

SPECIAL TOPICS IN CONTEMPORARY ORGANIZATION THEORY

Summer 2024

Instructor: Jade Lo (jadelo@drexel.edu)

Office Hour: By appointment

Credits: 2

Class Dates: 6/24-7/12 (with a break to work on the final paper and presentation: 7/2-7/10; see the schedule below for further details)

Class Time: 12pm-4pm

Course Description:

Organization theory (OT) stands as a central pillar within management research, encompassing a diverse array of approaches aimed at comprehending the nature and behavior of organizations. Beyond organizational boundaries, scholars in this field explore dynamics such as interorganizational relationships, institutional forces, and organizational fields. Drawing on intellectual foundations from disciplines such as sociology, economics, and social psychology, OT has established itself as a multidisciplinary domain.

This doctoral seminar will delve into contemporary developments in organizational theories. Specifically, the course will cover the following topics: (1) institutional change and institutional logics; (2) market categories and category dynamics; (3) cultural entrepreneurship; and (4) social evaluations, encompassing concepts like legitimacy, reputation, status, and stigma.

Furthermore, this seminar aims to guide students in positioning their research for journal submission and eventual publication, emphasizing the importance of making an impact within the field. Given the significance placed on theoretical contributions, discussions will revolve around identifying and evaluating such contributions. Students will not only learn to critique existing literature but also to articulate their research questions with clarity, challenge underlying assumptions, and effectively engage their audience(s), thereby enhancing their ability to position their work for journal submission effectively.

Course Requirements:

Participation and Discussion:

Students are expected to actively engage in class discussions. To facilitate this, each student must thoroughly read all assigned articles before each session and come prepared to contribute to the discussion. Be sure to bring any questions or points of interest you may have. When reviewing the articles, pay close attention to their motivations, arguments, contributions, as well as any weaknesses or unresolved issues. These aspects will serve as focal points for our discussion during the session.

Final Paper & Presentation:

The primary requirement for this course is a paper and presentation of a research idea related to at least one of the topics or theoretical perspectives covered in class. Due to the course's nature and duration, the paper and presentation do not need to entail a full study. Instead, you need to submit a short paper (see below for more details) and present your idea to the class on the last day of class. Each student will have 20-30 minutes to present an early-stage idea, followed by questions and feedback from the rest of the class.

<p>1 6/24</p>	<p>Introduction to Organization Theory as a Field (plus: What Makes a Theory Interesting?)</p>	<p>Tsoukas, H., & Knudsen (2005). Introduction: The Need for Meta-theoretical Reflection in Organization Theory, in Tsoukas, H., & Knudsen, C. (Eds.). <i>The Oxford handbook of organization theory</i>. Oxford Handbooks Online.</p> <p>W. Richard Scott and Gerald F. Davis (2007). Chapter 1. <i>Organizations and organizing: rational, natural, and open systems perspectives</i>. Upper Saddle River, NJ: Pearson Prentice Hall.</p> <p>Davis, M. S. (1971). That's interesting! Towards a phenomenology of sociology and a sociology of phenomenology. <i>Philosophy of the social sciences</i>, 1(2), 309-344.</p>
<p>2 6/25</p>	<p>Institutionalism, Institutional Logics and Institutional Change</p>	<p>DiMaggio, P. J., & Powell, W. W. (1983). The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields. <i>American Sociological Review</i>, 48(2), 147–160.</p> <p>Hiatt, S. R., Sine, W. D., & Tolbert, P. S. (2009). From Pabst to Pepsi: The Deinstitutionalization of Social Practices and the Creation of Entrepreneurial Opportunities. <i>Administrative Science Quarterly</i>, 54(4), 635– 667.</p> <p>Rao, H., Monin, P., & Durand, R. (2003). Institutional Change in Toque Ville: Nouvelle Cuisine as an Identity Movement in French Gastronomy. <i>American Journal of Sociology</i>, 108(4), 795–843.</p> <p>Besharov, M. L., & Smith, W. K. (2014). Multiple institutional logics in organizations: Explaining their varied nature and implications. <i>Academy of Management Review</i>, 39, 364–381.</p>

<p>3 6/26</p>	<p>Cultural approaches to Entrepreneurship, Organizational Studies, and Strategy</p>	<p>Lounsbury, M., & Glynn, M. A. (2001). Cultural entrepreneurship: Stories, legitimacy, and the acquisition of resources. <i>Strategic Management Journal</i>, 22(6–7), 545–564.</p> <p>Suddaby, R., & Greenwood, R. (2005). Rhetorical Strategies of Legitimacy. <i>Administrative Science Quarterly</i>, 50(1), 35–67.</p> <p>McPherson, C. M., & Sauder, M. (2013). Logics in Action: Managing Institutional Complexity in a Drug Court. <i>Administrative Science Quarterly</i>, 58(2), 165–196.</p> <p>Giorgi, S., Lockwood, C., & Glynn, M. A. (2015). The Many Faces of Culture: Making Sense of 30 Years of Research on Culture in Organization Studies. <i>The Academy of Management Annals</i>, 9(1), 1–54.</p> <p>Lounsbury, M. & Glynn, M. A. (2019). Cultural entrepreneurship: A new agenda for the study of entrepreneurial processes and possibilities. In N. Phillips & R. Greenwood (Eds.), <i>Elements in Organization Theory</i>. Cambridge, UK: Cambridge University Press.</p>
<p>4 6/27</p>	<p>Market Categories and Categorization</p>	<p>Zuckerman, E. W. (1999). The Categorical Imperative: Securities Analysts and the Illegitimacy Discount. <i>American Journal of Sociology</i>, 104(5), 1398–1438.</p> <p>Hsu, G. (2006). Jacks of All Trades and Masters of None: Audiences’ Reactions to Spanning Genres in Feature Film Production. <i>Administrative Science Quarterly</i>, 51(3), 420–450.</p> <p>Durand, R., & Paoletta, L. (2013). Category Stretching: Reorienting Research on Categories in Strategy, Entrepreneurship, and Organization Theory. <i>Journal of Management Studies</i>, 50(6), 1100–1123.</p> <p>Vergne, J.-P., & Wry, T. (2014). Categorizing Categorization Research: Review, Integration, and Future Directions. <i>Journal of Management Studies</i>, 51(1), 56–94.</p> <p>Kovács, B., Carnabuci, G., & Wezel, F. C. (2021). Categories, attention, and the impact of inventions. <i>Strategic Management Journal</i>, 42(5), 992-1023.</p>

