

Pablo Gastón

Assistant Professor, University of Michigan Department of Sociology

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POSITIONS

Assistant Professor of Sociology

2018-

University of Michigan Department of Sociology

Postdoctoral Associate

2017

Rutgers University School of Management and Labor Relations, Department of Labor Studies and Employment Relations

EDUCATION

PhD in Sociology, University of California, Berkeley

2017

Dissertation: "A Caring Class: Labor Contention and the Moral Economy of Care in California Hospitals."

Dissertation committee: Kim Voss (Chair), Neil Fligstein, Dylan Riley, Christopher Ansell

Examination fields: Social Theory, Political Sociology and Social Movements, Globalization and Development

MA in Sociology, University of California, Berkeley

2011

Thesis: "The Industrial Determinants of Organizing: How Finance Shaped Two Unions 'Organizing Repertoires'"

BA in Development Studies and Sociology, Brown University

2005

Thesis: "Urban Social Justice and the Persistence of Space: Production, Policy, and Spatial Inequality in Havana, Cuba."

RESEARCH AND TEACHING INTERESTS

Work and Occupations, Health and Health Care, Social Movements, Care Work and the Caring Professions, Economic Sociology, Social Theory, Comparative/Historical Research, Qualitative Methods

PUBLICATIONS

- 2022 “Moralizing the Strike: Nurse Associations and The Justification of Workplace Conflict in California Hospitals,” *American Journal of Sociology* 128(1):47–93.
- 2024 Granovetter Award for Best Article, ASA Economic Sociology Section
 - 2024 Best Article Award, ASA Labor and Labor Movements Section
 - Honorable Mention, 2024 Outstanding Published Article Award, ASA Altruism, Morality and Social Solidarity Section
- 2021 “The Essential Worker.” *Historical Studies in the Natural Sciences*, Volume 51, Issue 1, 146-150.
- 2020 “Been Down So Long, It Looks Like Up to Me: Shifting Targets, Changing Repertoires, and Internal Democracy in the U.S. Labor Movement.” (Second author with Kim Voss). Chapter 7 in *Protesters and their Targets*, James Jasper and Brayden King, eds. Temple University Press.
- 2019 “Book Review: Health Care in Crisis: Hospitals, Nurses, and the Consequences of Policy Change.” *Social Forces*, Volume 98, Issue 2, December 2019, Pgs 1–3.
- 2018 “Contention Across Social Fields: Manipulating the Boundaries of Labor Struggle in the Workplace, Community, and Market.” *Social Problems* 65(2):231–50.
- Harry Braverman Paper Award, Society for the Study of Social Problems
 - Honorable Mention, Best Graduate Student Paper Award, ASA Political Sociology Section

WORK IN PROGRESS

“Moral Cudgels: Power Resources, Moral Constraint, and the Justification of Coercion in Nonprofit Hospitals, 1934-1974.” *Article in progress*.

“The Boundaries of Taft-Hartley: Work Control in Hospitals and the Politics of Workplace Distinction.” *Article in progress*.

A Caring Class: Workplace Conflict and the Meaning of Care Work in the 20th Century Hospital. Book manuscript in progress.

CONFERENCE PRESENTATIONS AND INVITED TALKS

- 2024 "The Limits of the Law: The Rise and Collapse of the Hospital Unionization Wave of the 1970s." Social Science History Association Annual Meeting, November 2024.
- 2024 "Hospital Work Control Projects Under Early Neoliberalism." Critical Sociology Conference, Montréal, August 2024.
- 2023 "Against the Methods of Unions": Moral Constraint and Tactical Innovation in Hospital Workers' Associations, 1934-1965." American Sociological Association, Philadelphia, August 2023.
- 2023 "'Every Woman is a Nurse': Gender, Class, and Moral Constraints Against Workplace Action in Early 20th Century Hospitals." UCLA Department of Sociology Health Working Group, February 2023.
- 2021 "Power Resources, Moral Constraint, and the Justification of Coercion in Nonprofit Hospitals, 1934-1974." Social Science History Association, November 2021.
- 2020 "Moral Cudgels: Power Resources, Moral Constraint, and the Justification of Coercion in Nonprofit Hospitals, 1934-1974." Capitalism and Contention conference, NYU (Canceled due to COVID-19 outbreak)
- 2019 "Hospital Nurses 'Work Control in the 1970s and the Politics of Workplace Distinction." Social Science History Association, Chicago, November 2019.
- 2019 "The Boundaries of Taft-Hartley: Hospital Nurses 'Work Control and the Politics of Workplace Distinction." American Sociological Association, New York City, August 2019.
- 2017 "Conflict and the Moral Economy: The Dilemmas of Economic Contention in California Hospitals." Junior Theorists Symposium, American Sociological Association Theory Section, Montréal, August 2017.
- 2017 "Nurses 'Power and the Moral Economy of Care." Department of Labor Studies and Employment Relations, Rutgers University, March 2017.
- 2016 "Changing Patterns of Labor Disruption: Assessing Trends in Extra-Workplace Labor Contention Using Newspaper Accounts, 1985-2010." American Sociological Association, Seattle, August 2016.

