

# Pablo Gastón

Assistant Professor, University of Michigan Department of Sociology

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## POSITIONS

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### **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

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### **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

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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

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- 2022 “Moralizing the Strike: Nurse Associations and The Justification of Workplace Conflict in California Hospitals,” *American Journal of Sociology* 128(1):47–93.  
– 2018 Best Student Paper Award, ASA Labor and Labor Movements 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

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“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 20<sup>th</sup> Century Hospital. Book manuscript in progress.*

## CONFERENCE PRESENTATIONS AND INVITED TALKS

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- 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**

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- 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**

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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**

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