

11th SCANCOR Ph.D. Workshop on Institutional Theory

Hosted by
The Hebrew University
of Jerusalem



Program 5-9 January 2014

Sunday

Prof. Walter W Powell
Stanford University
Prof. Amalya Oliver
HUJI

Monday

Prof. Wendy N. Espeland
Northwestern University
Dr. Tammar Zilber
HUJI

Tuesday

Prof. Frank Dobbin
Harvard University
Dr. Alexandra Kalev
Tel Aviv University

Wednesday

Prof. Bruce Carruthers
Northwestern University
Prof. Renate E. Meyer
WU-Vienna, Copenhagen
Business School

Thursday

Prof. Patricia Bromley
University of Utah
Prof. Gili S. Drori
HUJI

+ Comments from attendees...

“SCANCOR PhD
workshop is the
Woodstock of academia”
Lasse Folke Henriksen

“It is definitely a 'must'
for every PhD student
interested in institutional
and organizational
research.” *Birthe Soppe*

“It really makes you feel
part of a community”
Mara Brumana

Institutional theory has been a dominant school of thought in organization theory for over four decades. Nonetheless, this approach faces several pressing theoretical and methodological challenges.

This **Ph.D. workshop** brings together scholars who are developing novel solutions to these challenges, most notably to issues of change and variety, as well as measurement of institutional influences and effects. The faculty will present current research, review recent papers, and discuss new methodological tools that deepen the institutional agenda. We pay special attention to issues of institutional emergence, persistence, and transformation. We also emphasize methods of comparative, archival, and network analysis. Finally, we tackle fundamental issues involving globalization, competing institutional logics, and contestation.

The workshop is organized around two related features: (1) a morning public lecture series where faculty present current research; (2) sets of seminar sessions for enrolled doctoral students devoted to (a) classic and contemporary theoretical developments within institutional theory and (b) research methods that advance institutional research. Students will take away new insights and measures, and a deeper understanding of how to match conceptual questions with research methods. The workshop will prepare PhD students to carry out their own individual research using the methods of institutional analysis.

Previous workshops were hosted at Stanford University, Copenhagen Business School, Aalto University, IESE Barcelona, University of Mannheim, and WU-Vienna.

2014 @ HUJI



Workshop Information

The Participant's Role

The PhD student should be working on a research project involving institutional theory. Students are required to attend all five days of the workshop and are expected to come to the course prepared by having completed the readings and ready with questions on them. The goal of the course is to enable students to use the most up-to-date methods to explore their research projects.

Course Credit:

5 ECTS points

Cost:

200 euros for applicants from SCANCOR-affiliated institutions and 500 euros for others

Language:

English

Maximum Number of Students: 25

Dates:

Sunday, 5 January 2014 to Thursday, 9 January 2014

With reception and tour, optional, on 4 and 10 January

Note the correspondence of dates with Israeli workweek

Eligibility

The course is open to PhD students from the Nordic countries that are the core supporting members of SCANCOR and the universities in Europe that are partners with SCANCOR. PhD students from other countries and universities may apply as well, and will be admitted based on available space and at higher registration fee.

Application

Students should submit an application which includes: statement describing the reasons for their interest in the workshop, resume, a recent course paper written in English, and a letter of recommendation from their advisor.

Application Deadline: 1 August 2013

Send application to both:
Annette Eldredge, SCANCOR,
eldredge@stanford.edu
and
Prof. Gili S. Drori, HUJI,
gili.drori@mail.huji.ac.il





Program

Sunday, 5 January 2014

Morning Public Lectures:

Prof. Walter W. Powell, Stanford University

From an Inconvenient Truce to a Convention: The Institutionalization of the 1855 Bordeaux Wine Classification System

Prof. Amalya L. Oliver, The Hebrew University of Jerusalem

Networks, Institutions and Self-reinforcing Processes

Afternoon Workshop Sessions with Prof. Walter W. Powell

Monday, 6 January 2014

Morning Public Lectures:

Prof. Wendy Nelson Espeland, Northwestern University

Fear of Falling: How Media Rankings Redefine Higher Education

Dr. Tammar Zilber, The Hebrew University of Jerusalem

Institutional Logics on the Ground: Organizational Decision-Making and the Micro Foundations of Institutions

Afternoon Workshop Sessions with Prof. Wendy Nelson Espeland

Tuesday, 7 January 2014

Morning Public Lectures:

Prof. Frank Dobbin, Harvard University

The Fund Manager-Value Revolution: Power, Market Intermediaries, and the Diffusion of the Shareholder Value Paradigm

