### MAKING IT BY FAKING IT

## Working-Class Students in an Elite Academic Environment

#### ROBERT GRANFIELD

An important point about socialization is that societal values, identities, and social roles are learned, not instinctual. We have to learn the social norms and behaviors our society expects from us. We also learn or are socialized into different identities—our gender identity, our racial-ethnic identity, and our social class identity—among several others. In this reading, published in 1991, Robert Granfield examines how the working-class identities of some law students are challenged during their years at elite law schools. Law students experience an intense period of professional socialization during their graduate-school years that not only teaches them their occupation, but also changes their values, identities, and social roles. Granfield, an associate professor of sociology at the University of Buffalo, argues that this intense socialization has consequences not only for the individual students but also for the legal profession.

esearch on stigma has generated significant insights into the complex relationship between self and society. The legacy of Goffman's ▲(1963) seminal work on the subject can be found in studies on alcoholism, mental illness, homosexuality, physical deformities, and juvenile delinquency. Even the literature on gender and racial inequality has benefited from an emphasis on stigma. Goffman's attention to the social processes of devaluation and the emerging self-concepts of discredited individuals not only created research opportunities for generations of sociologists but contributed to a humanistic ideology that viewed stigma assignment and its effects as unjust.

One of the most vibrant research programs that emerged from Goffman's classic work has been in the area of stigma management. A host of conceptual terms have been employed to describe the process through which discreditable individuals control information about themselves so as to manage their social identity. Concepts such as passing, deviance disavowal, accounts, disclaimers, and covering have often been used in analyzing accommodations and adjustments to deviance, as Pfuhl's (1986) review shows. These tactics,

Robert Granfield, "Making It by Faking It: Working-Class Students in an Elite Academic Environment" from Journal of Contemporary Ethnography (formerly Urban Life) 20, no. 3 (October 1991): 331-351. Copyright © 1991 by Sage Publications, Inc. Reprinted with the permission of Sage Publications, Inc.

while offering rewards associated with being seen as normal, frequently contribute to psychological stress. Possessing what Goffman (1963:5) referred to as "undesired differentness" often has significant consequences for one's personal identity as well as for available life chances. . . .

In this article, I focus on class stigma by examining a group of highly successful, upwardly mobile, working-class students who gained admission to a prestigious Ivy League law school in the East. While upward mobility from the working class occurs far less often within elite branches of the legal profession (Heinz and Laumann 1982; Smigel 1969) or corporate management (Useem and Karabel 1986), a certain amount of this type of mobility does take place. Working-class aspirants to the social elite, however, must accumulate cultural capital (Bourdieu and Passeron 1990; Cookson and Persell 1985) before they are able to transcend their status boundaries.

First, this article examines the ways in which working-class students experience a sense of differentness and marginality within the law school's elite environment. Next, I explore how these students react to their emerging class stigma by managing information about their backgrounds. I then demonstrate that the management strategies contribute to identity ambivalence and consider the secondary forms of adjustment students use to resolve this tension. Finally, I discuss why an analysis of social class can benefit from the insights forged by Goffman's work on stigma.

# Setting and Methodology

The data analyzed for this article were collected as part of a much larger project associated with law school socialization (Granfield 1989). The subjects consist of students attending a prestigious, national law school in the eastern part of the United States. The school has had a long reputation of training lawyers who have become partners in major Wall Street law firms, Supreme Court judges, United States presidents and other politicians, heads of foundations, and . . . [have assumed many] other eminent leadership positions. Throughout the school's history, it has drawn mostly on the talents of high-status males. It was not until the second half of the twentieth century that women, minorities, and members of the lower classes were allowed admission into this esteemed institution (Abel 1989).

Most of the students attending the university at the time the study was being conducted were white and middle class. The overwhelming majority are the sons and daughters of the professional-managerial class. Over 70 percent of those returning questionnaires had Ivy League or other highly prestigious educational credentials. As one would expect, fewer working-class students possessed such credentials.

A triangulated research design (Fielding and Fielding 1986) was used to collect the data. The first phase consisted of extensive fieldwork at the law school from 1985 to 1988, during which time I became a "peripheral member" (Adler and Adler 1987) in selected student groups. My activities while in the field consisted of attending classes with students, participating in their

Moot Court<sup>2</sup> preparations, studying with students on campus, and at times, in their apartments, lunching with them, becoming involved in student demonstrations over job recruiting and faculty hiring, attending extracurricular lectures presented on campus, and participating in orientation exercises for firstyear students. Throughout the entire fieldwork phase, I assumed both overt and covert roles. During the observation periods in classrooms, I recorded teacher-student interactions that occurred.

