

SCANCOR XXth INSTITUTIONAL THEORY WORKSHOP UNIVERSITY OF HAMBURG

Monday, August 26, 2024

**Walter W. Powell, Stanford University
Foundations of Institutional Analysis**

Background Readings: (If you are not familiar with these in advance of the workshop, please peruse them. These are classic readings in institutional theory and everyone should have an understanding of them in advance.)

- Berger, Peter, and Thomas Luckmann. 1968 (2004). “The Social Construction of Reality: A Treatise on the Sociology of Knowledge.” A short excerpt from their book. Pp. 296-317 in *The New Economic Sociology: A Reader*, edited by Frank Dobbin. Princeton, NJ: Princeton University Press.
- Meyer, John W. and Brian Rowan. 1977. “Institutionalized Organizations: Formal Structure as Myth and Ceremony.” *American Journal of Sociology* 83: 340-63.
- DiMaggio, Paul J. and Walter W. Powell. 1983. “The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields.” *American Sociological Review* 48: 147-60.
- Bourdieu, Pierre and L. Wacquant. 1992. “The Logic of Fields,” pp. 95-115 in *An Invitation to Reflexive Sociology*, University of Chicago Press.

Afternoon session 1: Theorizing Institutional Change – Many of the early statements in institutional analysis focused on the travel of organizational practices and structures, championed by the mass media and proselytized by consultants. These pressures for convergence were amplified by educational institutions, carried by salaried professionals across organizations, and reinforced by the power of states. More recent work has analyzed competing or rival influences, focusing on disputes among alternative visions of what is appropriate. The question of timing – when are social structures receptive to change or novelty - is crucial.

- Johnson, Victoria and W. W. Powell. 2017. “Organizational Poisedness and the Transformation of Civic Order in 19th-Century New York City.” Pp. 179 – 230 in *Organizations, Civil Society, and the Roots of Development*, Naomi Lamoreaux and John Wallis, editors, University of Chicago Press.

- Reynolds, Celene. 2022. “Repurposing Title IX: How Sexual Harassment Became Sex Discrimination in American Higher Education.” *American Journal of Sociology* 128(2): 462-514.
- Powell, W.W. and P.J. DiMaggio. 2023. “The Iron Cage Redux: Looking Back and Forward.” *Organization Theory* 4:1-24. DOI: 10.1177/26317877231221550

Afternoon session 2: Where do novel ideas or practices come from? How do we analyze the formation of new identities and organizational models? This session looks at a variety of research strategies for tackling these important questions.

- *Read:* Padgett, John and Walter W. Powell. 2012. “The Problem of Emergence.” Pp. 1-29 in *The Emergence of Organizations and Markets*, Princeton University Press.
- *Skim:* Sandholtz, Kurt and W. W. Powell. 2019. “Amphibious Entrepreneurs and the Origins of Invention,” Pp. 541-67 in *Oxford Handbook on Entrepreneurship and Collaboration*, edited by Jeffrey Reuer, Sharon Matusik, and Jessica Jones. Oxford University Press,
- *Skim:* Horvath, Aaron. 2023. “Organizational Supererogation and the Transformation of Nonprofit Accountability.” *American Journal of Sociology* 126 (4): 1031-76.

Tuesday, August 27

Bruce G. Carruthers, Northwestern University.

Overall theme for the afternoon: institutions of a market economy in comparative and historical perspective.

Afternoon session 1: Starting with Max Weber, many analysts, commentators and policymakers argue that modern market economies require predictability and transparency. So we consider an institution that supposedly creates these two features as a practical reality and explore its sociological complexity: contract law (which allows for predictable binding agreements).

Readings:

Edwards, Jeremy and Sheilagh Ogilvie. 2012. “Contract enforcement, institutions, and social capital: the Maghribi traders reappraised,” *Economic History Review* 65(2): 421-444.

Eigen, Zev. 2012. “Empirical Studies of Contract,” *Annual Review of Law and Social Science* 8: 291-306.

