



The University of Western Ontario  
**SOCIOLOGY 4466G - 001**  
Professions, Professionals, and their Work  
Winter 2023  
Thursdays, 9:30am-12:30pm.  
SSC 5230

**Instructor:** Dr. Lyn Hoang ([lhoang3@uwo.ca](mailto:lhoang3@uwo.ca) ; Office: SSC 5209)

**Office Hours: In-person: Thursdays 1:30pm - 2:20pm OR Zoom: By appointment**

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**Course Description:**

This course examines the nature of professions and professional work in Canadian society and elsewhere in the world. Attention will be paid to the structure of professional work, and workers experiences within professions, as well as inequalities within and across professions. Among the topics explored are the following: Professions and mental health, the future of professions, education and training, finding a job and launching careers, professional misconduct, and workplace change.

**Prerequisite(s):** Registration in third year or above in any Department of Sociology module, or fourth year in any Faculty of Social Science module.

*Unless you have either the prerequisites for this course or written special permission from your Dean to enroll in it, you may be removed from this course and it will be deleted from your record. The decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites*

**Anti-requisite(s):** None

**Course Objectives and Learning Outcomes:**

1. Understand the characteristics of professions, and their implications for society.
2. Be aware of various theoretical accounts of professions.
3. Be able to reflect critically on professions, professionals and expertise.
4. Understand the changing nature of professions and professional work.

**Course Material:**

- **No required text.** Selected readings only. Weekly readings and video/audio materials will be posted on OWL in the corresponding “Lessons” tab
- *Note: Students are expected to do the weekly readings as these will be the basis for class discussions, assignments, and evaluations. In addition, students are strongly encouraged to engage with any additional/suggested material as these will help to contextualize class discussions and provide further examples*

**Communication:**

- **How to contact me:** The best way to reach me is through email: [lhoang3@uwo.ca](mailto:lhoang3@uwo.ca). Emails will be monitored daily; students will typically receive a response in 24 – 72 hours. Please note: Messages to me sent via OWL “messages” tool or discussion forum may not receive timely responses.

- **Before contacting me:** Students are responsible for checking the course OWL site on a regular basis for announcements pertaining to the course or other updates. This is the primary method by which information will be disseminated to all students in the course. Make sure to check announcements or syllabus before emailing me a question.

**Technical Support:**

- If you are experiencing problems with OWL, please contact the WTS muHelp Desk at (519) 661-3800. For hours and additional contact information please visit [www.uwo.ca/wts/helpdesk/](http://www.uwo.ca/wts/helpdesk/).
- Troubleshooting and help information is available for students: <https://owlhelp.uwo.ca/>

**Method of Evaluation:**

The evaluation methods described in the course outline are essential requirements for the course.

**Evaluation Breakdown:**

Description	Weight	Due Date
Lecture Attendance + Participation	20%	Weekly
Lead class seminar	25%	Selected weeks
-Mini paper #1	10%	Feb 9 <sup>th</sup> , 2023
Mini paper #2	10%	Mar 9 <sup>th</sup> , 2023
Final paper	35%	March 30 <sup>th</sup> , 2023
	100%	

**Evaluation Details:**

**Attendance and participation (20% of your final grade):** Attendance is expected. Students are also expected to proactively participate in class discussion. Students may miss **one** lecture without valid medical or other documentation. If you cannot attend a class due to illness or other reasons, please inform Professor Hoang ahead of time. For any additional missed lectures, students will need to receive accommodation from academic counselling. Class participation will be measured through an assessment of the *quality* of your contribution in addition to your preparedness based on reading course material, raising interesting questions, applying key concepts, engaging with your peers. Class participation is **NOT** solely based on a quantitative measurement of your contributions (e.g., how much or often you talk).

**Lead Class Seminar (25% of your final grade):** Students will select a topic and lead one class seminar, either individually or as a team. This will be dependent on class enrolment. The seminar will draw upon the assigned/required course readings, scheduled for that week. Additional information and signup for seminars will be provided during the first lecture.

**Mini paper #1 (10% of your final grade):** Choose one article or a chapter of an assigned book from the reading list prior to the due date. Summarize the major arguments of that reading and provide some critical reflection on it. Papers should be approximately 5-6 pages double-spaced with 2 or so pages devoted to summary, and the remainder devoted to critical reflections, including what did you like or dislike about the article. Are there arguments you think are important or convincing? Why or why not? How does it relate to other material you have read in the course?

