

Sociology 280D – Organizations – Spring 2023 – Professor Heather A. Haveman

Thursdays 2-4pm

Office Hours <https://www.wejoinin.com/sheets/qplrg>; zoom link at top of wejoinin sheet
(If you can't make office hours, email for an appointment.)

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Course Objectives

Organizations are the basic building blocks of modern society. From birth to death, the lives of people in modern societies play out in formal organizations. Thus, organizations have an enormous impact on social life; they wield tremendous power and distribute innumerable benefits. All interests – economic, political, social, and cultural – are pursued through organizations. It is only through organizations that large-scale planning and co-ordination in modern societies – for the state, the economy, and civil society – become possible. To understand the world we inhabit, then, we must appreciate the power and scope of organizations.

This course is an introduction to the sociological study of organizations. It will familiarize you with the main theoretical orientations and show you how they are used to investigate important phenomena. To that end, we will review the classics, but only briefly and with an eye to understanding how these foundational studies continue to reverberate in contemporary research on organizations. The bulk of our time will be spent considering current debates. I also want to help you learn how to *use* these ideas and findings in your own research. Therefore, we will spend a lot of time trying to get inside the minds of the scholars whose work we read – figuring out why they did what they did, what you would have done differently, and what you could do next.

The literature on organizations is vast and our time is limited. Therefore, the course touches lightly on many important topics and approaches (e.g., corporate governance) and neglects others entirely (e.g., the diffusion of innovations, the social construction of organizational fields). To help you navigate the literature without overloading you, I have assigned only a small number of required readings. These were chosen to cover key ideas and findings and introduce you to a wide array of scholars in this field. These required readings will be the basis of our in-class discussion. To gain a full understanding of the field, you are going to have to read far beyond this syllabus. To guide you in this, I have listed optional background readings (foundational theory or review pieces). Since the course focuses primarily on three research traditions (demographic, relational, and cultural) that have dominated sociological and management research on organizations since the 1970s, I have also created an extended reading list that covers older research traditions. It is available on bcourses.

Readings

There are two **required books**:

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

Look for second-hand copies at Moe's on Telegraph. Otherwise, look at these second-hand online bookstores: abebooks.com, powells.com, or alibris.com.

Haveman, Heather A. 2022. [*The Power of Organizations: A New Take on Organizational Theory*](#). Princeton University Press.

Hot off the presses! Available more cheaply on Amazon.com than on the PUP website. (For those of you who are course-shopping, page proofs of chapters 1 and 2 are available on bcourses.)

The syllabus lists all required readings, along with background readings. Background readings are optional, but I highly recommend them to give you a perspective on the required readings. For **journal articles**, the syllabus contains links that are accessible through the library. For recent articles (not available through JSTOR yet), I have included links to publisher websites. If you have trouble with those links, I also put the pdfs on the Soc 280D bcourses site. All **book chapters** that are not accessible through the UCB library are also on bcourses.

To orient you to the required readings, I will be recording **mini lectures** (~20 min or less) every week, which I will upload to bcourses. These lectures will situate the theories/topics within the larger landscape of organizational theory. You should listen to them before you start reading.

Then, as you tackle the required readings, **ask yourself these questions**:

- 1) What is being explained – the dependent variable (DV)?
- 2) What is purported to explain the dependent variable – the independent variable (IV)?
- 3) What is the basic argument – the reason(s) why the IV affects the DV? What assumptions underlie the argument? What are the argument's strengths? Its weaknesses?
- 4) What are the argument's scope conditions? Under what circumstances and to what kinds of organizations is it meant to apply?
- 5) What differentiates this argument from others we have read in past weeks or are reading this week? Can these differences be resolved through an empirical test?
- 6) If you disagree with the argument, what would it take to convince you?
- 7) For empirical articles: How, and how well, is the research designed? Consider sampling, measurement (construct validity, internal validity, and reliability), external validity, and statistical conclusion validity (spurious causation and selection/endogeneity). What, if any, alternative explanations could account for the findings?

Assignments and Evaluation

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|-------------------------------|-----|
| 1. Class participation | 20% |
| 2. Weekly writing assignments | 20% |
| 3. Final paper | 60% |

Class participation. To make this seminar successful, you must participate in class discussions. My role in class sessions is to facilitate and direct the discussion. Your role is to engage each other in developing the best critical understanding of each reading. We both need to fulfill our roles for the class to be successful – for you to learn. If you are uncertain about what constitutes effective participation in class discussions, try anyway (after all, it’s only school – a safe place to make mistakes) or ask me for guidance.

