

9-22-21

SOC/MGMT 525
Organizational Theory
Fall, 2021
Thursday, 3:30-6:00
Live Online

Instructor: Professor Joseph Galaskiewicz
Social Science 434
520-621-7084
Office Hours: Fridays 1:30-4:30 (online)
(or by appointment)
Email:galaskie@email.arizona.edu

Learning Objectives

The purpose of the course is to provide graduate students with an overview of the work in Sociology on formal or complex organizations. The course is built on the premise that there is a constant dialogue between theory and empirical research and across the generations and disciplines. Our basic purpose is to explore and evaluate - and possibly even contribute to - the development of theoretical knowledge of macro organizational behavior.

The course begins with a review of rationalist theories of organizations. Here we are introduced to Weber's bureaucratic ideal type and theories of scientific management. We also review work on the limits of rationality. Next we discuss naturalist theories and review the work of the human relations school. Much work today is still influenced by this perspective. We focus on inter-group relations, culture, power, and networks. We finish with open systems models and examine organizational ecology, neo-institutional theory, and political economy theory. The course is necessarily an overview of what has been done and does not go into great deal on any one topic. Hopefully your appetite will be whetted, and you will be inspired to explore the various theories more in your other coursework and possibly your dissertation.

Format and Assignments

The format for the class is very simple. All students are expected to read all the required material on the syllabus for the class period (this does not include Recent Work). The instructor will begin the discussion with an overview of the readings for the day and summarize the discussion at the end. In between there will be student presentations on the readings for that day. All students are required to make *three* class presentations, two of which must be a Recent Work (but not in the same week). The presentations should be descriptive and analytic. Presenters are expected to prepare a one-page (single-spaced, one inch margins, 11-pt font) review essay for each reading that they present. After a *brief* summary of the main points (about 1/2 of the essay), you will state a research question that one could pursue related to each reading. Then speculate on what you might find, e.g., your hypothesis or expectations, and then give some reason why, e.g., your little theory. The question would be based on the article/chapter and must be answerable using social scientific methods. These essays are to be distributed at the beginning of

the class on the day of the presentation via D2L. Thus I need them 24 hours before class so I can upload them. Points will be deducted for anything outside these parameters. 45% of the student's grade will be based on the presentations and essays (15% for each presentation/essay). Students who fail to make a presentation on the assigned date – without prior notice - will get a C on the assignment, if an essay is turned in late but within one week of the presentation, or an F, if there is no essay turned in.

Students are also required to complete a take-home exam (there is a 500 word limit per answer). The purpose of the exam is to see how well students have been able to master the theory and research in the field. You will get the exam on December 2nd via email, and it is due December 10th at 5:00 PM (emailed to me as an attachment). 20% of the student's grade will be based on the exam. You can get an extension and an incomplete, but only for a serious illness/tragedy which makes turning it in on the 10th impossible. However, exams turned in late will be graded in January after the spring semester begins.

In addition, students will do a 10-page (not including references) literature review or research proposal on a topic approved by the instructor beforehand. We will discuss the details of the paper in class. Students need to prepare a one page abstract (250 words) by September 23rd. If your topic is a little 'off-topic,' please consult with the instructor beforehand. Students will turn in their paper December 2nd. Before you submit to me upload to the DropBox in D2L for a plagiarism check. Then submit an e-copy to me. The paper's grade will count for 30% of their grade. You can get an extension and an incomplete, but only for a serious illness/tragedy which makes turning it in on the 2nd impossible. However, papers turned in late will be graded in January after the spring semester begins.

For everyone, 5% of your grade is based on attendance. This is an easy 'A'. If you are sick, have a personal emergency, or a professional commitment and cannot attend, please notify me ahead of time for an excused absence. However, everyone gets one 'party day' (last minute TA assignments, a visit by mom, hangovers). Thus one unexcused absence results in no penalty, two lowers your grade to a 'B', three lowers your grade to a 'C', four lowers it to a 'D', and five or more lowers it to an 'F' for attendance. To avoid these penalties just notify me beforehand when you need to miss class.

In sum,

Review essays (3)	45% of grade
Final exam	20% of grade
Research paper/proposal	30% of grade
Attendance	5% of grade

Readings

These books are for sale online. I think they are a good investment, but it's not necessary that you buy them. Note, Powell/DiMaggio and Burawoy are not available as eBooks from the library.

