

UNIVERSITY OF SOUTHERN CALIFORNIA

Marshall School of Business

MOR602: Organizational Theory Spring 2019

Lori Qingyuan Yue

Email: gyue@marshall.usc.edu

Phone: 213-740-6972

Office: HOH 513

Objectives:

This course is an introduction to the major theoretical approaches and debates in macro-organization theory. As an inter-disciplinary endeavor, macro-organization theory draws on sociology, economics, psychology, and political science to explain the origins, persistence and eclipse of social structures that order economic life. We will familiarize ourselves with some of the classic statements of the major approaches and trace the history of ideas as the field has evolved to the present. Naturally, diversity of perspectives translates into lively debates within the field, and by the end of the course, you should have a good idea of which debates are amenable to empirical resolution and which ones are due to differences in first principles. The purpose of this course is to provide you a roadmap for you to roam the terrain of macro-organization theory and thereby, be prepared to generate original research ideas that extend inquiry in your chosen area of research.

Course Culture and Pedagogy

The course is organized as a seminar and thus, your cooperation and willingness to actively participate in these activities will ensure that we create the best learning environment. To make our classes as successful as possible you must read the assigned material for each session - preparation includes reading the material and forming your own assessment in the following generic areas:

- (1) What is the basic argument/point made by the author(s)? What are its strengths?
- (2) What are the weaknesses of the argument/point?
- (3) If you disagree with an argument, what would it take to convince you?
- (4) What are the scope conditions, under what circumstances is the argument meant to apply, (e.g. only to U.S. non-profits, family businesses in the U.S. etc.)?
- (5) What modifications would be necessary to extend the argument? Are there critical differences between these authors' arguments and those of others we have read?
- (6) Can these differences be resolved through an empirical test?
- (7) What alternative explanations can account for the findings of the authors?

My expectation of you is that you will always be prepared for a class - you do not have to be right, but you do have to give it your best shot, and be willing to logically put forth a convincing argument in favor of your analysis. My own view is that the best classes are marked by constructive debate. If a student proposes a point that you think is untenable, then say so! Do it in a way that is helpful, but do challenge ideas that you think need to be improved upon. Graduate school is a time to hone your own critical thinking and help your friends hone theirs.

My role is to facilitate and direct the discussion. Your role is to engage each other in developing the best critical understanding of each paper. If you are uncertain, or hesitant about what to do, I have two recommendations: 1) try anyway, 2) talk to me about how to participate.

Books and Materials

You must read the compulsory articles mentioned in the reading list and at the minimum recommended number of the optional articles.

In addition, if you like, you might consider purchasing

W. Richard Scott, and Gerald F. Davis 2007, *Organizations and Organizing Rational, Natural and Open System Perspectives*: Prentice-Hall.

Evaluation

1. **Class Participation: (Weight 30%)** There are two components of participation. One is the regular participation of the class discussion (20%). The other is to serve as the discussant of the class (10%).
2. **Memos on required readings for every class: (Weight: 30%)** For six of all the sessions, I would like to ask you to write a memo (1 page) that synthesizes lessons from across the readings for a week. You are required to submit six such memos over the course of the term. If you submit more than six memos, your weakest memos will be dropped from your grade. Memos can outline your critical evaluation of the papers and/or talk about their scope conditions, how a better test of the authors' arguments can be constructed, and how alternative explanations can be ruled out. I expect you to email this document by Thursday evening for our classes that begin on Friday.
3. **Final Paper (Weight 40%):** You will be asked you to draw on what you have learnt to explain a contemporaneous phenomenon. Your analysis is expected to be a 15 page (or less) double-spaced write-up that analyzes a phenomenon from the standpoint of any of the major perspective(s) of organizational theory (Final paper weight 20%). Its purpose is to help you apply what you have learnt to a setting that you might wish to study later. A proposal (Weight 10%, 5 page or less, double-spaced) is due on February 22. I will meet you individually on March 1 to discuss your proposal. You are also encouraged to discuss your proposal with your peer classmates. Final presentation accounts for another 10% of your grade.

