffmann (2010) "The Good Thing About Workplace Deviance," in Alex Thio, Thomas C. Calhoun, and Addrain 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 (R&R) "Externalization of the Law: Changes in Organizational Application of the Lactation at Work Law." *Law & Society Review*.

Elizabeth A. Hoffmann (submitted) "Letter-Writing Mobilization, Americanism, and Legal Consciousness." *Mobilization*.

Elizabeth A. Hoffmann (in progress) "Resistance and Identity: Leftist Leanings, German Culture, and Milwaukee during World War One"

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

“Returning to Work: Lactation, Child Care, and Flexibility Needs of Parent Workers.” Labor and Employment Research Association, virtual, January, 2021.

“Externalization of the Law: Lactating Employees and the Transformation of Supervising Managers.” American Sociological Association, virtual, August, 2020.

“Resistance and Identity: Leftist Leanings, German Culture, and Milwaukee during World War One.” Law and Society Association Annual Meeting, virtual, May, 2020.

“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.

[Presentations continued]

- “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.
- “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.

[Presentations continued]

“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

- Cornerstone 102
- Criminology
- 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
- Workplace Rights & Wrongs: Employment & Labor Law

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 & 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

- College Senate Department Representative, 2013-2015, 2021-2023
- Center for Social Sciences Review Committee, 2016-2019
- 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