



WELFARE STATES IN TRANSITION:
SOCIAL POLICY TRANSFORMATION IN
ORGANIZATIONAL PRACTICE

May 15, 2009

CHICAGO/SSA/CENTENNIAL

THE UNIVERSITY OF CHICAGO SCHOOL OF SOCIAL SERVICE ADMINISTRATION



Recent decades have witnessed a transformation in social policies and practices in the U.S. and internationally. Some of the most dramatic changes are occurring in policies that are reshaping the relationship between welfare and work. This symposium will examine this transformation, not only as enacted in law, but as enacted in practice. It will feature a series of papers and discussion that offer organizations-eye views of ways in which the changing relationship between welfare and work is being translated into practice in different states, cities, and in other countries.

The papers and discussion will consider shifts in both policy and practice, advancing new ways of thinking about the role of organizations in social policy transformation. As welfare and work policies have changed, so have the administrative arrangements under which they are implemented, arrangements increasingly constructed around new public management strategies of devolution, contracting, and performance measurement. How are these changes in policy and practice redefining the relationship between disadvantaged citizens, the state, and the market?

This symposium brings together researchers examining welfare-to-work as a global policy trend and new public management as a global administrative trend. It provides a forum for a discussion of the effects of these trends and their implications for future efforts to address poverty, inequality, and marginalization.

This symposium is sponsored in part by the Danish Social Science Research Council and RESQ—an international research network studying reform of employment services and social welfare policy.

9:30 – 10:00 a.m. Registration

10:00 – 10:05 a.m. Welcome

Jeanne C. Marsh
University of Chicago
School of Social Service Administration

10:05 – 10:20 a.m. Introduction to the Symposium

Evelyn Z. Brodtkin
Symposium Organizer
University of Chicago
School of Social Service Administration

10:20 – 10:50 a.m. Organizations at the Cusp of Change

Welfare state transitions require the transformation of new policies into new practices by the “street-level” organizations at the front lines of change. What have we learned about “street-level bureaucracies” as instruments of policy transformation and political change? How can the study of this special class of public and private agencies more fully reflect the critical issues at stake in responding to economic shifts in the midst of increasing poverty and inequality?

Introduction

Jessica Darrow, *PhD Student*
University of Chicago, School of Social Service Administration

Presenter

Michael Lipsky, *Demos*
Center for the Public Sector, and Georgetown University, Public Policy Institute

10:50 a.m. – 12:20 p.m. Organizing for Work: Lessons from U.S. Research

In the U.S., the “welfare reform” law of 1996 initiated a set of policy and organizational changes advancing a strategy of “work-based benefits” in place of the New Deal strategy of “need-based benefits.” Street-level organizations, both public and private, have been at the forefront of this project, remaking the relationship between disadvantaged individuals, the state, and the market. These organizations themselves have been the subject of “new public management” reforms promoted as a means of improving accountability and responsiveness. What has this meant for the dynamics of organizational change, for social politics, and for efforts to advance economic inclusion and equality?

Chair

Jennifer Mosley

University of Chicago, School of Social Service Administration

Presenters

Evelyn Z. Brodtkin

University of Chicago, School of Social Service Administration

Yehekel “Zeke” Hasenfeld

*University of California, Los Angeles (UCLA), School of Public Affairs,
Department of Social Welfare*

Sanford Schram

Graduate School of Social Work and Social Research, Bryn Mawr College

Celeste Watkins-Hayes

Northwestern University, Departments of Sociology and African-American Studies

Discussant

Omar M. McRoberts

University of Chicago, Department of Sociology

12:20 – 12:45 p.m. Lunch

12:45 – 1:15 p.m. The Globalization of Workfare as a Policy Strategy

Over the past decade, workfare-style policies have been introduced around the world. The proliferation of these policies raises important questions for understanding the dynamics of change in the welfare state and differences in approaches to problems of exclusion and inequality. How are new policies remaking the relationship between work, welfare, and citizenship? What are similarities and differences in national policy approaches and organizational responses?

Introduction

Florian Sichling, *PhD Student*
University of Chicago, School of Social Service Administration

Presenter

Joel Handler
University of California Los Angeles (UCLA), School of Law and School of Public Affairs

1:15 – 2:45 p.m. Organizing for Work: Lessons from International Research

In recent years, policies of “social activation” and labor market “inclusion” have been transforming the contours of mature welfare states through Europe, the U.K., and Australia. These policies have similarities to U.S. workfare-type arrangements, but they do not necessarily remove important aspects of the social safety net that are embedded in the social contract. As in the U.S., new public management strategies are changing organizational arrangements and the dynamics of policy implementation through which policy shifts are translated into practice. How are these changes taking place in different national settings and how are they transforming the politics and practices of the welfare state?