Class Schedule and Reading List

Schedule of Sessions

Session	Date	Topic
1	1.11	Contingency Theory & Resource Dependence
2	1.18	Social Networks
3	1.25	Status, Authenticity, and Social Structure
4	2.1	Institutional Theory and Diffusion
5	2.8	Elite and Inequality
6	2.15	Social Movement, Power, and Politics in Market
7	2.22	Competition, Politics, and Regulation
8	3.1	Proposal Feedback
9	3.8	Categorization
10	3.15	Spring Break
11	3.22	Institutional Logics and Imprinting
12	3.29	Organizational Ecology
13	4.5	Individual, Employment, and Career
14	4.12	Moral Market, Evaluation, and Monetization
15	4.19	Student Presentation
16	4.26	Student Presentation

1. Early Classics: Contingency Theory & Resource Dependence

Why don't all organizations look the same? Are there systematic differences in organizational structure across industries and technologies? Given a set of conditions, is there one best way to organize, or can alternative structures get you essentially similar results? Are organizational structures and processes best explained as the (more or less efficient) outcomes of Darwinian processes or as manifestations of power and dependence relations?

Compulsory Readings

Thompson, J.D. 1967. *Organizations in Action*. Chapters 1-6, pages 3-80

Emerson, Richard M. 1962. "Power-dependence relations". *American Sociological Review*, 27: 31-41.

Pfeffer, Jeffrey and Salancik, Gerald. 1978. *The External Control of Organizations*. New York: Harper and Row. Chapters 2-6

Gulati, Ranjay and Sytch, Maxim. 2007. "Dependence Asymmetry and Joint Dependence in Interorganizational Relationships: Effects of Embeddedness on a

Manufacturer's Performance in Procurement Relationships.” *Administrative Science Quarterly* 52: 32-69.

Nathan Wilmers 2018. Wage Stagnation and Buyer Power: How Buyer-Supplier Relations Affect U.S. Workers’ Wages, 1978 to 2014. *American Sociological Review*. 83(2): 213–242.

Kitts, James A., et al. 2017 "Investigating the Temporal Dynamics of Interorganizational Exchange: Patient Transfer among Italian Hospitals." *American Journal of Sociology*, 123: 850-910.

Optional Readings

Chandler, Alfred D., Jr. (1962), *Strategy and Structure: Chapters in the History of the American Industrial Enterprise*, Cambridge: MIT Press. Chapters 1-3, pages 19-161

Lawrence, Paul R. and Jay W. Lorsch. 1967. “Differentiation and Integration in Complex Organizations”, *Administrative Science Quarterly*, 12: pp. 1-47.

Davis, Gerald F. and J. Adam Cobb, 2010. “Resource dependence theory: past and future.” *Research in the Sociology of Organizations* 28: 21-42.

Zlatko Bodrožić, Paul S. Adler.2018. The Evolution of Management Models: A Neo-Schumpeterian Theory. *Administrative Science Quarterly*, 63(1) pp. 85–129

2. Social Networks

Compulsory Readings:

Podolny, J. 2001. “Networks as the Pipes and Prisms of the Market”. *American Journal of Sociology* 107: 33-60.

Laura Doering, 2018. "Risks, Returns, and Relational Lending: Personal Ties in Microfinance," *American Journal of Sociology* 123, no. 5 (March 2018): 1341-1381.

Brent Simpson, Ashley Harrell, David Melamed, Nicholas Heiserman, Daniela V. Negraia. 2018. The Roots of Reciprocity: Gratitude and Reputation in Generalized Exchange Systems. *American Sociological Review*, 83(1) pp. 88–110.

Kevin Lewis and Jason Kaufman, "The Conversion of Cultural Tastes into Social Network Ties," *American Journal of Sociology* 123, no. 6 (May 2018): 1684-1742.