Weekly writing assignments. Every week, you will post a short (1-2 page) writing assignment to the bcourses site (discussion tab) so everyone in the class can see it. These writing assignments will be due 24 hours before class: by 2pm on Wednesdays. I will review them before class and give you feedback. I will also use them to structure in-class discussion, so you should be ready to be called on to explain your assignment’s main point and generate discussion about it.

Reading reflection: Some weeks you will post a reading reflection: your reaction to and thoughts on one or more of the week’s readings. One way to do this is to adapt your answers to the questions in the list above.

Hypothesis statement: Other weeks you will post a hypothesis statement that extends or modifies something from one or more of the week’s readings.

Since many of you are not accustomed to developing hypotheses, let me explain what I’m looking for: (1) an empirically testable prediction, which usually takes the form “if X changes, Y changes,” where X and Y are observable phenomena like organizational size or employee gender composition; (2) an argument to support the prediction, meaning a series of “if, then” statements based on empirical facts, extant theory, and your own logic; and (3) a sketch of how you would measure the constructs in the hypothesis. (For more details on what constitutes a valid hypothesis, see Appendix A of *The Power of Organizations*.)

I have noted for each week’s session whether the assignment is a reading response or hypothesis statement. So each week, make sure you check the syllabus and understand which type of assignment you are supposed to do.

Final paper. The last writing assignment is a research proposal – basically, the front half of an empirical paper. It should contain the following generic sections: introduction, theory, and research design. The paper should be 20-25 pages long, including a bibliography but excluding any (optional) tables and figures. (As a rule of thumb, 15 pages is not sufficient to delve into any topic in sufficient depth and 30 pages wears out the reader – at least this one.)

If you already have data (e.g., for your master's or second-year paper), you can instead write a final paper: introduction, theory-in-progress, and research design (sampling plan, data sources, measures, and analytical methods), plus a brief presentation of your results. Such papers should be about 30-35 pages long, including bibliography but excluding tables and figures. It's fine to write a paper with tentative analysis of the data and early-stage results. My expectations are not at the level of a master's or second-year paper – they are more at the level of first draft of that paper.

Before you start working on your paper, please read Appendix A in *The Power of Organizations*. I've honed the contents of this appendix over the years I've been teaching PhD seminars on organizations and research design.

For advice on how to structure the methods section of a research paper, see "Detailed outline of a research design section of an empirical paper" on my website (www.heatherhaveman.net) under the teaching tab. If you struggle with writing, see "Books about writing and doing research" on that same tab.

The final paper is **due on Mon. 10 May by 5pm**. Please email the paper to me as an Adobe pdf, double-spaced, 1" margins, with page numbers. Label it Lastname_Firstname.pdf (e.g., Schmo_Joe.pdf). I will return your paper with comments written in the margins, so please also note your mailing address on the front of the paper.

1) 19 Jan. Introduction to the CourseBackground readings

Haveman, Heather A. 2022 *The Power of Organizations*, chapters 1 and 2. (page proofs on bcourses)

2) 26 Jan. Bureaucracy and Its DiscontentsBackground readings

Weber, Max. 1978 [1968]. *Economy and Society: An Outline of Interpretive Sociology*, part of chapter 10 ("Domination and legitimacy") and all of chapter 11 ("Bureaucracy").

Berkeley: University of California Press.

On bcourses. Or borrow or download from the [Internet Archive](#).

Bendix, Reinhard. 1956. *Work and Authority in Industry: Ideologies of Management in the Course of Industrialization*. Berkeley: University of California Press.

Chapters 1 ("Industrialization, management, and ideological appeals") and 4 ("The bureaucratization of economic enterprises") are on bcourses. Or borrow the entire book from the [Internet Archive](#).

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 3.

Merton, Robert S. 1968. *Social Theory and Social Structure, 1968 Enlarged Ed.*, chapter 8 ("Bureaucratic structure and personality"). New York: Free Press.

Originally published as an article (with the same title) in Social Forces in 1940. I gave you this version because Merton revised it slightly for the book. Chapter 8 is on bcourses. Or download the entire book from the [Internet Archive](#).

Gouldner, Alvin W. 1954. *Patterns of Industrial Bureaucracy*, chapters 1-8. New York: Free Press.

If you can't find a cheap copy to purchase, borrow from the [Internet Archive](#).

