

Pablo Gastón

Assistant Professor, University of Michigan Department of Sociology

gastonp@umich.edu
(857) 472-2574

500 S. State Street
Ann Arbor, MI 48109

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

- Forth *The Moral Economy of Care: Work, Meaning, and Power in the American Hospital*. Stanford University Press; expected publication October 2026.
- 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 and the Politics of Gender and Class Distinction in Hospitals.” *Article in progress*.

CONFERENCE PRESENTATIONS AND INVITED TALKS

- 2025 "Rising Labor Activism? Two Contemporary Challenges and Two Lessons from Hospital Worker Struggles in the 1970s." American Sociological Association, Chicago, August 2025.
- 2025 "For Care and Control: Workplace Conflict and the Moral Economy of Care in the 20th Century Hospital." University of Michigan Department of Sociology, October 2025.
- 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
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

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*

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

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