Late papers will be penalized 5% per day (not including weekends). Papers will not be accepted after five late days.

**Mini paper #2 (10% of your final grade):** Choose one article or a chapter of an assigned book from the reading list prior to the due date (not including readings prior to the first mini paper). Summarize the major arguments of that reading and provide some critical reflection on it. Papers should be approximately 5-6 pages double-spaced with 2 or so pages devoted to summary, and the remainder devoted to critical reflections, including what did you like or dislike about the article. Are there arguments you think are important or convincing? Why or why not? How does it relate to other material you have read in the course?

Late papers will be penalized 5% per day (not including weekends). Papers will not be accepted after five late days.

**Final Paper (35% of your final grade):** Students will write a 10+ page paper profession or professional issue of their choice from a list of options provided. Students will be expected to read and research more widely on the topic drawing on course materials, readings and expand on the topic with additional scholarly resources. More information will be provided on OWL.

Late papers will be penalized 5% per day (not including weekends). Papers will not be accepted after five late days.

### **Contingency plan for an in-person class pivoting to 100% online learning:**

In the event of a COVID-19 resurgence during the course that necessitates the course delivery moving away from face-to-face interaction, affected course content will be delivered entirely online, either synchronously (i.e., at the times indicated in the timetable) or asynchronously (e.g., posted on OWL for students to view at their convenience). The grading scheme will **not** change. Any remaining assessments will also be conducted online as determined by the course instructor.

### **Student Absences:**

If you are unable to meet a course requirement due to illness or other serious circumstances, please follow the procedures below.

**Assessments worth less than 10% of the overall course grade:** For missed class attendance or participation, the instructor will allow one absence without documentation or referral to academic counselling. Students who miss more than one lecture must provide valid medical or supporting documentation to their Home Faculty Academic Counselling Office as soon as possible. Those who receive accommodation for additional missed lectures/participation will have their attendance/participation grade reweighted. Note that for assignments that are

worth 10% and more, documentation (medical or otherwise) is required, it can *only* be collected by the student's Dean's Office Academic Counselling unit.

**Assessments worth 10% or more of the overall course grade:** For work totaling 10% or more of the final course grade, students must provide valid medical or supporting documentation to their Home Faculty Academic Counselling Office as soon as possible. If accommodation is supported by Academic Counselling, the instructor will provide opportunities for an extension or make-up opportunity (for assignments and midterm).

**Absences from Final Examinations:** Students must provide valid medical or supporting documentation to their Home Faculty Academic Counselling Office as soon as possible. Academic Counselling will determine eligibility to write a Special Examination (the name given by the University to a makeup Final Exam). You may also be eligible to write the Special Exam if you are in a "Multiple Exam Situation" (e.g., more than 2 exams in 23-hour period, more than 3 exams in a 47-hour period).

**Note:** missed work can *only* be excused through one of the mechanisms above. Being asked not to attend an in-person course requirement due to potential COVID-19 symptoms is **not** sufficient on its own. Students should check the Western website to see what directives for Covid are to be followed. Western has been and will continue to follow directives established by the Middlesex-London Health Unit. That directive will state whether students should or should not come to campus/class and any other requirements (e.g., masks are mandatory). Please check on your own and do not email the instructor, the Department Undergraduate Advisor/Coordinator or the Faculty of Social Science Academic Counselling Office.

### Important Policies

**Academic Consideration for Missed Work:** Students must provide valid medical or supporting documentation in order to receive accommodation for missed work worth 10% or more of the final grade in the course. All required documentation for absences must be submitted to the Academic Counselling office of a student's Home Faculty. Individual instructors are not permitted to receive documentation directly from a student, whether in support of an application for consideration on medical grounds or for other reasons.

Western's policy on Accommodation for Medical Illness can be found at [https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/accommodation\\_medical.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_medical.pdf). The student medical certificate is available at [https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/medicalform.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf).