Dr. Alexandra Kalev, Tel Aviv University

The Social Construction of Merit at Work

Afternoon Workshop Sessions with Prof. Frank Dobbin

Wednesday, 8 January 2014

Morning Public Lectures:

Prof. Bruce Carruthers, Northwestern University

Diverging Derivatives: Law, Politics and Financial Markets

Prof. Renate E. Meyer, WU Vienna and Copenhagen Business School

Imageries of Corporate Social Responsibility: Visual Re-Contextualization and Field-Level Meaning

Afternoon Workshop Sessions with Prof. Bruce Carruthers

Thursday, 9 January 2014

Morning Public Lectures:

Prof. Patricia Bromley, University of Utah

The Organizing Society: The Worldwide Expansion and Elaboration of Organization

Prof. Gili Drori, The Hebrew University of Jerusalem

Glocalizing Organizational Culture: The Case of Governance and Marketing of Universities

Afternoon Workshop Sessions with Prof. Patricia Bromley

Detailed Program





Sunday, January 5 2014

Lectures:

Prof. Walter W. Powell, Stanford University

From an Inconvenient Truce to a Convention:

The Institutionalization of the 1855 Bordeaux Wine Classification System

(with Gregoire Croidieu)

Abstract: How does a temporary, idiosyncratic categorization, with no professional or state authorization, and little market support, become rule-like and binding in its power? Using two centuries of data on the production of wine in Bordeaux, we analyze how a classificatory system developed that guided the Bordeaux wine trade. Remarkably, many of the things we associate with the region today – elegant red wine, properties with classic chateaux, a price system that follows the ranking system in lock step, are 20th century creations. We show how a temporary truce in the middle of the 19th century evolved into a convention, which was robust to dozens of challenges. This classification developed powerful institutional effects with notable performative consequences.

Prof. Amalya L. Oliver, The Hebrew University of Jerusalem

Networks, Institutions and Self-reinforcing processes

Abstract: There is currently no integration between our understanding of network formation, processes and structures and self-reinforcing processes (path-dependence or institutional theory) arguments. The talk aims to establish some conjunctures between network research and self-reinforcing processes. I will start by discussing institutional theory and path dependence arguments, then shortly present four of my past and current studies on the rise of the professions and boundary formation, on cognitive networks of professionals in British-mandate Palestine, on learning alliances of biotechnology firms, and on learning networks and their formations in a biotechnology consortium. The integration of the diverse findings will aim to offer a contribution toward a theoretical model relating power or knowledge claims to the process of self-reinforcing processes such as network closure and the formation of boundaries.

Continued...

Workshop Sessions, with Prof. Walter W. Powell

* Reserved for participants of PhD workshop

1.

Theme: **Foundations of Institutional Analysis**

Background Readings:

(if you are not familiar with these in advance of the workshop, please read them)

Berger, Peter, and Thomas Luckmann. 1968 (2004). "The Social Construction of Reality: A Treatise on the Sociology of Knowledge." 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.

Preparatory Reading:

Lounsbury, Michael. 2007. "A Tale of Two Cities: Competing Logics and Practice Variation in the Professionalization of Mutual Funds." *Academy of Management Journal* 5: 289-307.

Powell, Walter W. and Jeannette A., Colyvas. 2008. "Microfoundations of Institutional Theory." Pp.276-298 in *The Sage Handbook of Organizational Institutionalism*

Rao, Haygareeva, Philippe Monin and Rodolphe Durand. 2003. "Institutional Change in Toque Ville: Nouvelle Cuisine as an Identity Movement in French Gastronomy." *American Journal of Sociology* 108(4): 795-843.

2.

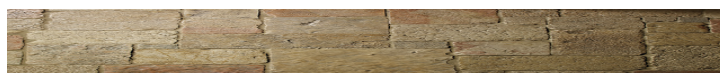
Theme: **New Approaches to Studying Contestation and Heterogeneity**

Preparatory Reading:

Kellogg, Kate. 2009. "Operating Room: Relational Spaces and Microinstitutional Change in Surgery." *American Journal of Sociology* 115(3): 657-711.

Padgett, John and Walter W. Powell. 2012. "The Problem of Emergence." Pp. 1-29 in *The Emergence of Organizations and Markets*, Princeton University Press.

Powell, Walter W. and Kurt W. Sandholtz. 2012. "Amphibious Entrepreneurs and the Emergence of Organizational Forms." *Strategic Entrepreneurship Journal* 6(2): 94-115.