To supplement these observations, I conducted in-depth interviews with 103 law students at various stages in their training. Both personal interviews and small-group interviews with three or four students were recorded. The interviews lasted approximately two hours each and sought to identify the lived process through which law students experience legal training.

Finally, I administered a survey to 50 percent of the 1,540 students attending the law school. The survey examined their backgrounds, motives for attending law school, subjective perceptions of personal change, expectations about future practice, and evaluations of various substantive areas of practice. Over half (391) of the questionnaires were returned—a high rate of response for a survey of six pages requiring approximately 30 minutes of the respondent's time.

For this article, a subset of working-class students was selected for extensive analysis. Of the 103 students interviewed for the larger study, 23 came from working-class backgrounds, none of these from either the labor aristocracy or the unstable sectors of the working class. Typical parental occupations include postal worker, house painter, factory worker, fireman, dock worker, and carpenter. Many of these students were interviewed several times during their law school career. Many of the students selected for interviews were identified through questionnaires, while others were selected through the process of snowball sampling (Chadwick, Bahr, and Albrecht 1984).

## Feeling Out of Place

Working-class students entered this elite educational institution with a great deal of class pride. This sense of class pride is reflected in the fact that a significantly larger proportion of working-class students reported entering law school for the purposes of contributing to social change than their nonworking-class counterparts (see Granfield and Koenig 1990). That these students entered law school with the desire to help the downtrodden suggests that they identified with their working-class kin. In fact, students often credited their class background as being a motivating factor in their decision to pursue a career in social justice. One third-year student, whose father worked as a postal worker, recalled her parental influence:

I wanted a career in social justice. It seemed to me to be a good value for someone who wanted to leave this world a little better than they found it. My parents raised me with a sense that there are right things and wrong things and that maybe you ought to try to do some right things with your life.

A second-year student said that he was influenced by the oppressive experiences that his father endured as a factory laborer. Coming to law school to pursue a career in a labor union, this student explained, I was affected by my father, who had a job as a machinist. My father believes that corporations have no decency. I would term it differently, but we're talking about the same thing. Identifying with their working-class heritage produced not only a sense of pride but a system of values and ideals that greatly influenced their initial career

objectives.

However, identification with the working class began to diminish soon after these students entered law school. Not long after arriving, most working-class students encountered an entirely new moral career. Although initially proud of their accomplishments, they soon came to define themselves as different and their backgrounds a burden. Lacking the appropriate cultural capital (Bourdieu 1984) associated with their more privileged counterparts, working-class students began to experience a crisis in competency. Phrases such as "the first semester makes you feel extremely incompetent," "the first year is like eating humble pie," and "I felt very small, powerless, and dumb" were almost universal among these working-class students. Some students felt embarrassed by their difficulty in using the elaborated speech codes (Bernstein 1977) associated with the middle class. One working-class woman said that she was very aware of using "proper" English, adding that it makes me self-conscious when I use the wrong word or tense. I feel that if I had grown up in the middle class, I wouldn't have lapses. I have difficulty expressing thoughts while most other people here don't.

The recognition of their apparent differentness is perhaps best noted by examining the students' perception of stress associated with the first year of studies. Incoming working-class students reported significantly higher levels of personal stress than did their counterparts with more elite backgrounds. Much of this anxiety came from fears of academic inadequacy. Despite generally excellent college grades and their success in gaining admission to a nationally ranked law school, these students often worried that they did not measure up to the school's high standards. Nearly 62 percent of the first-year working-class students reported experiencing excessive grade pressure, compared to only 35 percent of those students from higher social class backgrounds.

In the words of Sennett and Cobb (1973), this lack of confidence is a "hidden injury of class," a psychological burden that working-class students experienced as they came to acquire the "identity beliefs" associated with middle-class society. While most students experience some degree of uncertainty and competency crisis during their first year, working-class students face the additional pressure of being cultural outsiders. Lacking manners of speech, attire, values, and experiences associated with their more privileged counterparts, even the most capable working-class student felt out of place:

I had a real problem my first year because law and legal education are based on upper-middle-class values. The class debates had to do with profit maximization, law and economics, atomistic individualism. I remember in class we were talking about landlords' responsibility to maintain decent housing in rental apartments.