W. Richard Scott and Gerald F. Davis. 2007. Organizations and Organizing: Rational, Natural, and Open Systems Perspectives. Upper Saddle River, NJ: Pearson Prentice-Hall. (eBook)

Rosabeth Moss Kanter. 1993(1977). Men and Women of the Corporation. New York: Basic Books. (eBook)

Walter W. Powell and Paul. J. DiMaggio, eds. 1991. The New Institutionalism in Organizational Analysis. Chicago, IL: University of Chicago Press.

Michael T. Hannan and John Freeman. 1989. Organizational Ecology. Cambridge, MA: Harvard University Press. (eBook)

Michel Foucault. 1977. Discipline and Punishment. Harmondsworth: Penguin. (eBook)

Michael Burawoy. 1979. Manufacturing Consent. Chicago: University of Chicago Press.

Required readings which are articles and book chapters can be accessed using D2L.

The reading list is not as dense as your other seminars, but the class is premised on the assumption that you do all the readings. If you don't intend on doing the readings, you should take another class or audit. A common complaint is that courses like this skim over a great deal of material without ever getting in depth. There is no sure-fire way to prevent this from happening, and this is one reason why I am requiring fewer readings each session and an integrative exam. Hopefully, this will help you get some closure on the literature. Still, be forewarned and give yourself enough time to enjoy and appreciate the intellectual debates within the field.

This and That

I will use D2L to communicate with students this semester (announcements, postings, etc.), but I will email you through D2L. So check that email regularly for messages. You never know when I will unexpectedly call off class!

I will not tolerate any cheating or plagiarism of any kind. If there are issues, e.g., you fail the plagiarism check on the paper, we will discuss the matter first. If you cheated, you will not only flunk the assignment but you may be reported to the Graduate School and disciplinary procedures may be initiated. Also I will not tolerate any aggressive remarks toward other students during the seminar. My first obligation is to provide a safe environment for the exchange of ideas and there will be no harassment or intimidating behavior in my classroom. Finally, please turn off the cell phones and no emailing or text messaging during class. We will have a break halfway through the class, and you can call mommy then.

University Absence and Class Participation Policy:

The UA's policy concerning Class Attendance, Participation, and Administrative Drops is available at: <http://catalog.arizona.edu/policy/class-attendance-participation-and-administrative-drop>

The UA policy regarding absences for any sincerely held religious belief, observance or practice will be accommodated where reasonable, <http://policy.arizona.edu/human-resources/religious-accommodation-policy>.

Absences pre-approved by the UA Dean of Students (or Dean Designee) will be honored. See: <https://deanofstudents.arizona.edu/absences>

Classroom Behavior

To foster a positive learning environment, students may not text, chat, make phone calls, or surf the web during class. Students observed engaging in disruptive activity will be asked to cease this behavior. Students who continue to disrupt the class will be asked to leave the classroom and may be reported to the Dean of Students.

The Arizona Board of Regents' Student Code of Conduct, ABOR Policy 5-308, prohibits threats of physical harm to any member of the University community, including to one's self. See: <http://policy.arizona.edu/education-and-student-affairs/threatening-behavior-students>

Accessibility and Accommodations

It is the University's goal that learning experiences be as accessible as possible. If you anticipate or experience physical or academic barriers based on disability, please let me know immediately so that we can discuss options. You are also welcome to contact Disability Resources (520-621-3268) to establish reasonable accommodations. For additional information on Disability Resources and reasonable accommodations, please visit <http://drc.arizona.edu/>.

If you have reasonable accommodations, please plan to meet with me by appointment or during office hours to discuss accommodations and how my course requirements and activities may impact your ability to fully participate.

Please be aware that the accessible table and chairs in this room should remain available for students who find that standard classroom seating is not usable.

Student Code of Academic Integrity

Students are expected to adhere to the UA Code of Academic Integrity as described in the UA General Catalog. See: <http://deanofstudents.arizona.edu/codeofacademicintegrity>
<http://deanofstudents.arizona.edu/academic-integrity/students/academic-integrity>.

Selling class notes and/or other course materials to other students or to a third party for resale is not permitted without the instructor's express written consent. Violations to this and other course rules are subject to the Code of Academic Integrity and may result in course sanctions. Additionally, students who use D2L or UA email to sell or buy these copyrighted materials are subject to Code of Conduct Violations for misuse of student email addresses. This conduct may also constitute copyright infringement.

