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THE OFFICE

ENG 133



This newsletter was created by the Fall 2016 Honors English class from Stephen F. Austin State University. Throughout the semester students were asked to define and interpret the terms “work” and “labor”. Through our individual research on different aspects of work and labor, we hope to expand the general spectrum of what encompasses these topics.

Work and labor are two important aspects of our culture. They are umbrella terms that encompass many occupational fields and serve as a uniting factor in modern-day society. Aspects of work and labor are observable in an assortment of environments, whether it be through schoolwork as children or salary-paying jobs as adults. Because the global employment industry as a whole has such strong relations to work and labor ingrained in how duties are completed, there is a wide range of areas where they are applicable.

Here, in this newsletter, many different aspects of these terms will be discussed. There are more elements to work and labor than many realize. Through the works included in our newsletter, we hope to expand the general understanding of work, labor, and the components that make them what they are.

Sincerely,
Dr. Courtney Wooten’s English 133H Class 2016

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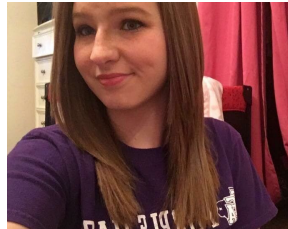
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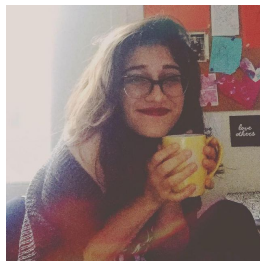
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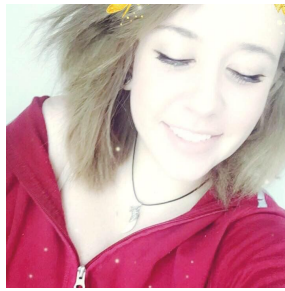
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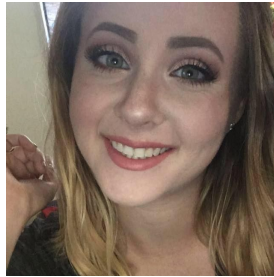
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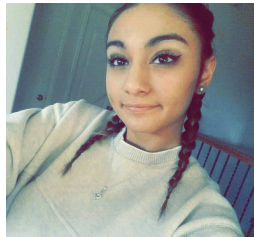
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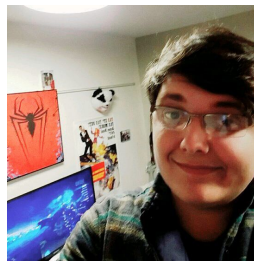
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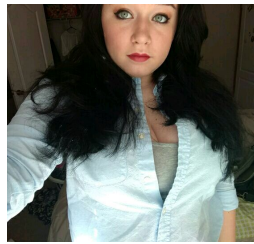
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Discrimination in the Workplace

General Workplace
Discrimination
Alex Watkins



For centuries, discrimination has existed in a plethora of forms across America. This discrimination strongly impacts the minorities within contemporary society, and causes a constant struggle that most will battle against for life. The likes of Dr. Martin Luther King Jr. and Cesar Chavez would be outraged by the treatment of today's more vulnerable groups in the workplace. For even after long and fearsome fights for minority rights and anti-discrimination policies, discrimination is still an all too real problem in modern America and its workplace due to factors like implicit bias and stereotypes. In the years after the Civil War, many minorities were able to join the workforce. Members of minority groups migrated to different states in hopes of finding a better future. However, there was no better future to be had. For years, employers mistreated and abused society's most vulnerable groups without legal or moral retribution. If a member of a minority group could not even employ his inalienable right to vote, the chances of being paid properly and on time were scarce to none. While the pay gap varied from location to location, William A. Sundstrom claims that "the pay gap in the south was

large overall," (Sundstrom 2). This creates the idea that somehow the work African Americans were doing is somehow less valuable than that of whites. In addition to unfair wages, workers could be denied a job, fired without just cause, and suddenly docked in pay based on their race or gender alone. Employers, typically white and male, allowed and even promoted this kind of behavior in order to maintain the status quo. (Morris 30).

Discrimination is truly a multifaceted problem that impacts people of all races, genders, sexualities, and appearances. However, discrimination is too broad of a term to truly address the problem within society. There exists in nearly every person an implicit bias that influences everyday perceptions and decisions regarding other people. It governs how you treat other people based on your very first impression of them... which is unfortunate, since it is a widely known fact that first impressions tend to linger the longest (Jolls and Sunstien 969). To address this problem, researchers have designed a series of questions to reveal implicit bias in the average person. These questions are known collectively as the Implicit Association Test, or the IAT. The

IAT tasks the subject with “categorizing a series of words or pictures into groups” (Jolls and Sunstien 971). The tests have shown that control groups prefer heterosexuality to homosexuality, white to African-American, and youth before age. These results are extremely widespread, and reveal an obvious trend in the hiring and treatment of minority workers. Consider the following example. An opening has occurred at a supervisory level in your workplace. As the big boss, you are required to fill the opening with one of two candidates. These candidates have been extensively interviewed, and both are excellent employees. One of the candidates is named Jones. Jones is white, and has done good work for the company for five years. He is well liked around the office. The other candidate is named Smith. Smith is African-American, and has been with the company for ten years. He is never late, and always get his work done. Based on an unexplainable gut feeling, you decide to go with Jones. Although you did not consciously realize it, you chose Jones simply because he was white, and not based on his qualifications for the job. If Smith had been white, you would have ultimately chosen him due to his qualifications. As mentioned above, this is an example of implicit bias in hiring practices. (Bielby 120). Situations like the hypothetical one aforementioned occur frequently, and cause the value of work to be diluted because hiring is not based purely on merit. According to William T. Bielby, “the national unemployment rate is at its lowest point in a generation, yet the rate for African-Americans remains twice that of whites” (Bielby 120). This clearly is a major problem with the workforce.



When one thinks of the word “minority,” it does not summon the image of a happy, healthy, white and wealthy nuclear family. The fault lies in part with stereotypes. People learn stereotypes through a variety of ways. We hear them in jokes and through the media via advertisements and commercials. The IAT has revealed a stereotype within children especially. In the 1940s, psychologists Kenneth Bancroft Clark and his wife, Mamie Phipps Clark, designed a study called the Doll Test. They sat a young white girl down in a room, and presented her with two dolls. One doll was white, and the other doll was black. They asked her a series of questions about the two dolls. One such question was about which doll the little girl preferred, and why. She chose the white doll, saying that it was nice and pretty. She called the black doll ugly and bad. When the husband-wife duo repeated the experiment with a young black girl, she performed in the exact same way despite sharing a skin tone with the black doll. (Clark). She essentially called herself ugly and bad as compared to a good and nice white girl. This heartbreaking stereotype still exists in contemporary society.

At the end of the day, discrimination is still a major problem in contemporary American society. After extensive researching, I have concluded that the blame lies mostly with a society that condones such outrageous, inappropriate and biased behavior. As a society, we allow the gap between the majority and the minorities to widen each and every single day. At this rate, unless things change, the minorities will never catch up. America might be the home of the free, but allowing such injustice to continue within our proud country is not very brave. United we stand, divided we fall.

Gender in the Workplace

Sexual Harassment

Sara Ferrufino



Sexual harassment has been an issue long before the movement to end it began; while the Women's Rights Movement existed beginning in the late 19th century and focused primarily on the right to vote for women (US House of Representatives: History, Art & Archives), it wasn't until World War II and the emergence of second wave feminism in the United States that pushed for social, economic and sexual equality (Walsh 1). After women joined the workforce in World War II, because their husbands were off fighting for the American military (for social equality of those against the Nazis), it was then that the Women's Movement gained a great amount of support, especially after the war was over. A large part of society expected the women who had hard wage paying jobs to return to roles like childcare and housework, that were unpaid (the invisible work). But many women were not as willing to let go of paid jobs, like those they had during the war. The term sexual harassment most likely did not exist in society's vocabulary until after women joined the workforce, most likely seen during or after the war. However, society itself did not primarily recognize it as an issue and was hardly a nationwide issue. It was not until the civil rights movement that women started to push for

different types of social rights as opposed to simply political rights. This could be described as Second Wave Feminism that began to push for an end of discrimination, the right to have an abortion, the right to take birth control and so on (Walsh 1). The issue of sexual harassment was not necessarily addressed at this point but it did, however, fall under the law in The Civil Rights Act of 1964, which made it illegal for employment to be denied based off religion, race, sex ... etc. (U.S. Equal Employment Commission). Although it did not directly address the issue of sexual harassment, it made it illegal to discriminate against sex, which interprets sexual harassment as such.