Due 25 Jan., 2pm: Reading reflection

3) 2 Feb. Contemporary Theoretical Orientations (I): Demography in Organizations (Internal Organizational Demography)

Background readings

- Ryder, Norman B. 1964. Notes on the concept of a population. *American Journal of Sociology*, 69: 447-463. (<http://www.jstor.org/stable/2774272>)
Early example of applying demographic theory to understand the internal dynamics of organizations.
- Blau, Peter M. 1977. *Inequality and Heterogeneity: A Primitive Theory of Social Structure*. New York: Free Press.
This theory about the demography of people in society applies beautifully to organizations. Borrow from the [Internet Archive](#). Blau's articles "Parameters of social structure" (ASR 1974) and "A macro sociological theory of social structure" (AJS 1977) offer great summaries of the main points.
- Kanter, Rosabeth Moss. 1977. Some effects of proportions on group life: Skewed sex ratios and responses to token women. *American Journal of Sociology*, 82 (5): 965-990. (<http://www.jstor.org/stable/2777808>)
For a fuller treatment, see Kanter, 1977, Men and Women of the Corporation. Basic Books. Borrow from the [Internet Archive](#).
- Baron, James N., and William T. Bielby. 1980. Bringing the firms back in: Stratification, segmentation, and the organization of work. *American Sociological Review*, 45 (5): 737-765. (<http://www.jstor.org/stable/2094893>)
Original statement about how employing organizations have the power to generate or reduce inequality.
- Pfeffer, Jeffrey. 1983. Organizational demography. *Research in Organizational Behavior*, 5: 299-357. (on bcourses)
Important agenda-setting paper. But it focuses mostly on the distribution of tenure.

Required readings

- Haveman, Heather A. 2022. *The Power of Organizations*, chapter 4, pp. 80-96, 106-107.
- Turco, Catherine J. 2010. Cultural foundations of tokenism: Evidence from the leveraged buyout industry. *American Sociological Review*, 75 (6): 894-913. (<http://www.jstor.org/stable/25782171>)
- Castilla, Emilio J. 2015. Accounting for the gap: A firm study manipulating organizational accountability and transparency in pay decisions. *Organization Science*, 26 (2): 311-333. (<https://www.jstor.org/stable/43663650> – see also the supplement)
- Dobbin, Frank R., Daniel Schrage, and Alexandra Kalev. 2015. Rage against the iron cage: The varied effects of bureaucratic personnel reforms on diversity. *American Sociological Review*, 80 (5): 1014-1044. (<https://www.jstor.org/stable/24756354> – see also the supplement)
- Feldberg, Alexandra C. 2022. The task bind: Explaining gender differences in managerial tasks and performance. *Administrative Science Quarterly*, 67 (4): 1049-1092. (<https://doi.org/10.1177/00018392221124607> – see also the supplement)

Due 1 Feb., 2pm: Reading reflection

4) 9 Feb. Contemporary Theoretical Orientations (I): Demography of Organizations (Organizational Ecology)

Background readings

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

Borrow from the [Internet Archive](#). Summarizes several articles on the dynamics of organizational populations (Hannan and Freeman 1977 AJS "The population ecology of organizations"), structural inertia (Hannan and Freeman 1984 ASR, "Structural inertia and organizational change"), organizational forms (Hannan and Freeman 1986 Soc Forum, "Where do organizational forms come from?"), and density dependence (Hannan and Freeman 1987, "The ecology of organizational founding," & 1988 AJS, "The ecology of organizational mortality").

Carroll, Glenn R. 1985. Concentration and specialization: Dynamics of niche width in populations of organizations. *American Journal of Sociology*, 90: 1262-1283.

(<http://www.jstor.org/stable/2779636>)

The original formulation of resource-partitioning (aka niche-partitioning) theory. For more, see this review essay: Carroll, Dobrev, and Swaminathan 2002 ROB, "Organizational processes of resource partitioning."

Hsu, Greta, and Michael T. Hannan. 2005. Identities, genres, and organizational forms.

Organization Science, 16 (5): 474-90. (<http://www.jstor.org/stable/25145987>)

A brief exposition on the most recent strand of organizational ecology – the theory of organizational forms as socially constructed categories. Blends demographic and cultural perspectives on organizations. For more details, see Hannan, Pólos, and Carroll, 2007, Logics of Organization Theory. Princeton U. Press.

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 4, pp. 96-109; chapter 6, pp. 167-170.

Greve, Henrich R. 1999. The effect of change on performance: Inertia and regression to the mean. *Administrative Science Quarterly*, 44: 590-614.

(<https://www.jstor.org/stable/2666963>)

Clement, Julien. 2022. Missing the forest for the trees: Modular search and systematic inertia as a response to environmental change. *Administrative Science Quarterly*, in press

(<https://journals.sagepub.com/doi/full/10.1177/00018392221136267>).

Carroll, Glenn R., and Anand Swaminathan. 2000. Why the microbrewery movement? Organizational dynamics of resource partitioning in the American brewing industry after Prohibition. *American Journal of Sociology*, 106 (3): 715-762.