**Religious Accommodation:** When a course requirement conflicts with a religious holiday that requires an absence from the University or prohibits certain activities, students should request accommodation for their absence in writing at least two weeks prior to the holiday to the course instructor and the Academic Counselling office of their Faculty of Registration. Please consult University's list of recognized religious holidays (updated annually) at <https://multiculturalcalendar.com/ecal/index.php?s=c-univwo>.

All students pursuing academic consideration, regardless of type, must contact their instructors no less than 24 hours following the end of the period of absence to clarify how they will be expected to fulfill the academic responsibilities missed during their absence. Students are reminded that they should consider carefully the implications of postponing tests or midterm exams or delaying submission of work and are encouraged to make appropriate decisions based on their specific circumstances.

**Accessibility Options:** Students with disabilities or accessibility challenges should work with Accessible Education (formerly SSD [http://academicsupport.uwo.ca/accessible\\_education/index.html](http://academicsupport.uwo.ca/accessible_education/index.html)), which provides recommendations for accommodation based on medical documentation or psychological and cognitive testing. The accommodation policy can be found here: [Academic Accommodation for Students with Disabilities](#). Information regarding accommodation of exams is available on the Registrar's website: [www.registrar.uwo.ca/academics/examinations/accommodated\\_exams.html](http://www.registrar.uwo.ca/academics/examinations/accommodated_exams.html)

**Scholastic Offences:** Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following web site: [https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/scholastic\\_discipline\\_undergrad.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf)

**A Note on Plagiarism:** Students must write their assignments in their own words. Whenever students take an idea from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major scholastic offence.

**Plagiarism Checking:** All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<https://www.turnitin.com/>).

**Mental Health:** Students who are in emotional/mental distress should refer to Mental Health@Western ([www.uwo.ca/health/mental\\_wellbeing/index.html](http://www.uwo.ca/health/mental_wellbeing/index.html)) for a complete list of options how to obtain help.

Please visit the Social Science Academic Counselling webpage for information on adding/dropping courses, academic considerations for absences, appeals, exam conflicts, and many other academic related matters: [Academic Counselling - Western University \(uwo.ca\)](#).

Western is committed to reducing incidents of gender-based and sexual violence and providing compassionate support to anyone who has gone through these traumatic events. If you have experienced sexual or gender-based violence (either recently or in the past), you will find information about support services for survivors, including emergency contacts at [https://www.uwo.ca/health/student\\_support/survivor\\_support/get-help.html](https://www.uwo.ca/health/student_support/survivor_support/get-help.html). To connect with a case manager or set up an appointment, please contact [support@uwo.ca](mailto:support@uwo.ca).

**Course Schedule and Materials (DRAFT – Amenable to change)**

<b>Week</b>	<b>Topics</b>	<b>Readings and Resources</b>
1 - Jan 12 2023	Introduction to course	None.
2 – Jan 19, 2023	What are Professions?	Adams, Tracey L. (2020). Professions. The Blackwell Encyclopedia of Sociology. G. Ritzer and C. Rojek, eds. John Wiley and Sons Ltd.
3 – Jan 26, 2023	Theories of Professions and their role in society	Macdonald, Keith M. (1995). Sociological Analysis of the Professions. The Sociology of the Professions. Sage Publications.  Weeden, Kim A. 2002. “Why Do Some Occupations Pay More than Others? Social Closure and Earnings Inequality in the United States.” American Journal of Sociology 108: 55-101.
4 – Feb 2, 2023	History of Professions	Adams, T.L. (2018). Regulating Professions: The Emergence of Professional Self-Regulation in Four Canadian Provinces. University of Toronto Press. <b>EXCERPT</b>  Brockman, J. (1995). “Exclusionary Tactics: The History of Women and Visible Minorities in the Legal Profession in British Columbia.” In Essays in the History of Canadian Law, Volume VI: British Columbia and the Yukon. H. Foster and J.P.S McLaren, eds. (pp 508-61). Toronto: Osgoode Society.
5 – Feb 9, 2023	Professional Education and Schools	Beagan, B.L. (2001). Even if I don’t know what I’m doing I can make it look like I know ...” Canadian Review of Sociology and Anthropology 38(3): 275-291
6 – Feb 16, 2023	Finding a Job / Settling into Careers	Ashley, L. & Empson, L. (2016). Understanding social exclusion in elite professional service firms: field level dynamics and the ‘professional project’. Work, employment and society, 31(2), 211-229.  Rivera, Lauren A. 2012. “Hiring as Cultural Matching: The Case of Elite Professional Service Firms.” American Sociological Review 77: 999-1022.
7 – Feb 23, 2023	<b>NO CLASS - READING WEEK</b>	
8 – Mar 2, 2023	Becoming a Professional: Identity, Socialization, & Workplace Culture	Williams, Christine L., and Catherine Connell. 2010. “‘Looking Good and Sounding Right’: Aesthetic Labor and Social Inequality in the Retail Industry.” Work and Occupations 37: 349-377.  Seron, C., Silbey, S.S., Cech, E. and Rubineau, B. (2016). Persistence is Cultural: Professional Socialization and the Reproduction of Sex Segregation. Work and Occupations 43(2), 178-214. DOI: 10.1177/0730888415618728
9 – Mar 9, 2023	Gender and Professional work	Correll, Shelley J., Stephen Benard, and In Paik. 2007. “Getting a Job: Is There a Motherhood Penalty?” American Journal of Sociology 112: 1297-1339.

