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LETTER FROM THE PRESIDENT OF RC52

Welcome to the new style Newsletter for RC 52 (Sociology of Professional Groups). I am personally very pleased now to have become President of the Group until 2012, having been President-elect since the last ISA World Congress in Durban in 2006.

I would like to sincerely thank the former President, Charles Gadea, for all the support he has given me in the transition and for the work he has undertaken to make this one of the larger and more active ISA Research Committees. Charles now becomes Vice President of RC52 – in a strong international Board consisting of Ivy Bourgeault (Canada), Julia Evetts (UK), Ellen Kuhlmann (Germany), Lorenzo Sperenza (Italy), Narsimha Reddy (India), Jens-Christian Smeby (Norway) and Gilles Verpraet (France).

Amongst other things, this Newsletter provides more details about the ISA World Congress in Gothenburg, Sweden on 11-17 July 2010, including the current list of RC52 sessions. Please submit your abstracts direct to the session organizer(s). Note that the last date for submitting abstracts is 31 December 2009, following which they will be considered by RC52 Board members – with a final submission of approved sessions/abstracts due to be made to the ISA by the end of January 2010.

I would also like to remind all members of RC52 to make sure they have paid their dues for the current period. This is very important if we are to maximise the number of sessions for the 2010 World Congress. In addition, please encourage new members to join RC52 to add to the size and diversity of the group. Guidance as to how to renew membership and join the ISA and RC52 is supplied at the end of this Newsletter.

The Newsletter also contains reference to the successful RC52 Interim Conference held at Oslo University College on 12-13 September 2008, as well as the notes of the RC52 General Assembly that took place at the end of this Conference. Notices of forthcoming conferences and publications are included too, together with a section on newly emerging sociologists who form the future of our field.

I look forward to engaging with all those with an interest in the Sociology of Professional Groups in the run up to the next World Congress and beyond.

With very best wishes

Mike

Professor Mike Saks
Senior Pro Vice Chancellor, University of Lincoln
& President of RC52 (Sociology of Professional; Groups)
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Globalization and the Professions

From the migration of health and IT professionals across societal boundaries to the outsourcing of professional tasks to distant locations, globalization is having a profound impact on the work of the professions in many countries. This session will explore a broad range of issues across a variety of professions and national contexts. As such, it will consider empirically and/or theoretically the extent and nature of the influence of globalization specifically on professional groups in the occupational division of labour. Papers submitted on this theme should ideally, but not exclusively, be written from a comparative international perspective.

Session Organizer:
Ivy Bourgeault
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Professions, Regulation and the Public

Professional groups typically subscribe to the ethos of subordinating their own self-interests to the interests of their clients and the wider public. However, the implementation of this ideology in practice has come under increasing challenge in recent times in many areas – with a growing number of critiques of professional behaviour. This session asks whether professions have been too heavily maligned in this respect in the past and how professions may be best regulated in the public interest in future. As such, it will consider the following key questions: Do professional bodies act altruistically? Do they require further external
regulation by the state, employers and/or citizens themselves? And what form might this and any internal reforms of professions most appropriately take? Papers addressing this theme are invited across a range of professional groups and societal contexts, informed by empirical studies and theoretical perspectives as appropriate.

Session Organizer:
Mike Saks
University of Lincoln
United Kingdom
Email: msaks@lincoln.ac.uk

Challenges to Professional Competence

This session will focus on the characteristics and challenges to professional competence. Professional competence is complex and includes ‘knowing that’ and ‘knowing how’, and descriptive as well as normative elements. Even though parts of it are research based, the relationship between establishment, acquisition and application of knowledge is unclear. The legitimacy of professional competence is mainly based on educational credentials, but significant parts of professional learning is informal and takes place in the workplace. Such challenges to professional competence become more significant due to the characteristics of modern societies. The expanding number of professions, many with an unclear and sometimes competing knowledge base, tends to undermine public trust. Professionals are losing status and their diagnoses, recommendations and knowledge are questioned by other professionals, as well by a qualified lay audience. The introduction of formal procedures and claims for evidence-based practice may also undermine the basis of professional authority and autonomy.