Sexual Assault and Harassment

According to Title IX, violence and harassment based on sex and gender is impermissible just as violence and harassment against other protected categories such as race and national origin.

Likewise, support to those affected by violence and harassment based on sex and gender is also available on campus. See <https://www.titleix.arizona.edu/> for more on UA and Title IX.

If you or someone you know has been harassed or assaulted, you can find the appropriate resources here:

- Mary Beth Tucker, Assistant Vice President, Equity Compliance & Title IX Coordinator, mtucker@email.arizona.edu
- Counseling and Psych Services at Student Health Center, (520) 621-3334
- UA Campus Police, Call 911 or use one of the blue campus emergency phones, or call the TIP line at 621-8477, which is “where individuals can report incidents of harassment or other criminal activity that has occurred on campus”
- Southern Arizona Center Against Sexual Assault (off-campus rape crisis center), 24-hr Sexual Assault Crisis Lines: (520) 327-7273 or (800) 400-1001

Additional Resources for Students

UA Non-discrimination and Anti-harassment policy:

<http://policy.arizona.edu/sites/default/files/Nondiscrimination.pdf>

UA Academic policies and procedures are available at:

<http://catalog.arizona.edu/2014-15/policies/aaindex.html>

Student Assistance and Advocacy information is available at:

<http://deanofstudents.arizona.edu/student-assistance/students/student-assistance>

Confidentiality of Student Records: <http://www.registrar.arizona.edu/ferpa/default.htm>

Subject to Change Statement

Information contained in the course syllabus, other than the grade and absence policy, may be subject to change with advance notice, as deemed appropriate by the instructor.

Schedule of Classes (Asterisked readings are on D2L)

Organizations as Rational Systems

August 26th Bureaucracy

Scott, W. Richard and Gerald F. Davis. 2007. Organizations and Organizing: Rational, Natural, and Open Systems Perspectives. Upper Saddle River, NJ: Pearson Prentice-Hall. Chapters 1-2. (eBook)

*Weber, Max. 1946/1958. "Bureaucracy." In From Max Weber: Essays in Sociology edited and translated by Hans H. Gerth and C. Wright Mills. New York: Oxford University Press. Chapter 8, Sections 1, 2, 6, 9, 10.

*Gouldner, Alvin W. 1954/1964. Patterns of Industrial Bureaucracy. New York: Free Press. Chapter 9.

*Merton, Robert K. 1957. "Bureaucratic Structure and Personality." Social Theory and Social Structure. Glencoe, IL: Free Press. Chapter 8.

*Perrow, Charles. 1972/1986. "Why Bureaucracy?" Complex Organizations: A Critical Essay. New York: McGraw-Hill Companies.

Recent Work:

*Roscigno, Vincent, Carsten Sauer, and Peter Velet. 2018. "Rules, Relations, and Work." American Journal of Sociology, 123: 1784-1825.

September 2nd Contingency Theory

Scott, W. Richard and Gerald F. Davis. 2007. Organizations and Organizing: Rational, Natural, and Open Systems Perspectives. Upper Saddle River, NJ: Pearson Prentice-Hall. Chapters 6. (eBook)

*Stinchcombe, Arthur L. 1959. "Bureaucratic and Craft Administration of Production." Administrative Science Quarterly, 4:168-87.

*Woodward, Joan. 1965 /1994. Industrial Organization: Theory and Practice. New York: Oxford University Press. Chapters 4-5.

*Lawrence, Paul R. and Jay W. Lorsch. 1967/1969. Organization and Environment: Managing Differentiation and Integration. Homewood, IL: Richard D. Irwin, Inc. Chapters 1-2.

*Blau, Peter. 1972. "Interdependence and Hierarchy in Organizations." Social Science

Research, 1:1-24. (Burens)

September 9th Bounded Rationality and the Behavioral School

*Simon, Herbert A. 1957. Administrative Behavior. New York: The Free Press, 1957. Chapters 4-5.

*Cohen, Michael D., et al. 1972. "A Garbage Can Model of Organizational Choice," Administrative Science Quarterly, 17:1-25.

*Cohen, Michael D. and James G. March. 1974/1986. "The Processes of Choice." Leadership and Ambiguity. Boston: Harvard Business School Press. Chapter 5.