Chair

Julia R. Henly
University of Chicago, School of Social Service Administration

Presenters

Martin Brussig and Matthias Knuth
University of Duisburg-Essen, Institut Arbeit und Qualifikation,
(Institute for Work, Skills and Training)

Flemming Larsen
Aalborg University, Centre for Labour Market Research (CARMA)

C.C.A.M. (Els) Sol
University of Amsterdam, Hugo Sinzheimer Institute

Ludo Struyven
Catholic University of Leuven, Higher Institute of Labour Studies

Discussant

William Sites
University of Chicago, School of Social Service Administration

2:45 – 3:00 p.m. Break

3:00 – 3:30 p.m. Governance, Organizational Change, and the ‘New’
Politics of the Welfare State: Lessons from Australia

Since 2006, Australia has been reshaping its welfare state through the introduction of reforms to its social assistance policies emphasizing the primacy of work and through new public management arrangements emphasizing devolution, contracting, and performance measurement. These much-contested shifts offer a perspective on the welfare state in transition that can be compared and contrasted to European and American experiences. How is this transformation taking shape in Australia and what can it tell us about the “new” politics of the welfare state?

Introduction

Matthew Spitzmueller, *PhD Student*
University of Chicago, School of Social Service Administration

Presenter

Gregory Marston
University of Queensland, School of Social Work and Human Services

3:30 – 5:00 p.m. Changing Course: Toward a “New” Politics of the
Welfare State? Emerging Issues in Organizing for Work,
Addressing Poverty and Inequality

Global changes in policy and practice are remaking the relationship between citizens and the market. These changes are taking shape in a variety of street-level organizations, both public and private, where policy requirements, work supports, and social needs interact. In the current period, they are taking shape in a context of severe economic dislocations, rising demands, and political stress. What are emerging issues for this new period of transition? What are the challenges of organizing for work and addressing poverty and inequality? What are the implications for a “new” welfare state politics that takes account of social justice and organizational responsiveness to disadvantaged groups, and that also addresses the balance between security and flexibility, and the balance between work and family life?

Chair

Evelyn Z. Brodtkin
University of Chicago, School of Social Service Administration

Roundtable

Michael Adler
University of Edinburgh, School of Social and Political Science

Henning Jørgensen
Aalborg University, Centre for Labour Market Research (CARMA)

Susan Lambert
University of Chicago, School of Social Service Administration

H.H.A.(Rik) van Berkel
Utrecht University, School of Governance

5:00 – 6:00 p.m. Reception

BIOGRAPHIES

Michael Adler, PhD

Michael Adler is Professor Emeritus in Social Policy at Edinburgh University and holder of a Leverhulme Emeritus Fellowship. His main research interests are in socio-legal studies, in particular the interface between social policy and public law. His research has been concerned with the legal problems experienced by low-income households, the implications of individual rights for public policy, administrative decision-making, and the redress of administrative grievances in a number of different policy fields. Mr. Adler has conducted major studies on parental choice in education, decision-making in the prison service, the assessment of special educational needs and computerization in social security. In the last few years, he has undertaken a development project, funded by the Nuffield Foundation, on administrative grievances and a program of research, funded by the ESRC, on the experience of self-representation in citizen vs. state and party vs. party tribunals in the UK. Mr. Adler is the editor of a book entitled *Administrative Justice in Context*, which is due to be published in January 2010 and has been the co-editor of the *European Journal of Social Security* since its establishment in 1999. He holds degrees from Oxford University (BA), Harvard University (AM) and the University of Edinburgh (PhD) and has taught at the Centre for Law and Society at UC Berkeley, the Centre for Socio-Legal Studies in Oxford and the Faculty of Laws at University College, London.

