Documenting Sources

A Hacker Handbooks Supplement

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A Note to Instructors

This booklet, Documenting Sources, is published as a supplement to accompany handbooks by Diana Hacker.


As you may know, the Modern Language Association publishes its MLA Style Manual for graduate students, scholars, and professional writers — those who write texts for peer review and publication. MLA publishes a separate set of guidelines for college undergraduates and high school students: the MLA Handbook for Writers of Research Papers, now in its sixth edition (2003). Typically, handbooks for college writers are based on the MLA Handbook; all current Hacker handbooks follow the sixth edition guidelines.

The seventh edition of the MLA Handbook for Writers of Research Papers is due to publish in spring 2009. MLA has recommended that undergraduate writers continue to follow the guidelines outlined in the sixth edition of the MLA Handbook until the seventh edition is published (see < www.mla.org/style_faq1 >). When the MLA Handbook is available, Bedford/St. Martin’s will reprint all of its handbooks — and update all handbook-related media products — to include the 2009 MLA guidelines for undergraduates in time for fall 2009 classes.

Whether you ask your students to follow the guidelines in the MLA Style Manual (2008) or the current MLA Handbook is your choice. No matter what you decide, Bedford/St. Martin’s will provide your students with the guidance they need to write and document academic research papers in MLA style.

The contents of this booklet can be downloaded for free at dianahacker.com and at the companion Web site for each Hacker handbook.
Documenting sources in MLA style

In English and in some humanities classes, you will be asked to use the MLA (Modern Language Association) system for documenting sources. The guidelines in this booklet follow those set forth in the *MLA Style Manual and Guide to Scholarly Publishing*, 3rd edition (New York: MLA, 2008).

MLA recommends in-text citations that refer readers to a list of works cited. An in-text citation names the author of the source, often in a signal phrase, and gives the page number in parentheses. At the end of the paper, a list of works cited provides publication information about the source; the list is alphabetized by authors’ last names (or by titles for works without authors).

**IN-TEXT CITATION**

Jay Kesan notes that even though many companies now routinely monitor employees through electronic means, “there may exist less intrusive safeguards for employers” (293).

**ENTRY IN THE LIST OF WORKS CITED**


For a list of works cited that includes this entry, see page 54.

**MLA in-text citations**

MLA in-text citations are made with a combination of signal phrases and parenthetical references. A signal phrase introduces information taken from a source (a quotation, summary, paraphrase, or fact); usually the signal phrase includes the author’s name. The parenthetical reference, which comes after the cited material, normally includes at least a page number.
Kwon points out that the Fourth Amendment does not give employees any protections from employers’ “unreasonable searches and seizures” (6).

 Readers can look up the author’s last name in the alphabetized list of works cited, where they will learn the work’s title and other publication information. If readers decide to consult the source, the page number will take them straight to the passage that has been cited.

**Basic rules for print and electronic sources**

The MLA system of in-text citations, which depends heavily on authors’ names and page numbers, was created in the early
1980s with print sources in mind. Because some of today’s electronic sources have unclear authorship and lack page numbers, they present a special challenge. Nevertheless, the basic rules are the same for both print and electronic sources.

The models in this section (items 1–5) show how the MLA system usually works and explain what to do if your source has no author or page numbers.

1. AUTHOR NAMED IN A SIGNAL PHRASE  Ordinarily, introduce the material being cited with a signal phrase that includes the author’s name. In addition to preparing readers for the source, the signal phrase allows you to keep the parenthetical citation brief.

   Frederick Lane reports that employers do not necessarily have to use software to monitor how their employees use the Web: employers can “use a hidden video camera pointed at an employee’s monitor” and even position a camera “so that a number of monitors [can] be viewed at the same time” (147).

   The signal phrase—*Frederick Lane reports that*—names the author; the parenthetical citation gives the page number of the book in which the quoted words may be found.

   Notice that the period follows the parenthetical citation. When a quotation ends with a question mark or an exclamation point, leave the end punctuation inside the quotation mark and add a period after the parentheses: “. . . ?” (8).

2. AUTHOR NAMED IN PARENTHESES  If a signal phrase does not name the author, put the author’s last name in parentheses along with the page number.

   Companies can monitor employees’ every keystroke without legal penalty, but they may have to combat low morale as a result (Lane 129).

   Use no punctuation between the name and the page number.
3. AUTHOR UNKNOWN  Either use the complete title in a signal phrase or use a short form of the title in parentheses. Titles of books are italicized; titles of articles are put in quotation marks.

A popular keystroke logging program operates invisibly on workers’ computers yet provides supervisors with details of the workers’ online activities (“Automatically”).

TIP: Before assuming that a Web source has no author, do some detective work. Often the author’s name is available but is not easy to find. For example, it may appear at the end of the source, in tiny print. Or it may appear on another page of the site, such as the home page.

NOTE: If a source has no author and is sponsored by a corporate entity, such as an organization or a government agency, name the corporate entity as the author (see item 9 on p. 8).

4. PAGE NUMBER UNKNOWN  You may omit the page number if a work lacks page numbers, as is the case with many Web sources. Although printouts from Web sites usually show page numbers, printers don’t always provide the same page breaks; for this reason, MLA recommends treating such sources as unpaginated in the in-text citation. (When the pages of a Web source are stable, as in PDF files, supply a page number in your in-text citation.)

As a 2005 study by Salary.com and America Online indicates, the Internet ranked as the top choice among employees for ways of wasting time on the job; it beat talking with co-workers—the second most popular method—by a margin of nearly two to one (Frauenheim).

If a source has numbered paragraphs, sections, or screens, use “par.” (or “pars.”), “sec.” (or “secs.”), or “screen” (or “screens”) in the parentheses: (Smith, par. 4). Note that a comma follows the author’s name.
5. ONE-PAGE SOURCE  If the source is one page long, MLA allows (but does not require) you to omit the page number. Many instructors will want you to supply the page number because without it readers may not know where your citation ends or, worse, may not realize that you have provided a citation at all.

No page number given
Anush Yegyazarian reports that in 2000 the National Labor Relations Board’s Office of the General Counsel helped win restitution for two workers who had been dismissed because their employers were displeased by the employees’ e-mails about work-related issues. The case points to the ongoing struggle to define what constitutes protected speech in the workplace.

Page number given
Anush Yegyazarian reports that in 2000 the National Labor Relations Board’s Office of the General Counsel helped win restitution for two workers who had been dismissed because their employers were displeased by the employees’ e-mails about work-related issues (62). The case points to the ongoing struggle to define what constitutes protected speech in the workplace.