Matt Theeke, Francisco Polidoro, Jr., James W. Fredrickson. 2018. Path-dependent Routines in the Evaluation of Novelty: The Effects of Innovators' New Knowledge Use on Brokerage Firms' Coverage, *Administrative Science Quarterly*, 63(4): pp. 910–942

Julien Clement, Andrew Shipilov, Charles Galunic. 2018. Brokerage as a Public Good: The Externalities of Network Hubs for Different Formal Roles in Creative Organizations. *Administrative Science Quarterly*, 63(2): pp. 251–286

Optional Readings:

White, Harrison. 1981. "Where do Markets Come from", *American Journal of Sociology* 87: 517-547.

Coleman, J.S. 1988. "Social capital in the creation of human capital". *American Journal of Sociology* 94: 95-121.

Burt, Ronald S. 2004. "Structural holes and good ideas." *American Journal of Sociology* 110: 349-399.

Ingram, Paul and Peter W. Roberts. 2000. "Friendships among competitors in the Sydney hotel industry." *American Journal of Sociology* 106:387-423.

Piskorski, Mikolaj Jan, and Andrea Gorbatai. 2017 "Testing Coleman's Social-Norm Enforcement Mechanism: Evidence from Wikipedia." *American Journal of Sociology*, 122: 1183-1222.

Uzzi, Brian. 1997. "Social structure and competition in interfirm networks: the paradox of embeddedness." *Administrative Science Quarterly* 42: 35-67.

Shira Offer, Claude S. Fischer. 2018. Difficult People: Who Is Perceived to Be Demanding in Personal Networks and Why Are They There? *American Sociological Review*, 83(1) pp. 111–142.

3. Status, Authenticity, and Social Structure

Compulsory Readings

Podolny, J. M. 1993. "A status-based model of market competition." *American Journal of Sociology* 98:829-872.

Noah P. Mark, "Status Organizes Cooperation: An Evolutionary Theory of Status and Social Order," *American Journal of Sociology* 123, no. 6 (May 2018): 1601-1634.

Oliver Hahl, Minjae Kim, Ezra W. Zuckerman Sivan. 2018. The Authentic Appeal of the Lying Demagogue: Proclaiming the Deeper Truth about Political Illegitimacy. *Administrative Science Quarterly*, 83(1): pp. 1–33.

Brian P. Reschke, Pierre Azoulay, Toby E. Stuart. 2018. Status Spillovers: The Effect of Status-conferring Prizes on the Allocation of Attention. *Administrative Science Quarterly* 63(4): pp. 819–847.

Mary-Hunter McDonnell, Brayden G King. 2018. Order in the Court: How Firm Status and Reputation Shape the Outcomes of Employment Discrimination Suits. *American Sociological Review*, 83(1): pp. 61–87.

Anne Bowers, Matteo Prato. 2018. The Structural Origins of Unearned Status: How Arbitrary Changes in Categories Affect Status Position and Market Impact. *Administrative Science Quarterly*, 63(3): pp. 668–699.

Optional Readings:

Stuart, Toby E., Ha Hoang, and Ralph C. Hybels. 1999. "Interorganizational endorsements and the performance of entrepreneurial ventures." *Administrative Science Quarterly* 44:315-349.

Sharkey, Amanda. 2014. "Categories and Organizational Status: The Role of Industry Status in the Response to Organizational Deviance." *American Journal of Sociology*. 119(5): 1380-1433.

Kovacs, Balazs and Amanda Sharkey. 2014. "The Paradox of Publicity: How Awards Can Negatively Affect the Evaluation of Quality." *Administrative Science Quarterly*. 59(1): 1-33

4. Institutional Theory and Diffusion

Compulsory Readings

Meyer, J. W., and Rowan, B. 1977. "Institutionalized organizations: Formal 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: 147-60.

Amir Goldberg, Sarah K. Stein. 2018. Beyond Social Contagion: Associative Diffusion and the Emergence of Cultural Variation. *American Sociological Review*, 83(5): pp. 897–932.