Monday, 6 January 2014

Lectures:

Prof. Wendy Nelson Espeland, Northwestern University

Fear of Falling:

How Media Rankings Redefine Higher Education

Abstract: Many kinds of organizations must now demonstrate transparency and accountability to multiple audiences. Performance metrics have become increasing popular devices for doing so in fields spanning business, criminal justice, philanthropy, and healthcare. The effects of performance indicators are especially pronounced in education with the emergence and spread of media rankings of universities. I will describe some of the effects of this relatively recent and often notorious form of metric, and how rankings became such a powerful purveyor of organizational status and legitimacy.

Dr. Tammar Zilber, The Hebrew University of Jerusalem

Institutional Logics on the Ground:

Organizational Decision-Making and the Micro Foundations of Institutions

Abstract: The study of Institutional logics – the structures, practices and meanings that govern individual and organizational processes of social construction – is a burgeoning stream within institutional theory. Much of their study focuses on field level dynamics, taking a historical approach. Thus, in the main, the study of institutional logics is far removed from day-to-day experiences in organizations. Aiming to bridge this gap in the study of institutional logics, I explore the role of institutional logics in processes of organizational decision-making. I show how institutional logics, at the same time, govern organizational decision-making and are creatively and politically used by organizational members as resources in the process.

Continued...

Workshop Sessions, with Prof. Wendy Nelson Espeland

* Reserved for participants of PhD workshop

1.

Theme: **Institutionalizing Classification and Evaluation**

Preparatory Reading:

Carson, John. 1993. "Army Alpha, Army Brass, and the Search for Army Intelligence." *Isis* 84(2): 278-30.

Lamont, Michele. 2012. "Toward a Comparative Sociology of Valuation and Evaluation." *Annual Review of Sociology* 38: 201-221.

Espeland, Wendy Nelson and Michael Sauder. 2007. "Rankings and Reactivity: How Public Measures Recreate Social Worlds." *American Journal of Sociology* 113(1): 1-40.

Heimer, Carol. 2001. "Cases and Biographies: An Essay on Routinization and the Nature of Comparison." *Annual Review of Sociology* 27: 47-76.

2.

Theme: **Using Fieldwork, Interviews and Documents to Analyze Institutional Practices**



Tuesday, 7 January 2014

Lectures

Prof. Frank Dobbin, Harvard University

The Fund Manager-Value Revolution:

Power, Market Intermediaries, and the Diffusion of the Shareholder Value Paradigm

Abstract: Institutionalists argue that professional and managerial networks, comprising employees in thousands of firms, promote innovations from within the firm. We argue that the influence of market intermediaries such as institutional investors has grown, and they now promote corporate innovations from without. Institutional investors publicly touted all of the implements in the shareholder value toolkit, including board independence, executive equity-holding, industrial focus, and debt financing, but privately favored only innovations that served their own interests; stock options and financial transparency. The power they wielded proved sufficient to make these reforms popular. This selective application of the shareholder paradigm had implications for market volatility; components of the paradigm design to moderate risk-taking were never popularized.

Dr. Alexandra Kalev, Tel Aviv University

The Social Construction of Merit at Work

Abstract: Employment relations in the U.S. have become highly formalized since the antidiscrimination legislation of the 1960s, yet we lack a good theory on how formalization works. Echoing the logic of personnel professionals, organizational scholars have often viewed formalization as a remedy for nepotism and bias in decision-making. Early institutionalists have cautioned that formalization is *context-dependent* rather than context-transcendent and neo-institutionalists have examined at the legal and normative contexts. We propose to examine *the relational context of formalized decisions*. Using unique data on the formal personnel structures and personnel records of 3000 workers in an international firm over a 10 year period, we offer a relational analysis of how formalization works. We show that the social relations that evolve around the work process as well as workers' broader social networks create bias-producing or bias-negating contexts that affect the biases of evaluators and workers' self-evaluations and permeate formal merit evaluations in hiring, promotion and wage-setting decisions.

Continued...

Workshop Sessions, with Prof. Frank Dobbin

* Reserved for participants of PhD workshop

I.

Theme: **Commitment, Objectivation, and Institutionalization**

Institutional theory saw its first incarnation in the work of Philip Selznick, Mayer Zald, Burton Clark, and their colleagues. They told the natural history of a particular organization, exploring how policies and routines gained meaning and stability, becoming institutionalized locally. Meyer and Rowan, and DiMaggio and Powell, sought to understand the inter-organizational institutionalization of new policies and routines, examining how networks across organizations socially construct the firm. We will explore the core ideas of these two approaches, and their common assumptions.

Preparatory Reading:

Selznick, Phillip. 1957. *Leadership in Administration: A Sociological Interpretation*.

Zald, Meyer and Patricia Denton. 1962 "From Evangelism to General Service: The transformation of the YMCA." *Administrative Science Quarterly* 8(2): 214-234.