<p>5 6/28</p>	<p>Category Dynamics and Emergence</p>	<p>Lo, J. Y. C., & Kennedy, M. T. (2015). Approval in nanotechnology patents: Micro and macro factors that affect reactions to category blending. <i>Organization Science</i>, 26(1), 119-139.</p> <p>Delmestri, G., & Greenwood, R. (2016). How Cinderella Became a Queen: Theorizing Radical Status Change. <i>Administrative Science Quarterly</i>, 61(4), 507-550.</p> <p>Ozcan, P., & Gurses, K. (2018). Playing cat and mouse: Contests over regulatory categorization of dietary supplements in the United States. <i>Academy of Management Journal</i>, 61(5), 1789-1820.</p> <p>Zhao, E. Y., Ishihara, M., Jennings, P. D., & Lounsbury, M. (2018). Optimal distinctiveness in the console video game industry: An exemplar-based model of proto-category evolution. <i>Organization Science</i>, 29(4), 588-611.</p> <p>Lashley, K., & Pollock, T. G. (2020). Waiting to inhale: Reducing stigma in the medical cannabis industry. <i>Administrative science quarterly</i>, 65(2), 434-482.</p> <p>Lo, J.Y., Fiss, P., Rhee, E.Y., & Kennedy, M.T. (2020) Category Viability: Balanced Levels of Coherence and Distinctiveness. <i>Academy of Management Review</i>, 45, 85–108.</p>
<p>6 7/1</p>	<p>Social Evaluations</p>	<p>Suddaby, R., Bitektine, A. and Haack, P. (2017). 'Legitimacy'. <i>Academy of Management Annals</i>, 11, 451-78.</p> <p>Bitektine, A. (2011). 'Toward a theory of social judgments of organizations: The case of legitimacy, reputation, and status'. <i>Academy of Management Review</i>, 36, 151-79.</p> <p>Rindova, V. P., Williamson, I. O., Petkova, A. P., & Sever, J. M. (2005). Being Good or Being Known: An Empirical Examination of the Dimensions, Antecedents, and Consequences of Organizational Reputation. <i>The Academy of Management Journal</i>, 48(6), 1033–1049.</p> <p>Pollock, T. G., Lashley, K., Rindova, V. P., & Han, J.-H. (2019). Which of These Things Are Not Like the Others? Comparing the Rational, Emotional, and Moral Aspects of Reputation, Status, Celebrity, and Stigma. <i>Academy of Management Annals</i>, 13(2), 444–478.</p> <p>Sharkey, A., Kovács, B., & Hsu, G. (2023). Expert critics, rankings, and review aggregators: The changing nature of intermediation and the rise of markets with multiple intermediaries. <i>Academy of Management Annals</i>, 17(1), 1-36.</p>

<p>7 7/11</p>	<p>What’s the thing called “Theoretical Contribution”? The Art and Science of Theory Building & Paper Positioning</p>	<p>Whetten, D. A. (1989). What Constitutes a Theoretical Contribution? <i>Academy of Management Review</i>, 14(4), 490–495.</p> <p>Sutton, R. I., & Staw, B. M. (1995). What Theory is Not. <i>Administrative Science Quarterly</i>, 40(3), 371–384.</p> <p>Corley, K. G., & Gioia, D. A. (2011). Building Theory about Theory Building: What Constitutes a Theoretical Contribution? <i>Academy of Management Review</i>, 36(1), 12–32.</p> <p>Barney, J. (2018) Editor’s Comments: Positioning a Theory Paper for Publication. <i>Academy of Management Review</i>, 43, 345–348.</p> <p>Patriotta, G. (2017), Crafting Papers for Publication: Novelty and Convention in Academic Writing. <i>Journal of Management Studies</i>, 54: 747-759.</p>
<p>8 7/12</p>	<p>Final Presentation, Paper Positioning, and Concluding remarks</p>	<p>Please send me a short paper summarizing your ideas two days prior to this session (by 7/10). It should include the following components:</p> <ul style="list-style-type: none"> • Identification of gap(s) in the literature or main motivation of the paper. • Key research question(s). • Brief literature review. • For proposed quantitative studies, please include tentative hypotheses. • Proposed methodology. • Potential data sources. • Conclude your paper with anticipated contributions.