(<http://www.jstor.org/stable/10.1086/318962>)

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 (1): 86-132.

(<https://journals.sagepub.com/doi/full/10.1177/0001839220914855>)

Due 8 Feb., 2pm: Hypothesis statement

5) 16 Feb. Contemporary Theoretical Orientations (I): Relationships and Power
(Resource Dependence and Embeddedness)

Background readings

- Emerson, Richard M. 1962. Power-dependence relations. *American Sociological Review*, 27 (1): 31-41. (<http://www.jstor.org/stable/2089716>)
The basic theory underlying many relational analyses of organizations, including Pfeffer & Salancik, 1978, The External Control of Organizations.
- Pfeffer, Jeffrey, and Gerald R. Salancik. 1978. *The External Control of Organizations: A Resource Dependence Perspective*. New York: Harper and Row.
Chapters 3 & 5-8 are on bcourses. Borrow from the [Internet Archive](#). Summarizes a series of articles and provides a coherent overview. Builds on Emerson (1962 ASR).
- Burt, Ronald S. 1983. *Corporate Profits and Co-optation: Networks of Market Constraints and Directorate Ties in the American Economy*. New York: Academic Press.
Chapters 1 & 2 are on bcourses. Borrow from the [Internet Archive](#). Summarizes a series of articles. Formalizes resource-dependence theory and extends it, demonstrating the logical connection between resource-dependence theory and social-network analytical methods.
Burt articles you could read instead: "A structural theory of interlocking directorates," 1978, SocNWs; "Autonomy in a social topology," 1980, AJS; and "Cooptive corporate actor networks," 1980, ASQ.
- Granovetter, Mark S. 1985. Economic action and social structure: The problem of embeddedness. *American Journal of Sociology*, 91: 481-510.
(<http://www.jstor.org/stable/2780199>)
One of the most-cited articles in the history of AJS: 13,000 citations on web of science, 50,000 citations on google scholar. Not about organizations – about market exchange (buying and selling) – but much of the research that builds on these ideas has been done by org theorists.

Required readings

- Haveman, Heather A. 2022. *The Power of Organizations*, chapter 5, pp. 110-117,
- Baker, Wayne E. 1990. Market networks and corporate behavior. *American Journal of Sociology*, 96 (3): 589-625. (<http://www.jstor.org/stable/2781065>)
- Casciaro, Tiziana, and Mikolaj Jan Piskorski. 2005. Power imbalance, mutual dependence, and constraint absorption: A closer look at resource dependence theory. *Administrative Science Quarterly*, 50: 167-199. (<https://www.jstor.org/stable/30037190>)
- Uzzi, Brian. 1999. Embeddedness in the making of financial capital: How social relations and networks benefit firms seeking capital. *American Sociological Review*, 64 (4): 481-505.
(<http://www.jstor.org/stable/2657252>)
- Uribe, Jose, Maxim Sytch, and Yong H. Kim. 2019. When friends become foes: Collaboration as a catalyst for conflict. *Administrative Science Quarterly*, 20: 65 (3): 751-794.
(<https://journals.sagepub.com/doi/full/10.1177/0001839219877507>)

Due 15 Feb., 2pm: Hypothesis statement

6) 23 Feb. Contemporary Theoretical Orientations (II): Relationships and Power (Social Capital)

Background readings

Granovetter, Mark S. 1973. The strength of weak ties. *American Journal of Sociology*, 78 (6): 1360-1380. (<http://www.jstor.org/stable/2776392>)

Another paper with huge impact. For more details, see Granovetter, 1974, Getting a Job. U Chicago Press. Borrow from the [Internet Archive](http://www.jstor.org/stable/2776392). Also see Granovetter, 1983, Soc Th, "The strength of weak ties reconsidered."

Burt, Ronald S. 1992. *Structural Holes: The Social Structure of Competition*. Cambridge, MA: Harvard University Press.

Chapter 1 is on bcourses. If you can't read the entire book, look at this review piece: Burt, 2000, ROB, "The network structure of social capital." Or Burt, 2004, AJS, "Structural holes and good ideas."

Burt, Ronald S. 2005. *Brokerage and Closure*. New York: Oxford University Press.

A follow-up to the 1992 book. Intro is on bcourses. Relabels the ties that bridge structural holes as brokerage ties. Ties that connect people into dense, cohesive groups are labelled closure. So basically, this book expands on the structural holes book to include cohesive ties.

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 5, pp. 118-123, 131-134.

Doering, Laura. 2018. Risks, returns, and relational lending: Personal ties in microfinance. *American Journal of Sociology*, 123 (5): 1341-1381.