Although The Civil Rights Act of 1964 was progress in the fight against sexual harassment in the work place, and sexual harassment is now widely known in society and has a negative connotation for most, there has been little progress. Yes, there have been less reports of sexual harassment in the past five years, but it is still happening too frequently and less people are reporting it. Settlements have only been increasing which shows that there is not a decrease in the crime, but instead an increase of people getting away with this crime (U.S. Equal Employment Commission). Although sexual harassment happens to all genders, it was

first seen as a problem for women and the push of the Feminist Movement in the late 20th Century is what got it recognized by the law. It has been 75 years since the Women's Movement really took off and the fight over sexual discrimination, but a big question remains: Why is sexual harassment still so prominent and why is the progress so stagnant? After researching the issue, it can be determined that sexual harassment remains a lasting problem due to the lack of consistency between experts on the issue, the lack of team work and unity of women in regards to sexual harassment, ineffective laws and policies to stop sexual harassment, and a bias based on gender.

The little successes in the fight against sexual harassment in the work place can largely be contributed to the inability of experts and activists to overlook differentiating beliefs in order to work toward a common goal. Many women and even experts tend to define sexual harassment differently. As I researched, I found definitions with a wide array of components. While some experts do tend to agree, the lack of a universal definition has created confusion and division in the movement. This division hurts the movement, not only because it splits supporters, but also leads to a lack of organization. The different definitions show a disagreement within the movement which leads to a division within supporters. The appearance of multiple definitions started as early as the emergence of the movement itself. While for some, the law only applies

to the workforce, other activists apply it to daily life. Some experts on the issue apply it as a women's problem, while others would like to apply it to all genders.



One definition even went as far as to define sexual harassment as “male dominance over women” (Khumalo, Lindiwe, Gwandure, and Mayekiso 108). It seems that experts have different focus groups to apply the problem to, whether it is gender, sexual orientation, education levels, age, or work type. This also creates a problem within the movement because it divides groups within it, rather than creating one united front to fight it. Lastly, another problem with activists within the group not working cohesively is the differing ideas as to what causes sexual harassment. While many would attribute the problem to sexism and the objectification of women, some have suggested that has no effect on the issue. This not only creates further unspoken conflict within the movement, but it creates a new problem of what is the true cause of sexual harassment, and what needs to be addressed in society for progress to happen.

Gender in Nursing

Katelyn Takacs



Having a general knowledge of gender and its effects in the workplace would create much different perspectives about the idea of work because gender-related issues have evolved into an ideological way of thinking in today's culture and society. These "[g]ender-role socialization patterns in society provide examples of ways in which boys and girls are exposed to different role models and different messages about what is appropriate to each gender" (Gender Inequality in Nursing). This idea affects the motivations, conscious or not, behind every single action integrated into society. Gender is considered to be culturally or socially assumed; it is viewed as "something people do, not something people are" (O'lynn, 171). Because professions are public entities and serve as an imperial contributor to status in society, they are affected by these gender-specific expectations of society. Being that gender is created by society, and professions create our status in society, gender "stereotypes play a strong role in shaping our ideas about professions and gender" (Edwards, 25). The nursing field is a naturally nurturing and caring profession, a fact that tends to draw women into the field while simultaneously pushing men away for fear of being criticized as feminine or homosexual due to society's gender socialization. Nursing is a profession that

"supports the stereotypical 'feminine' image with traits of nurturing, caring, and gentleness in contrast to masculine characteristics of strength, aggression, and dominance" (Gender Inequality in Nursing). The field of nursing is a "profession deeply embedded in the gender based power relations of society" (Gender Inequality in Nursing) due to the dominance of one gender. Gender stereotypes and inequalities created by society inhibit the ability of both men and women to effective care for patients in the field of nursing. The public perception of nursing has had the biggest impact on both the field and those working within it. Nursing is a hard and rigorous field, but society undermines it due to the perception that it is feminine. Men look at nursing as a fantasy—one of a sexy female in a short white dress—while women look up to nursing and aspire to become that person with the stethoscope around their neck. Perception is everything when it comes to stereotypes. Nurses, whether they are male or female, face not only the tasks that come along with the job, but they fight the stereotypes from their peers, superiors, and even patient. Society's creation of "stereotypes and labels have harmful gendered assumptions about who we believe is qualified to care for patients" (Edwards, 15), which of course will hinder the ability of any nurse to correctly complete their job.

When nurses have to worry about doing things right by society, it takes some of their focus away from their job which could potentially be detrimental. Stereotypes in the nursing field are harmful to both nurses and the patients that they are caring for. Although society's perceptions are beginning to change, some people believe that the field is still mostly feminine and that



men
are
not

welcome (Jones). When working in a field dominated by women, men have to challenge traditional gender-defined roles and stereotypes in order to tentatively take care of their patients (Gender Inequality in Nursing). Male nurses battle many assumptions about their job because of stereotypes in media which discourage men from pursuing a career in nursing (Edwards, 25). Of these, one of the most common stereotypes that men face in the nursing profession is that they are gay or effeminate because they have chosen a feminine field (Gender Discrimination). This is obviously false because it utilizes a general assumption of a whole group, in this case a gender. Segregating professionals based on gender creates a divided workplace where productivity deteriorates because men feel out of place. Not only do men face stereotypes from society, however—they

also face the scrutiny of being stereotyped from their peers, superiors, and patients. Male nurses “suffer from the popular perception that men are not inherently able to care for others and must thus be looking for sexual gratification or other advantages when they seek out” a profession in the field of nursing (Gender Discrimination). This gendered assumption is obviously harmful to the integrity of men and their ability to hold a steady job in their profession. Some men have even been unable to enter a certain clinical dealing with women and children due to fear of abuse or sexual misconduct, while women have no restrictions when it comes to working with male patients (Gender Inequality in Nursing). Society's perception of the nursing field as being feminine deters men from entering because they are not allowed as much freedom or opportunities to choose their area of interest as are women. While the field of nursing is complex in nature, it is centered on the idea of helping and caring for others. “These traits [such as caring and nurturing] are cultural constructs reinforced by the social activities associated with being male or female” and used by society as the definition of a profession (Gender Inequality in Nursing). As seen by society's views on the nursing field, gender is a determining factor of work. In other words, gender, as a social construct of our culture, determines who is or is not fit to work in a particular area. It is a socially constructed idea which compromises the integrity of the nursing field by lessening the diversity.

Women in the Military

Hannah Russell



Women within the military face prevalent sexual abuse, often with little done by the military to help them or prosecute the assailant. A study done by RAND, a think tank organization that offers research and analysis on the American Armed Forces, found in 2014 that “98 percent of the [sexual] assaults against service members with fewer than 12 months of active-duty were committed in a military setting, during training, or by another member of the service” (Morall, xviii). This issue of sexual abuse within the military came into the spotlight in the 1990s when witnesses in Congressional hearings estimated approximately 200,000 American servicewomen had been sexually assaulted (Hunter, 174).

Much like rape in civilian culture, Joshua Goldstien points out that “War rapes frequently go unreported because of backlash against rape victims in traditional societies. The problems of shame associated with being the victim of rape... are connected with certain cultural traditions in which family honor is stained by *any* violation of sexual property norms. [...] Thus, rape in wartime is... an extension of everyday misogyny by other means” (Goldstein 365-366). With countless cases of sexual abuse going unreported, it can be inferred that this issue is not being taken as seriously as necessary. Hunter points out that if the military were to “view sexual abuse as serious a threat to mission readiness as it does drug use, it could likely bring about a similar dramatic decrease in the occurrence of sexual abuse. The

military’s efforts to control recreational drug use (other than alcohol) have been largely effective” (Hunter 245). By comparing the military’s generally successful actions to take action against drug use within the military to the less successful actions being taken to reduce sexual abuse, it is clear that there is a major problem at hand.

