

Harrison Miller Trice

May 25, 1920 — December 5, 1994

Harrison Miller Trice was Professor Emeritus in the Department of Organizational Behavior at the School of Industrial and Labor Relations, Cornell University, where he had been a member of the faculty since 1955. Professor Trice's major contribution to his discipline has been the integration of the study of alcohol and drugs with the study of the workplace. More than any other social scientist, he was responsible for integrating occupational and organizational sociology with the study of alcohol and drugs. For example, his book with Janice Beyer, *Implementing Change: Alcohol Policy in Work Organizations*, which was published by the Free Press in 1978, was an important addition to alcohol studies and continues to be a major contribution to the theory of social change in organizational sociology. His other books include such classics as *Alcoholism in America*, published by McGraw Hill in 1966, and *Spirits and Demons at Work: Alcohol and Other Drugs On the Job*, which was first published by the ILR Press in 1972 (co-authored with Paul Roman). In addition, he was the author of numerous monographs, book chapters, and articles on the relationship between work and substance abuse. In 1984, for example, he received the Mark Keller Award from Rutgers University's Center of Alcohol Studies for his outstanding article, "Work-Related Outcomes of the Constructive Confrontation Strategy in a Job Based Alcoholism Program" *Journal of Studies on Alcohol*.

In addition to his many scholarly contributions, Professor Trice also led an active life of public service. He held numerous professional offices, which included chairman of the Committee on Drinking Behavior of the Society for the Study of Social Problems and of the Section on Occupational and Industrial Programs of the Alcohol and Drug Problems Association. He served on many editorial boards including the publications committee of the Society for the Study of Social Problems, the *International Journal of Addictions*, *Sociological Forum*, and the *Journal of Drug Issues*. His many public service activities included serving as member of the Board of Trustees of Alcoholics Anonymous, the New York State Governor's Task Force on Alcohol and Drug Problems, and the Initial Review Group for the National Institute of Alcohol Abuse and Alcoholism.

Professor Trice was also a popular teacher. His courses on occupational culture, deviance in the workplace, and employee assistance programs were always popular. Until his retirement, he conducted a large course in which each student was required to carry out a specific field study. Among the most popular of these studies were those concerned with alcohol and drugs. While committed to research and public policy, Harrison Trice was also committed to teaching.

Prior to his retirement from teaching in 1991, Professor Trice also played the pivotal role in securing an endowment to establish Cornell's R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies at the School of Industrial and Labor Relations. After his retirement, he kept up an active research program, completing two books in 1993 on organizational culture— *The Cultures of Work Organizations*, co-authored with Professor Janice Beyer, and *Occupational Subcultures in the Workplace*. Both books have received great acclaim from reviewers. At the time of his death, he and Professor Paul Roman were revising *Spirits and Demons at Work: Alcohol and Drugs on the Job*, and he was co-editing with Professor Paul Steele a special issue of the *Journal of Drug Issues* on workplace programs for the prevention and treatment of alcohol and other drug problems.

In 1994, Professor Trice was the recipient of two awards which recognized his lifetime contributions to the field of alcohol and drug studies. In August, he received the Distinguished Career Award from the American Sociological Association's Drinking and Drugs Section. In November, he received an award from New York State's Office of Alcoholism and Substance Abuse Services for his many contributions to the area of employee assistance programs, particularly his efforts to deliver rigorous training and education programs to practitioners.

Professor Harrison Trice touched many lives, and without qualification, it may be said that he had great impact on legitimating the social scientific study of alcohol and drugs. He was a sociologist who changed both his discipline and the specific area of his research concern.

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