Evelyn Z. Brodtkin, PhD

Evelyn Z. Brodtkin is Associate Professor at the University of Chicago School of Social Service Administration. Her major research interests include the politics of poverty and inequality, social welfare policy, street-level organizations, and management reform. She has published widely on these topics in a variety of books and journals, among them the *Journal of Public Administration Research and Theory*, *Political Science Quarterly*, *Law and Social Inquiry*, and *Social Service Review*, and in research reports, including *Accessing the Safety Net: Administrative Barriers to Public Benefits in Metropolitan Chicago* (2005). Her research on "Contracting Welfare Reform" received the American Political Science Association's Herbert Kaufman Award for Best Paper in Public Administration in 2003. Currently, Ms. Brodtkin is faculty affiliate at the National Poverty Center and on the steering committee of RESQ, an international research network on employment and social welfare policy. She also serves on the editorial boards of the *Journal of Public Administration Research and Theory* and *Social Service Review*. Ms. Brodtkin has been a visiting professor at the Australian National University and Universidad Iberoamericana, visiting fellow at the Institute for Policy Research at Northwestern University, and a fellow of the Open Society Institute. She holds a PhD in Political Science from MIT.

Martin Brussig, PhD

Martin Brussig has studied Sociology and History in Berlin and New York. Mr. Brussig received his Diploma in Sociology from Humboldt University Berlin. He completed his PhD in Sociology (Friedrich-Schiller-University Jena) with studies about the socio-economic post-communist transformation in East Germany. Since 2003, he has worked at the Institut Arbeit und Qualifikation (IAQ - Institute for Work, Skills and Training) at the University Duisburg Essen in Germany. His fields of interest include demographic changes on the labor market and its consequences and labor market policy.

Joel Handler, JD

Joel Handler teaches *Law and the Poor*, a research seminar on social welfare issues, and another seminar titled *Comparative Welfare States*. His research interests include poverty, social welfare reform, and the European conception of social citizenship. He has been a member of the National Academy of Science's Committee on the Status of Black America and chaired the Academy's Panel on High Risk Youth. He is a past president of the Law and Society Association. Mr. Handler previously taught at Wisconsin Law School as the George Wiley and Vilas Research Professor of Law, where he was a senior researcher at the Institute for Research on Poverty and chaired the Governor's Task Force for the Reform of General Relief. Mr. Handler's published books include *Blame Welfare, Ignore Poverty and Inequality* (with Yeheskel Hasenfeld, 2006); *Social Citizenship and Workfare in the United States and Western*

Europe—The Paradox of Inclusion (2004); *Hard Labor: Poor Women and Work in the Post-Welfare Era* (co-edited with White, 1999); *We the Poor People: Work, Poverty, and Welfare* (with Y. Hasenfeld, 1997); and *The Poverty of Welfare Reform* (1996). For *Down from Bureaucracy: The Ambiguity of Privatization and Empowerment* (1996), he won the Gladys M. Kammerer Award for the best political science publication in the field of U.S. national policy. Mr. Handler was elected a fellow, of the American Academy of Arts and Sciences, 2004.

Yeheskel Hasenfeld, PhD

Yeheskel "Zeke" Hasenfeld is the Distinguished Professor of Social Welfare at the Department of Social Welfare, UCLA School of Public Affairs. His research focuses on the dynamic relations between social welfare policies, the organizations that implement these policies, and the people who use their services. He has written extensively on human service organizations, the implementation of welfare reform, and the nonprofit sector. His most recent book, with Joel F. Handler, is *Blame Welfare, Ignore Poverty and Inequality*. Mr. Hasenfeld received his PhD in Social Work and Sociology at the University of Michigan.

Julia R. Henly, PhD

Julia R. Henly is Associate Professor in the University of Chicago School of Social Service Administration and faculty affiliate of the Center for Human Potential and Public Policy, University of Chicago. Ms. Henly is also a research affiliate of the National Poverty Center at the

University of Michigan. Her fields of interest include family poverty, child care and welfare policy, work-family strategies of low-wage workers, and informal support networks. Ms. Henly is a Co-Principal Investigator (with Susan Lambert) of the Scheduling Intervention Study, a randomized experimental study targeted at making work more predictable and flexible for workers, with the goal of reducing work-family conflict and improving key outcomes in the areas of child care, parenting practices, and parental stress and well-being. Ms. Henly is also the Principal Investigator of the Study of Work-Child Care Fit, a qualitative investigation of the work-family management strategies and child care arrangements of low-wage retail workers. From the perspective of child care providers, the study also considers the demands that parents' jobs place on child care providers and the responses of providers (across child care sectors) to irregular and unpredictable parental work schedules. In other work, Ms. Henly is using longitudinal survey data to investigate the predictors of child care subsidy use and the relationship between subsidy use and child care arrangements. Her work has appeared in several peer-reviewed journals, such as *Journal of Marriage and Family*, *Social Work Research*, *Children and Youth Services Review*, and *Journal of Social Issues* as well as several edited book volumes.