(<https://www.journals.uchicago.edu/doi/abs/10.1086/696214>)

Lingo, Elizabeth Long, and Siobhán O'Mahony. 2010. Nexus work: Brokerage on creative projects. *Administrative Science Quarterly*, 55 (1): 47-81.

(<http://www.jstor.org/stable/27856088>)

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 (2): 382-430.

(<https://www.journals.uchicago.edu/doi/full/10.1086/705158?journalCode=ajs>)

Hernandez, Exequiel, and J. Myles Shaver. 2019. Network synergy. *Administrative Science Quarterly*, 64 (1): 171-202.

(<https://journals.sagepub.com/doi/full/10.1177/0001839218761369>)

Due 22 Feb., 2pm: Reading reflection

**7) 2 Mar. Contemporary Theoretical Orientations (III): Culture and Organizations
(Institutional Theory: Legitimacy and Institutionalization)**

Background readings

Berger, Peter L., and Thomas Luckmann. 1967. *The Social Construction of Reality: A Treatise in the Sociology of Knowledge*. Garden City, NY: Doubleday / Anchor Books.

Chapter 2 is on bcourses. Download from the [Internet Archive](#).

Meyer, John W., and Brian Rowan. 1977. Institutionalized organizations: Formal structure as myth and ceremony. *American Journal of Sociology*, 83 (2): 340-363.

(<http://www.jstor.org/stable/2778293>)

DiMaggio, Paul J., and Walter W. Powell. 1983. The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields. *American Sociological Review*, 48 (2): 147-160. (<http://www.jstor.org/stable/2095101>)

Schneiberg, Marc, and Elisabeth S. Clemens. 2006. The typical tools for the job: Research strategies in institutional analysis. *Sociological Theory*, 24: 195-227.

(<http://www.jstor.org/stable/25046721>)

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 6, pp. 135, 139-151, 157-159.

Haveman, Heather A. 1993. Follow the leader: Mimetic isomorphism and entry into new markets. *Administrative Science Quarterly*, 38: 593-627.

(<https://www.jstor.org/stable/2393338>)

Edelman, Lauren B., Christopher Uggen, and Howard S. Erlanger. 1999. The endogeneity of legal regulation: Grievance procedures as rational myth. *American Journal of Sociology*, 105 (2): 406-454. (<http://www.jstor.org/stable/10.1086/210316>)

For a more complete account of her work, see Edelman, Working Law: Courts, Corporations, and Symbolic Civil Rights. U Chicago Press.

Espeland, Wendy Nelson, and Michael Sauder. 2016. *Engines of Anxiety: Academic Rankings, Reputation, and Accountability*. New York: Russell Sage Foundation. Chapters 1-3.

(<https://muse.jhu.edu/pub/207/monograph/book/45049>)

Crilly, Donal, Morten Hansen, and Maurizio Zollo. 2016. The grammar of decoupling: A cognitive-linguistic perspective on firms' sustainability claims and stakeholders' interpretation. *Academy of Management Journal*, 59 (2): 705-729.

(<https://www.jstor.org/stable/24758308>)

Due 1 Mar., 2pm: Hypothesis statement

8) 9 Mar. Contemporary Theoretical Orientations (III): Culture and Organizations (Organizational Culture)

Background readings

Swidler, Ann. 1986. Culture in action: Symbols and strategies. *American Sociological Review*, 51: 273-286. (<http://www.jstor.org/stable/2095521>)

Although this paper is not about organizations or people in organizations, it has powerfully shaped the way organizational theorists think about culture.

Vaisey, Stephen. 2009. Motivation and justification: A dual-process model of culture in action. *American Journal of Sociology*, 114 (6): 1675-1715.

(<http://www.jstor.org/stable/10.1086/597179>)

A very different view of culture in action from Ann's – also not organizational but quite influential.

Van Maanen, John. 1973. Observations on the making of policeman. *Human Organization*, 32: 407-418. (<https://www.jstor.org/stable/44127631>)

O'Reilly, Charles A., Jennifer A. Chatman, and David F. Caldwell. 1991. People and organizational culture: A profile comparison approach to assessing person-organization fit. *Academy of Management Journal*, 34: 487-516.

(<https://www.jstor.org/stable/256405>)

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 6, pp. 135-138, 151-159.

Barley, Stephen R. 1983. Semiotics and the study of occupational and organizational cultures. *Administrative Science Quarterly*, 28 (3): 393-413.

(<http://www.jstor.org/stable/2392249>)

Rivera, Lauren A. 2012. Hiring as cultural matching: The case of elite professional service firms. *American Sociological Review*, 77 (6): 999-1022.