In one instance, a servicewoman was attacked by two of her comrades. The men duct taped her mouth, raped, choked, bit, bound, sodomized, and orally assaulted her, leaving her with bruises on her legs, breasts and neck. However, when she reported her attack to the officers, Dr. Mic Hunter



described that “They laughed at her telling her she should be grateful for a hot night of sex with two guys at once. They told her she wasn’t really hurt and should just go take a nap. As they left her, they informed her she ought to ‘expect more of the same since she was a lady-in-the-military’ and therefore ‘signed on for a tour of duty to satisfy the men of the Army’” (Hunter 190-191). On another occasion, one servicewoman claimed that “the one time I reported being sexually harassed to the harasser’s supervisor, I was told that I must have interpreted the officer’s comments and

behavior” (Hunter, 34). Such victim blaming is all too common, and, just like in civilian rape culture, many women do not report sexual harassment or sexual assaults against them due to fear of retaliation or the assumption that they would not be taken seriously (Campbell & D’Amico, 75). While some may argue that it is the uncontrollable sexual arousal of men that fuels these sex crimes, Goldstien argues just the opposite, claiming that it is lasting misogynistic mentalities that are key in sexual abuse in the military (Goldstien, 355). A servicewoman who provided her testimony to Francine D’Amico’s book, *Gender Camouflage*, claimed that it was her belief that “much of the sexual harassment and assault of women within the military by military men has to do with putting women in our place” (D’Amico, 35). Once again, it is these handed down sexist and misogynistic beliefs that stand in the way of women not only trying to attain new combat roles within the military but even for women already in the military who are simply trying to serve their country. Some women who have come out with their stories of sexual abuse are met with retaliations claiming that they volunteered in the military, so they should not complain about it. However, as one servicewoman responded, “None of us volunteered for rape, violence, and dehumanization” (D’Amico, 92).

Several recommendations could be useful when addressing the obstacles women face in the military. When it comes to the issue of sexual abuse in the military, it is imperative that the military takes a more active stance to prevent such criminal

actions. In other issues, such as drug abuse (other than alcohol), the actions taken by the military were largely effective. If the military views issues such as drug abuse serious enough to take action on, one could infer that the military does not view sexual abuse as severely as they do towards drug abuse. In terms of the argument against women in the military, society is in need of the realization that while some women are not physically equivalent to their male counterpart, that does not necessarily mean that all women are physically incapable of performing within a combat role in the military. The same goes towards the argument about the supposed emotional incapability. Just because some women may not be able to handle the emotional stress that corresponds with combat roles, the long history of women serving as nurses on the frontlines and the various women who have actually performed within a combat role throughout history, whether she was disguised as a man or not, quickly debunks the myth that all women are incapable of handling such stressful roles. The issue of a woman’s role within the military is far from being over. While significant steps have been made within the recent years towards gender equality within the U.S. Military, it is clear that work still needs to be done in certain areas such as the prevalence of sexual assault and harassment within the military. In order for women to break the boundaries placed before them when it comes to working in the military, they will first need to attempt to rectify the existing misogynistic beliefs dealing with the inherent inferiority of women that have been passed down through centuries.

Women in STEM Careers

Jordan Wright



Women face bias starting in elementary school that will then follow them through adolescence, until they hit the workforce. There are studies that give evidence of college bias and workplace bias specifically, which show that the more bias there is, the worse women will perform. One study suggests that in reality, girls are not outdone by boys on average, but because boys do both better and worse than girls, boys control both ends of the spectrum; most people focus on the positive side and believe that boys always perform better. The authors of this study state “the number of math and science courses taken by female high school students has increased and now the mean and standard deviation in performance on math test scores are only slightly larger for males than for females” (Niederle and Vesterlund 129). This journal article shows studies done by scholars at Stanford University based on research of sixty years’ worth of college preparation tests between both genders, with an understanding of the gender gap. The studies show that while there is still a gap, it is significantly lower now than it was sixty years ago. The studies done by these scholars also shows that the gap may not be based on intelligence, but merely competition, biases, or stereotypes that these women face prior to taking the test. In the conclusion of the article, they talk about changes in testing and how it could possibly allow more potential for females and better measure their interests. In a study done by Jacob Blickenstaff, he states that there are so few women in STEM careers because of the

leaky pipeline metaphor, which states that like a leaky pipeline, women often fall into STEM fields in college and a small portion make it to STEM careers for various reasons. Blickenstaff states “I have found the following explanations put forward in the research literature: biological differences between men and women, girls’ lack of academic preparation for a science major/career, girls’ poor attitude toward science and lack of positive experiences with science in childhood, the absence of female scientists/engineers as role models, science curricula are irrelevant to many girls, the pedagogy of science classes favors male students, a chilly climate’ exists for girls/women in science classes, cultural pressure on girls/women to conform to traditional gender roles, an inherent masculine worldview in scientific epistemology” (Blickenstaff 371). In the journal, “Gender and Education”, Blickenstaff argues that women in STEM careers are under-represented and the history of it, while also suggesting ways to fix it, presenting ideas of his own as well as ideas that scholars in the past have researched, but not yet attempted. Blickenstaff gives details and background information of the education of both genders and the stereotypes for women that come with the leaky pipeline metaphor. He uses his own sources to argue why women should be better represented in STEM and how future scientists should go about fixing it.

While women are often viewed as less intelligent, studies have shown that without hearing biased statements, women

perform at about the same level as men on tests in science and math, and they perform at a significantly lower level after hearing bias against them based on their gender. In terms of college bias, women usually face unfairness because of people's beliefs about intelligence. Broadly speaking, women are thought of as being less intelligent than men, because men have always been viewed as the superior gender. A study done on why there are so few women in STEM fields states that "not only are people more likely to associate math and science with men than with women, people often hold negative opinions of women in "masculine" positions, like scientists or engineers" (Hill, Corbett, and St. Rose XVI). This article discusses why women face the bias that they do, and explains in what situations that bias most often occurs. In this case, women in college face biases because science fields are considered masculine and it is unusual for women to be interested in those topics. Even though underrepresentation is a problem, scientists have been trying to figure it out for decades. When scientists fix it, studies suggest that "attracting and retaining more women in the STEM workforce will maximize innovation, creativity, and competitiveness" (Hill, Corbett, and St. Rose 3). This same study gives suggestions on how some department heads plan to gain more females and could possibly be applied to multiple fields. In this same study, it states that women make up only twenty percent of the students in undergraduate programs, which is less in graduate programs, and even less in STEM based careers. Changes need to be made starting at the high school or even college

level, because that is where the most biases comes into play and the most women are affected. One study states "campus-wide programs to educate members of the



community can identify and help eliminate discrimination in hiring and promotion, sexual harassment, and other illegal behaviors (6, 15)" (Handelsman et al). The idea of campus-wide programs will help avoid some bias and help women get through not only STEM careers, but the entire college experience more successfully. In the article by Policy Forum, there are many scholars who came together to present information about the last twenty-five years since the Women in Science and Technology Equal Opportunity Act was passed, and why women are still under-represented when the United States has tried everything to make the opportunities for the two genders equal in all aspects of STEM careers. This source also mentions the pipeline metaphor that Blickenstaff uses in his argument, which makes the metaphor seem more valuable to both of their arguments, and this article contends that women are under-represented, and the authors use examples of moral and legal reasons to support and back up their initial claims.

Age in the Workplace

Age Discrimination

Caitlyn Denning



Despite the popular saying that “age is ‘just a number’ [...] in the workplace, age is much more than [that].” (Posthuma, Wagstaff, and Campion, 302). As asinine as it sounds, the harsh truth is that there are divisions deeply rooted within the work environment that stem from an employee’s age. These age-related biases impact their overall treatment (both by management as well as fellow employees) in addition to factors such as the hiring, firing, promotion, and training of workers across the globe. Because this discrimination is so heavily intertwined with the categorical stereotypes associated with different generations in the workforce, expanding upon the current research regarding age discrimination against employees of all ages could offer possibilities for intergenerational integration as well as a more agreeable work environment in general.