Berger, Peter and Thomas Luckmann. 1966. *The Social Construction of Reality: A Treatise in the Sociology of Knowledge*.

Meyer, John W., and Brian Rowan 1977. "Institutional organizations: Structure as myth and ceremony, *American Journal of Sociology* 83: 340-63.

DiMaggio, P. J., and Powell, W. W. (1983). "The iron cage revisited: institutional isomorphism and collective rationality in organizational fields." *American Sociological Review*, 48: 147-160

2.

Theme: **How to Produce an Institutional Argument**

This session focuses on the nuts and bolts of how to identify a good theoretical lacuna to address, how to find a good research site, how to amass data to make an argument, and how to convince others that you have shown something original. We will discuss the mechanics of case selection, sampling, and the use of longitudinal data.

Preparatory Reading:

Durkheim, Émile. 1966 [1938]. "Rules Relative to Establishing Sociological Proofs", Chapter 6. *The Rules of Sociological Method*. Glencoe, Illinois: Free Press.

Suddaby, Roy. 2006. "What Grounded Theory is Not." *Academy of Management Journal* 49 (4): 633-642.

Skocpol, Theda and Margaret Somers. 1980. "The Uses of Comparative History in Macrosocial Inquiry." *Comparative Studies in Society and History* 22:174-197.

Bem, Daryl J. 2003. "Writing the Empirical Journal Article" In J.M. Darley, M.P Zanna, and H.L. Roediger III, eds., *The Complete Academic: A Practical Guide for the Beginning Social Scientist*, 2nd Ed. Washington, DC: Am. Psychological Assn.



Wednesday, 8 January 2014

Lectures

Prof. Bruce Carruthers, Northwestern University

Diverging Derivatives: Law, Politics and Financial Markets

Abstract: Financial derivatives played a central role in the crisis of 2008. These contracts are traded in two distinct institutional venues: on organized exchanges (like the Chicago Mercantile Exchange), and over-the-counter (OTC). Curiously, exchange-based derivatives markets posed no great problems in 2008 for systemic financial stability whereas OTC derivatives were highly problematic (witness AIG and credit default swaps). I explain this dramatic difference by looking at the political and institutional foundations of the two markets, as they developed during the late 1980s and 1990s.

Prof. Renate E. Meyer, WU Vienna and Copenhagen Business School

Imageries of Corporate Social Responsibility:

Visual Re-Contextualization and Field-Level Meaning

Abstract: In this article, we explore how corporations use visual artifacts to translate and re-contextualize a globally theorized managerial concept (CSR) into a local setting (Austria). In our analysis of the field-level visual discourse – we analyze over 1,600 images in stand-alone CSR reports of publicly-traded corporations –, we borrow from framing analysis and structural linguistics to show how the meaning structure underlying a multifaceted construct like CSR is constituted by no more than a relatively small number of fundamental dimensions and rhetorical standpoints ('topoi'). We introduce the concept of imageries-of-practice to embrace the critical role that shared visual language plays in the construction of meaning and the emergence of field-level logics. In particular, we argue that imageries-of-practice, compared to verbal vocabularies, are just as well equipped to link locally resonating symbolic representations and globally diffusing practices, thus expressing both the material and ideational dimension of institutional logics in processes of translation. We find that visual rhetoric used in the Austrian discourse emphasizes the qualities of CSR as a bridging concept, and facilitates the mediation of inconsistencies in several ways: By translating abstract global ideas into concrete local knowledge, imageries-of-practice aid in mediating spatial oppositions; by linking the past, present, and future, they bridge time; by mediating between different institutional spheres and their divergent logics they appease ideational oppositions and reduce institutional complexity; and, finally, by connecting questionable claims with representations of authenticity, they aid in overcoming credibility gaps.

Continued...

Workshop Sessions, with Prof. Bruce Carruthers

* Reserved for participants of PhD workshop

1.

Theme: Many commentators and policymakers argue that modern market economies require predictability and transparency. So we consider two institutions that centrally uphold these two features: contract law (which allows for predictable binding agreements) and accounting information (which allows for accurate measurement of economic performance and value), and explore their sociological complexity

Preparatory Reading:

- Carruthers, Bruce G. and Wendy Nelson Espeland. 1991. "Accounting for Rationality: Double-Entry Bookkeeping and the Rhetoric of Economic Rationality," *American Journal of Sociology*, 97(1): 31-69.
- Macaulay, Stuart. 1963. "Non-Contractual Relations in Business: A Preliminary Study," *American Sociological Review* 28: 55-67.
- Plantin, Guillaume, Haresh Sapra and Hyun Song Shin. 2008. "Fair value accounting and financial stability," *Financial Stability Review* 12: 85-94.
- Richman, Barak D. 2006. "Ethnic Networks, Extralegal Certainty, and Globalisation: Peering Into the Diamond Industry," in *Contractual Certainty in International Trade*, Volkmar Gessner ed. Oxford: Hart Publishing.