(<https://www.jstor.org/stable/41723081>)

Kelly, Erin L., Samantha K. Ammons, Kelly Chermack, and Phyllis Moen. 2010. Gendered challenge, gendered response: Confronting the ideal worker norm in a white-collar organization. *Gender and Society*, 24: 281-303.

(<https://www.jstor.org/stable/27809278>)

Fligstein, Neil, Jonah Stuart Brundage, and Michael Schultz. 2017. Seeing like the Fed: The roles of culture, cognition, and framing in the failure to anticipate the financial crisis of 2008. *American Sociological Review*, 82 (5): 879-909.

(<https://www.jstor.org/stable/26426410>)

Due 8 Mar., 2pm: Hypothesis statement

9) 16 Mar. Selected Topics (I): EntrepreneurshipBackground readings

Weber, Max. 1904-05 [1958]. *The Protestant Ethic and the Spirit of Capitalism*. (Translated by Talcott Parsons.) New York: Charles Scribners' Sons. Excerpts: pp. 47-57, pp. 87-92, pp. 180-183.

These selections are on bcourses. Or download the entire book from the [Internet Archive](#).

Schumpeter, Joseph A. 1942. *Capitalism, Socialism, and Democracy*, chapter VII ("The process of creative destruction," pp. 81-86) and chapter XII ("Crumbling walls," pp. 131-139). New York: Harper and Row.

These chapters are on bcourses. Or download the entire book from the [Internet Archive](#).

Stinchcombe, Arthur L. 1965. Social structure and organizations. In James G. March, ed., *Handbook of Organizations*: 142-193. Chicago: Rand-McNally. (on bcourses)

Required readings

Stuart, Toby E., and Waverly W. Ding. 2006. When do scientists become entrepreneurs? The social structural antecedents of commercial activity in the academic life sciences.

American Journal of Sociology, 112 (1): 97-144.

(<http://www.jstor.org/stable/10.1086/502691>)

Johnson, Victoria. 2007. What is organizational imprinting? Cultural entrepreneurship in the founding of the Paris Opera. *American Journal of Sociology*, 113 (1): 97-127.

(<http://www.jstor.org/stable/10.1086/517899>)

Hiatt, Shon R., Wesley D. Sine, and Pamela S. Tolbert. 2009. From Pabst to Pepsi: The deinstitutionalization of social practices and the creation of entrepreneurial opportunities. *Administrative Science Quarterly*, 54 (4): 635-667.

(<http://www.jstor.org/stable/27749360>)

Yang, Tiantian, and Howard E. Aldrich. 2014. Who's the boss? Explaining gender inequality in entrepreneurial teams. *American Sociological Review*, 79 (2): 303-327.

(<https://www.jstor.org/stable/43187538>)

Due 15 Mar., 2pm: Hypothesis statement

10) 23 Mar. Selected Topics (II): Institutional LogicsBackground readings

Friedland, Roger, and Robert R. Alford. 1991. Bringing society back in: Symbols, practices, and institutional contradictions. In Walter W. Powell and Paul J. DiMaggio, eds., *The New Institutionalism in Organizational Analysis*: 232-263. Chicago: U Chicago Press.

This chapter is on bcourses. Or borrow the entire book from the [Internet Archive](#).

Thornton, Patricia H., William Ocasio, and Michael Lounsbury. 2012. *The Institutional Logics Perspective: A New Approach to Culture, Structure and Process*. Oxford: Oxford University Press.

An influential theoretical reformulation. Summarizes much research that has built on the foundation laid by Friedland and Alford. Has many good points, but the analysis is flawed because they muddle logics (purely cognitive/cultural phenomena) and organizational structures, cultures, and power distributions (the material manifestations of logics). Their proto theory is also weirdly overly complex.

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: 261-280.

(<https://www.annualrwgeviews.org/doi/abs/10.1146/annurev-soc-090320-111734>)

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 6, pp. 151-155.

Haveman, Heather A., and Hayagreeva Rao. 1997. Structuring a theory of moral sentiments: Institutional and organizational coevolution in the early thrift industry. *American Journal of Sociology*, 102: 1606-1651. (<http://www.jstor.org/stable/10.1086/231128>)
Follow-up papers: H&R, 2006, Am Behavl Sci, "Hybrid forms and the evolution of thrifts" and H, R, & Paruchuri, 2007, ASR, "The winds of change."

Fligstein, Neil. 2001. *The Architecture of Markets: An Economic Sociology of Twenty-First-Century Capitalist Societies*, chapter 7, "The rise of the shareholder value conception of the firm." Princeton, NJ: Princeton University Press. (on bcourses)

Chapter 7 is on bcourses. Or borrow the entire book at the [Internet Archive](#). For more on the origins of this institutional logic, see Lazonick and O'Sullivan, 2000 ("Maximizing shareholder value", Econ & Soc) and Heilbron, Verheul, and Quak, 2014, ("The origins and early diffusion of 'shareholder value' in the United States, Th & Soc). For a review of the literature on this logic and an analysis of its consequences, see Fligstein and Goldstein, 2022 ("The legacy of shareholder value capitalism," ARS).