*Weick, Karl. 1976. "Educational Organizations as Loosely Coupled Systems," Administrative Science Quarterly, pp. 1-19. (Maxfield)

*March, James G. 1991. "Exploration and Exploitation in Organizational Learning." Organization Science, 2: 71-87.

Recent Work:

*Valentine, Melissa A. 2018. "Renegotiating Spheres of Obligation: The Role of Hierarchy in Organizational Learning." Administrative Science Quarterly, 63:570-606.

*Beane, Matthew. 2019. "Shadow Learning: Building Robotic Surgical Skill When Approved Means Fail." Administrative Science Quarterly, 64: 87-123.

*Duysters, Geert, Dovev Lavie, Anna Sabidussi, and Uriel Stettner. 2020. "What Drives Exploration? Convergence and Divergence of Exploration Tendencies among Alliance Partners and Competitors." Academy of Management Journal, 63: 1425-1454.

Organizations as Natural Systems

September 16th Organizational Power

Scott, W. Richard and Gerald F. Davis. 2007. Organizations and Organizing: Rational, Natural, and Open Systems Perspectives. Upper Saddle River, NJ: Pearson Prentice-Hall. Chapters 8. (eBook)

Foucault, Michel. 1977. Discipline and Punish. Harmondsworth: Penguin. Part 1, Chapter 1; Part 3, Chapters 1, 3. (eBook) (Neth)

Burawoy, Michael. 1979. Manufacturing Consent. Chicago: University of Chicago

Press. Chapters 1-7, 10-12. (Neth)

*Hochschild, Arlie Russell. 1979. "Emotion Work, Feeling Rules, and Social Structure." American Journal of Sociology, 85:551-75. (Maxfield)

*McKinlay, Alan and Ken Starkey (eds). 1998. Foucault, Management and Organization Theory. London: Sage Publications. Chapters 1 and 9.

Recent Work:

*Michel, Alexandra. 2011. "Transcending Socialization: A Nine-Year Ethnography of the Body's Role in Organizational Control and Knowledge Workers' Transformation." Administrative Science Quarterly, 56:325-68.

September 23rd Gender and Race

Submit 250 Word Abstract of Literature Review or Research Proposal

Kanter, Rosabeth. 1977/1993. Men and Women of the Corporation, 2nd Edition. New York: Basic Books. Chapter 6-8. (eBook)

*Acker, Joan. 1990. "Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations." Gender and Society, 4:139-158.

*Acker, Joan. 1992. "Gendering Organizational Theory." Pp. 248-60 in Gendering Organizational Analysis edited by Albert J. Mills and Peta Tancred. Newbury Park, CA: Sage.

*Ray, Victor. 2019. "A Theory of Racialized Organizations." American Sociological Review, 84(1): 26-53. (Simburger)

Recent Work:

*Smith-Doerr, Laurel, Sharla Alegria, Kaye Husbands Fealing, Debra Fitzpatrick, and Donald Tomoskovic-Devey. 2019. "Gender Pay Gaps in U.S. Federal Science Agencies: An Organizational Approach." American Journal of Sociology, 125: 534-576. (An)

*Go, Julian. 2020. "Imperial Origins of American Policing: Militarization and Imperial Feedback in the Early 20th Century." American Journal of Sociology, 125: 1193-1254. (Neth)

*Padavic, Irene, Robin J. Ely, and Erin M. Reid. 2020. "Explaining the Persistence of Gender Inequality: The Work-family Narratives a Social Defense against the 24/7 Work Culture." Administrative Science Quarterly, 65:61-111. (Park)

*Chu, James. 2021. "Cameras of Merit or Engines of Inequality? College Ranking Systems and the Enrollment of Disadvantaged Students." American Journal of Sociology, 126: 1307-1346. (Lee)

*Hart, Chloe Grace. 2021. "Trajectory Guarding: Managing Unwanted, Ambiguously Sexual Interactions at Work." American Sociological Review, 86:256-278. (An)

September 30th Social Networks - Micro

*Daniel J. Brass, Joseph Galaskiewicz, Henrich R. Greve, and Wenpin Tsai. 2004. "Taking Stock of Networks and Organizations: A Multilevel Perspective." Academy of Management Journal, 47:795-817.