Variations on the basic rules
This section describes the MLA guidelines for handling a variety of situations not covered by the basic rules just given. These rules on in-text citations are the same for both print sources and electronic sources.

6. TWO OR MORE TITLES BY THE SAME AUTHOR  If your list of works cited includes two or more titles by the same author, mention the title of the work in the signal phrase or include a short version of the title in the parentheses.
The American Management Association and ePolicy Institute have tracked employers’ practices in monitoring employees’ e-mail use. The groups’ 2003 survey found that one-third of companies had a policy of keeping and reviewing employees’ e-mail messages ("2003 E-mail" 2); in 2005, more than 55% of companies engaged in e-mail monitoring ("2005 Electronic" 1).

Titles of articles and other short works are placed in quotation marks, as in the example just given. Titles of books are italicized. In the rare case when both the author’s name and a short title must be given in parentheses, separate them with a comma.

A 2004 survey found that 20% of employers responding had employees’ e-mail “subpoenaed in the course of a lawsuit or regulatory investigation,” up 7% from the previous year (Amer. Management Assn. and ePolicy Inst., “2004 Workplace” 1).

7. TWO OR THREE AUTHORS Name the authors in a signal phrase, as in the following example, or include their last names in the parenthetical reference: (Kizza and Ssanyu 2).

Kizza and Ssanyu note that “employee monitoring is a dependable, capable, and very affordable process of electronically or otherwise recording all employee activities at work and also increasingly outside the workplace” (2).

When three authors are named in the parentheses, separate the names with commas: (Alton, Davies, and Rice 56).

8. FOUR OR MORE AUTHORS Name all of the authors or include only the first author’s name followed by “et al.” (Latin for “and others”). The format you use should match the format you use in the works cited entry (see item 2 on p. 14).
The study was extended for two years, and only after results were reviewed by an independent panel did the researchers publish their findings (Blaine et al. 35).

9. CORPORATE AUTHOR  When the author is a corporation, an organization, or a government agency, name the corporate author either in the signal phrase or in the parentheses.

According to a 2001 survey of human resources managers by the American Management Association, more than three-quarters of the responding companies reported disciplining employees for “misuse or personal use of office telecommunications equipment” (2).

In the list of works cited, the American Management Association is treated as the author and alphabetized under A.

When a government agency is treated as the author, it will be alphabetized in the list of works cited under the name of the government, such as United States (see item 3 on p. 15). For this reason, you must name the government in your in-text citation.

The United States Department of Transportation provides nationwide statistics on traffic fatalities.

10. AUTHORS WITH THE SAME LAST NAME  If your list of works cited includes works by two or more authors with the same last name, include the author’s first name in the signal phrase or first initial in the parentheses.

Estimates of the frequency with which employers monitor employees’ use of the Internet each day vary widely (A. Jones 15).

11. INDIRECT SOURCE (SOURCE QUOTED IN ANOTHER SOURCE)  When a writer’s or a speaker’s quoted words appear in a source written by someone else, begin the parenthetical citation with the abbreviation “qtd. in.”
Researchers Botan and McCreadie point out that “workers are objects of information collection without participating in the process of exchanging the information . . .” (qtd. in Kizza and Ssanyu 14).

12. ENCYCLOPEDIA OR DICTIONARY  Unless an encyclopedia or a dictionary has an author, it will be alphabetized in the list of works cited under the word or entry that you consulted—not under the title of the reference work itself (see item 13 on p. 19). Either in your text or in your parenthetical reference, mention the word or the entry. No page number is required, since readers can easily look up the word or entry.

The word crocodile has a surprisingly complex etymology (“Crocodile”).

13. MULTIVOLUME WORK  If your paper cites more than one volume of a multivolume work, indicate in the parentheses the volume you are referring to, followed by a colon and the page number.

In his studies of gifted children, Terman describes a pattern of accelerated language acquisition (2: 279).

If your paper cites only one volume of a multivolume work, you will include the volume number in the list of works cited and will not need to include it in the parentheses. (See the second example in item 12 on p. 19.)

14. TWO OR MORE WORKS  To cite more than one source in the parentheses, give the citations in alphabetical order and separate them with a semicolon.

The effects of sleep deprivation have been well documented (Cahill 42; Leduc 114; Vasquez 73).
Multiple citations can be distracting, however, so you should not overuse the technique. If you want to alert readers to several sources that discuss a particular topic, consider using an information note instead (see p. 42).

15. AN ENTIRE WORK Use the author’s name in a signal phrase or a parenthetical reference. There is of course no need to use a page number.

Lane explores the evolution of surveillance in the workplace.

16. WORK IN AN ANTHOLOGY Put the name of the author of the work (not the editor of the anthology) in the signal phrase or the parentheses.

In “A Jury of Her Peers,” Mrs. Hale describes both a style of quilting and a murder weapon when she utters the last words of the story: “We call it--knot it, Mr. Henderson” (Glaspell 210).

In the list of works cited, the work is alphabetized under Glaspell, not under the name of the editor of the anthology.


17. LEGAL SOURCE For well-known historical documents, such as the United States Constitution or Declaration of Independence, provide the document title, abbreviated and neither italicized nor in quotation marks, along with relevant article and section numbers: (US Const., art. 1, sec. 2). It is not necessary to provide a works cited entry.

For laws in the United States Code, provide the first few elements from the works cited entry: (12 USC). (See item 53 on p. 39.)

For legislative acts and court cases, your in-text citation should name the act or case either in a signal phrase or in
parentheses. In the text of a paper, names of cases are italicized, but names of acts are not.

The Jones Act of 1917 granted US citizenship to Puerto Ricans.

In 1857, Chief Justice Roger B. Taney declared in the case of *Dred Scott v. Sandford* that blacks, whether enslaved or free, could not be citizens of the United States.

**Literary works and sacred texts**

Literary works and sacred texts are usually available in a variety of editions. Your list of works cited will specify which edition you are using, and your in-text citation will usually consist of a page number from the edition you consulted (see item 18).

However, MLA suggests that, when possible, you should give enough information—such as book parts, play divisions, or line numbers—so that readers can locate the cited passage in any edition of the work (see items 19–21).

18. **LITERARY WORKS WITHOUT PARTS OR LINE NUMBERS** Many literary works, such as most short stories and many novels and plays, do not have parts or line numbers that you can refer to. In such cases, simply cite the page number.

