

Joe Maloney (2012)

Box #3948

Baumann Essay 2009-2010

Genesis of Research

Title: **Managing the Faithful: The Internal Labor Market of the Roman Catholic Church.**

The analysis presented in this essay is a result of two broad personal interests: ecclesiastical studies and economic theory. I attended Catholic schools my entire life and have thus been significantly exposed to the seeming conflict between the Latin Rite and a liberal western modernity. The challenges currently faced by the Church have been explained in a variety of ways—to the Church, on the one hand, the modern challenges are seen as evidence of a deviant secular humanity that has lost its path; to others, on the other hand, the challenges seem to represent a natural tension between an outdated institution and a progressive society. None of the explanations, however, suffice to offer a clear paradigm for understanding the church's contemporary conundrum. My specific interest in internal labor market theory is related to an economics 215 course I took with Professor William Ferguson at Grinnell in which internal labor market theory was an important concept. In this class, I had to write one short essay partially concerned with internal labor markets, however, the assignment was concerned with the possible interaction between internal labor markets and the labor market phenomenon of discrimination. The application of internal labor market theory to a non-traditional institution such as the Catholic Church in this essay is entirely my own conception and is born exceedingly from my personal interest in better understanding the faith I was raised in. In this way, my research conforms perfectly to the regulations of the Baumann Essay Contest that essays may “be based on course work or independent study but should not be work previously submitted in connection with a course.”