Macaulay, Stuart. 1963. “Non-Contractual Relations in Business: A Preliminary Study,” *American Sociological Review* 28: 55-67.

Afternoon session 2: Commentators and policymakers have particularly focused on the public formal institutions that undergird market economies. But informal and/or private institutions matter as well. This session considers the challenge of studying formal and informal institutions empirically, especially when they are intermingled or are transitioning from one to the other (e.g., via the process of formalization).

Readings:

Argote, Linda and Dennis Epple. 1990. "Learning Curves in Manufacturing," Science Vol. 247, No.4945: 920-924.

Carruthers, Bruce G. 2013. "From Uncertainty Toward Risk: The Case of Credit Ratings," Socio-Economic Review, 11(3): 525-551.

Fauchart, Emmanuelle and Eric von Hippel. 2008. "Norms-Based Intellectual Property Systems: The Case of French Chefs," Organization Science 19(2): 187-201.

Wednesday, August 28, 2024

Sarah A. Soule, Stanford University

Institutional Theory and Social Movements Studies

Afternoon Session 1: Introduction and Overview

Over the past 2 decades (or so), institutional analysts and social movement scholars have borrowed heavily from one another to build a robust and exciting literature. Because I assume that not all of you have been exposed to this literature, we'll spend our first session mapping the terrain. We will discuss the broad contours of the landscape of work at the intersection of institutional and social movement analysis, with an eye toward understanding some of the methodologies commonly used by scholars working at this intersection.

Preparation:

- 1) Read Schneiberg and Lounsbury (2017), "Social Movements and the Dynamics of Institutions and Organizations" (*Sage Handbook of Organizational Institutionalism*), which summarizes this area of inquiry.
- 2) Based on this article, what interested you the most? Come prepared with one idea for a research project that you might one day decide to pursue. Please jot down a few notes on this idea and be ready to share with your peers.

Afternoon Session 2: Recent Empirical Examples

What are some of the recent topics animating research at the intersection of social movements and institutional analysis? As you read these 3 papers, consider what is changing and what actors are driving the change. Also, consider the main categories of research described in Schneiberg and Lounsbury (Movements from Outside Institutions, Movements from Within Institutions, Institutional Fields as Contexts for Movements). Which category would you place each of these examples in and why? Finally, consider what Schneiberg and Lounsbury say about Future Directions for research as you read these 3 papers, and think about the extent to which these papers address any/all/none of their suggestions.

Preparation:

- 1) Read Georgallis and Lee (2020), “Toward a Theory of Entry in Moral Markets: The Role of Social Movements and Organizational Identity” (Strategic Organization).
- 2) Read Grandy and Hiatt (2023), “The Radical Flank Revisited: How Regulatory Discretion Shapes the Effectiveness of Social Activism on Business Outcomes.” (Organization Science).
- 3) Read Wang et al. (2023), “Social Movements, Collective Identity, and Workplace Allies: The Labeling of Gender Equity Policy Changes.” (Organization Science).

Thursday, August 29, 2024

Renate Meyer, WU Vienna

Overall theme for the afternoon: Shared meaning structures in Institutional Theory

Afternoon session 1: Introduction and Overview

Under different labels – value systems, belief systems, institutional logics, ideologies – shared meaning structures and clusters of social meaning have given rise to a great number of studies in the past years. We will discuss different approaches and their overall relevance for institutional theory.

Readings:

- Ocasio, W., Thornton, P., & Lounsbury (2017). “Advances to the Institutional Logics Perspective” in R. Greenwood, C. Oliver, T. Lawrence, & R. Meyer (eds.) *Handbook of Organizational Institutionalism*, Sage, pp. 535-558.

- Meyer, R., Jancsary, D., & Höllerer, M. (2021). “Zones of Meaning, *Leitideen*, Institutional Logics” in *Research in the Sociology of Knowledge*, Volume 70, pp. 161–186.

Afternoon session 2: Different levels of analysis and methodological challenges

Institutionalized social meanings materialize on different levels of analysis and level of observation. How do we analyze meaning structures? What are recent trends?