At the end of Kate Chopin’s “The Story of an Hour,” Mrs. Mallard drops dead upon learning that her husband is alive. In the final irony of the story, doctors report that she has died of a “joy that kills” (25).

19. **VERSE PLAYS AND POEMS** For verse plays, MLA recommends giving act, scene, and line numbers that can be located in any edition of the work. Use arabic numerals, and separate the numbers with periods.

In Shakespeare’s *King Lear*, Gloucester, blinded for suspected treason, learns a profound lesson from his tragic experience: “A man may see how this world goes / with no eyes” (4.2.148-49).
For a poem, cite the part (if there are a number of parts) and the line numbers, separated by a period.

When Homer’s Odysseus comes to the hall of Circe, he finds his men “mild / in her soft spell, fed on her drug of evil” (10.209-10).

For poems that are not divided into parts, use line numbers. For a first reference, use the word “lines”: (lines 5-8). Thereafter use just the numbers: (12-13).

20. NOVELS WITH NUMBERED DIVISIONS  When a novel has numbered divisions, put the page number first, followed by a semicolon, and then indicate the book, part, or chapter in which the passage may be found. Use abbreviations such as “pt.” and “ch.”

One of Kingsolver’s narrators, teenager Rachel, pushes her vocabulary beyond its limits. For example, Rachel complains that being forced to live in the Congo with her missionary family is “a sheer tapestry of justice” because her chances of finding a boyfriend are “dull and void” (117; bk. 2, ch. 10).

21. SACRED TEXTS  When citing a sacred text such as the Bible or the Qur’an, name the edition you are using in your works cited entry (see item 14 on p. 20). In your parenthetical citation, give the book, chapter, and verse (or their equivalent), separated by periods. Common abbreviations for books of the Bible are acceptable.

Consider the words of Solomon: “If your enemies are hungry, give them food to eat. If they are thirsty, give them water to drink” (Holy Bible, Prov. 25.21).

MLA list of works cited

An alphabetized list of works cited, which appears at the end of your research paper, gives publication information for each of the sources you have cited in the paper. (For information about
**Directory to MLA works cited models**

**GENERAL GUIDELINES FOR LISTING AUTHORS**
1. Single author, 14
2. Multiple authors, 14
3. Corporate author, 15
4. Unknown author, 15
5. Two or more works by the same author, 16

**BOOKS**
6. Basic format for a book, 16
7. Author with an editor, 16
8. Author with a translator, 18
9. Editor, 18
10. Work in an anthology, 18
11. Edition other than the first, 19
12. Multivolume work, 19
13. Encyclopedia or dictionary entry, 19
14. Sacred text, 20
15. Foreword, introduction, preface, or afterword, 20
16. Book with a title in its title, 20
17. Book in a series, 21
18. Republished book, 21
19. Publisher’s imprint, 21

**ARTICLES IN PERIODICALS**
20. Article in a magazine, 23
21. Article in a journal paginated by volume, 23
22. Article in a journal paginated by issue, 23
23. Article in a daily newspaper, 23
24. Editorial in a newspaper, 24
25. Letter to the editor, 24
26. Book or film review, 24

**ELECTRONIC SOURCES**
27. An entire Web site, 25
28. Short work from a Web site, 26
29. Online book, 27
30. Part of an online book, 27
31. Work from a database service such as *InfoTrac*, 27
32. Article in an online journal, 31
33. Article in an online magazine or newspaper, 32
34. An entire Weblog (blog), 32
35. An entry in a Weblog (blog), 32
36. CD-ROM, 33
37. E-mail, 33
38. Posting to an online discussion list, 33

**MULTIMEDIA SOURCES (INCLUDING ONLINE VERSIONS)**
39. Work of art, 34
40. Cartoon, 34
41. Advertisement, 34
42. Map or chart, 35
43. Musical score, 35
44. Sound recording, 35
45. Film or video, 36
46. Radio or television program, 36
47. Radio or television interview, 37
48. Podcast, 37
49. Live performance, 37
50. Lecture or public address, 38
51. Personal interview, 38

**OTHER SOURCES (INCLUDING ONLINE VERSIONS)**
52. Government publication, 38
53. Legal source, 39
54. Pamphlet, 39
55. Dissertation, 39
56. Abstract of a dissertation, 40
57. Published proceedings of a conference, 40
58. Published interview, 41
59. Personal letter, 41
60. Entry in a wiki, 41
preparing the list, see pp. 44–45; for a sample list of works cited, see pp. 54–55.)

**NOTE:** Unless your instructor asks for them, omit sources not actually cited in the paper, even if you read them.

**General guidelines for listing authors**

Alphabetize entries in the list of works cited by authors’ last names (if a work has no author, alphabetize it by its title). The author’s name is important because citations in the text of the paper refer to it and readers will be looking for it at the beginning of an entry in the alphabetized list.

**NAME CITED IN TEXT**

According to Nancy Flynn, . . .

**BEGINNING OF WORKS CITED ENTRY**

Flynn, Nancy.

Items 1–5 show how to begin an entry for a work with a single author, multiple authors, a corporate author, an unknown author, and multiple works by the same author. What comes after this first element of your citation will depend on the kind of source you are citing. (See items 6–60.)

**NOTE:** For a book, an entry in the works cited list will sometimes begin with an editor (see item 9 on p. 18).

1. **SINGLE AUTHOR** For a work with one author, begin with the author’s last name, followed by a comma; then give the author’s first name, followed by a period.

Tannen, Deborah.

2. **MULTIPLE AUTHORS** For works with two or three authors, name the authors in the order in which they are listed in the source. Reverse the name of only the first author.

Wilmut, Ian, Keith Campbell, and Colin Tudge.

For a work with four or more authors, either name all of the authors or name the first author followed by “et al.” (Latin for “and others”).


3. CORPORATE AUTHOR  When the author of a print document or a Web site is a corporation, a government agency, or some other organization, begin your entry with the name of the group.

First Union.


American Management Association.

NOTE: Make sure that your in-text citation also treats the organization as the author (see item 9 on p. 8).

4. UNKNOWN AUTHOR  When the author of a work is unknown, begin with the work’s title. Titles of articles and other short works, such as brief documents from Web sites, are put in quotation marks. Titles of books and other long works, such as entire Web sites, are italicized.

Article or other short work

“Media Giants.”