Session Organizer:
Jens-Christian Smeby
Oslo University College
Norway
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Professional Identities on the Move

Both the world and societies on one side and professional identities on the other are on the move. If determinism is dead in sociology, then professionalism and professional identities do not depend any more on functional imperatives and the social system. Therefore the hypothesis is that professional identities are shaped in settings in which professions as collective actors interact with the public and the way in which the public see them. This is a three fold process. The first stage is the relation between the public in need and professionals who can meet these needs. In dealing with the uncertainty and the dependency that their life conditions generate, the asymmetrical relation between the client and the professional requires a high degree of trust by the former of the latter. The second part of the process is acknowledging how strongly this affects the building of professional identities because this cannot be done without the recognition of others. The third stage is recognizing that these interactionist dynamics have a more powerful impact than social system imperatives in shaping professional identities. The session explores this process at all stages. Empirical and theoretical papers are welcomed on this theme.
Joint sessions with RC17 (Sociology of Organizations)
Reconnecting Professional Organizations with Professional Occupations

Historically, the analysis of professions has been connected to broad sociological issues such as occupational closure, social stratification and exclusion, state formation and the development of a capitalist economic order. In the last fifteen years, however, a new research agenda has begun to emerge. This is characterized by a discovery of the organizational dimension of expert work, and the focus on the professional service firm (PSF) and its management as an increasingly topical subject area. But while this topic is now receiving much attention from a wide constituency of academics and practitioners, our knowledge of how organizations and professions interact and the evolving relationship between them remains limited. On the one hand, management theorists, especially those focused on the internal organization of PSFs, give little or no attention to the wider context and role of occupations as collective groups outside of organizations. In turn we find a relative neglect of organizations in many sociological accounts, at least until recently. Burrage and Torstendahl (1990) for example, identify four key ‘actors’ in the development of professions – practicing members, users, the state and universities – but say little when it comes to the distinctive role of employing organizations.

By contrast, the objective of the sessions here is to encourage a different research agenda, one that – in order to further advance our understanding of contemporary professionalism – makes a far more explicit connection between organizations and professions as collective agents. To this effect, we propose to explore two central themes that emerge from the interface between professional organizations and occupations. The first is how professionals are responding to these changes and opportunities posed by new organizational contexts through alternative strategies and tactics. Second is how organizations themselves have become increasingly important sites where professional identities are defined, mediated and regulated and have more generally emerged as significant agents in the institutionalization and regulation of new areas of professional expertise. We welcome any contribution targeting these broad themes or contributing, more generally, to our knowledge of the inter-relationship between professional occupations and organizations.

Session Organizers:
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Julia Evetts
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Professions: Social Integration and Differentiation

Social integration and differentiation are classical issues in studies of professions, to which it is important to return after decades of changing organizational framing at national as well as local levels and expanding international markets and organizations. This has created new conditions for economic, social and cultural integration. So, where are the differentiating forces and borders within and between professions today? Is there any kind of integrating common moral specifically connected to professions and professional work? Do professionals have any distinctive core values, identity or culture? And do they represent a new class and a political force of their own? Theoretical and empirical studies on these issues are welcomed.

Session Organizer:
Lennart Svensson
University of Gothenburg
Sweden
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Université, profession et professionalisation dans la société de connaissance (French/English session)

Les universités sont placées au croisement de plusieurs mutations et de plusieurs réformes, celle de la mutation des référentiels du marché du travail (économie de service, économie de la connaissance,) et les réformes de management public sur le fonctionnement de l'université. Il s’agit d’élaborer les points suivants:
- Expliciter la place des référents professionnels dans le fonctionnement universitaire (curriculum, skill, savoirs pratiques, et théorie de la pratique) ; quel est le rôle des standards d’évaluation et de gestion dans la prise en compte de ces référents professionnels ?
- Caractériser les nouveaux processus de professionalisation dans lesquels les universités sont engagées (diversité des compétences, longueur de la professionnalisation, poids de la gestion).
- Comment s’établissent les équilibres entre la formation de savoirs généraux et la pression de savoirs spécifiques (savoirs professionnels, savoirs de gestion) ? Il convient de préciser le rôle spécifique de l’université dans les processus de professionnalisation de haute spécialisation.
- Il s’agit d’éclairer les relations entre sociologie des groupes professionnels, université et processus de professionalisation dans les termes contemporains, notamment en revisitant les auteurs classiques. Il s’agit d’explicit er les relations entre université et groupes professionnels dans la société de connaissances sur les dimensions suivantes. Mobilisation généralisé des trajectoires et diversité des processus de spécialisation.