Henning Jørgensen, PhD

Henning Jørgensen is Professor in the Department of Economics, Politics and Public Administration at Aalborg University in Denmark. He is also a faculty affiliate with the Center for

Labour Market Studies (CARMA), a multidisciplinary research center for labor market research, where he served as director from 1999–2003. Mr. Jørgensen recently served as director of the European Trade Union Institute in Brussels and is a member of the international research network RESQ. He has published widely on issues involving general welfare state developments, economic policies, labor market and employment policies, education and vocational training, modernization of trade unions, and human resources management practices. His recent book, *Consensus, Cooperation, and Conflict: The Policy Making Process in Denmark* (Edward Elgar, 2002), examines Danish policy developments, adopting a historical approach that posits a concept of “cooperative adaptation.”

Matthias Knuth, PhD

Matthias Knuth is a Sociologist at the University of Duisburg-Essen, Institut Arbeit und Qualifikation (Institute for Work, Skills and Training) in Germany. He was appointed professor in 2008, heading IAQ research department “Evolution of Employment Systems,” involved in several evaluation projects on German labor market policy reforms. His past work includes: project manager at German Quality of Work Programme, Bonn, 1976–1977; junior researcher at Institut für Sozialforschung und Sozialwirtschaft, Saarbrücken, 1977–1981; research funding officer at Hans Böckler Foundation (affiliated to German TUC) from 1982–1990; and senior researcher at Institut Arbeit und Technik, Gelsenkirchen, from 1990 to 2006; which was dissolved, separated, renamed “Institut

Arbeit und Qualifikation” (IAQ—Institute for Work, Skills and Training) and integrated into the University of Duisburg-Essen as of 2007.

Susan Lambert, PhD

Susan Lambert is Associate Professor at the University of Chicago School of Social Service Administration. She is one of a handful of researchers in the work-family field who studies hourly jobs and low-income workers. Over the past twenty years, Ms. Lambert has conducted a series of studies revealing the hidden realities of hourly jobs that make it difficult for workers to earn an adequate living and to effectively manage their caregiving responsibilities. Most recently, Ms. Lambert completed a study of 88 hourly jobs housed in Chicago-area corporations in the retail, hospitality, transportation, and financial services industries. The study examined how opportunities for wage growth, benefit access, sustained employment, and an adequate income are shaped by practices found on the front-lines of today’s firms. Currently, Ms. Lambert co-directs, with Julia Henly, a workplace experiment that examines the causal effects of improved scheduling practices on sales associates’ work performance, family practices, and well-being. Ms. Lambert’s research has contributed to the “business case” for progressive employer practices by providing hard evidence that family-responsive policies and practices can benefit both employees and employers.

Flemming Larsen, PhD

Flemming Larsen is Associate Professor at the Aalborg University in Denmark. He is associated with the Center for Labor Market Research at Aalborg

University (CARMA). CARMA is a multi-disciplinary research center, combining the disciplines of economy, sociology, and politics. Mr. Larsen’s research areas include the labor market, management and organization, and politics and administration. His current projects include exploring new modes of governance and implementation in regional and local employment councils in Denmark, how legislation and policy objectives are realized in a new institutional set-up with integrated as well as municipal job centers, atypical Employment and Welfare Regimes, and the challenges and mode of operation of the Danish flexicurity-model in a European perspective. Mr. Larsen’s most recent notable publication is co-authored with T. Bredgaard (2008) “Flexicurity and Older Workers on the Danish Labour Market” in Sridhar Krishna (Eds.), *Flexicurity—Concepts and global perspectives* (pp. 103–130).

Michael Lipsky, PhD

Michael Lipsky is Senior Program Director at Demos, a public policy research and advocacy organization based in New York. Before coming to Demos in October, 2003, he served for twelve years as a Senior Program Officer in the Ford Foundation’s Peace and Social Justice Program, where he worked on issues of government performance and accountability. He has taught at the University of Wisconsin, Harvard University’s Graduate School of Education, and for 21 years was a Professor of Political Science at the Massachusetts Institute of Technology. His publications include *Protest in City Politics*; the award-winning *Street Level Bureaucracy*; and *Nonprofits for Hire: The Welfare State in the Age*

of Contracting (with Steven Rathgeb Smith). He is a graduate of Oberlin College and received an MPA and PhD (in Politics) from Princeton University. He has been a visiting professor at the Public Policy Institute of Georgetown University since 2003.