In the modern-day workplace, there are three generations of workers that can be outlined across the board: Generation X, Generation Y, and the Baby Boomers. “In the United States, Baby Boomers are individuals born between the end of WWII (1945) and early to mid-1960s, Generation-Xers between early to mid-1960s to mid- to late 1980s, and

Generation-Y/Millennials between late 1970s and early 1980s to late 1990s” (Perry, et al. 3). Because of the vastly different time periods that each age group was raised in, the observable generational mindsets present in today’s workforce are often at odds. This leads to a majority of the discernable intergenerational conflict present in the modern-day work environment. For example, Boomers tend to be dedicated, practical workers that will stay committed to a company for years (or, in many cases, decades) whereas Generations X and Y have a more idealistic mindset that habitually encourages them to jump from one job to the next in search of achieving their dreams.

From these three groups, the workforce is then divided into two subgroups: young and old employees. Generation Y and the latter half of Generation X are commonly categorized as the younger employees in today’s workforce. The positive mental attributes associated with this group are that they are typically sharp, focused workers. Younger workers are often “perceived as more adaptable, fun, and competitive, but also more materialistic and impulsive [...] [as well as] less trustworthy, less loyal to their organizations, and as engaging in fewer

individually focused organizational citizenship behaviors” (Perry, et al., 2).

Inversely, older workers—which are composed of Baby

Boomers and the early half of Generation X—are generally

viewed in a more negative light. The steadfast characteristics

observed in the Boomer generation are often perceived as

being unreasonably obstinate, especially in regards to

technology. “These stereotypes include perceptions of them

as being naggy, irritable, decrepit, cranky, weak feeble-minded,

verbose, and cognitively deficient” (Nelson, 166).

Younger employees, especially those of Generation Y,

are viewed with mixed feelings by employers. On one hand,

they are highly sought-after for their fresh outlook and enthusiasm in regards to

completing work. They are excellent communicators, technologically proficient,

and highly goal-oriented (Spiro, 17). On the other hand, Boomers and Xers—the

composition of today’s management—often misunderstand them as being impatient and

selfish, thus causing conflict (Huyler, et al., 5). In addition, employers often give them

poorer working conditions and longer hours in exchange for lower salaries because these

fresh-faced employees (teenagers and recently-graduated college students

especially) lack the past work experience which Boomers and the older portion of

Generation X possess that would help to illuminate the extent of this inequity.

Because there are so many young people eagerly in search of employment, members

of Generation Y are easier to hire, train, and fire once the desired job has been

completed.

Unfortunately, this treatment of younger employees has had drastic impacts on the employment of older, seasoned workers from the Boomer and Generation X age groups. Because young employees are

viewed as being worth a dime a dozen, older employees who have striven throughout their entire working careers to scale the employment ladder have been subject to an increasing amount of layoffs and firing sprees. This type of discrimination is one component of an overarching issue the graying workforce faces called ageism, which also applies to the bias against elderly employees on a mental and physical basis.

In order to rectify all of this, research must be done with respect to the pros and cons of intergenerational blending.

Generational stereotypes “have been shown to contribute to increased social distance and

avoidance between people of different generations” (Nelson, 166). By observing

each of the three generations from a more enlightened vantage point, employers can

find ways to promote more cohesive intergenerational cooperation. In today’s

workplace, Baby Boomers and Generation X employees typically occupy the skilled,

qualified managerial positions that preside over a largely Generation Y-based team.

Cultivating a more defined “profile of these three generations, their differences, and how

organizations and their managers respond to those differences, will determine how an

organization will develop and [ultimately] be successful” (Huyler, et al., 3).

Although we will never live in a truly perfect world, there are key steps that can be taken in order to better the one we do

reside in. We can strive for change by working to dissolve the age barriers between

the generations within our own workplaces, which can be achieved by promoting the

positive attributes of each generation and utilizing them to their fullest potential. Once

that’s been accomplished, the issue can be taken up to a national level with the

intentions to have changes implemented on a much broader scale—creating laws that

combat age discrimination while simultaneously promoting the importance of

the rights and necessities of employees over those of their employers. Ultimately, each

generation deserves the right to work for as

long as they choose with the freedom to

decide what job they want to have.

Individualized Education Program

Amber Kier



There are certain qualifications that a child must have to be considered for the special education program in their school. The steps are in this order:

1. Request for evaluation;
2. Notice of rights;
3. Evaluation;
4. IEP meeting;
5. On-going assessment and data collection;
6. Examination of data and recommendations for IEP goals;
7. Referrals for any additional services.

The first step in this process is for someone to request an evaluation for the child. If a child is not developing at the child has difficulties, unusual or prolonged, with the curriculum in the general education classroom. The request must be processed with the reason the child should be evaluated, the test, procedure, or report that administration should use as a basis for the evaluation of the student, a list of contacts for the parents to help them understand what is happening and parental consent which is required before the child can be evaluated for the first time. The two parties involved in this step are the parents and whoever has made this request. In some cases, the parents are the ones who provide the request for their child to be evaluated.

The second step is a notice of rights. The Individuals with Disabilities Education Act states the parents of the child must be given notice of their rights and make sure they understand those rights. The two notices are the Procedural Safeguards Notice

and the Prior Written Notice. The Procedural Safeguards Notice includes information about Independent Evaluations, Parental Consent, Access to Educational Records, and Prior Written Notice. It also gives options for resolving disputes. The Prior Written Notice states the school must give specific notice if they want to decide whether the child has a disability or want to change the disability category, conduct an evaluation, change the current IEP or the placement of the child and/or change how the child is provided a free appropriate public education as dictated in the 2004 Individuals with Disabilities Education Act.

The next step is the actual evaluation of the student. The child is evaluated using a variety of assessment tools and strategies to gather information on whether the child meets the federal definition of “a child with a disability” or the content of the IEP allows the child to participate in appropriate activities. The actual evaluation report will include a lot of information such as observations and evaluations along with data regarding the child’s capabilities. The next part of the evaluation all the areas related to the suspected disability, including:

- Health, vision and hearing, and motor abilities;
- Language dominance and communicative status;
- Sociological and emotional status;
- Academic performance;
- General intelligence.

There are many people involved in this process: the parents, student, those with

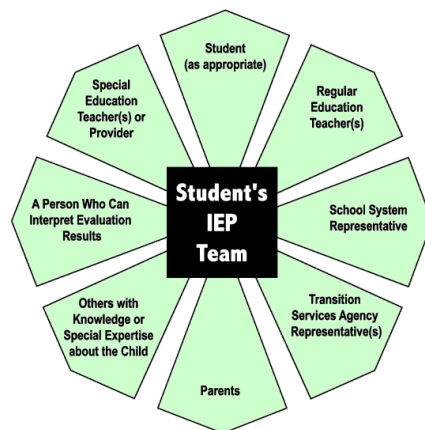
information regarding the student, an educational diagnostician or psychologist, a teacher, a speech language pathologist and other valuable individuals. This evaluation must take place within a certain amount of time. Reevaluation will be conducted if the school decides the services need a reevaluation or if a teacher/parent requests one. This reevaluation can only happen once a year unless the parent and a school agree otherwise but must happen at least once every three years unless the parent and school believe a reevaluation is unnecessary.

IEP is the fourth step in the special education process. The parents must receive a notice of the meeting within a reasonable amount of time before the actual meeting. There are three things that must be determined at this meeting: the existence of a disability, special education, and related service needs. After receiving the parents' written consent, services can be discussed and chosen. The measurable annual goals of the student, dates, location frequency and duration of the services that should be provided, placement of the child, and what the parents can expect from the reports and progress of their child are all decided.

There are also special factors that can be given such as assistive technology, the need for Braille, behavioral interventions, or a

limited proficiency in English. There are many parties involved in this IEP meeting, such as the parents, a general education student, a special education teacher, a district representative, an interpreter for instructional implications of evaluations, anyone with special expertise of the student, and, in some cases, the student may be present for the meeting. After the initial evaluation is conducted, the IEP meeting must be conducted within 30 days. IEP reviews must be held at least once a year or more if parents believe another is necessary.

After the IEP meeting has been conducted, the student is placed in the right place with what they need. Their progress is recorded, usually for the next review of the child. There are many ways these records can be taken, including tests, worksheets, and charts among others. Everyone, including parents, teachers, etc., is involved in this step of the process. Data collection should begin as soon as the IEP is developed and continue until the next IEP review meeting. Usually, a progress update is given when the students receive report cards. However, this can change per the IEP committee.



