Objective
This seminar is targeted to participants who are pursuing research-based academic careers. The primary objective is to survey some of the major theoretical perspectives and issues studied in organization theory research, including both classic and contemporary scholarship and both theoretical and empirical contributions.

One goal is to provide you with the opportunity to gain a solid background in the field, such that it will inform and enrich their own research, whether or not you become an organization theorist.

A second goal is to support you in drafting a paper that incorporates one or more of the topics covered in class with your own research interests and to help you learn in a hands-on manner about review and revision processes.

Format
Class meets once a week. Students will read and discuss assigned materials. Each week, two or three students will lead part of the class discussion, which will be structured around questions the students will – with some input from me – develop and distribute before class.

Course Requirements
An important part of this course will be your (in some cases continued) socialization into the journal review process. Therefore, about two-thirds of the way through the semester, your research paper for this class will be submitted for (not really) double-blind peer review, and you will serve as a reviewer for a classmate's paper. The review you write, along with your revised manuscript and your response letter to the review you receive will form half of your grade. The remainder of your grade will be based on class contribution.

Class Preparation and Contribution (50% of grade) - Each participant is required to come prepared to class. Since class discussion is an integral part of the course, absences and lack of preparedness are unacceptable. Preparation will always involve reading and working with all the weekly assignments and sometimes involve leading class discussion. While I will begin most
sessions with some orienting comments, much of the course will involve engaging in discussions about the assigned papers.

**Individual Paper and Response Letter (40% of grade)** - Participants will write a research paper that relates one or more of the topics covered in class to their own research interests. I am flexible as to the format of the paper, because I want it to meet your needs. One option is the “front end” of a research paper that defines a research question, reviews and critiques the extant literature, develops a few testable hypotheses, and proposes a method for testing the proposed hypotheses. If you have data and want to do a full paper with analysis and results that's okay, but you are still subject to the page limit. A pure theory paper is also acceptable, as is the development of a dissertation proposal. The body of the manuscript (excluding title page, references, figures, etc.) should not exceed 25 PAGES, double spaced with one inch margins and 12 point times new roman font. Each paper will undergo a “journal review process.”

Your final grade will reflect your revised paper (incorporating your response to the reviewer's comments) and your written responses to the reviewer explaining how you responded to each comment, or why you elected not to adopt a particular suggestion.

**Review (10% of grade):** You are responsible for providing a quality review of a manuscript submitted to the blind review process. Please keep your review to two, single-spaced pages.

**COURSE MATERIALS**

**PLEASE NOTE:** I will adjust the required readings from time to time during the term. Other than the one required book, which we will use for sure, please consider the rest of the reading assignments as “draft.”

**Required Materials**


2. Articles and book selections that I will provide you or that are readily available to you online.

**Recommended Books**

The following represent some classic works in organization theory that you might consider starting to accumulate (most are available used at a good price).

Baum, 2002 Companion to Organizations
Burt, 1992. Structural Holes
Greenwood, et al., 2008 The SAGE Handbook of Organizational Institutionalism
Kilduff & Tsai, 2003. Social Networks and Organizations
March & Simon, 1958 Organizations
Perrow, 1986, Complex Organizations.
Pfeffer & Salancik, 1978. The External Control of Organizations
Pfeffer, 1997, New Directions for Organization Theory
Smelser & Swedberg, 1994, Handbook of Economic Sociology
Smith & Hitt, 2005, Great Minds in Management
Thompson, 1967, Organizations in Action
Thornton, Ocasio & Lounsbury, 2012, The Institutional Logics Perspective

COURSE CALENDAR

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*Incompletes will not be accepted.
READING LIST

Readings with an * are required, all other listed readings are optional

Session 1 Introduction and Overview of Organization Theory

*Scott. & Davis Chapter 1


Session 2 Rational System Approaches

*Scott & Davis Chapter 2

*Taylor, F.W. 1916. Principles of Scientific Management, 30-49; 58-97; 118-144


Session 3 Natural System Approaches

*Scott & Davis Chapter 3


Roy, 1952. "Banana Time: Job Satisfaction and Informal Interaction" AJS

**Session 4 Open Systems and "Old" Institutional Theory**

*Scott & Davis Book Chapter 4


**Session 5 Contingency Theory**

*Scott & Davis Chapter 5


Woodward, 1965 Industrial Organization Introduction, Chapters 4 and 5


Aldrich, "Technology and Organizational Structure: A Reexamination of the findings of the Aston Group" ASQ 1972


Session 6 Carnegie School - Behavioral Decision Making


**Session 7 "New" Institutional Theory**


**Session 8 Organizational Ecology**


**Session 9 Resource Dependence Theory**


**Session 10 Organizational Economics**


**Session 11 Sensemaking and Enactment**


**Session 12 Organizational identity**


**Session 13 Social Capital**


**Session 14 Social Movement Theory**


**Session 15 Sociopolitical Approaches to Corporate Governance**