*Krackhardt, David. 1990. "Assessing the Political Landscape: Structure, Cognition and Power in Organizations." Administrative Science Quarterly, 35:342-69. (Shen)

*Burt, Ronald S. 1992. Structural Holes. Cambridge, MA: Harvard University Press. Chapters 1.

*Burt, Ronald S. 1997. "The Contingent Value of Social Capital." Administrative Science Quarterly, 42:339-365.

*Hansen, Morten T. 1999. "The Search-Transfer Problem: The Role of Weak Ties in Sharing Knowledge across Organization Subunits." Administrative Science Quarterly, 44: 82-111.

*Xiao, Zhixing and Anne S. Tsui. 2007. "When Brokers May Not Work: The Cultural Contingency of Social Capital in Chinese High-tech Firms." Administrative Science Quarterly, 52:1-31. (Chung)

Recent Work:

*Clement, Andrew Shipilov and Charles Galunic. 2018. "Brokerage as a Public Good: The Externalities of Network Hubs for Different Formal Roles in Creative Organizations." Administrative Science Quarterly, 63: 251-286.

*Nelson, Jennifer L. 2019. "How Organizational Minorities Form and Use Social Ties: Evidence from Teachers in Majority-White and Majority-Black Schools." American Journal of Sociology, 125: 382-430. (Simburger)

*Troster, Christian, Andrew Parket, Daan Van Knippenbert, and Ben Sahlmuller. 2019. "The Coevolution of Social Networks and Thoughts of Quitting." Academy of Management Journal, 62:22-42. (Lee)

*Ter Wal, Anne L.J., Paola Criscuolo, Bill McEvily, and Ammon Salter. 2020. "Dual

Networking: How Collaborators Network in Their Quest for Innovation.” Administrative Science Quarterly, 65: 887-930. (Maxfield)

Organizations as Open Systems

October 7th Transaction Cost Analysis

Scott, W. Richard and Gerald F. Davis. 2007. Organizations and Organizing: Rational, Natural, and Open Systems Perspectives. Upper Saddle River, NJ: Pearson Prentice-Hall. Chapter 9. (eBook)

*Chandler, Alfred D. 1962. Strategy and Structure. Cambridge, MA: MIT Press. Introduction, Chapters 1-2.

*Ouchi, William G. 1979. “Markets, Bureaucracies, and Clans.” Administrative Science Quarterly, 25:129-41.

*Williamson, Oliver. 1981. “The Economics of Organization: The Transaction Cost Approach.” American Journal of Sociology, 87:548-577.

October 14th Social Networks - Macro

Scott, W. Richard and Gerald F. Davis. 2007. Organizations and Organizing: Rational, Natural, and Open Systems Perspectives. Upper Saddle River, NJ: Pearson Prentice-Hall. Chapter 11. (eBook)

*Granovetter, Mark. 1985. "On the Social Embeddedness of Economic Exchange." American Journal of Sociology, 91:481-510.

*Powell, Walter. 1990. "Neither Market nor Hierarchy: Network Forms of Organization." Pp. 295-336 in Larry Cummings and Barry Staw, Research in Organizational Behavior, Vol. 12. Greenwich, CT: JAI Press. (Shen)

*Provan, Keith G. and H. Brinton Milward. 1995. "A Preliminary Theory of Interorganizational Network Effectiveness: A Comparative Study of Four Community Mental Health Systems." Administrative Science Quarterly, 40:1-33.

*Provan, Keith and Patrick Kenis. 2008. “Modes of Network Governance: Structure, Management, and Effectiveness.” Journal of Public Administration Research and Theory, 18(2):229-52.

*Padgett, John F. and Walter W. Powell. 2012. “The Problem of Emergence.” Pp. 1-31 in The Emergence of Organizations and Markets edited by John Padgett and Walter W. Powell. Princeton, NJ: Princeton University Press. (An)

Recent Work:

*Hernandez, Exequiel and J. Myles Shaver. 2019. "Network Synergy. 2019." Administrative Science Quarterly, 64:171-202.