The final step in this process is to go over the recorded data to make recommendations for the next IEP goals and referrals for any additional services that the child may need. First, the parents and teacher will meet to examine the data since the last IEP meeting, also known as staffing. If the student has made progress/achieved goals, new goals will be set for the child to accomplish. However, if the student has not yet reached set goals, recommendations can be made for a reevaluation to see if the child needs any additional services, change in instruction, or a change in placement and possibly program. The parents, (sometimes) the student, service personnel and others involved in the education of the student are present for this meeting, taking place between four and six weeks before the IEP is up to be reviewed

Child Labor

Jessie Anderson



Child labor is a sensitive subject in today's society. Organizations exist that are either in opposition or support of child labor. Before we start picking sides, however, we need to fully understand the meaning of child labor. In general, child labor is defined as the use of children for work in an industry or a business. It is commonly used and acknowledged worldwide when the work is illegal and generally considered inhumane for children. Although it has always had a negative connotation associated with it, child labor provides a source of income for many families around the world. With that said, the cons of poverty, lack of education, gender inequality, the demand of the global marketplace, and easy sex tourism trump any of the possible positive aspects of child labor.

“[T]he discussion on child labor is very often ... charged with emotional content” (López-Calva 59). Most pictures depict children in horrible working conditions while being worked to the brink of death for wages that equate to almost nothing (López-Calva 59). Pictures like these which are shown by the media always bring out the negative sides of child labor, causing people to have an immediately bad perception of child labor. While this often leads to the belief that child labor should be banned completely, “ironically there is a huge number of people in developing countries

who support child labor” (Adnan).

Developing countries express that there are positive sides of child labor. For example children can work to pay tuition fees and help contribute to the family income. A common situation in poorer countries is that parents consider their children as their only reliable source of income. Child labor in these countries is a deciding factor for whether a family gets to eat that night or week because the average family income is typically below the poverty level. Because of this, child labor supporters argue that “child labor isn't as bad as people make it out to be [because] it can end up being the one thing that separates a family living below or above the poverty level line” (Adnan).

By contrast, while there are hundreds of causes that lead to the use of child labor, they boil down to four contributing influences including poverty, lack of education, the demand of the global marketplace, and finally easy sex tourism (Schmitz, Traver, and Larson). These four factors are used as excuses all over the world to try and get the child's family, and even sometimes the children themselves to give up their lives to go into the work force. Child labor has traditionally been regarded as a problem of poverty, which you can certainly see this within developing countries due to factors such as adult

unemployment, irregular income, and family instability.



For many poorer families, the small contribution of their child's income can make the difference because a high percentage of child employers give the child's entire wages to their parents (المكي, د. (الشفيع محمد). Additionally, because low-income families cannot afford to educate all of their children, they are faced with the decision about which of them will attend school and which will work to help support the family (Schmitz, Traver, Larson 6).

Employers use this as a way to explain that child labor isn't horrible for children—that we need it because the demand for the global marketplace just keeps growing and there aren't enough adult workers to keep up with the demands. In the book "Child Labor: A Global Crisis" author Kathryn Gay (12) tells us about the harsh

realities of child labor in other countries.

Gay explains that even though we might not have this problem here in the United States, US companies are still at fault. When companies outsource jobs, they tend to establish facilities in countries that either don't have child labor laws, or the laws are not strictly regulated because the labor is cheap there. Lastly, younger girls, and even boys, are made into prostitutes that are meant to cater to the tourists. These children are sold as sex slaves as part of a sex trafficking scandal that has become a huge industry all over the world. Child prostitution and trafficking is singled out as two of the most abusive forms of child labor because "[j]uveniles are forced to sell their bodies to Western tourists who can provide easy income to those in the lower reaches of poverty" (Lee-Wright).

Even though child labor may have some positive aspects, they should in no way be used as an excuse for people to partake in or turn a blind eye towards the problem of child labor (Schmitz, Traver, and Larson). No matter how many times someone tries to explain why child labor is good for everyone and the economy, the negative aspects of child labor are too powerful to overlook. The fact of the matter is that these children are stuck in a never-ending cycle with no way of getting out.



Child protective services social workers can come across a wide spectrum of traumatic situations in their line of work that can potentially cause them a tremendous amount of emotional and psychological strain. Issues with mental health is a topic that most Americans feel to be taboo and find acknowledging it as something uncomfortable. That being said, it is extremely important to protect the mental health and longevity of those working in child protective services on a massive scale in the United States.



This is often not discussed as being a major issue in social work; however, it needs to be addressed as the mental stability of these workers can greatly impact how they handle cases. These social workers can potentially gain types of posttraumatic stress and emotional burnout from different things such as client violence against them individually or witnessing child abuse first-hand. These issues can often have effects on their mental health, impact their personal and professional lives, hinder the ability of these social workers to make rational decisions and negatively impact

how they interpret and identify with others around them.

Working in child abuse cases can put immense stress on child protective services workers, and affect them both emotionally and psychologically. There are different ways that an individual social worker may be affected, such as experiencing compassion fatigue, posttraumatic stress growth, or feeling burnout from their work. Dara Bourassa describes compassion fatigue -- which is also known as secondary traumatic stress disorder -- as an individual being psychologically affected by an event in which the person was not harmed, but had worked with or seen others that were harmed or affected by traumatic events. In her study of social workers in adult protective services, many workers were not seen as having a true form of compassion fatigue as the majority of them had personal barriers set up in order to protect themselves from experiencing it. Posttraumatic growth is similar to compassion fatigue in that it is generally caused by direct interaction with someone who has experienced traumatic things, however, it often results in a much more personal impact on an individual. Posttraumatic growth can be categorized into two different aspects: positive and negative growth.

Moreover, it is the job of supervisors and administrators to oversee that child protective services run smoothly and efficiently. It is their job to ensure that their employees are performing their duties in a proper manner and that they are making

rational decisions that are not being affected by the welfare worker's own personal opinions and beliefs. They can be extremely influential to social workers and how they perform their jobs, which will often affect the outcome of interventions. The environment in which child welfare workers do their jobs often affects how they perform said jobs. The idea of psychological empowerment in social workers entails that these workers believe "that they have the capability to shape events in their jobs and their lives, that their actions are effective, and that they have some control over their choices and actions" (Cearley 314; Lee 480). Psychological empowerment can be affected by supervisors and by the families that the social workers interact with. In a study done by Joohee Lee, Cynthia Weaver, and Susan Hrostowski, their analyses found that people that wanted to remain employed in child protective services had a "significant and positive relationship between quality of supervision/leadership" (Lee 490). Supervisors in child welfare work have a large impact on the workers as they can directly affect their sense of psychological empowerment, which can heavily influence the outcome of the work that they perform, and that "given that the process of empowering workers takes place in the organization, the degree of worker psychological empowerment may be conceptualized as a mediator between work environment and outcomes expected from empowered workers" (483). Because of this, when supervision and organization is poor, child welfare workers are often more susceptible to performing their job poorly or

with less efficiency, which can lead to them noticing more negative aspects about their jobs and may cause them to want a different occupation. While supervisors should be there to make the job of a child welfare worker more manageable, sometimes they can cause just as much, if not more stress than the clients that they work with.

Child welfare workers must be provided with more options and opportunities to receive help when it comes to psychological stress and other emotional issues related to their work. These include having support from their administrators and superiors, so that they have someone on their side when things go awry with clients. Other things that can help these workers is a more in-depth explanation of the real mental health risks that can come with their job, and being provided with different outlets that may help them to feel less overwhelmed when they have bad experiences. These people are the backbone of child protective services, as their job is to understand what happened to their clients and figure out ways that they can help them. Children are easily susceptible to being abused by adults, and these social workers can be their voice and sometimes are the only people that can help them get out of horrible situations. With the influence of these social workers, millions of children in the United States have been saved from maltreatment and have been given the chance and resources to have better lives. The mental health and resiliency of child protective service workers must be taken more seriously for these people to continue doing their job and helping people without compromising their personal and professional lives.