Session Organizer:
Gilles Verpraet
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France
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Universities, Professions and Professionalization

Universities are at the crossroads of change, such as in the labour market and with the increased differentiation between professions and the reform of public management. The purpose of the session is to elaborate on the following questions:
- What explicit references to professions are made in university policy (curriculum, skills, practical knowledge and theories of practice)? Here the evaluative standards may be specified to characterize contemporary professionalization processes where universities are involved (diversity of competences, length of professionalization and place of management).
- What is the specific role of the universities in the professionalization processes of higher ranked professions? What is the balance between education for universal knowledge and the pressure for specialized knowledge? What are the main choices and debates for universities and academic professions?
- How can the relations between the sociology of professional groups, the university and professionalization be specified in the contemporary period? Classic authors may need to be revisited to clarify the relations between universities and professional groups in a knowledge-based society. General trajectories have to be combined with diversity in the specialization processes so that the relations between university frameworks and the requirements of professionalism can be explored.

Session Organizer:
Gilles Verpraet
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Professions and Social Theory

Papers are invited in this session on macro and/or micro sociological theories of professional groups. These should critically explore and evaluate the strengths and weaknesses of one or more theoretical or conceptual frameworks for studying the professions. They may be rooted in classical approaches to the sociology of professions or be based on new theoretical departures in this field. Contributions should cover such issues within the perspective(s) considered as how professions are identified, in what way professionalization is conceptualised and what place professional groups have in society. Above all, the comparative adequacy of the theories concerned in dealing with such issues should be examined.

Session Organizer:
David Sciulli
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1990-2010 Le développement de la sociologie francophone des groupes professionnels. Quels changements? (French session)

Le congrès mondial de sociologie de Madrid (1990) marque le point de départ d’un renouveau de la sociologie des groupes professionnels en France et dans le monde
Francophone. Ce développement incontestable sur le plan du nombre de recherches et publications s’est-il accompagné d’avancées scientifiques de même ampleur? Deux constats majeurs semblent pouvoir être tirés de cette période: d’une part, c’est avant tout à la lumière de courants d’analyse issus de la matrice anglo-américaine, d’abord interactionnistes (avec Hughes au premier plan) puis néo-wébériens (avec Abbott) que sont abordés les groupes professionnels; d’autre part, les travaux ont le plus souvent adopté une perspective monographique, tendant à multiplier les études de cas d’une profession ou un groupe professionnel particulier. Il en découle deux grandes questions qui sont proposées à la discussion pour les contributions à cette session:
- Quels sont les apports spécifiques de ces approches francophones: en quoi témoignent-elles d’un « regard sociologique » qui serait éventuellement propre à certaines des recherches françaises?
- Dans quelle mesure cette accumulation de monographies permet-elle aujourd’hui (ou ne permet-elle pas) de dégager des acquis transversaux et d’éventuelles montées en généralité?

Session Organizer:
Charles Gadea
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Knowledge Workers in the Knowledge Society

Knowledge has been the backbone of modernization and a facilitator of social change. Knowledge is firmly linked to power being (mis)used by professional groups to defend their interests and define social and occupational boundaries. However, in contemporary societies knowledge is increasingly 'popularized', spreading from the knowledge towers of professions into organizations and everyday life. Knowledge is also commodified, with ever more people working as knowledge brokers. This session addresses the following questions: How do these developments shape professional action and identity? How is the concept of professionalism redefined as a mode of governing occupations, organizations and people? What role do global knowledge networks and international organizations, together with changing configurations of professional governance, play in these processes? And do the changes contribute to more inclusive forms of knowledge creation and a more equal distribution of power in society?

Session Organizer:
Ellen Kuhlmann
University of Bath
United Kingdom
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Professionalism and the Cultural Sphere

The sphere of culture, creative production and the media traditionally does not fit into the concept of professionalism represented by the established professions. In contrast to the model of codified knowledge, work in the cultural sector was seen as mainly based on the idea of originality and swayed by subjectivity. But in the course of structural changes of the
cultural sector and the emergence of the culture and media industry, the tasks and roles of occupations have changed, as has their structural base. On the other hand, even the authority of professional expertise in modern industrial society is being questioned, and monopolies of jurisdiction are being undermined. Against this background, the session focuses specifically on examples of the notions and dynamics of professionalism and professionalization in the culture, media and the creative industries. Papers, amongst other things, may address the questions of how far approaches in the sociology of professions help to explain developments and changes in the cultural sector – and whether the analysis of professionalism in these fields contributes to new theoretical conceptualizations of professionalism in general.