- 2016 "Labor Conflict and Moral Contention: Tactical Bricolage and the Morality of Economic Coercion Among California Nurses, 1946-1975." Society for the Advancement of Socio-Economics, Berkeley, June 2016.
- 2015 "Nursing, Nurses, and Competing Labor Organization Projects in the San Francisco Bay Area, 1946-1978." Social Science History Association, Baltimore, November 2015.
- 2015 "Shifting Targets, Changing Repertoires, and Internal Democracy in the US Labor Movement." (With Kim Voss.) ASA Collective Behavior and Social Movements Section Mini-Conference: Movements and Their Targets. Chicago, August 2015.
- 2015 "Between Class and Profession: Collective Projects of Labor Organization and the Marketization of Care in California." American Sociological Association, Chicago, August 2015.
- 2015 "Labor Organizing and Community-Based Living Wage Campaigns." Society for the Study of Social Problems, Chicago, August 2015.
- 2014 "The Growth of Union Density Among Health Care Workers in California in the Context of Expanding Managed Care Systems and the Financialization of Long-Term Care." Labor Research and Action Network Conference, Washington DC, June 2014.
- 2013 "Community and Union: Politicizing Workplace Conflict in the Finance Era." Social Science History Association, Chicago, November 2013.
- 2012 "Re-Politicizing the Shop Floor: Financial Dominance and the Emergence of Research-Intensive Labor Organizing Strategies in the Hospitality Industry."
- American Sociological Association Annual Meeting, Denver, August 2012.
 - Society for the Advancement of Socio-Economics, MIT, June 2012
- 2011 "Grow Fast, Grow Strong: How Differences in Industry Structure and Managerial Autonomy Shaped Two Unions' Organizing Models." American Sociological Association, Las Vegas, August 2011.

AWARDS, GRANTS AND FELLOWSHIPS

- 2024 Granovetter Award for Best Article, ASA Economic Sociology Section
- 2024 Best Article Award, ASA Labor and Labor Movements Section

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| 2024 | Honorable Mention, Outstanding Published Article Award, ASA Altruism, Morality and Social Solidarity Section |
| 2019 | Honored Instructor Award, University of Michigan Housing |
| 2018 | Best Student Paper Award, ASA Labor and Labor Movements Section |
| 2015 | Tilly Graduate Student Travel Award, Social Science History Association |
| 2015 | Harry Braverman Paper Award, Society for the Study of Social Problems Labor Studies Division |
| 2015 | Honorable Mention, Best Graduate Student Paper Award, ASA Political Sociology Section |
| 2014 | Doctoral Dissertation Research Improvement Grant, National Science Foundation |
| 2014 | Center for Research on Social Change Graduate Fellowship, UC Berkeley |
| 2014 | Graduate Research Grant, UC California Studies Consortium |
| 2014 | New Scholar Research Grant, Labor Research Action Network |
| 2014 | Berkeley Connect Fellowship, UC Berkeley |
| 2013 | Dean's Normative Time Fellowship, UC Berkeley |
| 2012 | Sociology Department Small Research Grant, UC Berkeley |
| 2011 | Honorable Mention, Ronald Burt Award for Outstanding Student Paper, ASA Economic Sociology Section. |
| 2011 | Honorable Mention, Alumni Prize for Public Sociology, UC Berkeley Department of Sociology (with Charlie Eaton) |
| 2011 | Thought and Action Award, Institute for Research on Labor and Employment, UCLA |
| 2010 | Mentored Research Fellowship, UC Berkeley Graduate Division |
| 2009 | Honorable Mention, Graduate Research Fellowship, National Science Foundation |
| 2009 | Sociology Department Small Research Grant, UC Berkeley |
| 2009 | Chancellor's Fellowship, UC Berkeley |
| 2005 | Magna cum Laude and Honors in Development Studies, Brown University |
| 2005 | William Gaston Premium Scholarship for Honors Thesis Research, Brown University |
| 2003 | Undergraduate Teaching and Research Assistantship, Brown University |

TEACHING

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| 2023 | Instructor, Sociology of Work |
| 2019, 2023 | Instructor, Sociology of Social Movements (Michigan) |
| 2018, 2019, 2021, 2023 | Instructor, Introduction to Sociology (Michigan) |
| 2021 | Instructor, Professional Writing in the Social Sciences (Michigan) |
| 2017 | Instructor, Labor and the Global Economy (Rutgers) |

SERVICE

Reviewer: *American Journal of Sociology*; *American Sociological Review*; *International Journal of Comparative Sociology*; *Journal of Policy History*; *Labor Studies Journal*; *Mobilization*; *Socio Economic Review*; *Sociological Theory*; *Work and Occupations*

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| 2023- | Council Member, ASA Labor and Labor Movements Section |
| 2017-2018 | Member, Ad-Hoc Committee on Diversity, ASA Labor and Labor Movements Section |
| 2015 | Member, Program Committee, ASA Labor and Labor Movements Section |
| 2014 | Member, Book Award Committee, ASA Labor and Labor Movements Section |
| 2012-2014 | Statewide Recording Secretary, UC Student-Workers Union—UAW Local 2865 |
| 2011-2012 | Graduate Student Representative, Interim Executive Committee and Infrastructure Committee, Labor Research Action Network |
| 2010-2012 | Head Steward, Berkeley Unit, UC Student-Workers Union—UAW Local 2865 |
| 2012 | Member, Book Award Committee, ASA Labor and Labor Movements Section |
| 2009-2011 | Co-coordinator, Labor Transformations Working Group, UC Berkeley |

OTHER RESEARCH EMPLOYMENT

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| 2012, 2014 | Graduate Student Researcher with Kim Voss, UC Berkeley |
| 2011 | Graduate Student Researcher with Peter Evans, UC Berkeley |
| 2010 | Graduate Student Researcher with Harley Shaiken, UC Berkeley |
| 2009 | Graduate Student Researcher with Peter Evans and Cesar Rodriguez-Garavito, DeJusticia, Bogotá, Colombia |
| 2006-2008 | Researcher, Service Employees International Union Local 615, Boston |
| 2005-2006 | Researcher, Service Employees International Union Local 32BJ, New York |

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| 2004 | Interviewer, Center for Survey Research, UMass Boston |
| 2003 | Research Assistant with James Mahoney, Brown University |