Ryan Raffaelli. 2019. Technology Reemergence: Creating New Value for Old Technologies in Swiss Mechanical Watchmaking, 1970-2008. *Administrative Science Quarterly*, OnlineFirst.

Grégoire Croidieu and Phillip H. Kim. 2018. Labor of Love: Amateurs and Lay-expertise Legitimation in the Early U.S. Radio Field. *Administrative Science Quarterly*, 63(1): pp. 1–42

Christopher B. Yenkey. 2018. Fraud and Market Participation: Social Relations as a Moderator of Organizational Misconduct, *Administrative Science Quarterly*, 63(1): pp. 43–84.

Optional Readings:

Fiss, Peer C., and Edward J. Zajac. 2004. The Diffusion of Ideas Over Contested Terrain: The (Non)adoption of a Shareholder Value Orientation among German Firms. *Administrative Science Quarterly*, 49: 501-534.

Dan J. Wang and Sarah A. Soule. 2012. Social Movement Organizational Collaboration: Networks of Learning and the Diffusion of Protest Tactics, 1960–1995. *American Journal of Sociology*. 117(6): 1674-1722

Schneiberg, Marc and Elisabeth S. Clemens. 2006. "The Typical Tools for the Job: Research Strategies in Institutional Analysis." *Sociological Theory* 24:195-227.

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

Westphal, J.D., Gulati, R., & Shortell, S.M. 1997. "Customization or conformity? An institutional and network perspective on the content and consequences of TQM adoption." *Administrative Science Quarterly* 42:366-394.

Strang, David and Sarah A. Soule. 1998. "Diffusion in organizations and social movements: From hybrid corn to poisson pills." *Annual Review of Sociology* 24:265-290.

5. Elite Theory and Inequality

Compulsory Readings:

Mizruchi, M. S. 1996. "What do interlocks do? An analysis, critique, and assessment of research on interlocking directorates." *Annual Review of Sociology* 22:271-298.

Yue, Lori Qingyuan. 2015. Community Constraints on the Efficacy of Elite Mobilization: The Issues of Currency Substitutes during the Panic of 1907. *American Journal of Sociology*, 120 (6): 1690-1735.

Johan S. G. Chu and Gerald F. Davis. 2016. Who Killed the Inner Circle? The Decline of the American Corporate Interlock Network, *American Journal of Sociology* 122, no. 3 (November 2016): 714-754.

<http://theconversation.com/corporate-americas-old-boys-club-is-dead-and-thats-why-big-business-couldnt-stop-trump-67035>

Reeves, Aaron, et al. 2017 "The Decline and Persistence of the Old Boy: Private Schools and Elite Recruitment 1897 to 2016." *American Sociological Review*, 82: 1139–1166.

Richard A. Benton, "Corporate Governance and Nested Authority: Cohesive Network Structure, Actor-Driven Mechanisms, and the Balance of Power in American Corporations," *American Journal of Sociology* 122, no. 3 (November 2016): 661-713.

Murray, Joshua. 2017. *Interlock Globally, Act Domestically: Corporate Political Unity in the 21st Century*. *American Journal of Sociology*, 122: 1617-1663.

Optional Readings:

Mills, C. Wright. 1956. *The Power Elite*. Oxford, UK: Oxford University Press. Chapter 1

Domhoff, G. William. 2009. *Who Rules America? Challenges to Corporate and Class Dominance*. New York, NY: McGraw Hill Higher Education.

Palmer, Donald. 1983. "Broken Ties: Interlocking Directorates and Intercorporate Coordination." *Administrative Science Quarterly* 28:40-55

Mizruchi, Mark S. 2013. *The Fracturing of the American Corporate Elite* Boston, MA: Harvard University Press.

Burris, Val. 2005. "Interlocking Directorates and Political Cohesion among Corporate Elites." *American Journal of Sociology* 111:249-283.

Yue, Lori Qingyuan. 2016. The Great and the Small: The Impact of Collective Action on the Evolution of Interlock Networks after the Panic of 1907. *American Sociological Review*, 81(2): 374-395.