Session Organizer:
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Joint session with RC15 (Sociology of Health)
Remaking the Health Professional Workforce

New health policies and workforce change produce complex changes in the structure of the health workforce as well as in professional identities and the avenues of professionalization. This in turn calls for further theoretical and empirical investigation. This session focuses on the complex drivers for change fuelled by different interests, policies and players. Strong dynamics arise, amongst other things, from initiatives centred on different patterns of skill-mix and collaborative care, as well as the professionalization of new groups such as complementary and alternative therapies. Other important arenas of change relate to gender arrangements, more flexible employment patterns and the challenge to existing professional boundaries posed by new mobility and migration flows. Papers are invited that explore the ‘making’ of a future health professional workforce based on political and organizational change and dynamics arising ‘bottom-up’ from the professional and professionalizing workforce.

Session Organizers:
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Mike Saks
University of Lincoln
United Kingdom
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Gender and the Professions

The sociology of gender literature has evolved to take into greater consideration of how the influence of gender on the lives of women and men intersect with other factors such as
class, race, and sexuality. With a few exceptions, we have lagged behind in the literature on
gender and the professions. In this session, we would like to encourage contributions that
apply this more contemporary perspective to a range of professional issues from micro level
interactions and experiences to the meso organizational level and the macro policy and
structural level. We welcome contributions on men as well as women in the professions
because gender should not be equated only with women.

Session Organizers:
Ivy Bourgeault
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Cecilia Benoit
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Sirpa Wrede
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Finland
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SUBMISSION OF ABSTRACTS

- The deadline for abstracts is **31 December 2009** at the latest.
- Where joint sessions are involved it would be helpful to receive abstracts by the
deadline of the collaborating Research Committee when this is earlier.
- Abstracts should include a paper title and summary of the paper.
- The length of the abstracts should be 200-300 words.
- Please also provide the full names and contact details of all authors, along with the
academic mailing address and contact email of the first author who will serve as the
main contact person.
- Abstracts should be sent directly to the Session Organizer(s) above by email.
ISA RC52 INTERIM CONFERENCE ON CHALLENGES TO PROFESSIONALISM, 12-13 SEPTEMBER 2008, OSLO

REPORT

In total 130 sociologists from 20 different countries took part in the very successful 5th ISA RC52 Interim Conference hosted by the Centre for the Study of Professions at Oslo University College in Norway. The 83 papers (nearly one third in French) addressed a wide range of topics related to professions and professionalism.

Five parallel tracks went all through the conference:
- Interpreting Professional Cultures and Identity
- Professional Challenges
- Professional Management and Markets
- Professional Education and Training
- Professional Development

There were three keynote speakers. Erik Oddvar Eriksen from the Centre for the Study of Profession and the University of Oslo in Norway focused on "Professional discretion and democratic accountability". Elianne Riska from the University of Helsinki in Finland talked about the theme "Gender and professions". Finally, Mike Saks from the University of Lincoln in the UK, gave a keynote address on the theme of "Challenges to professionalism: Managing the professional zoo".

Moreover, at the special pre-Conference event David Sciulli from Texas A&M University challenged the lack of a clear definition of professions in his lecture on "Theorizing profession Invariance: List-making past and present".

Professionalism has been regarded as an important basis of modern democratic societies, but also as an ideology legitimising self-interested monopolies. Addressing the limits and benefits of the professional model implied that at the Conference these perspectives were considered as complementary and important for understanding the challenges to professionalism.

Encouragingly, it seems that an increasing number of researchers find the sociology of professions relevant for their work and RC52 an interesting place to present their work. The number of young researchers attending the Conference is especially promising for the future. The fact that about half of the papers were published on the Conference website prior to the Conference also contributed to the quality of the discussions in the parallel sessions.