2.

Theme: Commentators and policymakers have focused on the formal institutions that undergird market economies. But informal institutions matter as well. This session considers the methodological challenge of studying formal and informal institutions empirically, both when studying a single case and when doing cross-case comparisons.

Preparatory Reading:

- Fauchart, Emmanuelle and Eric von Hippel. 2008. "Norms-Based Intellectual Property Systems: The Case of French Chefs," *Organization Science* 19(2): 187-201.
- Halliday, Terence C. and Bruce G. Carruthers. 2007. "The Recursivity of Law: Global Norm-Making and National Law-Making in the Globalization of Corporate Insolvency Regimes," *American Journal of Sociology* 112(4): 1135-1202.
- MacKenzie, Donald and Yuval Millo. 2003. "Constructing a market, performing theory: the historical sociology of a financial derivatives exchange," *American Journal of Sociology* 109:107-45.



Thursday, 9 January 2014

Lectures

Prof. Patricia Bromley, University of Utah

The Organizing Society:

The Worldwide Expansion and Elaboration of Organization

Abstract: What explains the expansion of formal organization—in numbers, internal complexity, social domains, and national contexts? And how do we account for the fact that a great deal of this growth lies in arenas with a broadly collective good flavor, such as protecting the environment, promoting marginalized groups, or behaving with transparency? Much of the contemporary organizational explosion extends beyond a clear link to technical production or political power, yet the field of organization studies lacks a comprehensive explanation for this growth. Extending the founding ideas of macro institutional theory, expanding organization can be viewed as rooted in cultural rationalization occurring worldwide. Dialectically, these cultural roots produce structures that are built less around functional interdependence and more around the construction of organizations as proper social actors.

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

Glocalizing Organizational Culture:

The Case of Governance and Marketing of Universities

Abstract: Global models of organization meet with varying “local” conditions to create a landscape of glocalized organization, in which national-, regional-, professional- and of course global models come together. To the rich institutional literature on diffusion and translation – of ideas, practices and structures – I add a consideration of the mechanisms that marry similarity with variation, or divergence with convergence, on a global scale. Drawing on two of my latest projects – on glocalization of organization and on the branding of universities – to describe the worldwide patterns of governance and marketing of higher education and the manifestation of these global models of organization in Israeli universities. I argue that since universities operate under the assumptions that knowledge and education are universal and that they compete in a global knowledge economy, they are inspired by global cultural models of organization; that the rationalized, marketized and mediatized global models of organization bring change the governance of universities; and that such change gets infused with “local” meaning. To illustrate these arguments, I describe the branding of universities, drawing upon a cross-national and longitudinal survey of university branding and tales of branding in Israeli universities.

Continued...

Workshop Sessions, with Prof. Patricia Bromley

* Reserved for participants of PhD workshop

I.

Theme: Global Dynamics: Macro Comparative Institutional Theory

Focusing on macro and comparative institutional theory, in this session we shall apply institutional theory to cross-national and global dynamics through the lens of concepts like rationalization, diffusion, isomorphism, and the role of professionals. The macro-comparative approach, often called world society or world polity theory, is often characterized by a strong emphasis on the social construction of actors, making it a useful setting within which to explore common critiques of institutional theory; namely, a lack of attention to power, agency, practices, and variation.

Preparatory Reading:

Beckfield, Jason. 2003. "Inequality in the World Polity: The Structure of International Organization." *American Sociological Review* 68(June): 401-424.

Meyer, John W. 2010. "World Society, Institutional Theories, and the Actor." *Annual Review of Sociology* 36: 1-20.

Meyer, John W., John Boli, George Thomas, and Francisco Ramirez. 1997. "World Society and the Nation-State." *American Journal of Sociology* 103(1): 144-181.

(Note: I assume participants are familiar with Meyer & Rowan 1997 and DiMaggio & Powell 1983. Interested participants might also want to look at Frank & Meyer 2002.)

2.

Theme: The goal of this session is to explore empirical research strategies for macro comparative theory. Reviewing institutional comparative research, we shall outline quantitative and qualitative approaches to data and analyses. We shall discuss strengths and weaknesses of various empirical tools and data used to test macro comparative institutional theory.

