INDEX

Note: Page numbers followed by "n" indicate end notes.

Advice, Information, and Referral (AIR), 41 Advisory jurisdiction, 153	College-educated professionals, 39 Commitment to organisational goals, 232
African-Americans, 125, 129–130	Consent-oriented controls, 222–223
American Evaluation Association	Contested terrain, 225
(AEA), 183	Contingency search firms, 88, 92
American professional workers, 35	Controls, 230
Amicable relations with management,	forms of, 240
232, 237	Coordination, 15
Articulation work, 12, 14	Coproduction, 156
Asian Advantage mechanisms, 86	Corporate
average racial differences in elite	accountancy, 173
educational credentials, 90–91	bankruptcy, 153
average racial differences in	clients, 155
referrals, 91–92	Covert effort restriction, 234, 238
differential treatment by employers,	Craft production, 234
92–93	Cross-national
at InGen by hiring stage, 97–98	comparison, 34, 36
parallel mechanisms, 90-93	differences in networking
Asian-Americans, 125, 129–130	experiences, 49–53
Assignment rotation systems, 122–123	similarities in networking
Autonomy, 3, 12	experiences, 44–49
place of work in professional	Cultural differences, 55
experiences of, 16–17	'Cultural machinery' of professional
	work, 149
Blacks, 89–93	
Bureaucratic control, 224	Danish labour market, 37
	De-commodification, 36
Capital-labor accord, 222	Decision-making, workers' involvement
'Change-score' model, 140n13	in, 227, 234, 238
Chemistry game, 40, 54	Declining profit rates, 222
Class, 212–215	Democratisation, 161–162
Client capture, 171–173	Demographic characteristics, 231
evidence, 176–179	Dependent variables, 233–234
navigating, 179–188	Digital technologies, 2–3
Clients, impurity in, 150, 154–158	Direct supervision, 225
Collaboration, 13, 15	Dirty work, 147

250 INDEX

Discretion-limiting controls, 223	negotiating power and inequality at
Discretionary work effort, 232	work, 174–175
supervision, 238	results, 176–188
Dissatisfaction, 226	Evaluative thinking, 170
Divorce lawyers, 154	Evaluators, 170, 176, 184
	positionality and practices, 171
Early responsibility policies, 121–122	Experimental
Economic	design, 54
capital, 204	study, 53–54
recession, 222	Expert knowledge, 3
Education, 86–93	Expertise, 1–3, 5, 148
attribution of racial differences	impurity in, 150–152
in callbacks to racial	
differences in, 101–103	Facilitative supervision, 225
establishing racial differences in,	Financialisation, 222
98–101	Firms, 222, 241
Effective formal mentoring, 121	'First-level' articulation work, 14
Elite professional firms, 116	Food shopping, 214
cultivating competence in	Fordist production methods, 224
professional firms,	Formal knowledge, 151
118–119	Formal mentoring programmes,
data and methods, 124-130	121–122, 138
developmental initiatives and	Formal training programmes, 122–123,
minority success, 119-123	138
findings, 130–136	'Fractional logit' method, 130
length of partnership track, 124	Frustrated scholars, 68
Elite(s), 196	Functional flexibility, 225
average racial differences in elite	
educational credentials,	Gender, 212–215
86–87, 90–91	Gendered expertise, 152
unpaid labour, 198–199	Giant Public University (GPU), 63
women's labour, 201–202	Globalisation, 222
women's unpaid labour, 195	
Emotional labour, 5, 34, 56n1,	Healthcare providers, 26
174–175, 185–187	High-status professionals, 148
Employee referrals, 90–91	Higher education, 62
Employers, 222–225, 241	Hiring screening, 86–93
Employment practices, 117, 119	Homosocial reproduction, 87
Equal employment opportunity	Human capital, investment in, 226,
policy, 128	234, 238
Ethics, 158	'Husbands' recognition of work and
Evaluation, 170	worth, 210–212
client capture, 172–173	
data and methods, 175-176	In-house counsel, 160
and knowledge work, 173-174,	Income, 60–61
187–188	in household, 65–67

Index 251

primary income, 66–67	Knowledge, 2
secondary income, 65–66	work, 173–174, 187–188
and social status of professions, 4	
Independent variables, 233–234	Labor of lifestyle, 197, 203
InGen, 93–97	Labour process, 223–227, 235–239
Insecurity, 228	Latinxs, 89–93, 125, 129–130
Institute of Medicine's report, 12	Law firms, 116, 118, 123–125
Integrative Graduate Education	Lawyers, 116, 123, 125, 128
and Research Traineeship	Layoffs, 223, 234–235, 239
programme (IGERT	Legal jurisdictions, 154
programme), 175	Legitimacy, 227
Intellectual jurisdiction, 153	Locum tenens physicians, 62
Internal labour markets (ILMs), 224,	
226	Manufacturing discontent
Interstitial fields, 153	analytic strategy, 235
Intraprofessional status, 149	current study, 229–230
Intrinsic rewards, 232, 237	data, 230–231
Investment in human capital, 226,	job insecurity, 223–225, 227–229,
234, 238	239–240
	labour process, 223–227, 235–239
Job insecurity, 223–225, 227–229,	measurement, 232–235
239–240	unstandardised coefficients from
Job satisfaction	regression models, 236
among non-standard professional	variables, scale components, codes,
workers, 61–63	and descriptive information,
importance of pathway to position,	233
67–68	worker orientations, 225–229
income in household, 65–67	workplace behaviour, 225–229
methods, 63–65	Marginal expertise, 151
of nonstandard professional	Marxist-feminist approaches, 196–198
workers, 60	'Meritocratic' elites, 202–205
of NTT faculty, 61	Minority recruitment practices, 128
privileged frustrated scholars,	Moral entrepreneur, 155
72–73	Multidisciplinary practice (MDP), 151
privileged teachers, 69–72	N. C. I.
struggling frustrated scholars, 75–76	National Association for Law
struggling teachers, 73–75	Placement (NALP), 124–125
typology of NTT Faculty, 68–69	National Research Training grants
university-level descriptive	(NRT grants), 171, 175–176
statistics, 64	National Science Foundation (NSF), 171
Job searching, 34, 36, 38–39, 53	Neo-natal intensive care unit (NICU),
Jobseekers training to network in United States and	5, 13, 18–19, 28
	Networking, 33 cross-national differences in
Denmark, 40–44 Jurisdictions impurity in 150, 152, 154	
Jurisdictions, impurity in, 150, 152–154 Justice, 227	networking experiences, 49–53
0 400100, 227	17 33