For further information about this Conference see: http://www.hio.no/rc52

Jens-Christian Smeby
Centre for the Study of Professions
Oslo University College
Norway
Mike Saks, President of RC52, gives his keynote presentation at the Oslo Conference (with thanks to Oumy Touati for the photograph).
NOTES

In attendance:
Mike Saks (Chair)          Alexandra Moskovskaya
Bente Abrahamsen            Aurelija Novelskaite
Jakim Caspersen             Judith Pérez-Castro
Sofia Cruz                  Elena Podolyak
Julia Evetts                Irina Popova
Joaquim Fidalgo            Elianne Riska
Charles Gadea               Elena Salo
Mirella Giannini           Jens-Christian Smeby
Håvard Helland             Lorenzo Speranza
Anita Hirsch               Lennart Svensson
Amélia Lopes               Lisa Wallander

1. Welcome

Members were welcomed to the meeting.

2. Presidency

It was noted that Mike Saks, following his election at the 2006 Durban World Congress, had now become ISA President and would therefore chair the meeting. Charles Gadea was warmly congratulated on his achievements as President over the past four years. It was noted that he would now become Vice President.

The election of the next President would take place at the Gothenburg World Congress in 2010, to take up office in 2012.

3. Interim Conference in Oslo

The arrangements for the Oslo Conference were praised by members of the General Assembly – and thanks were passed on to Jens-Christian-Smeby and the organising committee.

4. Membership of the RC52 Board

The nomination of Jens-Christian Smeby as a Board member was supported.

5. RC52 Membership

It was noted that it was important to attract new members as this will affect the number of sessions for RC52 at the ISA World Congress in Gothenburg in 2010 and the funding received for RC52 from the ISA. Current funding is used to support the production of the Newsletter, as well as the interim conference, as appropriate.
6. Sessions for Gothenburg World Congress

The need to organize RC52 sessions for the Gothenburg World Congress, entitled ‘Society on the Move’, on 11-17 July 2010 was noted. There were likely to be 7-8 sessions for RC52. The organization of these sessions would be devolved to session organizers drawn primarily from the Board.

It was agreed that there would also be a joint session with RC15. Joint sessions with other Research Committees including RC17 were under exploration.

There was also the possibility of participation in ISA Integrated Sessions at the Congress, of which a limited number would be supported – with those highlighting the relevance of sociology to the policy field being favoured.

The appropriate deadline dates and the call for papers for RC52 in the World Congress needed to be clarified. The deadline for abstracts is to be confirmed at the ISA Board meeting in April 2009.

Members of RC52 will be notified of the relevant deadlines and invited to submit ideas for possible sessions.

7. Other RC52 Conferences/Symposia

No other RC52 Conferences were being planned before the Gothenburg World Congress, although other relevant conferences and symposia would be publicised through the RC52 network, including the Newsletter published in Summer 2009 and in early New Year 2010.

The particularly close links with the ESA and AISLF were noted. Publicity would be given to the Lisbon ESA Conference in September 2009 and the Paris ESA Conference in March/April 2010.

The next interim conference of RC52, which is required by the ISA, would be held in 2012. It was still unclear whether the ISA would be providing the opportunity for this to be organized under its generic banner, as in Barcelona in 2008. Julia Evetts reported that the Barcelona event had been well attended – with many participants and the involvement of a wide range of Research Committees.

8. Any Other Business

There was no other business.

9. Date of next meeting

The next General Assembly meeting was planned to be held at the World Congress in Gothenburg in July 2010.
FORTHCOMING CONFERENCES

The 9th Conference of the European Sociological Association Research Network 19 (Sociology of Professions) on ‘Professionalism in the Era of Complexity: New Frames for Existing and Emerging Professional Projects’ is to be held on 2-5 September 2009 in Lisbon, Portugal. Further information is available on http://www.europeansociology.org

The international Conference on The Development of Competencies in the World of Work and Education will take place on 24-26 September 2009 at the University of Ljubljana, Slovenia. The link to this event is available at www.decowe.com

The 6th Interim Meeting of the European Sociological Association Research Network 19 (Sociology of Professions) on ‘Professions and Professionalism in Times of Global Economic Crisis: Changes and Continuities’ is planned to be held on 22-24 April 2010 in Paris. The deadline for submitting an abstract is 31 October 2009. For further details please contact Florent Champy (champy@ehess.fr) or Sirpa Wrede (sirpa.wrede@helsinki.fi).