Dunn, Mary B., and Candace Jones. 2010. Institutional logics and institutional pluralism: The contestation of care and science logics in medical education, 1967-2005. *Administrative Science Quarterly*, 55: 114-149. (<http://www.jstor.org/stable/27856090>)

Lewis, Ben W., and W. Chad Carlos. 2022. Avoiding the appearance of virtue: Reactivity to corporate social responsibility ratings in the era of shareholder primacy. *Administrative Science Quarterly*, 67 (4): 1093-1135.

(<https://journals.sagepub.com/doi/10.1177/00018392221124916>)

Due 22 Mar., 2pm: Reading reflection

***** No class 30 Mar. – Spring Break 27-31 Mar. *****

***** No class 6 Apr. – H2 giving talk @ Drexel University *****

11) 13 Apr. Selected Topics (III): The Impact of Organizations on Society: Inequality

Background readings

Coleman, James S. 1982. *The Asymmetric Society*. Syracuse, NY: Syracuse University Press.
Chapter 1 is on bcourses. Or borrow the entire book from the [Internet Archive](http://www.archive.org/details/asymmetric-society-james-s-coleman).

Perrow, Charles. 1991. A society of organizations. *Theory and Society*, 20 (6): 725-762.
(<http://www.jstor.org/stable/657602>)

Baron, James N., and William T. Bielby. 1980. Bringing the firms back in: Stratification, segmentation, and the organization of work. *American Sociological Review*, 45 (5): 737-765. (<http://www.jstor.org/stable/2094893>)
Yes, this was a required reading for class 3.

Piketty, Thomas. 2014. *Capital in the Twenty-First Century*, chapter 8 (“Two worlds”), chapter 9 (“Inequality of labor income”), and chapter 10 (“Inequality of capital ownership”). (Translated by Arthur Goldhammer.) Cambridge, MA: The Belknap Press of Harvard University Press.
Chapters 8-10 are on bcourses. Or borrow the entire book from the [Internet Archive](http://www.archive.org/details/capital-in-the-twenty-first-century-thomas-piketty). Admirable, but note the almost complete absence of organizations from the story. There’s work for organizational theorists to do!

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 9, pp. 203-213.

Chan, Curtis K., and Michel Anteby. 2016. Task segregation as a mechanism for within-job inequality: Women and men of the Transportation Security Administration. *Administrative Science Quarterly*, 61 (2): 184-216.
(<https://www.jstor.org/stable/24758653>)

Rider, Christopher I., James B. Wade, Anand Swaminathan, and Andreas Schwab. 2023. *American Journal of Sociology*, forthcoming. (on bcourses)

Cobb, J. Adam, and Flannery G. Stevens. 2017. These unequal states: Corporate organization and income inequality in the United States. *Administrative Science Quarterly*, 62 (2): 304-340. (<https://www.jstor.org/stable/44508552>)

Brick, Carmen, Daniel Schneider, and Kristin Harknett. 2023. The gender-wage gap, between-firm inequality, and devaluation: Testing a new hypothesis in the service sector. *Work and Occupations*, online in advance. (on bcourses)

Due 5 Apr., 2pm: Hypothesis statement

**12) 20 Apr. Selected Topics (IV): The Impact of Organizations on Society:
Environmental Degradation**

Background readings

Perrow, Charles. 1997. Organizing for environmental destruction. *Organization and Environment*, 10 (1): 66-72. (<https://www.jstor.org/stable/26161655>)

Required readings

Haveman, Heather A. 2022. *The Power of Organizations*, chapter 9, pp. 220-227.

Prechel, Harland, and Lu Zheng. 2012. Corporate characteristics, political embeddedness, and environmental pollution by large U.S. corporations. *Social Forces*, 90 (3): 947-970. (<https://www.jstor.org/stable/41682684>)

Schrage, Dan. 2019. Organizing pollution: Organizational demography, neighborhoods, and racial inequality in exposure to toxic chemicals, 1987-2012. Working paper, University of Southern California. (on bcourses; revised/updated version coming soon)

Grant, Don, Andrew Jorgenson, and Wesley Longhofer. 2020. *Super Polluters: Tackling the World's Largest Sites of Climate-Disrupting Emissions*, chapter 1 ("Who is responsible for this mess?") and chapter 3 ("Recipes for disaster"). New York: Columbia University Press. (<https://www.jstor.org/stable/10.7312/gran19216>)

Yan, Shiping, Juan Almandoz, and Fabrizio Ferraro. 2021. The impact of logic (in)compatibility: Green investing, state policy, and corporate environmental performance. *Administrative Science Quarterly*, 66 (4): 903-944. (<https://journals.sagepub.com/doi/10.1177/00018392211005756>)

Data sources (since there is so little sociology/mgt research on this topic, I thought I'd help you do some.)