As you read these articles, think of belief systems that are relevant for in your own research and how you account for them.

- Bento da Silva, J., Quattrone, P., & Llewellyn, N. (2022). Turning to Mystery in Institutional Theory: The Jesuit Spiritual Exercises. *Organization Studies*. DOI:10.1177/01708406221081622
- Jancsary, D., Meyer, R. E., Höllerer, M. A., & Barberio, V. (2017). Toward a structural model of organizational-level institutional pluralism and logic interconnectedness. *Organization Science*, 28(6), 1150–1167.
- McPherson, C. M., & Sauder, M. (2013). Logics in action: Managing institutional complexity in a drug court. *Administrative Science Quarterly*, 58(2), 165–196.

Optional background reading for afternoon sessions:

- Friedland, R., & Alford, R. R. (1991). Bringing society back in: Symbols, practices, and institutional contradictions. In W. W. Powell & P. J. DiMaggio (Eds.), *The new institutionalism in organizational analysis*, University of Chicago Press, pp. 232–263.
- Meyer, R. E., Leixnering, S., Kornberger, M., Jancsary, D., & Höllerer, M. A. (2024). Ernst Cassirer and the Symbolic Foundation of Institutions. *Journal of Management Studies*. <https://onlinelibrary.wiley.com/doi/full/10.1111/joms.13038>
- Reay, T., & Hinings, C. R. (2009). Managing the rivalry of competing institutional logics. *Organization Studies*, 30(6), 629–652.
- Thornton, P. H., & Ocasio, W. (1999). Institutional logics and the historical contingency of power in organizations: Executive succession in the higher education publishing industry, 1958–1990. *American Journal of Sociology*, 105(3), 801–843.

Friday, August 30, 2024

Prof. Patricia Bromley, Stanford University

Prof. Gili S. Drori, The Hebrew University of Jerusalem

Global, transnational and comparative variants of institutionalism

Afternoon Session 1: Principles of World Society Theory

Describing world society theory, we apply institutionalist concepts to analyze cross-national and global dynamics: We will interpret globalization with institutionalist discussions of diffusion, rationalization, translation and variation, and the role of (professional and organizational) carriers. In addition, drawing on WST's strong empirical body of work, we shall outline quantitative and qualitative to empirically gauge the institutional dynamics at the heart of of global, transnational and comparative phenomena.

Preparatory reading:

- Meyer, John W., John Boli, George M. Thomas, and Francisco O. Ramirez. 1997. "World society and the nation-state." *American Journal of Sociology* 103(1): 144-181.
- Bromley Patricia, and John W. Meyer. 2015. "Organization and hyper-organization." *Hyper-organization: Global Organizational Expansion*. Oxford, UK: Oxford University Press, pp. 1–31.
- Drori, Gili S. 2016. "Global and comparative studies of organization and management: Moving from 'sameness and difference' to 'glocalization and orientation'." In Barbara Czerniawska (ed.), *A Research Agenda for Management and Organization Studies*, Cheltenham, UK: Edward Elgar, pp. 96-106.

Afternoon Session 2: Global backlash to the liberal world order

How do the tenets of WST, that were formulated through explaining the rise of a liberal world order, apply to explain the current global wave of illeberalism, authorcratization and democratic backsliding? Drawing on several recent empirical studies of "the backlash", we further investigate this global approach to the study of organizations and institutions.

Preparatory reading:

- Lerch, Julia C., David John Frank, and Evan Schofer. *Forthcoming*. "The social foundations of academic freedom: Heterogeneous institutions in world society, 1960-2022." *American Sociological Review*.
- Bromley, Patricia., Evan Schofer, and Wesley Longhofer. 2020. "Contentions over world culture: The rise of legal restrictions on foreign funding to NGOs, 1994–2015." *Social Forces* 99(1): 281-304.
- Velasco, Kristopher. 2023. "Transnational backlash and the deinstitutionalization of liberal norms: LGBT+ rights in a contested world." *American Journal of Sociology* 128(5): 1381-1429.