Palmer, Donald and Brad M. Barber. 2001. "Challengers, Elites, and Owning Families: A Corporate Acquisitions in the 1960s." *Administrative Science Quarterly* 46:87-120.

Michèle Lamont. 2018. Addressing Recognition Gaps: Destigmatization and the Reduction of Inequality. *American Sociological Review*, 83(3): pp. 419–444

6. Social Movement, Power, and Politics in Market

Compulsory Readings:

King, Brayden G and Sarah A. Soule. 2007. "Social Movements as Extra-institutional Entrepreneurs: The Effect of Protests on Stock Price Returns." *Administrative Science Quarterly* 52:413-442.

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

Ingram, Paul, Lori Qingyuan Yue, and Hayagreeva Rao. 2010. "Trouble in Store: Probes, Protests, and Store Openings by Wal-Mart, 1998-2007." *American Journal of Sociology* 116:53-92.

Briscoe, Forrest and A. Gupta. 2016. "Social Activism In and Around Organizations", *Academy of Management Annals*, 10 (1): 671-727.

Colin Jerolmack and Edward T. Walker, 2018. "Please in My Backyard: Quiet Mobilization in Support of Fracking in an Appalachian Community," *American Journal of Sociology* 124, no. 2 (September 2018): 479-516.

Mary-Hunter McDonnell and Timothy Werner. 2016. Blacklisted Businesses: Social Activists' Challenges and the Disruption of Corporate Political Activity, *Administrative Science Quarterly*, 61, pp. 584-620.

Optional Readings:

Davis, Gerald F., Doug McAdam, W. Richard Scott, and Mayer N. Zald. 2005. "Social Movements and Organization Theory." New York: Cambridge University Press.

Yue, Lori Qingyuan, Hayagreeva Rao, and Paul Ingram. 2013. "Information Spillovers from Protests against Corporations: A Tale of Walmart and Target." *Administrative Science Quarterly* 58:669-701.

Walker, Edward T. and Christopher M. Rea. 2014. "The Political Mobilization of Firms and Industries." *Annual Review of Sociology* 40:281-304.

7. Competition, Politics, and Regulation

Schneiberg, Marc, & Bartley, Tim. 2001. "Regulating American Industries: Markets, politics, and the institutional determinants of fire insurance regulation." *American Journal of Sociology* 107:101-146.

Ingram, Paul and Hayagreeva Rao. 2004. "Store wars: The enactment and repeal of anti-chain-store legislation in America." *American Journal of Sociology* 110:446-487.

Edelman, L. Edelman, Uggen, C. and Erlanger, H. S. 1999. "The endogeneity of legal regulation: Grievance procedures as rational myth," *American Journal of Sociology* 105: 406-454.

Elisabeth Anderson. 2018. Policy Entrepreneurs and the Origins of the Regulatory Welfare State: Child Labor Reform in Nineteenth-Century Europe. *American Sociological Review*, 83(1): pp. 173–211

Olzak, Susan, Sarah A. Soule, Marion Coddou, and John Munoz. 2016. "Friends or Foes? How Social Movement Allies Affect the Passage of Legislation in the U.S. Congress." *Mobilization: An International Quarterly* 21:213-230.

Steil, Justin Peter and Vasi. 2014. "The New Immigration Contestation: Social Movements and Local Immigration Policy Making in the United States, 2000-2011." *American Journal of Sociology* 119:1104-1155.

Optional Readings:

Fligstein, Neil. 1996. "Markets as politics: A political-cultural approach to market institutions." *American Sociological Review* 61:656-673.

Yue, Lori Qingyuan, Jiao Luo, and Paul Ingram (2013). The Failure of Private Regulation: Elite Control and Market Crises in the Manhattan Banking Industry. *Administrative Science Quarterly*, 58(1): 37-68.