Some people were saying that there were good reasons not to do this. Well, I think that's bullshit because I grew up with people who lived in apartments with rats, leaks, and roaches. I feel really different because I didn't grow up in suburbia.

Another student, a third-year working-class woman, felt marginalized because even her teachers assumed class homogeneity:

I get sensitive about what professors have to say in class. I remember in a business class the professor seemed to assume that we all had fathers that worked in business and that we all understood about family investments. He said, "You're all pretty much familiar with this because of your family background." I remember thinking, doesn't he think there's any people in this law school who come from a working-class background?

Such experiences contributed to a student's sense of living in an alien world. The social distance these students experienced early in their law school career produced considerable discomfort.

This discomfort grew more intense as they became increasingly immersed into this new elite world. Within a short span of time, these students began to experience a credential gap vis-à-vis other students who possessed more prestigious academic credentials. A first-year male student who attended a state school in the Midwest explained:

I'm not like most people here. I didn't go to prestigious schools. I'm a bit of a minority here because of that. When I got here I was really intimidated by the fact of how many Yale and Harvard people there were here.

At times, working-class law students were even embarrassed by their spouse's lower status. One first-year student described how her husband's credential gap caused her some anxiety:

People would ask me what my husband did and I would say he works for Radio Shack. People would be surprised. That was hard. Lately, we haven't done as much with [law school] people.

Thus, students sometimes pruned contacts that would potentially result in stigma disclosure. In general, then, as working-class students progressed through law school, they began to adopt a view of themselves as different. The recognition of this difference subsequently led them to develop techniques of adjusting to their perceived secondary status.

## Faking It

The management of identity has critical strategic importance not only for group affiliation and acceptance but for life chances. Stigma limits one's opportunities to participate in social life as a complete citizen, particularly so for those possessing gender or racial stigmas. However, because of the visibility of these stigmas, a person's adjustment to second-class citizenship is accomplished typically through either role engulfment in which a person accepts a spoiled identity (Schur 1971) or through direct confrontation where assignment of secondary status is itself challenged (Schur 1980). Rarely are these groups able to employ the concealment tactics typical among those

groups whose stigma is not overtly visible.

Unlike gender or racial stigma, however, individuals often adjust to class stigma by learning to conceal their uniqueness. The practice of concealing one's class background, for instance, is not unusual. Certainly, members of the elite frequently learn that it is in "bad taste" to flaunt their privileged background and that it is more gracious to conceal their eminent social status (Baltzell 1958). Similarly, individuals who experience downward mobility often attempt to maintain their predecline image by concealing loss of status. Camouflaging unemployment in the world of management by using such terms as "consultant" and by doctoring résumés are ways that downwardly mobile executives "cover" their spoiled status (Newman 1988). Concealing one's social class circumstances and the stigma that may be associated with it assist individuals in dealing with any rejection and ostracism that may be forthcoming were the person's actual status known.

Initially, students who took pride in having accomplished upward mobility openly displayed a working-class presentation of self. Many went out of their way to maintain this presentation. One first-year student who grew up in a labor union family in New York explained that: I have consciously maintained my working-class image. I wear work shirts or old flannel shirts and blue jeans every day. During his first year, this student flaunted his working-class background, frequently also donning an old army jacket, hiking boots, and a wool hat. Identifying himself as part of the "proletarian left," he tried to remain isolated from what he referred to as the "elitist" law school community.

This attempt to remain situated in the working class, however, not only separated these students from the entire law school community but alienated them from groups that shared their ideological convictions. While much of the clothing worn by non-working-class students suggests resistance to being identified as a member of the elite, working-class students become increasingly aware of their differentness. Although these students identify with the working class, others, despite their appearance, possess traits and lifestyles that are often associated with more privileged groups (see Lurie 1983; Stone 1970). One first-year woman who described herself as "radical" complained that the other law school radicals were really "a bunch of upper-class white men." Subsequently, working-class students must disengage from their backgrounds if they desire to escape feeling discredited.

Working-class students disengaged from their previous identity by concealing their class backgrounds. Just as deviants seek to manage their identity by "passing" as nondeviants (Goffman 1963), these working-class law students often adopted identities that were associated with the more elite social classes.3 Concealment allowed students to better participate in the culture of eminence that exists within the law school and reap avail-

able rewards.

