ADULT DEVELOPMENT AND WORK CAREERS (HDSP318/421) Spring 2003
Professor James E. Rosenbaum, Wed. 3:30-6 pm, Harris Hall 310
Office: 626 Library Place, hours by appointment, 491-3795, J-Rosenbaum@nwu.edu

The study of adult development and work careers is viewed through the perspectives of psychology, sociology, and organizational behavior. Psychological conceptions of adult development are related to features of the social and organizational environment: families, schools, and work institutions. The course examines individual career development strategies and alternative career systems. This course is run as a seminar. Readings, mid-term paper, and a 15 page paper are the central work of the course.

4/2 - Life Stages: BioSocial, Work, and Family
Douglas Hall, Careers in Organizations.

George E. Vaillant, "How the Best and Brightest Came of Age."

4/16 - Finding a Job and Getting Paid
Berlew and Hall, "The Socialization of Managers"

4/23 - Career Stages and Variations on Careers

4/30 - Promotion Systems and Their Relationship to Careers (Vol.II)
James E. Rosenbaum, Career Mobility in a Corporate Hierarchy Academic Press, Ch. 1-3,8.
(MID-TERM 5-PAGE DRAFT DUE)
5/7 - Restructuring Career Mobility Systems  
James E. Rosenbaum, *Career Mobility in a Corporate Hierarchy* Ch. 9&10.

5/14 Non-Ladder Careers  
Dan Lortie, *School Teacher*, University of Chicago Press, Chapters 1-4  
Faulkner, R. "Coming of age in organizations" (Hockey and Orchestras) *Work and Occupations*,  
vol.1, n. 2,1974, 131-171  
B.Clark, "The "Cooling-Out" function in higher education." *AJS*, V.65(1960),569-76.  
W. Goode, "The Protection of the Inept" and  
W. Bielby and D. Bielby "Organizational mediation of project-based labor markets: Talent  
agencies and the careers of screenwriters." *American Sociological Rev.*, 64,1, 1999, 64-85  
OPTIONAL: Roberto Fernandez and N. Weinberg, "Sifting and Sorting: Personal contacts and  
H. Ishida, S. Spilerman, and K. Su "Educational credentials and promotion chances in Japanese  

5/21 - High School to Work Transition  
James E. Rosenbaum, *Beyond College-For-All*. Russell Sage Foundation, 2001,Ch. 3,5,6,9,10,12

5/28 - Work and Family  
Uma Sekaran and Douglas T. Hall, "Asynchronism in Dual Career and Family Linkages,"  
Joyce K. Fletcher and Lotte Bailyn. "Challenging the Last Boundary: Reconnecting Work and  
Family," *Boundaryless Careers*.  
Thoits, Peggy A. "Negotiating Roles," *Spouse, Parent, Worker: On Gender and Multiple Roles*.  
Explanations for the Differential Rate of Turnover of Male and Female Managers"

6-5 Papers Due. (Rosenbaum mailbox at IPR, 2040 Sheridan Rd.. KEEP BACKUP Kanter, Lortie, &  
Rosenbaum books at Norris. Copycat has other readings in Volumes I. & II.)