Paik, Yongwook, Sukhun Kang, and Robert Seamans. 2018. "Entrepreneurship, innovation, and political competition: How the public sector helps the sharing economy create value." *Strategic Management Journal*.

Soule, Sarah A. and Brayden G. King. 2006. "The Stages of the Policy Process and the Equal Rights Amendment, 1972–1982." *American Journal of Sociology* 111:1871-1909.

8. Research Proposal Feedback

9. Categorization

Compulsory Readings:

Zuckerman, E. W. 2000. "Focusing on the corporate product: Securities analysts and de-diversification." *Administrative Science Quarterly* 45:591-619.

Zuckerman, Ezra W., Tai-Young Kim, Kalinda Ukanwa, and James von Rittmann. 2003. "Robust identities or nonentities? Typecasting in the feature-film labor market." *American Journal of Sociology* 108:1018-1074.

Pontikes, E.G. 2012. "Two Sides of the Same Coin: How Ambiguous Classification Affects Multiple Audiences' Evaluations." *Administrative Science Quarterly*, 57(1) 81-118.

Smith, Edward. 2011. Identities as Lenses: How Organizational Identity Affects Audiences' Evaluation of Organizational Performance. *Administrative Science Quarterly*. 56(1): 61-94.

Mark T. Kennedy and Peer C. Fiss. 2013. An Ontological Turn in Categories Research: From Standards of Legitimacy to Evidence of Actuality. *Journal of Management Studies*, 50: 1138-1154

Goldberg, Amir, Michael T. Hannan, and Balazs Kovacs. 2016. "What Does It Mean to Span Cultural Boundaries? Variety and Atypicality in Cultural Consumption." *American Sociological Review* 81:215-241.

Optional Readings:

Hsu, Greta. 2006. "Jacks of all trades and masters of none: Audiences' reactions to spanning genres in feature film production." *Administrative Science Quarterly* 51:420-450.

Sharkey, Amanda J. 2014. "Categories and Organizational Status: The Role of Industry Status in the Response to Organizational Deviance." *American Journal of Sociology* 119:1380-1433.

Leung, Ming D. 2014. "Dilettante or Renaissance Person? How the Order of Job Experiences Affects Hiring in an External Labor Market." *American Sociological Review*, 79 (1): 136-58.

Edward Bishop Smith, and Heewon Chae. 2017. The Effect of Organizational Atypicality on Reference Group Selection and Performance Evaluation. *Organization Science*, 28 (6): 965-1167.

Askin, Noah, and Michael Mauskopf. 2017 "What Makes Popular Culture Popular? Product Features and Optimal Differentiation in Music." *American Sociological Review*, 82(5): 910-944.

10. Spring Break

11. Institutional Logics and Imprinting

Thornton, Patricia H. and William Ocasio. 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* 105:801-843.

Marquis, Chris and Michael Lounsbury. 2007. "Vive la resistance: Consolidation and community-level professional counter-mobilization in U.S. banking." *Academy of Management Journal* 50:799-820.

Almandoz, Juan. 2014. "Founding Teams as Carriers of Competing Logics." *Administrative Science Quarterly* 59:442-473.

Tilcsik, András and Christopher Marquis. 2013. "Punctuated generosity: How mega-events and natural disasters affect corporate philanthropy in US communities." *Administrative Science Quarterly* 58:111-148.

Jochem J. Kroezen, Pursey P. M. A. R. Heugens. 2018. What Is Dead May Never Die: Institutional Regeneration through Logic Reemergence in Dutch Beer Brewing. *Administrative Science Quarterly*, First Published December 10, 2018

Christopher Marquis, and Kunyuan Qiao, 2019. Waking from Mao's Dream: Communist Ideological Imprinting and the Internationalization of Entrepreneurial Ventures in China. *Administrative Science Quarterly*. OnlineFirst.

Optional Readings:

Marquis, Christopher and András Tilcsik. 2013. "Imprinting: Toward a Multilevel Theory." *Academy of Management Annals* 7:193-243.