Incentives in the Workplace

Effects of Workplace Sarah Rosa



A work environment is the area and its constructs in which a person works. A work environment consists of both the physical setup and design of a workplace, as well as the feeling that the area gives off to employees that affects their state of mind and emotions. Cubicles and dull colors have a different effect than an open space with comfortable couches and bright colors. The idea is to remove as many walls as possible so that ideas are not kept locked up, and so employees can share with one another and come up with greater thoughts as a group. All office spaces should be able to have a positive impact on those who work in them in order for them to also produce with positivity and efficiency. By doing this, companies will become attractive to employees looking for jobs. Although employees in the past looked more for healthcare benefits, money, and ranking in society, the new generations are looking for environments where they feel like they matter. A company that has made work environment one of their top priorities is Google: they have inspired companies both large and small to have this concept of a

workplace which has in turn created more successes.



This is a movement that needs to continue so that companies and employees are working at their highest potential and creating competition so that they can continue innovating. The design of open concept in a work environment is necessary for inspiration and collaboration in order for employees and the company as a whole to be successful.

It is necessary for jobs to feel like a place where employees want to be rather than somewhere they are forced to be every day. In *From Workplace to Playspace: Innovating, Learning, and Changing through Dynamic Engagement*, a book written by Pamela Meyer, she discusses the importance of “[. . .] play as essential to

organizational success”. This is because it “[. . .] shifts our understanding from a static workplace to one in which there is space for play in the system, the play of new possibilities and perspectives, for people to play new roles and develop new capacities, and space for improvised play” (8). This means that by creating an environment where actions and tasks are seen as “play” instead of “work” there can be more possibilities, and employees can open their brain and thoughts to create things that might have not been possible. This is due to the amount of creativity present in a place of play rather than work. This can include places where employees can relax, play games with one another, eat snacks, watch media, and allow their brain to take a break in order to come up with more creative ideas. Children are a great example of how creativity works because they have more imagination than adults since they see themselves as playing instead of being forced to do the same thing every day. By changing the mindset of the employee their imagination and innovation will grow, but the environment must be altered as well. This allows them to bond and create a stronger relationship as a team, while they are also giving their brain time to relax so that they have more ideas and brain power when they return to work. By being active, it allows oxygen to flow to their brain and by pretending to be a child they have more imagination to be creative with. When workplaces allow individuals to have personal offices they often allow these employees to make the space their own. There have even been instances where rooms have been filled to the ceiling with toys, or ceilings have been removed completely. By creating an environment where employees are content with their

ability to thrive in their creativity and comfort, they are able to work more imaginatively and with fewer restrictions. Companies tend to emphasize the rate of which things are done as opposed to the quality and the wellbeing of their employees. In Kaia Lōun’s article “High Performance Workplace Design Model”, she emphasizes methods in order “to minimize throughput time at the same time” (47). This company has no intention of designing their workplace so that their employees can work to their highest potential, but rather at their fastest. Even with this state of mind, companies cannot create quality products and they cannot be innovative when they are simply focused on “getting things done faster”. Companies like this do not focus on the collaboration of their employees, but rather on the profit that comes from their work. What they do not realize is that work spaces that have an open space construct will create more profit because of the quality of work that is being produced.

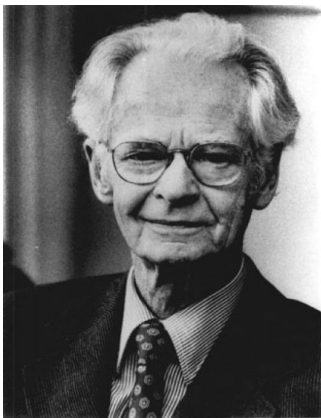
In order for companies to be able to succeed and be prominent competitors, they have to focus on the people who make the company as a whole run: the employees. The whole company cannot survive with only CEOs, because even the individuals at the lowest positions within a company can create the biggest impacts, considering they are the ones who often come up with ideas that later turn into products. However, if the health and wellbeing of employees is affected they cannot work or create as well as if they were healthy. Being closed in by cubicles and cluttered offices causes only negative effects and inhibits their potential, which in turn limits the success of the company as a whole. It is a chain, if one link is broken then the rest will not be as effective.

Conditioning the Perfect Worker

Webb Smith



B.F. Skinner created ideas about conditioning that were applied to the workplace and have gone on to create a more efficient and controlled worker with the application of operant conditioning. This idea has bred the idea of industrial/organizational psychology (I/O Psychology) which focuses on the idea that various changes in the workplace can create a much more beneficial environment for workers worldwide. I believe that his ideas can be directly applied to the people who live around us and work with us. The perfect worker after all is a creation of environment, age, and teaching.



fully

To

understand the effects of operant conditioning you must first look at the origin of conditioning itself with the work of Russian physiologist Ivan Pavlov, who became the founder of conditioning. His original experiments were over dogs and how much they salivate. He noticed a strange constant among dogs, where they would begin salivating in result to a scientist bringing them food. Pavlov noticed that this

was not a common occurrence in animals and began to study this phenomenon. He started to perform a separate study in which he sought to create situations in which the animals would begin to salivate. He started by having the food served to the dogs and when they received the food he would ring a bell; he repeated this multiple times until he decided to ring the bell without the food. When he would ring the bell the dogs would begin to salivate, he called this conditioning (later called classical conditioning). The basis for conditioning works in the following way: you have an action that you want someone to react to in a certain way, you start by using a sound or noticeable action when they do what you want, and when they do the action you reward them. This is often used to train dogs and other domesticated animals. This can be applied to people in a variety of ways, such as when we are much younger and still in the developmental phases of our lives. Classical conditioning is one of the easiest ways to teach a person because it is reinforcement of a previous behavior that they have presented. This can be applied when learning how to ride a bike, with dopamine serving as reward. The final example of this comes from a study from the 1940s, in which a baby was placed by a large steel rod and a puppy was introduced to the child, the scientist would hit the rod with a bat every time the child went near the puppy. This study went on to be colloquially called Little Albert and it remains one of the forbidden experiments due to the mental scarring that

it left, namely instead of having the child afraid of the puppy due to the previous sound, the child generalized (applying an idea of something to more than one idea) the puppy as fluffy so anything that was fluffy terrified the child. They proceeded to test this with other fluffy things such as a bunny, a teddy bear, and a fluffy white beard on a Santa mask. This fear continued throughout the life of Albert. This general idea can be seen in the workplace with the idea of incentivizing workers who do exceptional work. The incentive, generally cash or general recognition, creates a sense of joy and other workers around are reinforced negatively as they were not incentivized leading to them working harder as well. These feelings can become generalized and will cause people to seek out reward in other aspects of their life.

The work of B.F. Skinner is seen in Industrial Organizational psychology, or as it is generally seen, psychology meant to help the work force. This form of psychology is focused on things like what sort of lighting will allow workers to remain happy when they are working long hours, or what sort of incentive can give an employee the best sense of satisfaction in the hope that this will increase their maximum output. Some argue this is unethical as it is being done to human beings, but there is an

organization dedicated to making sure that people do not come to harm called the American Psychological Association (APA). This is still a major issue since the field itself does not follow the most basic rules which states that if a person is unwittingly a part of an experiment, all the benefits of the experiment must be maximized to make sure that the unwitting subject does not come to harm. This can be risky with this form of psychology because it focuses so much on changing the behaviors of people, which inadvertently leads to people having a much more negative view of certain behaviors. However, these safeguards are beneficial because they help a person to remain safe from the negative effects of conditioning.

In conclusion, the average worker is conditioned to be a beneficial and constantly productive member of the workforce instead of having a full sense of individuality. This does not apply among all workers, but the trends and methods that are used in the pursuit of efficiency have a negative social impact on the worker themselves. These actions have an overall negative effect on a person and can create a harsh mental situation. The capitalistic work force is meant to keep people working and keep our system running. While pessimistic, it will try to crush those who try to get out of this system.

Music Therapy

Emily Wallis



“Music therapy is a relationship among [...] the individual, the therapist, and the music” (Michel and Pinson 4). In *Music Therapy in Principle and Practice*, Donald Michel and Joe Pinson explore the field of music therapy. The relationship described in the quote above is presented in Figure 1 (to the right). As long as these three elements in the “therapeutic equation” (Michel and Pinson 5) are strong, the combination “provides stability and structure” (Michel and Pinson 5). Many personal stories about music therapy and the way it’s helped people include the significance of the relationship the client had to their therapist. This idea dates all the way back to the National Association for Music Therapy papers, published in 1952, as Louis Cholden, M.D., explained at the annual conference that “the music therapist himself [...] is the most significant aspect of therapy” (National Association for Music Therapy 31). Furthermore, the therapist is the medium of communication for delivering the potential effects music could have on a client. The case studies and proven effects of music speak to their therapeutic benefits. However, the importance of the occupation lies in the ability of the therapist. Music therapists maximize the effects of music for their clients by establishing unique sessions for

each client. This occupation is one that demonstrates what many people wish to do in their work: to truly enhance the lives of people.