Jeanne C. Marsh, PhD

Jeanne C. Marsh is Dean and George Herbert Jones Distinguished Service Professor at the University of Chicago School of Social Service Administration. Her fields of special interest include services for women and families, the intersection of multiple service systems, the relation of service delivery to treatment outcome, and knowledge utilization in practice and program decision-making. Ms. Marsh has published broadly on issues of substance abuse, social service provision for women and children, and evaluation of social work interventions. She is currently Principal Investigator on a study funded by the National Institute on Drug Abuse which explores gender differences in the impact of substance abuse treatment services where she is examining the impact of specific service elements, including the need-service matching and the client-provider relationship, on treatment effectiveness. She has received a number of awards and honors, including the National Association of Social Work Award for Excellence in Social Work Research, served as editor-in-chief of *Social Work*, the journal of the National Association of Social Workers, and as a board member for the Society for Social Work and Research.

Gregory Marston, PhD

Gregory Marston is a Senior Lecturer with the Social Policy Unit, School of Social Work and Applied Human Sciences at The University of Queensland in Australia. Mr. Marston's research interests include unemployment, welfare reform and social theory. For the past seven years he has been conducting research into various aspects of welfare-to-work policies in Australia, including long-term unemployed people's experience of the privatized employment services system and the impact of social security policies. His recent publications include: *Analyzing Social Policy: A Governmental Approach* (2006), Edward Elgar Publishing and *Social Policy and Discourse Analysis* (2004), Ashgate Publishing.

Omar M. McRoberts, PhD

Omar M. McRoberts is Associate Professor of Sociology at the University of Chicago. Mr. McRoberts' scholarly and teaching interests include the sociology of religion, urban sociology, poverty, and collective action. His first book, *Streets of Glory: Church and Community in a Black Urban Neighborhood* (University of Chicago Press, 2003) is based on an ethnographic study of religious life in Four Corners: a poor, predominantly black neighborhood in Boston containing twenty-nine congregations. It explains the high concentration, wide variety, and ambiguous social impact of religious activity in the neighborhood. *Streets of Glory* won the 2005 Distinguished Book Award from the Society for the Scientific Study of Religion. Currently, Mr. McRoberts is completing a study of black religious responses to, and

influences on, social welfare policy since the New Deal, culminating with George W. Bush's Office of Faith Based and Community Initiatives. He is also initiating a project on cultures of death and dying among black congregations in low-income urban contexts.

Jennifer Mosley, PhD

Jennifer Mosley is an Assistant Professor at the University of Chicago School of Social Service Administration. Her areas of special interest include nonprofit organizations, policy advocacy and lobbying, civic engagement, and collaborative networks in service provision and advocacy. Overall, her work focuses on the role of nonprofit organizations as political actors, specifically the role nonprofits and other voluntary associations play in advocating for improvements in public policy and human services for underrepresented populations. Her main area of research investigates the policy advocacy activities of human service nonprofits, explaining how environmental and organizational pressures work to encourage or constrain different types of advocacy involvement. Other projects currently include an investigation into the response of philanthropic foundations to the passage of welfare reform, and a study of how residents in a low-income community perceive the effort and ability of nonprofit organizations to represent their interests to policymakers. Ms. Mosley received her MSW and PhD from University of California Los Angeles.

Sanford Schram, PhD

Sanford Schram teaches graduate and undergraduate courses in social work, sociology and political science at Bryn Mawr College and Haverford College. He has testified before Congress on welfare reform and his published empirical research on "welfare migration" was used before the U.S. Supreme Court in the case *Saenz v. Roe* (1999), which overturned state and national residency requirements for welfare recipients. He is author of four books and co-editor of four more. His first book *Words of Welfare: The Poverty of Social Science and the Social Science of Poverty* (University of Minnesota Press, 1995) won the Michael Harrington Award from the American Political Science Association. He is currently completing a co-authored book on welfare reform entitled *Disciplining the Poor: Neoliberalism Paternalism and the Persistent Power of Race* to be published by the University of Chicago Press. Mr. Schram received his PhD in Political Science from SUNY at Albany.

William Sites, PhD

William Sites is Associate Professor at the University of Chicago School of Social Service Administration. His fields of interest include urban studies, community organization, politics and the welfare state, and social movements. Recent journal publications include "Reframing Community Practice for the 21st Century: Multiple Traditions, Multiple Challenges" (with Robert J. Chaskin and Virginia Parks) in *Journal of Urban Affairs*, and "Beyond Trenches and Grassroots? Reflections on Urban Mobilization, Fragmentation, and the Anti-Wal-Mart Campaign in Chicago" in *Environment and Planning A*. His

book *Remaking New York: Primitive Globalization and the Politics of Urban Community* was published by the University of Minnesota Press in 2003.