Lounsbury, Michael, Ocasio William, and Patricia H. Thornton. 2012. *The Institutional Logics Perspective: A New Approach to Culture, Structure and Process*. Oxford, UK: Oxford University Press. Chapter 1.

Dimitriadis, Stefan, Matthew Lee, Lakshmi Ramarajan, and Julie Battilana. "Blurring the Boundaries: The Interplay of Gender and Local Communities in the Commercialization of Social Ventures." *Organization Science* 28, no. 5 (September–October 2017): 819–839.

Marquis, Christopher, and Julie Battilana. "Acting Globally but Thinking Locally? The Enduring Influence of Local Communities on Organizations." *Research in Organizational Behavior* 29 (2009): 283–302.

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

Battilana, Julie and Silvia Dorado. 2010. "Building Sustainable Hybrid Organizations: The Case of Commercial Microfinance Organizations." *Academy of Management Journal* 53:1419-1440.

12. Organizational Ecology

Compulsory Readings

- Hannan, Michael T., and Freeman, John. 1984. "Structural inertia and organizational change" *American Sociological Review*, 49: 149-164.
- Carroll, Glenn R. 1985. "Concentration and specialization: Dynamics of niche width in populations of organizations". *American Journal of Sociology*, 90: 1262-1283.
- Carroll, G. R., and Swaminathan, A. 2001. "Why the microbrewery movement? Organizational dynamics of resource partitioning in the US brewing industry." *American Journal of Sociology* 106:715-762.
- Greve, Henrich R., Jo-Ellen Pozner, and Hayagreeva Rao. 2006. "Vox Populi: Resource partitioning, organizational proliferation, and the cultural impact of the insurgent microradio movement." *American Journal of Sociology* 112:802-837.
- Negro, Giacomo, Glenn R. Carroll, and Fabrizio Perretti. 2013. "Challenger Groups, Commercial Organizations, and Policy Enactment: Local Lesbian/Gay Rights Ordinances in the United States from 1972 to 2008." *American Journal of Sociology* 119:790-832.
- David Clifford, "Neighborhood Context and Enduring Differences in the Density of Charitable Organizations: Reinforcing Dynamics of Foundation and Dissolution," *American Journal of Sociology* 123, no. 6 (May 2018): 1535-1600.

Optional Readings:

- Haveman, Heather A. and Hayagreeva Rao. 1997. "Structuring a theory of moral sentiments: Insitutional and organizational coevolution in the early thrift industry." *American Journal of Sociology* 102:1606-1651.
- Sorensen, Jesper and Stuart, T.E. 2000. "Aging, obsolescence, and organizational innovation." *Administrative Science Quarterly* 45:81-112.
- Freeman, J. H., and Audia, P. G. 2006. "Community ecology and the sociology of organizations." *Annual Review of Sociology* 32:145-169.
- Brashears, Matthew E., et al. 2017 "In the Organization's Shadow: How Individual Behavior Is Shaped by Organizational Leakage." *American Journal of Sociology*, 123: 787-849.

13. Individual, Employment, and Career

Compulsory Readings

- Sorensen, A. B. (1977). *The Structure of Inequality and the Process of Attainment*. *American Sociological Review*, 42(6), 965–978.

Haveman, H. A., & Cohen, L. E. (1994). The Ecological Dynamics of Careers: The Impact of Organizational Founding, Dissolution, and Merger on Job Mobility. *The American Journal of Sociology*, 100(1), 104–152. Retrieved from

Phillips, D. J. (2001). The Promotion Paradox: Organizational in Silicon Valley Law Firms, 1946 – 1996. *American Journal of Sociology*, 106(4), 1058–1098.

Kleinbaum, A. M. (2012). Organizational Misfits and the Origins of Brokerage in Intrafirm Networks. *Administrative Science Quarterly*, 57(3), 407–452.

Bidwell, M. J., & Mollick, E. (2015). Shifts and ladders: Comparing the role of internal and external mobility in executive careers. *Organization Science*, 26(6): 1553-1804.