This concealment meant, for instance, that students needed to acquire new dress codes. As Stone (1970) illustrated, appearance signifies identity and exercises a regulatory function over the responses of others. Such

cultural codes pertaining to appearance often are used to exclude individuals from elite social positions (Bourdieu 1984; Jackell 1988; Lamont and Lareau 1988). Although working-class students lacked the cultural capital of higher social classes, they began to realize that they could successfully mimic their more privileged counterparts. Like undistinguished prep school students (Cookson and Persell 1985), working-class law students learned how to behave in an upper-class world, including how to dress for a new audience whose favorable appraisal they must cultivate. One second-year male discussed this process:

I remember going to buy suits here. I went to Brooks Brothers for two reasons. One, I don't own a suit. My father owns one suit, and it's not that good. Second, I think it's important to look good. A lot of my friends went to Brooks Brothers, and I feel it's worth it to do it right and not to have another hurdle to walk in and have the wrong thing on. It's all a big play act. . . . During my first year, I had no luck with interviews. I was in my own little world when I came here. I wished I had paid more attention to the dressing habits of second- and thirdyear students.

Being in their own "working-class world" forced these students to begin recognizing the importance of different interpersonal skills. A second-year woman commented that:

I have really begun to see the value of having good social skills. I think that is one of the ways that law firms weed out people. In order to get jobs you have to have those social skills. I'm real conscious of that when I go out on interviews now.

The recognition among working-class students that they were able to imitate upper-class students increasingly encouraged them to conceal their backgrounds. One second-year student, whose father worked as a house painter, boasted of his mastery of "passing":

I generally don't tell people what my father does or what my mother does. I notice that I'm different, but it's not something other people here notice because I can fake it. They don't notice that I come from a blue-collar background.

Paying attention to the impression that one presents becomes extremely important for the upwardly mobile working-class student.

These students were sometimes assisted in their performances by professional career counselors employed by the law school. These professionals gave students instructions on how to present themselves as full-fledged members of this elite community. Students were taught that unless they downplayed their social class background, the most lucrative opportunities would be denied them. A third-year woman from a working-class area in Boston recalled learning this new norm of presentation:

I'm sort of proud that I'm from South Boston and come from a working-class background. During my second year, however, I wasn't having much luck with my first interviews. I went to talk with my adviser about how to change my résumé a bit or how to present myself better. I told my adviser that on the interviews I was presenting myself as a slightly unusual person with a different background. We talked about that, and he told me that it probably wasn't a good idea to present myself as being a little unusual. I decided that he was right and began to play up that I was just like them. After that, the interviews and offers began rolling in. I began to realize that they [interviewers] really like people who are like themselves.

Recognizing that job recruiters seek homogeneity is an important lesson that upwardly mobile working-class students must learn if they are to gain admission into high status and financially rewarding occupations.4 Kanter (1977) demonstrated, for instance, that managers come to reward those who resemble themselves. More recently, Jackell (1988) documented how the failure of managers to "fit in" resulted in suspicion and subsequent exclusion from advancement. Fitting in is particularly important in prestigious law firms which tend to resemble the high-status clients they represent (Abel 1989). During interviews, however, working-class law students faced a distinct disadvantage, as the interviewers who actively pursued new recruits rarely posed questions about the student's knowledge of law.5 Most seemed intent on finding students who fit into the law firm's corporate structure. The entire recruitment process itself, from the initial interview to "fly out," represents ceremonial affirmation of these students' elite status in which they need only demonstrate their "social" competence. Workingclass students typically found such interactions stressful. One third-year student explained her experiences:

They [the recruiters] didn't test my knowledge of law. They were interested in finding out what kind of person I was and what my background was. I tried to avoid talking about that and instead stressed the kind of work I was interested in. I think that most firms want a person who they can mold, that fits into their firm.

Some of the most successful working-class students enjoyed the accolades bestowed on them because of their hard work and natural abilities. In speaking of her success, a third-year student on law review said that when she entered law school, it never occurred to her that she would clerk for the Supreme Court and then work for a major Wall Street law firm, adding that *once you begin doing well and move up the ladder and gain a whole new set of peers, then you begin to think about the possibilities.* However, such success comes at a price, particularly for working-class students of color. Although having achieved success, many of these students continued to feel like outsiders. One such student, a third-year black male, reflected on what he considered the unfortunate aspects of affirmative action programs:

I have mixed feelings about the law review because of its affirmative action policies. On the one hand, I think it's good that minorities are represented on the law review. On the other hand, there's a real stigma attached to it. Before law school, I achieved by my own abilities. On law review, I don't feel I get respect. I find myself working very hard and getting no respect. Other students don't work as

hard. I spend a lot of time at the review because I don't want to turn in a bad assignment. I don't want them [other law review members] to think that I don't have what it takes.