A common idea associated with the word “work” is the idea that work solely refers to a job that is required. In this case, however, a music therapist works to do so much more than to perform a required job for a paycheck. According to Juliette Alvin, music may provide a means of finding “love, security, movement which to [the client] is life, excitement aggressiveness, sadness, calm, joy, and many other feelings through which he can identify himself with the music” (Alvin 13). However, it is the therapist who provides this for the client; listening to music is not the same as participating in music therapy. Listening to music may offer some of the same effects that music therapy has, but it does not compare to the individualized, goal-oriented potential of music therapy. Music therapists work to achieve the dynamic experiences for their clients. As Louise E. Weir explained in the 1952 National Association for Music Therapy conference, “the satisfaction of seeing a youngster on his way to normalcy, or the evidence of his joy and happiness in his own level of musical accomplishment, provide payment in full for the effort expended” (United States 132). Obviously,

music therapists are paid for their work. However, they do not work solely for wages. Music therapists have chosen work in which their passion and desire to help others through music is realized. The extensive training needed to become a Board Certified Music Therapist, or MT-BC, includes a bachelor's degree in addition to 1200 hours of clinical training (*American Music Therapy Association*). In other words, becoming a music therapist solely for wages isn't likely. Case studies and personal testimonies mention the therapist(s) while attributing part of the experience to the therapist's application of their passion for music. This confirms Louis Cholden's idea that the music therapist is, indeed, "the most significant aspect of therapy" (United States 31).

Music therapy is a valid therapeutic method based on its ability to affect such a variety of people in so many different ways.

Furthermore, music therapists have a special skill that allows them to facilitate these effects. This occupation is a model of the idea that people do not only care about wages when it comes to work because, despite all of the education and training music therapists must go through to become certified, there is undoubtedly a passion for music and/or helping others through therapy. Therapists use music to improve the quality of life for another individual in need of therapeutic intervention, thus giving the

occupation a unique kind of importance. The reiteration of the difference between therapeutic music and music therapy, however, conveys the particular experience that only music therapists can create.



This occupation is one that cannot be simulated because music therapists prove not only music's healing qualities, but that there are people who care more about the value of helping others than obtaining monetary compensation. Furthermore, music therapy cannot be entirely successful without the passion of the therapist because this job requires "a genuine interest in people and a desire to help others empower themselves" (*American Music Therapy Association*). Music therapists demonstrate that work can be so much more meaningful and important than receiving a paycheck. This field and the talented individuals in it play a significant role in creating better lives for others.

Government in the Workplace

Taxation
Josh Harris



One of the most controversial policy changes that a politician can make is the change in taxation. More often than not politicians can cut taxes to receive an easy boost in popularity as almost nobody enjoys paying their taxes. Whether these taxes are cut for political gain or for an actual strategic economic plan is sometimes up for debate. In this paper, we will pretend that all tax increases or decreases are made solely for economic prosperity. When a politician decides that taxes need to be lowered we must first look at the area that they plan to cut taxes in. Politicians can either cut taxes for businesses/corporations or they can cut taxes for the people themselves. The idea behind cutting taxes for corporations is to allow them to have more capital to invest back into their own businesses, therefore in turn increasing their production capabilities and profits. This strategy seems to make logical sense, as a company with more money will use it to expand which will then lead to more jobs for us, the Americans! Yet, most time it is not as simple as that. As Shipps discovers in her studies, “[. . .] many firms today already have excess cash, and are not using that to expand operations and hire additional workers” (107). This excess cash that these corporations hold hardly goes

into the domestic expansion that the government believes will happen. More often than not these profits are used to purchase stocks, increase salaries of upper-level employees, or they sometimes even save it. In fact, since 2004, 54% of corporate profits were used to buy back their own stocks (Klinger). Buying back stocks of their own company is a common practice in the business world as it increases their stock prices and stock prices directly correlate to the CEO’s pay. Cutting taxes for these large corporations is a difficult subject to cover as it is not only a negative thing. As Kurtzleben says, “tax cuts can boost economic growth. But the operative word there is ‘can.’ It’s by no means an automatic or perfect relationship.” While cutting taxes for corporations can be beneficial to the economy, it does not necessarily mean that it will be beneficial to the workers. “Theory suggests that the effects of changes in taxation on unemployment depend largely on the extent to which taxes are shifted to labor in the form of lower compensation, together with how responsive the supply of labor is to changes in pay” (Garibaldi and Mauro). These corporations must use the money that the tax cuts will save them and invest it back into the economy and more

importantly, the workers, rather than investing it wholly into themselves. To decrease the unemployment rate and create new jobs, these corporations must be willing to work with and for the people. Yet, that seems to be the underlying problem. Shipps puts it best when she says, “corporations’ loyalty is to their stockholders, not the national economy. Actions to increase profits are not always consistent with decreasing the unemployment rate” (110).

Governments can also cut the taxes of the people themselves. When this occurs, the idea is that with these lower taxes, individuals and families will have more cash to spend leading to more money entering the economy. The biggest problem with this type of tax cut is the marginal propensity to save. The marginal propensity to save is the proportion of total income or increase in income that individuals are more likely to save rather than spend on goods and services (“Propensity to Save”). The marginal propensity to save is an important measure to keep track of when making tax cuts in any economy. Often during recessions, the propensity to save is much higher than it would normally be so making a tax cut for people during a recession would have almost no effect because people are more likely to save it during that time. Yet, during an economic boom, a tax cut for people might be beneficial as the propensity to save would be lower and people would go out and spend the increase of income they received from the tax cuts. Of course, the marginal propensity to save does not measure everyone, and as previously stated, economics is not a set-in-stone science.



There have been many historical tax cuts that have led to economic growth and debatable job growth. The large tax cuts of the 1920's, the Kennedy era, and the Reagan era all lead to a significant increase in economic growth and higher standard of living (Mitchell). With that economic growth, there was also job growth. Although, that can be more attributed to the fast-expanding economy rather than the actual tax cuts themselves. Yet, with some historical examples of economic growth from tax cuts, some politicians take it to heart to slash any and all taxes in their sight, as they believe it to be the best solution. While cutting taxes can boost the economy, it does not always boost the job market as much as people would like. It often only marginally affects the job market, due to the money saved from tax cuts being saved or invested somewhere other than domestically. Yet, tax cuts are often one of the most proposed economic policies that politicians enact. Tax cuts and raises happen almost every time the government switches into new hands, and it is important to stay informed about what these tax changes mean for you.

Legislative Pay

Daniel Greco



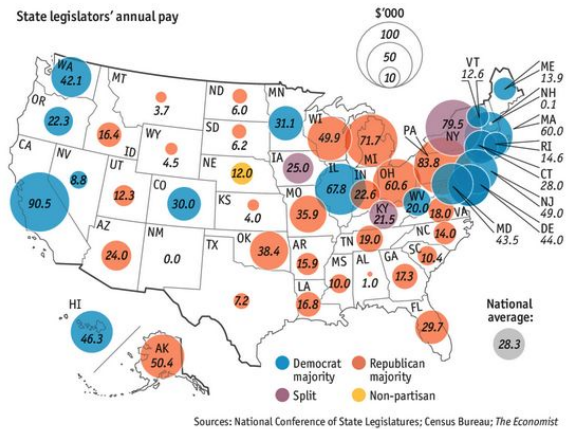
One of the longest-standing, unwritten laws of western society is that completion of a task for the sake of others merits some form of compensation. Usually this compensation is presented by the one offering work, and then accepted by the worker, creating a sort of contract between the two parties. However, this system has its exceptions, with one of the most prominent being in American government where legislators elected by the people can then turn and raise their own pay by voting for a wage increase. To complicate things further, the monies required to create this increase comes from taxes paid by the very constituents who elected them in the first place. Over time, a disparity arose between representatives and the citizens they claimed to represent. Many citizens and a few representatives began to claim that since legislators are working as a service to the people and it is the people's money that provides their paycheck, pay should be low and that raises should be limited and hard to come by. On the other side, many legislators and a few of their constituents believe that since the works of congress directly benefit the masses, they should be able to vote themselves a pay raise whenever it seems appropriate. These individuals also believe that they should earn a salary generous enough to support themselves. These two viewpoints have split into a dangerous dichotomy, distracting both parties from the real use and benefit of government.