Book or other long work


Before concluding that the author of a Web source is unknown, check carefully (see the tip on p. 5). Also remember that an organization may be the author (see item 3 above).
5. TWO OR MORE WORKS BY THE SAME AUTHOR  If your list of works cited includes two or more works by the same author, use the author’s name only for the first entry. For other entries, use three hyphens followed by a period. The three hyphens must stand for exactly the same name or names as in the first entry. List the titles in alphabetical order (ignoring the article A, An, or The at the beginning of a title).


**Books**

Items 6–19 apply to print books. For online books, see item 29. For an annotated example, see page 17.

6. BASIC FORMAT FOR A BOOK  For most print books, arrange the information into four units, each followed by a period and one space: the author’s name; the title and subtitle, italicized; the place of publication, the publisher, and the date; and the medium of publication (“Print”).


Take the information about the book from its title page and copyright page. Use a short form of the publisher’s name; omit terms such as Press, Inc., and Co. except when naming university presses (Harvard UP, for example). If the copyright page lists more than one date, use the most recent one.

7. AUTHOR WITH AN EDITOR  Begin with the author and title, followed by the name of the editor. In this case the abbreviation “Ed.” means “Edited by,” so it is the same for one or multiple editors.

Citation at a glance: Book (MLA)

To cite a book in MLA style, include the following elements:

1. Author
2. Title and subtitle
3. City of publication
4. Publisher
5. Date of publication
6. Medium of publication

WORKS CITED ENTRY FOR A BOOK

8. AUTHOR WITH A TRANSLATOR  Begin with the name of the author. After the title, write “Trans.” (for “Translated by”) and the name of the translator.


9. EDITOR  An entry for a work with an editor is similar to that for a work with an author except that the name is followed by a comma and the abbreviation “ed.” for “editor” (or “eds.” for “editors”).


10. WORK IN AN ANTHOLOGY  Begin with the name of the author of the selection, not with the name of the editor of the anthology. Then give the title of the selection; the title of the anthology; the name of the editor (preceded by “Ed.” for “Edited by”); publication information; the pages on which the selection appears; and the medium of publication.


If you wish, you may cross-reference two or more works from the same anthology. Provide an entry for the anthology (see item 9 above). Then in separate entries list the author and title of each selection, followed by the last name of the editor of the anthology and the page numbers on which the selection appears. Do not indicate the medium of publication because it is included in the entry for the complete anthology.


Alphabetize the entry for the anthology under the name of its editor (in this case, Craig); alphabetize the entries for the selections under the names of the authors (Desai, Malouf).
11. EDITION OTHER THAN THE FIRST  If you are citing an edition other than the first, include the number of the edition after the title (or after the names of any translators or editors that appear after the title): 2nd ed., 3rd ed., and so on.


12. MULTIVOLUME WORK  Include the total number of volumes before the city and publisher, using the abbreviation “vols.” If the volumes were published over several years, give the inclusive dates of publication.


If your paper cites only one of the volumes, include the volume number before the city and publisher and give the date of publication for that volume. After the date, give the medium of publication followed by the total number of volumes.


13. ENCYCLOPEDIA OR DICTIONARY ENTRY  When an encyclopedia or a dictionary is well known, simply list the author of the entry (if there is one), the title of the entry, the title of the reference work, the edition number (if any), and the date of the edition.


Volume and page numbers are not necessary because the entries in the source are arranged alphabetically and therefore are easy to locate.

If a reference work is not well known, provide full publication information as well.
14. SACRED TEXT Give the title of the edition of the sacred
text (taken from the title page), italicized; the editor’s or transla-
tor’s name (if any); publication information; and the medium of
publication.


15. FOREWORD, INTRODUCTION, PREFACE, OR AFTERWORD Begin
with the author of the foreword or other book part, followed by
the name of that part. Then give the title of the book; the author
of the book, preceded by the word “By”; and the editor of the
book (if any). After the publication information, give the inclu-
sive page numbers for the part of the book being cited. End
with the medium of publication.


If the book part being cited has a title, include it in quota-
tion marks immediately after the author’s name.


16. BOOK WITH A TITLE IN ITS TITLE If the book title contains a
title normally italicized, neither italicize the internal title nor
place it in quotation marks.


If the title within the title is normally put in quotation
marks, retain the quotation marks and italicize the entire title.

Hawkins, Hunt, and Brian W. Shaffer, eds. *Approaches to Teaching
Conrad’s “Heart of Darkness” and “The Secret Sharer.”* New York:
17. **BOOK IN A SERIES**  After the publication information, put the medium of publication and then the series name as it appears on the title page, followed by the series number, if any.


18. **REPUBLICISHED BOOK**  After the title of the book, cite the original publication date, followed by the current publication information. If the republished book contains new material, such as an introduction or afterword, include information about the new material after the original date.


19. **PUBLISHER’S IMPRINT**  If a book was published by an imprint (a division) of a publishing company, link the name of the imprint and the name of the publisher with a hyphen, putting the imprint first.


**Articles in periodicals**

This section shows how to prepare works cited entries for articles in magazines, scholarly journals, and newspapers. (See p. 22 for an annotated example.) In addition to consulting the models in this section, you will at times need to turn to other models as well:

- More than one author: item 2
- Corporate author: item 3
- Unknown author: item 4
- Online article: items 32 and 33
- Article from a database service: item 31
Citation at a glance: Article in a periodical (MLA)

To cite an article in a periodical in MLA style, include the following elements:

1 Author
2 Title of article
3 Name of periodical
4 Date of publication
5 Page numbers
6 Medium of publication

WORKS CITED ENTRY FOR AN ARTICLE IN A PERIODICAL

NOTE: For articles appearing on consecutive pages, provide the range of pages (see items 21 and 22). When an article does not appear on consecutive pages, give the number of the first page followed by a plus sign: 32+.

20. ARTICLE IN A MAGAZINE List, in order, separated by periods, the author’s name; the title of the article, in quotation marks; and the title of the magazine, italicized. Then give the date and the page numbers, separated by a colon. If the magazine is issued monthly, give just the month and year. Abbreviate the names of the months except May, June, and July. Give the medium of publication at the end.


If the magazine is issued weekly, give the exact date.


21. ARTICLE IN A JOURNAL PAGINATED BY VOLUME Give the issue number, when available. Separate the volume and issue numbers with a period. Include the medium of publication at the end.


22. ARTICLE IN A JOURNAL PAGINATED BY ISSUE After the volume number, put a period and the issue number. Include the medium of publication at the end.