Aruna Ranganathan, 2017. Train Them to Retain Them: Work Readiness and the Retention of First-time Women Workers in India. *Administrative Science Quarterly*, 63(4): 879–909

Optional Readings:

Carton, Peter. 2017 "Made in America? Immigrant Occupational Mobility in the First Half of the Twentieth Century." *American Journal of Sociology*, 122: 325-378.

John-Paul Ferguson, Rembrand Koning. 2018. Firm Turnover and the Return of Racial Establishment Segregation. *American Sociological Review*, 83(3): 445–474.

O'Mahony, S., & Bechky, B. A. (2006). Stretchwork: Managing the career progression paradox in external labor markets. *Academy of Management Journal*, 49(5), 918–941.

Eunmi Mun, Jiwook Jung. 2018. Change above the Glass Ceiling: Corporate Social Responsibility and Gender Diversity in Japanese Firms. *Administrative Science Quarterly*, 63(2): 409–440.

Raina A. Brands, and Isabel Fernandez-Mateo. 2017. Leaning Out: How Negative Recruitment Experiences Shape Women's Decisions to Compete for Executive Roles. *Administrative Science Quarterly*, 62(3): 405–442.

Fernandez, Roberto M. and Santiago Campero. 2017. "Gender Sorting and the Glass Ceiling in High-Tech Firms." *Industrial and Labor Relations Review* 70:73-104.

14. Moral Market, Evaluation, and Monetization

Compulsory Readings

Zelizer, Viviana A. 1979. "Human Values and the Market: The Case of Life Insurance and Death in 19th-Century America." *American Journal of Sociology* 84:591-610.

Anteby, Michel. 2010. "Markets, Morals, and Practices of Trade: Jurisdictional Disputes in the U.S. Commerce in Cadavers." *Administrative Science Quarterly* 55:606-638.

Yue, Lori Qingyuan, Kate Jue Wang, and Botao Yang, 2019. *Contesting Commercialization: Political Influence, Responsive Authoritarianism, and Cultural Resistance*. *Administrative Science Quarterly*. OnlineFirst.

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

Donald MacKenzie, "Material Signals: A Historical Sociology of High-Frequency Trading," *American Journal of Sociology* 123, no. 6 (May 2018): 1635-1683.

Adam Goldstein. 2018. The Social Ecology of Speculation: Community Organization and Non-occupancy Investment in the U.S. Housing Bubble. *American Sociological Review*, 83(6): 1108–1143

Optional Readings:

Zelizer, Viviana A. 1985. *Pricing the Priceless Child: The Changing Social Value of Children*. New York: Basic Books.

Healy, Kieran. 2004. "Altruism as an Organizational Problem: The Case of Organ Procurement." *American Sociological Review* 69:387-404.

Fourcade, Marion, and Healy, Kieran. 2007. "Moral views of market society." *Annual Review of Sociology* 33:285-311.

Reich, Adam D. 2014. "Contradictions in the Commodification of Hospital Care." *American Journal of Sociology* 119:1576-1628.

Zelizer, Viviana A. 2016. *Twenty Years After The Social Meaning of Money*. <http://www.booksandideas.net/Twenty-Years-After-The-Social-Meaning-of-Money.html>

Guseva, Alya and Akos Rona-Tas. 2001. "Uncertainty, Risk, and Trust: Russian and American Credit Card Markets Compared." *American Sociological Review* 66:623-646.

Polillo, Simone. 2011. "Money, Moral Authority, and the Politics of Creditworthiness." *American Sociological Review* 76:437–464.

Turco, Catherine. 2012. "Difficult Decoupling: Employee Resistance to the Commercialization of Personal Settings." *American Journal of Sociology* 118:380-419.

Emily Erikson and Mark Hamilton, "Companies and the Rise of Economic Thought: The Institutional Foundations of Early Economics in England, 1550–1720," *American Journal of Sociology* 124, no. 1 (July 2018): 111-149.