Students who perceived themselves as outsiders frequently overcompensated for their failings because they felt judged by the "master status" associated with their social identity. This reaction to class stigma is typical among working-class students in educational institutions. In addition to developing their educational skills, working-class students are confronted with learning social skills as well. This makes succeeding particularly difficult for these students and is a task fraught with the fear of being discovered as incompetent (Sennett and Cobb 1973).

### Ambivalence

Despite their maneuvers, these working-class students had difficulty transcending their previous identity. The attempt by these students to manage their stigma resulted in what Goffman (1963:107) termed "identity ambivalence." Working-class students who sought to exit their class background could neither embrace their group nor let it go. This ambivalence is often felt by working-class individuals who attain upward mobility into the professional-managerial class (Steinitz and Solomon 1986). Many experience the "stranger in paradise" syndrome, in which working-class individuals feel like virtual outsiders in middle-class occupations (Ryan and Sackrey 1984). Such experiences frequently lead to considerable identity conflict among working-class individuals who attempt to align themselves with the middle class.

The working-class law students in my sample typically experienced identity conflicts on their upward climb. Not only did they feel deceptive in their adjustment strategies, but many felt the additional burden of believing they had "sold out" their own class and were letting their group down. Like other stigmatized individuals who gain acceptance among dominant groups (Goffman 1963), these students often felt they were letting down their own group by representing elite interests. One third-year female student ruefully explained:

My brother keeps asking me whether I'm a Republican yet. He thought that after I finished law school I would go to work to help people, not work for one of those firms that do business. In a way, he's my conscience. Maybe he's right. I've got a conflict with what I'm doing. I came from the working class and wanted to do public interest law. I have decided not to do that. It's been a difficult decision for me. I'm not completely comfortable about working at a large firm.

Another student, who grew up on welfare, expressed similar reservations about his impending career in law:

I'm not real happy about going to a large firm. I make lots of apologies. I'm still upset about the fact that my clients are real wealthy people, and it's not clear as to what the social utility of that will be.

Like the previous example, this student experienced a form of self-alienation as a result of his identity ambivalence. Students often experience a sense of guilt as they transcend their working-class backgrounds. Such guilt, however, needs to be abated if these students are to successfully adjust to their new reference group and reduce the status conflict they experience. For these working-class students, making the primary adjustment to upward mobility required strategies of accommodation in personal attitudes regarding their relationship to members of less privileged social classes. Secondary identity adjustments were therefore critical in helping students mitigate the ambivalence they experienced over their own success and subsequent separation from the working class.

# Resolving Ambivalence

Although accommodation strategies were typical throughout the entire student body,6 working-class students at this law school were more likely to employ particular types of strategies to help manage their identity. Students sought to manage their ambivalence by remaining "ideologically" distanced from the very social class their elite law school credential had facilitated alignment with. Many of these students became deliberate role models, unreservedly immersing themselves in higher social classes for that specific purpose. Such adjustments might be thought of as political since they were intended to directly challenge the domination of social elites. A black working-class student described how his actions would benefit the less fortunate:

I get slammed for being a corporate tool. People feel that I have sold out. I'm irritated by that. For years, blacks have been treated as slaves, sharecroppers, or porters. So I think that whether I want to be a partner at Cravath or to be an NAACP defense attorney, either of these positions are politically correct. We need black people with money and power. I think that I can make significant contributions to black causes.

For many students who experienced ambivalence, working in elite law firms was seen as the best way to help those they left behind. Other students redefined the value of large corporate law firms for the opportunities that such positions offered in contributing to social change. One third-year student suggested:

I used to think that social change would come about by being an activist. That's why I originally wanted to do public interest law. But you really can't accomplish much by doing this. The hiring partner at [a major New York law firm] convinced me that this is the only way to get things done. He served as the under secretary of state in the [former president's] administration. He made sense when he told me that if I wanted to contribute to social change I had to become an important person.

Students became less convinced that directly serving the less-privileged social classes would effectively resolve the problems that concerned them.

A third-year student explained how disenchanted she had become with public interest law:

I used to think that you could do good things for people. . . . I don't think that anymore. I'm no longer troubled by the idea of being a corporate lawyer as opposed to a public interest one. I'm still concerned about social problems like poverty or poor housing, but I'm not sure that being a public interest attorney is the way to resolve those things. The needs of the people that public interest lawyers serve are just beyond what I can do as an attorney. I think I can do more good for people if I commit myself to working with community groups or activities in the bar during my spare time.

