

Closing Report for IUSB Faculty Research Grant  
“Understanding Gender and Race Differences in Networks: Two Qualitative Studies of  
Workers’ Informal Ties”

Gail McGuire  
Department of Sociology & Anthropology

**1. Description of grant-supported activity**

In my grant proposal, I requested summer salary to prepare two papers for publication: “Network Exclusion in a Work Organization: A Conceptual Framework” and “Race, Gender, and Emotional Support in Workers’ Networks: The Informal Consequences of Stratification.” Both of these papers are based upon analyses of interview data that I collected from a financial services corporation. One paper had already gone through the journal review process, but needed major theoretical development as well as some additional analyses. The second paper was not as far along; it needed a conceptual/theoretical framework and major, additional analyses before being sent off for review.

**2. Were you able to complete the project? Did, or will, the project result in a specific product -- a manuscript, composition, syllabus, etc?**

Yes and no. I always set research goals that are pretty difficult to reach and this project was no exception. I spent most of the summer working on the first paper, taking into account reviewers’ comments. I realized that I needed to learn a whole area of sociology, for which I did not have much training—social psychology. I spent most of the summer reading about two main theories in social psychology that were relevant to my project: social identity theory (of which I knew nothing) and status characteristics theory (of which I knew some). By the end of the summer I realized that the first paper would make a better magazine, than a journal, article. I am currently revising this paper for publication in the award-winning sociological magazine, *Contexts*. I have e-mailed the editors about my project and they are interested in it. I am excited about the possibility of publishing in *Contexts* because it will give me the opportunity to practice writing for a general public. I will present some of my findings from this paper in a Dean’s Seminar next March. I plan to submit that paper for publication in the summer of 2005.

I am pleased with the progress that I have made on my second paper. I have just completed a full draft of the paper, in time for the deadline of the American Sociological Association (ASA) Meetings. I expect that the paper will be accepted and that I will present it at the ASA conference in Philadelphia next August. In the meantime, I will be sending the paper to several colleagues to read and comment upon. I expect to send this paper off for review by the spring or early summer of 2005.

I took on an additional project over the summer as well (not one I discussed in my grant proposal). I have a large, rich data set on informal networks from my dissertation (survey data that I collected from over a thousand workers) that has been virtually untouched for a few years. I decided that if I could find a co-author, I could develop a few more articles from these data (I simply did not have the time to do this on my own). I was fortunate to find an upper-level graduate student from Notre Dame, who is now co-authoring a paper with me on race and sex differences in informal mentoring. We will submit our paper to the ASAs for consideration in next summer’s annual meeting. We will send this paper to colleagues over the winter for their comments and hope to submit it for review by the summer of 2005.