C.C.A.M. (Els) Sol, PhD

Els Sol, a sociologist and economic geographer, is Associate Professor at the Hugo Sinzheimer Institute of the Faculty of Law at Amsterdam University. She has published on employment services in eight countries in the book *Contractualism in Employment Services. A New Form of Welfare State Governance*. Ms. Sol leads a major four year university research program *Pathways to Work* encompassing ten research projects all trying to bridge the gap between research and practice for different (client, work, institutional) environments of welfare to work. Also she operates as partner for the University of Amsterdam in a new three year EU research program (GUSTO) which explores various models of both policies and systems of governance to cope with uncertainty while seeking security and appraises their relative success in order to develop a new concept to analyse social models. Currently, Ms. Sol is involved in comparative studies of employment services in Australia, the United Kingdom, and the Netherlands. She is fellow of the Amsterdam Institute for Labour Studies (AIAS), has been an advisor for OECD/LEED program, British Policy Exchange, and the Dutch Start Foundation. She is co-chair of an international research network on reforms in employment services called RESQ.

Ludo Struyven, PhD

Ludo Struyven is Head of the Research Unit Labour Market at the Higher Institute of Labour Studies (HIVA) at the Catholic University of Leuven, part-time Associate Professor of Sociology at the Faculty of Social Sciences at the Catholic University of Leuven, and guest professor at the French speaking University in Brussels (Facultés Universitaires Saint-Louis). His research focuses on implementation research, comparative research, evaluation research and public policy analysis of labor market and welfare state institutions. His PhD dissertation examined the emergence and consequences of market competition on employment services in Australia, the Netherlands and Belgium. A revised version (in English) is forthcoming in 2009. Mr. Struyven has recently published in the *Journal of European Social Policy*, the *Australian Journal of Labour Economics, Environment and Planning C: Government and Policy*, the *OECD Social, Employment and Migration Working Papers Series*, as well as in several book projects. He is one of the members of the steering committee of RESQ and acted as an expert on policy assessment of employment policies to the Dutch Ministry of Social Affairs and Employment (2007), the OECD (2003; 2004) and CEDEFOP (2002–2003). Mr. Struyven holds a PhD in Social Sciences from the Catholic University of Leuven, Belgium.

H.H.A. (Rik) van Berkel, PhD

Rik van Berkel is Associate Professor at the Utrecht School of Governance, Utrecht University, in the Netherlands. His research interests are situated on

the interface of social policy, public administration and public organization studies, and include active welfare state transformations, the introduction of new models for the provision of social services, and processes of change in public organizations responsible for the implementation of policy and governance reforms. He is interested in international comparative research, and participates in various international researchers' networks such as Reconciling Work and Welfare (RECOWE, FP6); European Social Policy Analysis Network (ESPANet); Active Social Policies European Network (ASPEN); Reform of Employment Services (RESQ). Recent publications include "New modes of governance in Italy and the Netherlands. The case of activation policies" (with Vando Borghi, *Public Administration*, 85/1); 'Making it personal. Individualizing activation services in the EU' (with Ben Valkenburg, Policy Press, 2007); "The provision of income protection and activation services for the unemployed in active welfare states: An international comparison" (*Journal of Social Policy*, 39/1, forthcoming).

Celeste Watkins-Hayes, PhD

Celeste Watkins-Hayes is Assistant Professor of Sociology and African American Studies at Northwestern University. In addition to her faculty appointment, Ms. Watkins-Hayes is a Faculty Fellow at Northwestern's Institute for Policy Research and Cells to Society (C2S): The Center on Social Disparities and Health. Her research focuses on urban poverty; social policy; HIV/AIDS; formal organizations (non-profit and government); and race,

class, and gender. Her book, *The New Welfare Bureaucrats: Entanglements of Race, Class, and Policy Reform*, will be released this summer by the University of Chicago Press. With Mario Small of the University of Chicago, Ms. Watkins-Hayes is the organizer of the website, www.urbanorgs.org, which aims to profile new thinking on the intersection of organizations, inequality, and urban conditions. Ms. Watkins-Hayes is currently working on a study of the social consequences of HIV/AIDS for Chicago-area black women. By exploring the women's experiences in the areas of work, family, and relationships, the research seeks to specify some of the ways in which HIV/AIDS produces short- and long-term effects on the economic and social well-being of women and their families.

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