However, what few seem to examine is the actual harm tension caused by this dichotomy causes among constituents,

within congress, and between both parties. Dr. Vermuele studies the complexity of checks and balances within self-compensation in government, specifically within the confines of the U.S. Constitution in his Columbia Law Article, "The Constitutional Law of Official Compensation." He recognizes that the Constitution originally intended for most of these issues to be solved locally, that each community, each state could deal with this as they pleased if their solutions stayed within reason. According to Vermuele, "The normative aim of compensation-related doctrine is to minimize the offsetting risks to the extent possible, recognizing that fine-tuned calibration of costs and benefits is unlikely, that crude solutions will often prove the only feasible solutions, and that the most important principle is to avoid extremes" (Vermuele 538). Whether Americans raise or lower the dollar amount prescribed to those in our legislative bodies is irrelevant to the big picture of a truly effective government. While the issue is important, the energy expended to fight and scrap for every penny ends up using more time and resources than could ever be saved or redistributed the way each side claims.

Generally, one can assume that legislators and the majority of their constituents are working together towards some goal for their district or area of influence as most citizens vote with representatives who share their values and vision. The area of legislative pay acts as a wall standing firm in front of the vision put forth by the people and carried out by their

congressman, creating a conflict of interest between the people and their government. While there may be a few citizens who wish their legislators to have increased salaries and a small number of legislators who think they and their colleagues are overpaid, in general the divide between congress and their constituents is clear.



One is left to dream of a utopia where humans never work for their own gain or try and influence government for their own benefit. History has long since proven that a disconnect between the people and their government only results in problems for both parties, namely bad legislation, too many or too little laws, and sometimes and overturning of the government itself. When revolution can be avoided, it must be, the possible rebirth of government never precedes the cost of war and death in importance. When examining the issue of legislative salaries, Americans should be careful to remember the most important aspect of government: effective governance. The main goal of both parties must be to

create effective legislation and law that benefits the most people, otherwise government becomes overbearing and burdensome rather than helpful.

In conclusion, the determining of legislative salaries brings much bigger stakes to the table than the salary of almost any other job or position in the country. Both those who wish for higher pay, more raises as well as those who believe in lower salaries for congress have valid, well supported arguments. The beauty of America is that both sides can have their way in different areas of the country without adversely affecting another state's legislature. Instead of focusing on the minute details and dollar amounts, Americans should get involved wherever their ideas are best presented and direct their attention to the most important issue in all congresses, how best to govern those under their sphere of influence. Resources, particularly time and trust, are invaluable to legislators yet both are wasted when arguing over the issue of legislative pay to an excessive degree, or creating legislation to try and go against the people for personal gain. Looking for a solution in extremes and debate leads nowhere, but cooperation truly brings the best out of the American form of government. At their core, most Americans truly just want what is best for their country, and focusing on an internal congressional issue puts America or the state in question off to the side, with important debates that need to be voiced tabled for another day. There may in fact be a perfect solution to the problem of legislative pay, but the price is far too high to pay for the benefit it would provide.

Law and Morality

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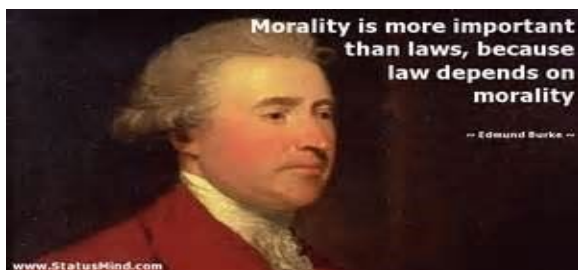
Since the times of philosophers such as Socrates and Plato, lawmakers have tried to implement the most basic moral values in their laws and rules. From the most fundamental moral values to the more complex and contradictory values, lawmakers throughout the ages have tried to create moral laws for citizens to follow and understand. Although the way morals are implemented into law has changed over time, morals are necessary to preserve a social order of citizens who follow laws and participate in the strengthening of a society. The purpose of law and morality, the history of their combination, and morality's role in law all point to the necessity of a fundamental guide to lawmaking and the preservation of an orderly society. The human aspiration for morality and societal need for law has been closely associated since societies were created. "All discussion of the relation of the law to morals ... goes back to the Greek thinkers ... who enquired whether right and just was right and just by nature or only by convention and enactment" (Pound 4). Natural law started with the Greek philosophers, who pondered if "just and right" was enforced by nature or custom. As the law was implemented in order to ensure social control, they searched to find a more concrete way to promote a sense of

obligation within the community instead of the "habit of obedience" (Pound 4) so that citizens would be more involved with the law. Philosophers wanted to guarantee the sense of obligatory citizenship roles we utilize today in America. Today, it is our right, civic duty, and obligation to vote and put our voice into the government. In the Middle Ages, natural law was changed to include the concept of God in order to solidify the reason behind the lawmaking. As times changed and the diversity allowed by Greek law became more ineffective, Roman lawmakers sought a more central, authoritarian place to base law off of. Centralized law stemming from texts, such as Justinian Code A.K.A. Corpus Juris Civilis, were the springboard for this new law making process. As the importance of religion became more prevalent in both government and day to day life, however, lawmakers enforced a "philosophical-theological foundation" (Pound 7) under these new laws which strengthened citizen obligation due to their application of certain religious values. Unfortunately, the end of the medieval era saw the beginning of the Protestant Reformation in the 16th century, wherein Protestants revolted in their efforts to eliminate religious based ideals in law and reintroducing reason. By this point, religion

had become so personal and controversial that eradicating God from the law would also eliminate the driving sense of validity and obligation. Because “‘morality’ refers not [just] to the individual judgment but to the content of a social consensus” and governmental success relies on the consent of the governed, lawmakers needed to implement a stronger foundation for regulation (Lamont 111).

This idea of moralism in law wasn't very popular until the end of the 18th century with the introduction of Kant's concept of jurisprudence in morality. Like the thinkers of the medieval era, Kant believed in founding law from an “eternal and immutable” source, though believed it should instead be based upon a “deduction from a rational harmonizing of free wills” (Pound 11) rather than religion. Instead of completely trashing the moral/law system already in place, however, this new ideal built upon it as a way to justify and organize existing legality. The amount of deep philosophical thinking which governed good, bad, right, and wrong continued to grow as the centuries progressed.

Law must be aligned with morals because citizens being governed need to feel like they trust and understand the decisions being made. “The law tells us what we must do; morality tells us what we should do. The law is the floor upon which moral agents walk. Both law and morality exhort us to respect our neighbors and to act in ways that foster well-being within our communities” (Horner 273).



When citizens feel that their government has the same moral ideals and takes them seriously, they are more likely to trust them and try to help them succeed. The law is enforced to create societal order, rules, and expectations for citizens in a society. It is meant to resolve disputes morally and protect citizens from themselves or other citizens. We need both law and morals to create a safe community for citizens, societal norms that push us to be caring individuals about our fellow people, as well as a concern for the law and how it protects us. Lawmakers must make a conscious effort to create laws fostering the kind of community support that leads to the success of its citizens. Likewise, morality is essential to maintain social order because, by suppressing immorality, it helps to “preserve the community” (Baird and Rosenbaum 8). This is because the laws we make create very specific behaviors. We make consequences for the behaviors that we do not want in our community, thus making laws more moral. Because morality is the basis for human action and survival, it cannot be changed as easily as laws. By creating this type of consequence system, citizens are required to take care of their own actions or face the results just as they'd expect from their fellow citizen. There must be a balance between law and morals to maintain a safe society because a lack of moral laws can create a revolt of humanity while an abundance of them can exclude certain groups. Lawmakers must work very hard to accommodate the moral values and law that make the citizens feel secure and taken care of. Discovering and distinguishing the purposes for these two elements is beneficial for maintaining any society. Looking back on how morals were

applied historically helps us gain insight into our own situations as law changes. As citizens, our job is to think ethically and rationally when making laws that will further us and the generations to come.