252 INDEX

cross-national similarities in	Process of coordination, 13
networking experiences, 44–49	Professional autonomy, 12, 17, 27, 28n1
experiences, 35	Professional engagement in
methodology and sample, 38-40	articulation work, 13
strategic comparison of United	data and methods, 18-20
States and Denmark, 36–38	findings, 20–26
training jobseekers to network	place of work in professional
in United States and	experiences of autonomy,
Denmark, 40–44	16–17
Non-tenure-track positions (NTT	Professional ethics, 149
positions), 60	Professional expertise, 150, 183–185
typology of NTT Faculty, 68-69	Professional firms, 123–124
Nonprofessional issues, 154	cultivating competence in, 118–119
Nonstandard	Professional impurities
job satisfaction among non-	in clients, 154–158
standard professional	in expertise, 150–152
workers, 61–63	in jurisdictions, 152–154
nonprofessional jobs, 60	in organisations, 158–160
work arrangements, 60	in politics, 160–162
Numeric flexibility, 225	from purity to impurities, 148–150
Nurse practitioners (NPs), 19, 23–25	Professional jurisdictions, 154
	Professional knowledge, 2
OLS regression, 235	Professional nonstandard jobs, 61
On-line distance learning, 4	Professional occupations, 6
Opt-out revolution, 196	Professional purity, 28–29n2
Organisational/organisations	thesis, 148–149, 156
behaviour, 119	Professional regression, 148
change, 13, 16, 18	Professional service firms, 138
employment practices, 138	Professional work, 79
impurity in, 150, 158–160	structural and institutional changes
restructuring, 18	in, 2–5
sociology, 119	'Professional' women at home, 199–201
Parsonian 'client-type thesis', 149	Professionalisation, 149
Particularistic manipulation	Professionalism, 148, 150
hypothesis, 90	Professionals, 147, 172
Partners, 120	Professions, 148, 171–173, 175
Partnership track length, 127	Project-term contracts, 180
Physician-patient partnership, 12	Psychiatrists, 153
Physicians, 25–26	Psychiatry, 153
Political mobilisation, 162	Public Flagship University (PFU), 63
Politics, impurity in, 150, 160–162	Public service orientation, 4
Primary income, 66–67	Purity, 148–149
Principal Investigators (PIs), 171, 182	impurity in, 150
Privileged frustrated scholars, 72–73	
Privileged teachers, 69–72	Queuing theory, 128

Index 253

Race, 117, 123	Symbiotic exchange, 156–157
Racial and ethnic inequality, 84	
Rationing services, 179–181	Teachers, 67–68
Reciprocity, 227	Technical control, 224
Referrals, 86	Technology, 234–235, 240
attribution of racial differences	effects, 226
in callbacks to racial	Temporary employment, 223, 234–235, 239–240
differences in, 101–103	
average racial differences in, 87–88, 91–92	Temporary workers, 241
	Tenure-track positions, 60 Third-level articulation work, 14
establishing racial differences in, 98–101	Tillid-level articulation work, 14
Registered nurses (RN), 20–23	Unemployment, 50
Reproductive labor, 196–198, 214	Unpaid labour, 212–215
Research on labour process, 222	elite, 198–199
Respiratory therapists (RTs), 19	Marxist-feminists and reproductive
Return on Investment (ROI), 181	labour, 197–198
Rules, 226, 234–235, 240	'professional' women at home, 199–201
	Upper-class women, 200-201
Science/Technology/Engineering and	
Math (STEM), 181	Violations, 157
Second-level articulation work, 14	
Secondary income, 65–66	Wage-earning status, 63
Seemingly unrelated estimation	White Advantage mechanisms, 86
(SUEST), 97	average racial differences in elite
Self-indulgence, 208–209	educational credentials, 86–87
Service orientation, 1	average racial differences in
Silicon Valley high technology	referrals, 87–88
companies, 84	differential treatment by employers,
differences in recruiter treatment by	89–90
applicant race, 103–106	at InGen by hiring stage, 97–98
findings, 97–106	White collar, 234
mechanisms of White and Asian	Work
Advantage, 86–93	avoiding self-indulgence, 208–209
research setting, data, and analytic	legitimating rhetorics of, 205–209
strategy, 93–97	real work, 206–208
Skill development, 118	Worker(s), 222, 225, 228, 241
expressions of commitment to, 123	orientations, 225–229
Social class structures, 216n8	Workplace
Sociology, 173	autonomy, 17
State mediation, 181–183	inequality, 138
Street-level bureaucrats, 174	relationships, 231
Structural shifts, 18–19	Workplace behaviour, 225–229, 231
Struggling frustrated scholars, 75–76	covert effort restriction, 238
Struggling teachers, 73–75	discretionary work effort
Supervision, 225, 234–235	supervision, 238