23. ARTICLE IN A DAILY NEWSPAPER Begin with the name of the author, if known, followed by the title of the article. Next give the name of the newspaper, the date, and the page numbers.

If the section is marked with a number rather than a letter, handle the entry as follows:


When an edition of the newspaper is specified on the masthead, name the edition after the date and before the page reference (eastern ed., late ed., natl. ed., and so on), as in the example just given.

If the city of publication is not obvious, include it in brackets after the name of the newspaper: *City Paper* [Washington].

### 24. EDITORIAL IN A NEWSPAPER
Cite an editorial as you would an article with an unknown author, adding the word “Editorial” after the title.


### 25. LETTER TO THE EDITOR
Name the writer, followed by the word “Letter” and the publication information for the periodical in which the letter appears.


### 26. BOOK OR FILM REVIEW
Name the reviewer and the title of the review, if any, followed by the words “Rev. of” and the title and author or director of the work reviewed. Add the publication information for the periodical in which the review appears.


**Electronic sources**

This section shows how to prepare works cited entries for a variety of electronic sources, including Web sites, online books, articles in online databases and periodicals, blogs, e-mail, and Web postings.

MLA guidelines assume that users can locate most online sources by entering the author, title, or other identifying information in a search engine or a database. Consequently, the *MLA Style Manual* does not require a Web address (URL) in citations for online sources. Some instructors may require a URL; for an example, see the note at the end of item 27.

MLA style calls for a sponsor or publisher for most online sources. If a source has no sponsor or publisher, use the abbreviation “N.p.” (for “No publisher”) in the sponsor position. If there is no date of publication or update, use “n.d.” (for “no date”) after the sponsor.

27. **AN ENTIRE WEB SITE** Begin with the name of the author or editor and the title of the site, italicized. Then give the sponsor or publisher of the site; the date of publication or last update; the medium (“Web”); and the date you accessed the source. If the Web site has no title, substitute a description, such as “Home page,” for the title, neither italicized nor in quotation marks.

**With author**


**With corporate (group) author**

Author unknown


With editor


With no title


NOTE: If your instructor requires a URL for Web sources, include the URL, enclosed in angle brackets, at the end of the entry. When a URL in a works cited entry must be divided at the end of a line, break it after a slash. Do not insert a hyphen.


28. SHORT WORK FROM A WEB SITE   Short works include articles, poems, and other documents that are not book length or that appear as internal pages on a Web site. For a short work from a Web site, include the following elements: author’s name (if there is one); title of the short work, in quotation marks; title of the site, italicized; sponsor of the site; date of publication or last update; medium; and date you accessed the source. For an annotated example, see pages 28–29.

With author


Author unknown

29. **ONLINE BOOK**  When a book or a book-length work such as a play or a long poem is posted on the Web as its own site, give the title of the work and the print publication information, if available. Follow with the title of the Web site on which the book appears, the medium, and your date of access. (See also the models for print books, items 6–19.)


30. **PART OF AN ONLINE BOOK**  Place the title of the book part before the book’s title. If the part is a chapter or a short work such as a poem or an essay, put its title in quotation marks. If the part is an introduction or other division of the book, do not use quotation marks. If the book part has no page numbers, use “N. pag.” following the publication information. End with the Web site on which the work is found, the medium, and your date of access.


31. **WORK FROM A DATABASE SERVICE SUCH AS INFOTRAC**  For sources retrieved from a library’s subscription database service, such as *InfoTrac, EBSCOhost, LexisNexis,* or *ProQuest,* first list the publication information for the source (see items 20–26). Then give the name of the database, such as *Academic Search Premier* or *Expanded Academic ASAP,* italicized; the medium; and your date of access.

The models on page 31 are for articles retrieved through three database services. The first source is a scholarly article in a journal (see item 22); the second is an article in a bimonthly
Citation at a glance: Short work from a Web site (MLA)

To cite a short work from a Web site in MLA style, include the following elements:

1. Author
2. Title of short work
3. Title of Web site
4. Sponsor or publisher of site
5. Date of publication or latest update
6. Medium of publication
7. Date of access

ON-SCREEN VIEW OF SHORT WORK

Bearings  
by Henry Jenkins

How new is news?

Representative democracy and the slow flow of information between elected representatives and the public, in part because the information. The earliest American reproductions of intelligence gathered through their harbours, information occurred months earlier at some remarkable, given the geography of thirteen original colonies, that they themselves as having collective Anderson’s terms, an “imagination”.

LINKS PAGE ON WEB SITE FOR SHORT WORK
Citation at a glance: Article from a database (MLA)

To cite an article from a database in MLA style, include the following elements:

1. Author
2. Title of article
3. Name of periodical, volume and issue numbers
4. Date of publication
5. Inclusive pages
6. Name of database
7. Medium of database
8. Date of access
magazine (see item 20); and the third is an article in a newspaper (see item 23). See the annotated example beginning on page 30.


**NOTE:** When you access a work through a personal subscription service such as *America Online (AOL)*, give the same information as for a library subscription database.


■ **32. ARTICLE IN AN ONLINE JOURNAL** When citing an article in an online journal, give publication information as for a print journal.

■ **33. ARTICLE IN AN ONLINE MAGAZINE OR NEWSPAPER** For magazine and newspaper articles found online, give the author; the title of the article (in quotation marks); the title of the magazine or newspaper (italicized); the sponsor or publisher of the site (use “N.p.” if there is none); the date of publication; the medium; and your date of access.

*An online magazine*


*An online newspaper*


■ **34. AN ENTIRE WEBLOG (BLOG)** Cite a blog as you would an entire Web site (see item 27). Give the author’s name; the title of the blog, italicized; the sponsor or publisher of the blog (use “N.p.” if there is none); and the date of most recent update. Then give the medium and your date of access.


■ **35. AN ENTRY IN A WEBLOG (BLOG)** Cite an entry or a comment (a response to an entry) in a Weblog as you would a short work from a Web site (see item 28). Give the author of the entry or comment and the title of the entry, if any, in quotation marks; if the entry does not have a title, use the label “Weblog entry” or “Weblog comment.” Follow with the title of the blog, italicized, and the remaining information as for an entire blog in item 34.


36. CD-ROM Treat a CD-ROM as you would any other source, but add the medium (“CD-ROM”). For a book on CD-ROM, add the medium after the publication information. For an article in a CD-ROM database such as ERIC, give the medium and then the database title, italicized; the vendor; and the publication date of the database.