Preparatory Reading:

Schofer, Evan and Elizabeth H. McEneaney. 2003. "Methodological Strategies and Tools for the Study of Globalization." In Drori, Gili S., John W. Meyer, Francisco O. Ramirez, and Evan Schofer. 2003. *Science in the Modern World Polity: Institutionalization and Globalization*. Stanford University Press, pp. 43-74.

Drori, Gili S., Yong Suk Jang, and John W. Meyer. 2006. "Sources of Rationalized Governance: Cross-National Longitudinal Analyses, 1985- 2002." *Administrative Science Quarterly* 51(2): 205-229.

Buckner, L. & S.G. Russell. 2013, forthcoming. "Portraying the Global: Cross-National Trends in Textbooks' Depictions of Globalization and Global Citizenship" *International Studies Quarterly*.

Faculty



Prof. Patricia Bromley

University of
Utah



Patricia Bromley is an Assistant Professor of Political Science and (by courtesy) Sociology at the University of Utah, where she teaches courses on charitable and philanthropic organizations and research design in the Master of Public Administration program. She completed her Ph.D. at Stanford University and holds M.A. degrees in Education and Sociology from Stanford. From 2001-2004 she worked for the World Affairs Council, a nonprofit in San Francisco. Prior, she earned a M.Sc. in International Studies from Rutgers University and a B.A. from the University of British Columbia in her hometown of Vancouver, Canada.

Tricia's research examines global changes to social structures, concentrating on the institutional effects of rationalization on social and cultural arenas of life. Empirically, her work is rooted in studies of education and organizations. Her research has been supported by the U.S. National Science Foundation and the Spencer Foundation and publications have appeared in *The Academy of Management Annals*, *Management*, *Social Forces*, and *Sociology of Education*. In 2013-2014 she will be on sabbatical, completing a book on the worldwide expansion of formal organization (with John W. Meyer).

Prof. Bruce Carruthers

Northwestern
University



Bruce G. Carruthers is the John D. and Catherine T. MacArthur Professor of Sociology at Northwestern University. He received his Ph.D. from the University of Chicago, an M.A. from Rutgers University, and a B.A. from Simon Fraser University. His areas of interest include historical and comparative sociology, economic sociology, sociology of law, and the sociology of organizations. At Northwestern University, Carruthers is involved in the graduate Comparative Historical Social Science (CHSS) program, the joint-PhD program (between Sociology and the Kellogg Graduate School of Management), and the undergraduate Business Institutions Program. Carruthers has authored or co-authored five books, including *City of Capital: Politics and Markets in the English Financial Revolution* (Princeton, 1996), *Rescuing Business: The Making of Corporate Bankruptcy Law in England and the United States* (Oxford, 1998), *Bankrupt: Global Lawmaking and Systemic Financial Crisis* (Stanford, 2009), *Money and Credit: A Sociological Approach* (Polity Press, 2010), and *Economy/Society: Markets, Meanings and Social Structure* (2nd ed., Sage, 2013). His current research projects include a study of the historical evolution of credit as a problem in the sociology of trust, regulatory arbitrage, what modern derivatives markets reveal about the relationship between law and capitalism, and the regulation of credit for poor people in early 20th-c. America. He has had visiting fellowships at the Russell Sage Foundation, Australia National University, and the Radcliffe Institute for Advanced Study, and received a John Simon Guggenheim Fellowship. Carruthers' research has been supported with funding from the National Science Foundation, the American Bar Foundation, the Russell Sage Foundation, the Institute for New Economic Thinking, and the Tobin Project.

**Prof.
Frank
Dobbin****Harvard
University**

Frank Dobbin received his B.A. from Oberlin College in 1980 and his Ph.D. from Stanford University in 1987. Dobbin studies organizations, inequality, economic behavior, and public policy. His *Inventing Equal Opportunity* (Princeton 2009) shows how corporate personnel managers defined what it meant to discriminate. With Alexandra Kalev, he is developing an evidence-based approach to diversity management. Innovations that make managers part of the solution, such as mentoring programs, diversity taskforces, and special recruitment programs, have helped to promote diversity in firms, while programs signaling that managers are part of the problem, such as diversity training and diversity performance evaluations, have not. These findings have been covered by *The New York Times*, *The Washington Post*, *The Boston Globe*, *Le Monde*, CNN, and National Public Radio.

Professor Dobbin's work in economic sociology generally is both historical and contemporary. His *Forging Industrial Policy: United States, Britain, and France in the Railway Age* (Cambridge 1994), traces nations' modern industrial strategies to early differences in their political systems. *The New Economic Sociology: A Reader* (Princeton 2004) assembles classics in economic sociology. *The Sociology of the Economy* (Russell Sage 2004) compiles research in economic sociology from leading scholars. *The Global Diffusion of Markets and Democracy* (Cambridge 2008) explores the rise of neoliberal policies in the post-war period. *Stanford's Organization Theory Renaissance, 1970-2000* (Emerald 2010) is a modern-day Rashomon about the revival of organizational studies in Palo Alto after 1970.