The offering of such accounts helps students resolve the contradiction they experience by choosing a large law firm practice, as does the practical planning to use one's spare time (e.g., to do community activities). Unfortunately, given the structure of contemporary large law firms, spare time is a rarity (Nelson 1988; Spangler 1986). Adopting these new definitions regarding the pursuit of effective social change means that working-class students need not feel penitent over their upward mobility. Such strategies, of course, are attractive, as they suggest that the student is becoming elite not solely because he or she is striving for personal reward and success but as a means to best pursue the noble ideals of public service and social activism.

A more drastic accommodation involved avoidance of those who reminded working-class students of their social obligations toward helping the less fortunate. Just associating with individuals whose career path was geared toward helping the downtrodden caused considerable uneasiness in working-class students who had decided to enter large law firms. One thirdyear student said that he had begun to avoid law students who had retained their commitment to work with the poor:

It's taken for granted here that you can work for a large firm and still be a good person. The people who don't reinforce that message make me uncomfortable now. Frankly, that's why I'm not hanging out with the public interest people. They remind me of my own guilt.

In some cases, avoidance turned into open hostility. Another third-year student described how she now saw other students who remained committed to their ideals of helping the less fortunate: They're so single-minded at times and I think a little naive. They've really pushed me away from wanting to do public interest work as a full-time occupation. Condemning her condemners helped this student neutralize the guilt she felt over working for a corporate law firm.

### Conclusion

Upwardly mobile working-class students in this study, as well as in others, interpret and experience their social class from the perspective of stigma. However, since the stigma of being a member of the lower classes is thought to be just, upwardly mobile working-class students frequently construct identities in which they seek to escape the taint associated with their affiliation. Overcoming this stigma is therefore considered an individual rather than a collective effort. As was demonstrated in this study, such efforts often involve managing one's identity in the ways that Goffman outlined. Research that explores identity struggles as they relate to class could offer further extensions of Goffman's comments on stigma. Such research also has potential value in contributing to our understanding of working-class movements in the United States. Indeed, exploring the experience of class from the perspective of stigma and its management could offer great insight into the social psychology of working-class disempowerment.

#### **ENDNOTES**

Author's Note: Partial funding for this research was provided by the Woodrow Wilson Foundation.

<sup>1</sup>The following are the percentage distributions of social class background on the random sample of questionnaire returnees I collected for the larger project: upper class (2.8), upper-middle (44.6), middle (30.0), lower-middle (8.0), working (13.1), and lower (0.5).

<sup>2</sup>This is a first-year exercise in which students select a case to argue in front of a three-person panel consisting of a law professor, a third-year student, and an invited guest from the legal community. First-year students prepare their cases for several months in advance before formally presenting their oral argument.

<sup>3</sup>Similar findings were reported by Domhoff and Zweigenhaft (1991) in which they described the experiences of black students who were enrolled in elite prep schools as a result of affirmative action.

<sup>4</sup>Students are actively pursued. During the 1987 recruitment seasons at the law school, an average of 44 recruiters from commercial law firms conducted interviews with students each day. This represents nearly one law firm for each law student eligible to interview. In most cases, law firms are looking to hire more than one student.

<sup>5</sup>A study of hiring policies among large law firms found that "personal characteristics" ranked second among the criteria for selecting new lawyers (see Buller and Beck-Dudley 1990).

<sup>6</sup>Many students are confronted with identity conflicts that stem from the separation of personal values from professional roles. This is felt most among those students who entered law school with social activist ideals (for further discussion of this, see Granfield 1986, 1989, 1992).

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## ANYBODY'S SON WILL DO

#### GWYNNE DYER

An important point about socialization is that if culture is learned, it also can be unlearned. Sociologists call this process resocialization. This situation occurs when an individual gives up one way of life and one set of values for another. Examples of resocialization include the experience of new immigrants, of a person changing careers, of someone joining a feminist consciousness-raising group, or of an individual undergoing a religious conversion, such as a woman entering a convent to become a nun or a person being initiated into a cult. The following reading by journalist Gwynne Dyer

Gwynne Dyer, "Anybody's Son Will Do" from War: Past, Present, and Future. Copyright © 1985 by Media Resources. Used by permission of Crown Publishers, a division of Random House, Inc.