37. E-MAIL To cite an e-mail message, begin with the writer’s name and the subject line. Then write “Message to” followed by the name of the recipient. End with the date of the message and the medium (“E-mail”).


38. POSTING TO AN ONLINE DISCUSSION LIST When possible, cite archived versions of postings. If you cannot locate an archived version, keep a copy of the posting for your records. Begin with the author’s name, followed by the title or subject line, in quotation marks (use the label “Online posting” if the posting has no title); the title of the Web site on which the discussion list is found, italicized; the sponsor or publisher of the site (use “N.p.” if there is none); the date of publication; the medium; and your date of access.

Multimedia sources (including online versions)

Multimedia sources include visuals (such as works of art), audio works (such as sound recordings), audiovisuals (such as films), podcasts, and live events. Give the medium for all multimedia sources, usually at the end of the citation and not italicized or in quotation marks (for instance, “Print,” “Web,” “Radio,” “Television,” “CD,” “Audiocassette,” “Film,” “Videocassette,” “DVD,” “Performance,” “Lecture,” “PDF file,” “Microsoft Word file,” “JPEG file”).

39. WORK OF ART  Cite the artist’s name; the title of the artwork, italicized; the date of composition; the medium of composition (for instance, “Lithograph on paper,” “Photograph,” “Charcoal on paper”); and the institution and city in which the artwork can be found. For artworks found online, omit the medium of composition and include the title of the Web site on which you found the work, the medium, and your date of access.


40. CARTOON  Give the cartoonist’s name; the title of the cartoon if it has one, in quotation marks; the label “Cartoon” or “Comic strip”; publication information; and medium. To cite an online cartoon, instead of publication information give the title of the Web site; the sponsor or publisher; the medium; and your date of access.


41. ADVERTISEMENT  Name the product or company being advertised, followed by the word “Advertisement.” Give publi-
cation information or online information for the source in which the advertisement appears.


3 June 2008.

42. MAP OR CHART Cite a map or a chart as you would a book or a short work within a longer work. Use the word “Map” or “Chart” following the title. Add the medium and, for an online source, the sponsor or publisher and the date of access.


43. MUSICAL SCORE Cite the composer’s name followed by the title of the work, italicized; the date of composition; the place of publication; the name of the publisher and date of publication; and the medium. If you found the score online, give the composer; the title of the work, italicized; the date of composition; the title of the Web site; the publisher or sponsor of the site; the date of Web publication; the medium; and your date of access.


44. SOUND RECORDING Begin with the name of the person you want to emphasize: the composer (“Comp.”), conductor (“Cond.”), or performer (“Perf.”). For a long work, give the title, italicized, followed by names of pertinent artists (such as performers, readers, or musicians) and the orchestra and conductor (if relevant). End with the manufacturer, the date, and the medium (“CD,” “Audiocassette”).

For a song, put the title in quotation marks. If you include the name of the album or CD, italicize it.

Blige, Mary J. “Be without You.” *The Breakthrough.* Geffen, 2005. CD.

**45. FILM OR VIDEO** Begin with the title, italicized. Cite the director (“Dir.”) and the lead actors (“Perf.”) or narrator (“Narr.”); the distributor; the year of the film’s release; and the medium (“Film,” “DVD,” “Videocassette”).


**46. RADIO OR TELEVISION PROGRAM** Begin with the title of the radio segment or television episode (if there is one), in quotation marks; then give the title of the program or series, italicized; relevant information about the program, such as the writer (“By”), director (“Dir.”), performers (“Perf.”), or host (“Host”); the network; the local station (if any) and location; the date of broadcast; and the medium (“Television,” “Radio”). For a program you accessed online, after the information about the program give the network, the title of the Web site, the medium (“Web”), and your date of access.


47. RADIO OR TELEVISION INTERVIEW  Begin with the name of the person who was interviewed, followed by the word “Interview” and the interviewer’s name, if relevant. End with information about the program as in item 46.


48. PODCAST  A podcast can refer to digital audio content — downloadable lectures, interviews, or essays — or to the method of delivery. Treat a podcast as you would a short work from a Web site (see item 28), giving the medium of delivery (such as “Web,” “MP3 file,” “MPEG-4 video file”) before your date of access.


49. LIVE PERFORMANCE  For a live performance of a play, a ballet, an opera, or a concert, begin with the title of the work performed, italicized. Then give the author or composer of the work (“By”); relevant information such as the director (“Dir.”), the choreographer (“Chor.”), the conductor (“Cond.”), or the major performers (“Perf.”); the theater, ballet, or opera company, if any; the theater and location; the date of the performance; and the label “Performance.”


50. LECTURE OR PUBLIC ADDRESS  Cite the speaker’s name, followed by the title of the lecture (if any), in quotation marks; the organization sponsoring the lecture; the location; the date; and a label such as “Lecture” or “Address.”


51. PERSONAL INTERVIEW  To cite an interview that you conducted, begin with the name of the person interviewed. Then write “Personal interview” or “Telephone interview” followed by the date of the interview.

Akufo, Dautey. Personal interview. 11 Aug. 2007.

Other sources (including online versions)

This section includes a variety of print sources not covered elsewhere. For sources obtained on the Web, consult the appropriate model in this section and give required information for an online source (see items 27–38); then end the citation with the medium and your access date.

52. GOVERNMENT PUBLICATION  Treat the government agency as the author, giving the name of the government followed by the name of the agency. For print sources, add the medium at the end of the entry. For online sources, follow the model for an entire Web site (item 27) or a short work from a Web site (item 28).


53. LEGAL SOURCE  For the United States Constitution and laws in the United States Code (USC), give the title, section, or article number, as appropriate. Add the medium at the end of the entry for a print source or before the date of access for an online source. For a US Code item, alphabetize under U, as if United States Code were spelled out.


For a legislative act, begin with the name of the act, neither italicized nor in quotation marks. Then provide the act’s Public Law number; its Statutes at Large volume and page numbers; its date of enactment; and the medium of publication.


For a court case, name the first plaintiff and first defendant. Then give the law report number; the court name; the year of the decision; and information about the medium in which you found the case. In a works cited entry, the name of the case is not italicized. (The name of the case is italicized in your in-text citation; see item 17 on pp. 10–11.)


54. PAMPHLET  Cite a pamphlet as you would a book (see items 6–19).


55. DISSERTATION  Begin with the author’s name, followed by the dissertation title in quotation marks; the abbreviation
“Diss.”; the name of the institution; the year the dissertation was accepted; and the medium of the dissertation.