*Benton, Richard A. and J. Adam Cobb. 2019. "Eyes on the Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation." American Journal of Sociology, 124:1631-84. (Park)

*Smith, Julia Grace. 2020. "Theoretical Advances in Our Understanding of Network Effectiveness." Perspectives on Public Management and Governance, 1:167-182. (Chung)

October 21st Organizational Ecology and Niche Theory

Scott, W. Richard and Gerald F. Davis. 2007. Organizations and Organizing: Rational, Natural, and Open Systems Perspectives. Upper Saddle River, NJ: Pearson Prentice-Hall. Chapter 10. (eBook)

*McPherson, J. Miller. 1983. "An Ecology of Affiliation." American Sociological Review, 48:519-532. (Shen)

Hannan, Michael T. and John H. Freeman. 1989. Organizational Ecology. Cambridge, MA: Harvard University Press. Chapters 1-5. (eBook)

*Popielarz, Pamela and J. Miller McPherson. 1995. "On the Edge or in Between: Niche Position, Niche Overlap, and the Duration of Voluntary Association Memberships." American Journal of Sociology, 101:698-720.

*Carroll, Glenn R. and Anand Swaminathan. 2000. "Why the Microbrewery Movement? Organizational Dynamics of Resource Partitioning in the U.S. Brewing Industry." American Journal of Sociology, 106:715-762.

Recent Work:

*Davis, Andrew P. 2017. "A social ecology of civil conflict: Shifting allegiances in the conflict in Sierra Leone." Social Science Research, Vol. 67, 115-128. (Bruens)

October 28th Categories

*Zuckerman, Ezra W. 1999. "The Categorical Imperative: Securities Analysts and the Illegitimacy Discount." American Journal of Sociology, 104:1398-1438.

*Hsu, Greta and Michael T. Hannan. 2005. "Identities, genres, and organizational forms." Organization Science 16, 5: 474-90.

*Hsu, Greta, Michael T. Hannan and Özgecan Koçak. 2009. "Multiple category memberships in markets: A formal theory and two empirical tests," American Sociological Review, 74: 150-69. (Lee)

*Negro, Giacomo, O. Ozgecan Kocak and Greta Hsu. 2010. "Research on Categories in the Sociology of Organizations." Pp. 3-35 in Research in the Sociology of Organizations, Volume 31. Emerald Group Publishing Limited.

Recent Work:

*Olzak, Susan. 2016. "The Effect of Category Spanning on the Lethality and Longevity of Terrorist Organizations." Social Forces, 95: 559-584. (Bruens)

*Lashley, Kisha and Timothy G. Pollock. 2020. "Waiting to Inhale: Reducing Stigma in the Medical Cannabis Industry." Administrative Science Quarterly, 65:434-482. (Simburger)

*Hsu, Greta and Stine Grodal. 2021. "The Double-edged Sword of Oppositional Category Positioning: A Study of the U.S. E-cigarette Category, 2007-2017." Administrative Science Quarterly, 66:86-132. (Maxfield)

November 4th

The New Institutionalism

Meyer, John W. and Brian Rowan. 1991. "Institutionalized Organizations: Formal Structure as Myth and Ceremony." In Walter W. Powell and P. J., eds. The New Institutionalism in Organizational Analysis. Chicago, IL: University of Chicago Press, 1991.

DiMaggio, Paul and Walter W. Powell. 1991. "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality." In Walter W. Powell and P. J. DiMaggio, eds. The New Institutionalism in Organizational Analysis. Chicago, IL: University of Chicago Press.

Friedland, Roger and Robert R. Alford. 1991. "Bringing Society Back In: Symbols, Practices, and Institutional Contradictions. In Walter W. Powell and P. J. DiMaggio, eds. The New Institutionalism in Organizational Analysis. Chicago, IL: University of Chicago Press.

DiMaggio, Paul and Walter W. Powell. 1991. "Introduction." In Walter W. Powell and P. J. DiMaggio, eds. The New Institutionalism in Organizational Analysis. Chicago, IL: University of Chicago Press. (Park)

*Hallett, Tim. 2010. "The Myth Incarnate: Recoupling Processes, Turmoil, and Inhabited Institutions in an Urban Elementary School." American Sociological Review, 75:52-74.

*Lounsbury, Michael, Christopher W.J. Steele, Milo Shaoqing Wang, and Madeline Toubiana. 2021. "New Directions in the Study of Institutional Logics: From Tools to Phenomena." Annual Review of Sociology, 47: 261-80

Recent Work:

*Kroezen, Jochem J. and Pursey P.M.A.R. Heugens. 2019. "What is Dead May Never Die: Institutional Regeneration through Logic Reemergence in Dutch Beer Brewing." Administrative Science Quarterly, 64:976-1019.