		Bhatt, N. (2013). The Little Brown Woman: Gender Discrimination in American Medicine. <i>Gender &amp; Society</i> 27(5), 659-680
10 – Mar 16, 2023	Racism and Professional work	Melaku, T. (2019). You Don't Look Like a Lawyer: Black Women and Systemic Gendered Racism. Rowman and Littlefield, chapters 2 and 3  Marom, L. (2018). Under the cloak of professionalism: covert racism in teacher education. <i>Race, Ethnicity and Education</i> 22(3), 319-337. Doi.org/10.1080/13613324.2018.1468748
11 – Mar 23, 2023	Job Quality, Job Satisfaction, & Meaningful Work	Neely, Megan Tobias. 2020. "The Portfolio Ideal Worker: Insecurity and Inequality in the New Economy." <i>Qualitative Sociology</i> 43: 271-296.  Allan, SM, Faulconbridge, JR and Thomas, P. (2019). The fearful and anxious professional: partner experiences of working in the financialized professional services firm. <i>Work, Employment and Society</i> 33(1), 112-130.  Siebert, S. (2018). Eroding 'Respectability': Deprofessionalization through organizational spaces. <i>Work, Employment and Society</i> 32(2), 330-347.
12 – Mar 30, 2023	Mental Health and the perils and pressures of work	Stelnicki, A.M et al. (2020). Associations between burnout and mental disorder symptoms among nurses in Canada. <i>Canadian Journal of Nursing Research</i> (Dec), pp10  Cadieux, N. and Marchand, A. (2014). Psychological distress in the workforce: a multilevel and longitudinal analysis of the case of regulated occupations in Canada. <i>BMC Public Health</i> 14:
13 – Apr 6 <sup>th</sup> , 2023	Professional misconduct and the future of professions	Adams, Tracey L. 2020. "'This Happens All the Time': Organizations, Rationalization and Ethical Dilemmas in Engineering." <i>Work, Employment and Society</i> 34(6): 985-1003  Dinovitzer, R., Gunz, H, and Gunz, S. (2014). Unpacking client capture: evidence from corporate law firms. <i>Journal of Professions and Organization</i> 1(2), 90-117.
<b>End of Term</b>		

**Other Important Dates:**

Monday January 9, 2023: Winter Term classes begin.

January 17, 2023: Last day to add a second-term half course.

February 18-26, 2023: Spring Reading Week. Family Day April 20.

March 7, 2023: Last day to drop a second-term half course without academic penalty.

Friday April 7, 2023: Good Friday. No classes.

Monday April 10, 2023: Winter Term classes end.

April 13-30, 2023: Final examination period.

No exams or tests can be scheduled in the last 3 weeks of the course: Monday March 20<sup>th</sup> - Friday April 7<sup>th</sup>.

At least 15% of final grade must be provided to students by end of day Friday March 3rd (3 days before deadline to drop a course) in 1000 and 2000 level courses only.

Department Makeup exams:

- Midterm; Friday March 10 12:00-3:00pm Location TBA
- Final: Monday May 1<sup>st</sup> 12:00-3:00pm Location TBA

2022-2023