The Sociology of Professions section of the German Sociological Association is also continuously initiating conferences and publications. It has also just elected a new Board consisting of Tilman Allert (Frankfurt), Anne Honer (Fulda), Thomas Kurtz (Bielefeld), Kai-Olaf Maiwald (Frankfurt), Christiane Schnell (Bremen) and Michaela Pfadenhauer (Karlsruhe). For further information see www.professionssoziologie.de

NOTICE OF PUBLICATIONS

Selected new publications


Request for contributions

David Sciulli would like RC52 members to know that the quarterly journal Comparative Sociology and the peer-reviewed book series International Studies in Sociology and Social Anthropology, of both of which he is editor, are keen to publish works on the professions. In this respect, cross-national comparisons are preferred to single-nation studies and works with theoretical backdrops/frameworks are preferred to straight descriptions or detailed ethnographies. For further information see http://www.brill.nl/coso and http://www.brill.nl/issa respectively.
The Junior Sociologists Network (JSN) was established by the ISA Executive Committee in May 2007. It grew out of the experience of participants of the ISA Laboratories for PhD students and Junior Sociologists Competition. It aims at providing a platform for junior academic scholars (graduate students and early career faculty) as well as for social practitioners, independently of their thematic research interests. The JSN organised its sessions at the ISA Forum of Sociology in Barcelona in 2008.

**ISA Junior Sociologist activities**

Two other ISA activities especially designed for junior sociologists have been continued:

**(a) ISA International Laboratory for PhD Students in Social Sciences**

The International Laboratory for PhD Students in Social Sciences was launched in 2000. It consists of students’ presentation of their doctoral projects, followed by discussion on methodology, theory and other aspects of interest raised by the participating students and professors who offer also lectures on a general theme of the Laboratory. Some 12-14 doctoral students are selected each time in an international competition. Until now, ISA organised eight Laboratories. Two recent ones were organised by Abdul-Mumin Sa’ad in Maiduguri, Nigeria (2007) and by Nikita Pokrovsky in Moscow, Russia (2008). The next Laboratory will be organised by Yoshimichi Sato in 2009.

**(b) Fifth Worldwide Competition for Junior Sociologists**

The Fifth Worldwide Competition for Junior Scholars engaged in social research has been announced. Candidates must send an original paper that has not been previously published anywhere. The winners will be invited to participate in the XVII World Congress in Gothenburg. The winners' papers will be considered for publication, subject to editorial decision and revision, in ISA journals. The competition is coordinated by Louis Chauvel, Executive Committee member.

Please visit the ISA website at [http://www.isa-sociology.org](http://www.isa-sociology.org) for further information on these two initiatives.

**ISA RC52 Student Prize**

Finally, in the spirit of the above, consideration is being given by the ISA RC52 Board to a student prize for RC52 specifically – the details of which are still to be finalised. Note that any scheme would need the approval of the ISA Executive.
MEMBERSHIP RENEWAL AND DEVELOPMENT

We strongly encourage you to rejoin RC52 and ISA when your membership is due for renewal. Do also inform your colleagues about RC52 and ask them to join RC52 so that we can increase the strength of the group – of which there are currently 80 members.

To join the ISA please visit the ISA website and register online. The regular affiliation fees for RC52 specifically are USD 40 for a 4 year period: https://secured.com/~f3641/formisa.htm

Individual ISA membership is open to scholars and professionals of sociological teaching, research or practice. At present there are 4,300 members from 167 countries. Benefits:

- Subscription to ISA journals Current Sociology and International Sociology.
- The Directory of Members.
- Reception of isagram, an electronic newsletter containing announcements of the forthcoming conferences, calls for papers and manuscripts, prizes and competitions.
- Access to e-bulletin, ISA on-line publication.
- Access to the Sage Full-Text Collection which includes 31 journals with more than 12,500 articles.
- 35% discount on Sage Publications books.
- Special subscription rates to journals offered by various publishers.
- A reduction in registration fees at the ISA World Congress of Sociology.

All members may participate in the meetings of the ISA and its Research Committees – and Working and Thematic Groups upon paying an affiliation fee.

To apply for membership, submit an
- electronic membership or renewal form
- membership form in pdf format

or write to ISA at isa@isa-sociology.org

CHANGE OF ADDRESS

If you change your email or postal address, please do not forget to contact us by email. Updated details should be sent to Rachel Mills at rmills@lincoln.ac.uk, copy to Mike Saks at msaks@lincoln.ac.uk