*Yan, Shipeng, Fabrizio Ferraro, and Juan (John) Almandoz. 2019. "The Rise of Socially Responsible Investment Funds: The Paradoxical Role of the Financial Logic." Administrative Science Quarterly, 64:466-501.

*Wright, April L., Alan D. Meyer, Trish Rey, and Jonathan Staggs. 2021. "Maintaining Places of Social Inclusion: Ebola and the Emergency Department." Administrative Science Quarterly, 66:42-85.

*Malhotra, Namrata, Charlene Zietsma, Timothy Morris, and Michael Smets. 2021. "Handling Resistance to Change When Societal and Workplace Logics Conflict." Administrative Science Quarterly, 66: 475-520.

November 11th No class (Veterans Day)

November 18th Institutional Fields¹

Paper Due

DiMaggio, Paul J. 1991. "Constructing an Organizational Field as a Professional Project: U.S. Art Museums, 1920-1940." In Walter W. Powell and P. J. DiMaggio, eds. The New Institutionalism in Organizational Analysis. Chicago, IL: University of Chicago Press.

*Emirbayer, Mustafa and Victoria Johnson. 2008. "Bourdieu and Organizational Analysis." Theory and Society 37: 1-44.

*Zietsma, Charlene and Thomas B. Lawrence. 2010. "Institution Work and the Transformation of the Organizational Field: The Interplay of Boundary Work and Practice Work" Administrative Science Quarterly, 55:189-221.

¹ Thanks to Alex Kinney for his suggestions for this section of readings.

*Fligstein, Neil and Doug McAdam. 2011. "Toward a General Theory of Strategic Action Fields." Sociological Theory, 29:1-26. (Chung)

*Wooten, Melissa and Andrew J. Hoffman. 2017. "Organizational Fields: Past, Present, and Future." The SAGE Handbook of Organizational Institutionalism edited by Royston Greenwood, Christine Oliver, Thomas B. Lawrence, and Renate E. Meyer.

Recent Work:

*Grodal, Stine. 2018. "Field Expansion and Contraction: How Communities Shape Social and Symbolic Boundaries." Administrative Science Quarterly, 63: 783-818.

*Hehenberger, Lisa, Johanna Mair, and Ashley Metz. 2019. "The Assembly of a Field Ideology: An Idea-Centric Perspective on Systemic Power in Impact Investing." Academy of Management Journal, 62:1672-1704.

November 25th No class (Thanksgiving Day)

December 2nd Social Movement Perspective

Turn in Final Paper

*Davis, Gerald F. and Tracy A. Thompson. 1994. "A Social Movement Perspective on Corporate Control." Administrative Science Quarterly, 39: 141-173. (Prendergast)

*Ingram, Paul and Hayagreeva Rao. 2004. "Store Wars: The Enactment and Repeal of Anti-Chain-Store Legislation in America." American Journal of Sociology, 110: 446-87.

*Davis, Gerald F., Doug McAdam, W. Richard Scott, and Mayer N. Zald (eds). 2005. Social Movements and Organizational Theory. New York: Cambridge University Press. Chapters 1.

*King, Brayden. 2008. "A Political Mediation Model of Corporate Response to Social Movement Activism." Administrative Science Quarterly, 53(3): 395-421. (Neth)

Recent Work:

*McDonnell, Mary-Hunter, Brayden King, and Sarah A. Soule. 2015. "A Dynamic Process Model of Private Politics: Activist Targeting and Corporate Receptivity to Social Challenges." American Sociological Review, 80:654-78.

*Gupta, Abhinav and Forrest Briscoe. 2020. "Organizational Political Ideology and Corporate Openness to Social Activism." Administrative Science Quarterly, 65:524-563. (Prendergast)

*DeCelles, Katherine A., Scott Sonenshein, and Brayden King. 2020. "Examining Anger's Immobilizing Effect on Institutional Insiders' Action Intentions in Social Movement." Administrative Science Quarterly, 65:847-886.

*Buchter, Lisa. 2021. "Escaping the Ellipsis of Diversity: Insider Activists' Use of Implementation Resources to Influence Organization Policy." Administrative Science Quarterly, 66:521-565. (Prendergast)

December 13th Exams Due (at 5:00 PM)