U.S. Environmental Protection Agency. Toxics Release Inventory. <https://www.epa.gov/toxics-release-inventory-tri-program>.

All firms in mining, manufacturing, utilities, and wholesale trade that meet minimum thresholds for chemical use, production, or storage must report toxic pollution annually. Used by Prechel and Zhang, Schrage, and Grant, Jorgenson, and Longhofer.

U.S. Environmental Protection Agency. Data on greenhouse-gas and mercury emissions from electric power plants. <https://www.epa.gov/airmarkets/facility-level-comparisons>, <https://www.epa.gov/airmarkets/facility-attributes>. Quarterly data available from 1990 to now.

Climate TRACE. 2022-11-09. <https://climatetrace.org/news/more-than-70000-of-the-highest-emitting-greenhouse-gas>.

This non-profit has compiled a global inventory of greenhouse-gas emitting sources (in electric power generation and transmission, oil and gas production and refining, shipping, aviation, mining, waste, agriculture, road transportation, and the production of steel, cement, and aluminum). The data are available for download: <https://climatetrace.org/downloads>. For more details, see this NYTimes article: <https://www.nytimes.com/2022/11/09/climate/climate-change-emissions-satellites.html>.

Data Is Plural blog. <https://www.data-is-plural.com/>.

Scroll through to find many environment-related datasets. Also many, many other interesting datasets.

Due 12 Apr., 2pm: Reading reflection

**13) 27 Apr. Selected Topics (V): The Impact of Organizations on Society:
Community, Cohesion, and Division**

Background readings

Tönnies, Ferdinand. 1887 [1957]. *Community and Society*. (Translated by Charles P. Loomis.)
New Brunswick, NJ: Transaction Publishers.

Download from the [Internet Archive](#). Distinguished between close-knit groups united by bonds of blood, soil and tradition which were “natural” and therefore “organic” (Gemeinschaft), and “artificial” or “man-made” societies characterized by opportunistic contact and self-seeking behavior, with individuals connected with one another for purely instrumental purposes (Gesellschaft) and therefore “mechanical.”

Durkheim, Émile. 1893 [1984]. *The Division of Labor in Society*. (Translated by W.D. Halls.)
New York: Free Press.

Borrow from the [Internet Archive](#). In an explicit attempt to confuse generations of sociology students, Durkheim used the same terms as Tönnies (Gemeinschaft and Gesellschaft), but gave them opposite meanings. For Durkheim, mechanical solidarity was based on shared religious beliefs that integrated traditional societies, while organic solidarity was associated with an advanced division of labor.

Maclver, R.M. 1917. *Community: A Sociological Study*. London: Macmillan and Co.

Chapter on community and association on bcourses. Or download entire book from the [Internet Archive](#).

Required readings

Marwell, Nicole P. 2004. Privatizing the welfare state: Nonprofit community-based organizations as political actors. *American Sociological Review*, 69 (2): 265-291.

(<http://www.jstor.org/stable/3593087>)

For more details, see Marwell, 2007, *Bargaining for Brooklyn*, U Chicago Press.

Bail, Christopher A. 2012. The fringe effect: Civil society organizations and the evolution of media discourse about Islam since the September 11th attacks. *American Sociological Review*, 77 (6): 855-879. (<https://www.jstor.org/stable/41723075>)

For more details, see Bail, 2015, *Terrified*, Princeton U. Press.

Mora, G. Cristina. 2014. Cross-field effects and pan-ethnic classification: The institutionalization of Hispanic panethnicity, 1965 to 1990. *American Sociological Review*, 79 (2): 183-210. (<http://asr.sagepub.com/content/79/2/183>)

For more details, see Mora, 2014, *Making Hispanics*. U Chicago Press.

Haveman, Heather A. 2015. *Magazines and the Making of America: Modernization, Community, and Print Culture, 1741-1860*, chapter 1 (“Introduction”) and chapter 5 (“Religion”). Princeton, NJ: Princeton University Press.

(<https://muse.jhu.edu/book/47734>)

Due 26 Apr., 2pm: Reading reflection

14) 4 May Presentations of term papers

Depending on the number of students, ~5 min presentation, ~5 min Q&A each.