For dissertations that have been published in book form, italicize the title. After the title and before the book’s publication information, give the abbreviation “Diss.,” the name of the institution, and the year the dissertation was accepted. Add the medium of publication at the end.


56. ABSTRACT OF A DISSERTATION Cite an abstract as you would an unpublished dissertation. After the dissertation date, give the abbreviation DA or DAI (for Dissertation Abstracts or Dissertation Abstracts International), followed by the volume and issue numbers; the year of publication; inclusive page numbers or the item number; and the medium of publication.


57. PUBLISHED PROCEEDINGS OF A CONFERENCE Cite published conference proceedings as you would a book, adding information about the conference after the title.

58. PUBLISHED INTERVIEW  Name the person interviewed, followed by the title of the interview (if there is one). If the interview does not have a title, include the word “Interview” after the interviewee’s name. Give publication information for the work in which the interview was published.


If the name of the interviewer is relevant, include it after the name of the interviewee.


59. PERSONAL LETTER  To cite a letter that you have received, begin with the writer’s name and add the phrase “Letter to the author,” followed by the date. Add the medium (“MS” for “manuscript,” or a handwritten letter, “TS” for “typescript,” or a typed letter).


60. ENTRY IN A WIKI  A wiki is an online reference that is openly edited by its users. Treat it as you would a short work from a Web site (see item 28 on p. 26). Because wiki content is, by definition, collectively edited and continually updated, do not include an author. Include the title of the entry; the name of the wiki, italicized; the sponsor or publisher of the wiki (use “N.p.” if there is none); the date of last update; the medium; and your date of access.


9 June 2006.
MLA information notes (optional)

Researchers who use the MLA system of parenthetical documentation may also use information notes for one of two purposes:

1. to provide additional material that might interrupt the flow of the paper yet is important enough to include
2. to refer to several sources or to provide comments on sources

Information notes may be either footnotes or endnotes. Footnotes appear at the foot of the page; endnotes appear on a separate page at the end of the paper, just before the list of works cited. For either style, the notes are numbered consecutively throughout the paper. The text of the paper contains a raised arabic numeral that corresponds to the number of the note.

TEXT

In the past several years, employees have filed a number of lawsuits against employers because of online monitoring practices.¹

NOTE

¹ For a discussion of federal law applicable to electronic surveillance in the workplace, see Kesan 293.

MLA manuscript format

The following guidelines are consistent with advice given in the MLA Style Manual and Guide to Scholarly Publishing, 3rd edition (New York: MLA, 2008), and with typical requirements for student papers. For a sample MLA paper, see pages 46–55.

Formatting the paper

Papers written in MLA style should be formatted as follows.
**MATERIALS** Use good-quality 8½" x 11" white paper. Secure the pages with a paper clip. Unless your instructor suggests otherwise, do not staple or bind the pages.

**TITLE AND IDENTIFICATION** MLA does not require a title page. On the first page of your paper, place your name, your instructor's name, the course title, and the date on separate lines against the left margin. Then center your title. (See p. 46 for a sample first page.)

If your instructor requires a title page, ask for guidelines on formatting it.

**PAGINATION** Put the page number preceded by your last name in the upper right corner of each page, one-half inch below the top edge. Use arabic numerals (1, 2, 3, and so on).

**MARGINS, LINE SPACING, AND PARAGRAPH INDENTS** Leave margins of one inch on all sides of the page. Left-align the text.

Double-space throughout the paper. Do not add extra line spaces above or below the title of the paper or between paragraphs.

Indent the first line of each paragraph one-half inch from the left margin.

**LONG QUOTATIONS** When a quotation is longer than four typed lines of prose or three lines of verse, set it off from the text by indenting the entire quotation one inch from the left margin. Double-space the indented quotation, and do not add extra space above or below it.

Quotation marks are not needed when a quotation has been set off from the text by indenting. See page 47 for an example.

**WEB ADDRESSES** When a Web address (URL) mentioned in the text of your paper must be divided at the end of a line, break it only after a slash and do not insert a hyphen (a hyphen could appear to be part of the address).

**HEADINGS** MLA neither encourages nor discourages the use of headings and currently provides no guidelines for their use. If
you would like to insert headings in a long essay or research paper, check first with your instructor.

**VISUALS** MLA classifies visuals as tables and figures (figures include graphs, charts, maps, photographs, and drawings).

Label each table with an arabic numeral (“Table 1,” “Table 2,” and so on) and provide a clear caption that identifies the subject. Capitalize the caption as you would a title; do not italicize the label and caption or place them in quotation marks. The label and caption should appear on separate lines above the table, flush left. Below the table, give its source in a note like the following:


For each figure, place a label and a caption below the figure, flush left. They need not appear on separate lines. The word “Figure” may be abbreviated to “Fig.” Capitalize the caption as you would a sentence. Include source information following the caption.

Visuals should be placed in the text, as close as possible to the sentences that relate to them unless your instructor prefers them in an appendix. See page 51 for an example of a visual in the text of a paper.

**Preparing the list of works cited**

Begin the list of works cited on a new page at the end of the paper. Center the title Works Cited about one inch from the top of the page. Double-space throughout. See pages 54–55 for a sample list of works cited.

**alphabetizing the list** Alphabetize the list by the last names of the authors (or editors); if a work has no author or editor, alphabetize by the first word of the title other than *A, An, or The*. 
If your list includes two or more works by the same author, use the author’s name only for the first entry. For subsequent entries, use three hyphens followed by a period. List the titles in alphabetical order. (See item 5 on p. 16.)

**INDENTING**  Do not indent the first line of each works cited entry, but indent any additional lines one-half inch. This technique highlights the names of the authors, making it easy for readers to scan the alphabetized list.

**WEB ADDRESSES**  Do not insert a hyphen when dividing a Web address (URL) at the end of a line. Break the URL only after a slash. Insert angle brackets around the URL.

If your word processing program automatically turns Web addresses into hot links (by underlining them and highlighting them in color), turn off this feature.