**Prof. Wendy
Nelson
Espeland****Northwestern
University**

Wendy Nelson Espeland is Professor of Sociology at Northwestern University. She received her Ph.D. from the University of Chicago and her B.S. and M.A. from Arizona State University. Her research interests include the sociology of culture, organizations, law, science and technology, and quantification, with a special emphasis on how organizations create and respond to change. She teaches courses on theory, scarcity, and calculation. She is currently finishing a book (with Michael Sauder) on the effects of rankings on legal education in the U.S. She is also working on a project (with Stuart Michaels) about the role of counting in the LGBT movement and (with Carol Heimer) the effects of accountability regimes in healthcare. Espeland has published on commensuration, quantification and rankings in the *American Journal of Sociology*, the *American Sociological Review*, *European Journal of Sociology*, and the *Annual Review of Sociology*. She has received fellowships from the American Bar Foundation, Russell Sage Foundation, Australian National University, Radcliffe Institute for Advanced Study, and will be spending next year at the Wissenschaftskolleg zu Berlin. Espeland is currently chair of the Theory Section of the American Sociological Association.

Prof. Renate E. Meyer

WU-Vienna and
Copenhagen
Business School

Renate E. Meyer is Professor of Public Management and Governance at WU Vienna, Austria where she is the Head of the Institute for Public Management and the Research Institute for Urban Management and Governance. She is also permanent Visiting Professor at the Department for Organization at Copenhagen Business School, Denmark. Renate is currently the chair of the European Group for Organization Studies (EGOS).

Her work has been published in journals such as *Academy of Management Journal*, *Organization Studies*, *Academy of Management Annals*, *Organization*, *Journal of Management Inquiry*, *Public Administration*, or *American Behavioral Scientist*. Renate has published several books, including *Globale Managementkonzepte und lokaler Kontext* (2004), *Neoinstitutionalistische Organisationstheorie* (with Peter Walgenbach, 2008) and a special issue of *Research in the Sociology of Organizations on Institutions and Ideology* together with Kerstin Sahlin, Marc Ventresca and Peter Walgenbach (2009). Current research and writing are on framing strategies (discursive and visual) in processes of institutional maintenance and change, social identities and institutionalized belief systems, the translation and diffusion of bundles of management concepts, new organizational forms in the public sector and public governance models, and on the sedimentation of reform paradigm in public accounting changes.

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Prof. Walter W. Powell

Stanford
University

Walter W. Powell is Professor of Education (and) Sociology, Organizational Behavior, Management Science and Engineering, Communication, and Public Policy at Stanford University. He is also an external faculty member at the Santa Fe Institute. He is co-director of the Stanford Center on Philanthropy and Civil Society. Powell joined the Stanford faculty in 1999, after previously teaching at the University of Arizona, MIT, and Yale. He served as director of SCANCOR from 1999-2010. Prof. Powell has received honorary degrees from Uppsala University, the Helsinki School of Economics, and Copenhagen Business School, and is a foreign member of the Swedish Royal Academy of Sciences. Professor Powell works in the areas of organization theory and economic sociology. His most recent book with John Padgett, *The Emergence of Organizations and Markets*, was published in late 2012 from Princeton University Press.

Host Faculty

**Prof.
Gili S. Drori**

**The Hebrew
University of
Jerusalem**

Gili S. Drori is associate professor of sociology and anthropology at The Hebrew University of Jerusalem, Israel. Before joining HUJI in 2011, Gili was at Stanford University for 22 years, initially as a graduate student (PhD. in Sociology, 1997) and later as a lecturer and Director of Honors Program in International Relations. She also taught at the University of California Berkeley, the Technion in Israel, and University of Bergamo and in 2010 was a guest scholar at the Forum on Peace, Democracy and Justice in Uppsala University.

Prof. Drori's research interests include globalization, organization and rationalization, and she explored such dynamics in the domains of science, technology, innovation, higher education, and culture. These interests are expressed in my published books: *Science in the Modern World Polity: Institutionalization and Globalization* (2003, Stanford University Press; co-authored with John W. Meyer, Francisco O. Ramirez and Evan Schofer), *Global E-litism: Digital Technology, Social Inequality, and Transnationality* (2005, Worth), *Globalization and Organization: World Society and Organizational Change* (2006, Oxford University Press; co-edited with John W. Meyer and Hokyu Hwang), and, *World Society: The Writings of John W. Meyer* (2009, Oxford University Press; co-edited with Georg Krücken). Her recent collaborative publication is *Global Themes and Local Variations in Organization and Management: Perspectives on Glocalization* (2013, Routledge; co-edited with Markus Höllerer and Peter Walgenbach). She is currently researching the branding of universities worldwide, the globalization of innovation, and the diffusion of human rights discourse.