**Sample MLA research paper**

On the following pages is a research paper on the topic of electronic surveillance in the workplace, written by Anna Orlov, a student in a composition class. Orlov’s paper is documented with MLA-style in-text citations and list of works cited. Annotations in the margins of the paper draw your attention to Orlov’s use of MLA style and her effective writing.
Anna Orlov
Professor Willis
English 101
17 September 2008

Online Monitoring:
A Threat to Employee Privacy in the Wired Workplace

As the Internet has become an integral tool of businesses, company policies on Internet usage have become as common as policies regarding vacation days or sexual harassment. A 2005 study by the American Management Association and ePolicy Institute found that 76% of companies monitor employees’ use of the Web, and the number of companies that block employees’ access to certain Web sites has increased 27% since 2001 (1). Unlike other company rules, however, Internet usage policies often include language authorizing companies to secretly monitor their employees, a practice that raises questions about rights in the workplace. Although companies often have legitimate concerns that lead them to monitor employees’ Internet usage—such as expensive security breaches and reduced productivity—the benefits of electronic surveillance are outweighed by its costs to employees’ privacy and autonomy.
While surveillance of employees is not a new phenomenon, electronic surveillance allows employers to monitor workers with unprecedented efficiency. In his book *The Naked Employee*, Frederick Lane describes offline ways in which employers have been permitted to intrude on employees’ privacy for decades, such as drug testing, background checks, psychological exams, lie detector tests, and in-store video surveillance. The difference, Lane argues, between these old methods of data gathering and electronic surveillance involves quantity:

Technology makes it possible for employers to gather enormous amounts of data about employees, often far beyond what is necessary to satisfy safety or productivity concerns. And the trends that drive technology--faster, smaller, cheaper--make it possible for larger and larger numbers of employers to gather ever-greater amounts of personal data. (3-4)

In an age when employers can collect data whenever employees use their computers--when they send e-mail, surf the Web, or even arrive at or depart from their workstations--the challenge for both employers and employees is to determine how much is too much.
Another key difference between traditional surveillance and electronic surveillance is that employers can monitor workers’ computer use secretly. One popular monitoring method is keystroke logging, which is done by means of an undetectable program on employees’ computers. The Web site of a vendor for Spector Pro, a popular keystroke logging program, explains that the software can be installed to operate in “Stealth” mode so that it “does not show up as an icon, does not appear in the Windows system tray, . . . [and] cannot be uninstalled without the Spector Pro password which YOU specify” (“Automatically”). As Lane explains, these programs record every key entered into the computer in hidden directories that can later be accessed or uploaded by supervisors; at their most sophisticated, the programs can even scan for keywords tailored to individual companies (128-29).

Some experts have argued that a range of legitimate concerns justifies employer monitoring of employee Internet usage. As *PC World* columnist Daniel Tynan explains, companies that don’t monitor network traffic can be penalized for their ignorance: “Employees could accidentally (or deliberately) spill
confidential information . . . or allow worms to spread throughout a corporate network.” The ePolicy Institute, an organization that advises companies about reducing risks from technology, reported that breaches in computer security cost institutions $100 million in 1999 alone (Flynn). Companies also are held legally accountable for many of the transactions conducted on their networks and with their technology. Legal scholar Jay Kesan points out that the law holds employers liable for employees’ actions such as violations of copyright laws, the distribution of offensive or graphic sexual material, and illegal disclosure of confidential information (312).

These kinds of concerns should give employers, in certain instances, the right to monitor employee behavior. But employers rushing to adopt surveillance programs might not be adequately weighing the effect such programs can have on employee morale. Employers must consider the possibility that employees will perceive surveillance as a breach of trust that can make them feel like disobedient children, not responsible adults who wish to perform their jobs professionally and autonomously.
Yet determining how much autonomy workers
should be given is complicated by the ambiguous
nature of productivity in the wired workplace. On the one
hand, computers and Internet access give employees
powerful tools to carry out their jobs; on the other
hand, the same technology offers constant temptations
to avoid work. As a 2005 study by Salary.com and America
Online indicates, the Internet ranked as the top choice
among employees for ways of wasting time on the job;
it beat talking with co-workers—the second most popular
method—by a margin of nearly two to one (Frauenheim).
Chris Gonsalves, an editor for eWeek.com, argues that the
technology has changed the terms between employers and
employees: “While bosses can easily detect and interrupt
water-cooler chatter,” he writes, “the employee who is
shopping at Lands’ End or IMing with fellow fantasy baseball
managers may actually appear to be working.” The gap
between behaviors that are observable to managers and the
employee’s actual activities when sitting behind a computer
has created additional motivations for employers to invest in
surveillance programs. “Dilbert,” a popular cartoon that spoofs
office culture, aptly captures how rampant recreational
Internet use has become in the workplace (see Fig. 1).
But monitoring online activities can have the unintended effect of making employees resentful. As many workers would be quick to point out, Web surfing and other personal uses of the Internet can provide needed outlets in the stressful work environment; many scholars have argued that limiting and policing these outlets can exacerbate tensions between employees and managers. Kesan warns that “prohibiting personal use can seem extremely arbitrary and can seriously harm morale. . . . Imagine a concerned parent who is prohibited from checking on a sick child by a draconian company policy” (315-16). As this analysis indicates, employees can become disgruntled when Internet usage policies are enforced to their full extent.

Fig. 1. This “Dilbert” comic strip suggests that personal Internet usage is widespread in the workplace. Source: Adams 106.
Additionally, many experts disagree with employers’ assumption that online monitoring can increase productivity. Employment law attorney Joseph Schmitt argues that, particularly for employees who are paid a salary rather than by the hour, “a company shouldn’t care whether employees spend one or 10 hours on the Internet as long as they are getting their jobs done—and provided that they are not accessing inappropriate sites” (qtd. in Verespej). Other experts even argue that time spent on personal Internet browsing can actually be productive for companies. According to Bill Coleman, an executive at Salary.com, “Personal Internet use and casual office conversations often turn into new business ideas or suggestions for gaining operating efficiencies” (qtd. in Frauenheim). Employers, in other words, may benefit from showing more faith in their employees’ ability to exercise their autonomy.

Employees’ right to privacy and autonomy in the workplace, however, remains a murky area of the law. Although evaluating where to draw the line between employee rights and employer powers is often a duty that falls to the judicial system, the courts have shown little willingness to intrude on employers’ exercise of control over their computer networks. Federal law provides few guidelines
related to online monitoring of employees, and only Connecticut and Delaware require companies to disclose this type of surveillance to employees (Tam et al.). “It is unlikely that we will see a legally guaranteed zone of privacy in the American workplace,” predicts Kesan (293). This reality leaves employees and employers to sort the potential risks and benefits of technology in contract agreements and terms of employment. With continuing advances in technology, protecting both employers and employees will require greater awareness of these programs, better disclosure to employees, and a more public discussion about what types of protections are necessary to guard individual freedoms in the wired workplace.
Works Cited