**Prof.
Alexandra
Kalev**

**Tel Aviv
University**

Alexandra Kalev a Princeton PhD, is a Senior Lecturer in the Department of Sociology and Anthropology at Tel Aviv University. Her areas of interest are Organizations, Inequality, Economic Sociology, Law and Social Change. Her research examines workforce diversity in the new economy, with continued restructuring of work on the one hand and increased formalization on the other. With Frank Dobbin she is working on developing an evidence-based approach to diversity management – both in terms of building diversity and its effect on firms' financial performance. Another project examines relational and network effects on merit evaluations, and their correlation with demographic biases (with Uri Shwed). Together with the ASA Committee on the Status of Women in Sociology, she is conducting research on career disparities within the sociology profession. Kalev's work has been published in the *American Sociological Review*, *American Journal of Sociology*, *Administrative Science Quarterly* and *Law and Social Inquiry*, among others. She received the 2010 Richard W. Scott best paper award of the Organizations, Occupations and Work section of the American Sociological Association for her article, "Cracking the Glass Cages: Restructuring Work and Ascriptive Inequality."

Prof. Amalya L. Oliver

The Hebrew
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Amalya L. Oliver is the George S. Wise Chair in Sociology at the Hebrew University and a graduate of UCLA in organizational sociology. During 2002-3 she was the head of an international group at the Institute of Advanced studies, The Hebrew University working jointly on "Networks, Patterns and Processes." Her interest is in organizational networks, theory and methods, the rise of the professions, and scientific misconduct. Among her many publications are *Networks for Learning and Knowledge Creation in Biotechnology* (2009, Cambridge University Press) and *From Handshake to Contract: Trust, Intellectual Property and the Social Structure of Academic Research* (2000, Oxford University Press; with Julia Porter Liebeskind). She also published in *Organization Studies*, *Research Policy*, *Journal of Management Studies*, *Human Relations*, *Organization Science*, and others.

Currently she is studying organizational networks in the Israeli Knowledge intensive industries and learning networks within science consortia. Prof. Oliver serves as the Chair of the Hoffman doctoral fellowship program on Leadership and Responsibility, and was until recently, The Chair of the Library Authority at The Hebrew University.

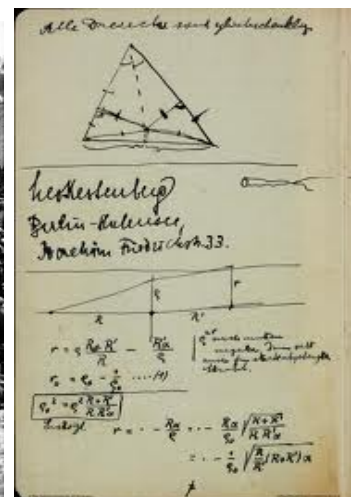
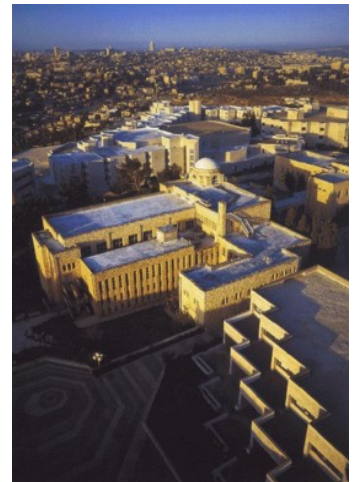
Dr. Tammar Zilber

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Tammar B. Zilber is a senior lecturer in organization theory in the Jerusalem School of Business Administration, at The Hebrew University. She earned her PhD in the department of Psychology at The Hebrew University and was a visiting scholar at the departments of Psychology and Sociology at the University of California, Berkeley; M.I.T. Sloan School of Management; and Carroll School of Management, Boston College.

Dr. Zilber is interested in the construction of cultural worlds within and without organizations. Using qualitative methods like ethnography, narrative analysis and discourse analysis, she explores symbolic aspects of institutional processes. In her work – published in *Academy of Management Journal*, *Organizations Studies*, *Organization Science*, and the *Journal of Management Inquiry* – she examined the translation of institutional meanings over time and across social spheres, the role of stories in institutional entrepreneurship, institutional maintenance as narrative work, and the institutional work involved in the construction of institutional fields.



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