# AGENTS, ACTORS, ACTORHOOD

**Edited by** Hokyu Hwang, Jeannette A. Colyvas and Gili S. Drori

> Sponsored by the ASA section on Organizations, Occupations and Work

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS

**VOLUME 58** 

# AGENTS, ACTORS, ACTORHOOD

# RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS

#### Series Editor: Michael Lounsbury

#### Recent Volumes:

Volume 40:	Contemporary Perspectives on Organizational Social Networks
Volume 41:	Religion and Organization Theory
Volume 42:	Organizational Transformation and Scientific Change: The Impact of Institutional Restructuring on Universities and Intellectual Innovation
Volume 43:	Elites on Trial
Volume 44:	Institutions and Ideals: Philip Selznick's Legacy for
	Organizational Studies
Volume 45:	Towards a Comparative Institutionalism: Forms, Dynamics and Logics across the Organizational Fields of Health and
	Higher Education
Volume 46:	The University under Pressure
Volume 47:	The Structuring of Work in Organizations
Volume 48A:	How Institutions Matter!
Volume 48B:	How Institutions Matter!
Volume 49:	Multinational Corporations and Organization Theory: Post Millennium Perspectives
Volume 50:	Emergence
Volume 51:	Categories, Categorization and Categorizing: Category Studies in Sociology, Organizations and Strategy at the Crossroads
Volume 52:	Justification, Evaluation and Critique in the Study of
	Organizations: Contributions from French Pragmatist Sociology
Volume 53:	Structure, Content and Meaning of Organizational
	Networks: Extending Network Thinking
Volume 54A:	Multimodality, Meaning, and Institutions
Volume 54B:	Multimodality, Meaning, and Institutions
Volume 55:	Social Movements, Stakeholders and Non-market Strategy
Volume 56:	Social Movements, Stakeholders and Non-market Strategy
Volume 57:	Towards Permeable Boundaries of Organizations?

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS VOLUME 58

# AGENTS, ACTORS, ACTORHOOD: INSTITUTIONAL PERSPECTIVES ON THE NATURE OF AGENCY, ACTION, AND AUTHORITY

**EDITORS** 

#### **HOKYU HWANG**

UNSW Sydney, Australia

#### JEANNETTE A. COLYVAS

Northwestern University, USA

#### **GILI S. DRORI**

The Hebrew University of Jerusalem, Israel



United Kingdom – North America – Japan India – Malaysia – China Emerald Publishing Limited Howard House, Wagon Lane, Bingley BD16 1WA, UK

First edition 2019

Copyright © 2019 Emerald Publishing Limited

**Reprints and permissions service** Contact: permissions@emeraldinsight.com

No part of this book may be reproduced, stored in a retrieval system, transmitted in any form or by any means electronic, mechanical, photocopying, recording or otherwise without either the prior written permission of the publisher or a licence permitting restricted copying issued in the UK by The Copyright Licensing Agency and in the USA by The Copyright Clearance Center. Any opinions expressed in the chapters are those of the authors. Whilst Emerald makes every effort to ensure the quality and accuracy of its content, Emerald makes no representation implied or otherwise, as to the chapters' suitability and application and disclaims any warranties, express or implied, to their use.

#### British Library Cataloguing in Publication Data

A catalogue record for this book is available from the British Library

ISBN: 978-1-78756-081-9 (Print) ISBN: 978-1-78756-080-2 (Online) ISBN: 978-1-78756-082-6 (Epub)

ISSN: 0733-558X (Series)



ISOQAR certified Management System, awarded to Emerald for adherence to Environmental standard ISO 14001:2004.



Certificate Number 1985 ISO 14001

### **CONTENTS**

List of Tables

List of Contributors	vii
List of Figures	ix

....

х

#### PART I OVERVIEW

<b>Chapter 1</b> The Proliferation and Profusion of Actors in Institutional Theory Hokyu Hwang, Jeannette A. Colyvas, and Gili S. Drori	3
PART II CONSTRUCTION OF ACTORS	5
<b>Chapter 2</b> What Difference Does it Make? An Institutional <b>Perspective on Actors and Types Thereof</b> <i>Raimund Hasse</i>	23
<b>Chapter 3</b> School Principals as Agents: Autonomy, <b>Embeddedness, and Script</b> <i>Ravit Mizrahi-Shtelman</i>	43
<b>Chapter 4</b> Me and My Avatar: Acquiring Actorial Identity Anthony J. O'Tierney, Donncha Kavanagh and Kevin Scally	65
<b>Chapter 5 Beyond Service Provision: Advocacy and the</b> <b>Construction of Nonprofits as Organizational Actors</b> <i>Hokyu Hwang and David Suárez</i>	87
<b>Chapter 6 Constructing the Consultant as a Legitimate Actor:</b> <b>The Role of Active Clients in Universities</b> <i>Tim Seidenschnur and Georg Krücken</i>	111
Chapter 7 Constructing Organizations as Actors: Insights from Changes in Research Designs in the Study of Institutional Logics	
Guillermo Casasnovas and Marc Ventresca	135

#### PART III WORK OF ACTORS

Chapter 8 Mentoring Institutional Change: Intergenerational Construction of Meso-structure and the Emergence of New Logics in American Healthcare	
Gina Dokko, Amit Nigam, and Daisy Chung	163
Chapter 9 Machina ex Deus? From Distributed to Orchestrated Agency	
Daniel Semper	187
Chapter 10 Political and Institutional Influences on the Legal Formation of Nascent Markets: Incorporation of Islamic Banking and Organic Agriculture within the Legal System in Turkey, 1984–2015	
Özgür Řahşan Çetrez	209
Chapter 11 Institutional Work in High-altitude Mountaineering: Rope-fixing, the 'Everest Brawl' and Changes in Sherpa Actorhood Marc Lenglet and Philippe Rozin	229
Marc Lengiei and I milippe Rozin	229
<b>Chapter 12</b> The Claim for Actorhood in Institutional Work Merav Migdal-Picker and Tammar B. Zilber	251
PART IV AFTERWORD	
Chapter 13 Reflections on Rationalization, Actors, and Others	
John W. Meyer	275

Index

287

## LIST OF CONTRIBUTORS

Guillermo Casasnovas	ESADE Business School, Spain
Özgür Rahşan Çetrez	Sabanci University, Turkey
Daisy Chung	Cass Business School, UK
Jeannette A. Colyvas	Northwestern University, USA
Gina Dokko	University of California, USA
Gili S. Drori	The Hebrew University of Jerusalem, Israel
Raimund Hasse	University of Lucerne, Switzerland
Hokyu Hwang	UNSW Sydney, Australia
Donncha Kavanagh	University College Dublin, Ireland
Georg Krücken	University of Kassel, Germany
Marc Lenglet	NEOMA Business School, France
John W. Meyer	Stanford University, USA
Merav Migdal-Picker	The Hebrew University of Jerusalem, Israel
Ravit Mizrahi-Shtelman	The Hebrew University of Jerusalem, Israel
Amit Nigam	Cass Business School, UK
Anthony J. O'Tierney	University of Leicester, UK
Philippe Rozin	IAE Lille, France
Kevin Scally	University College Cork, Ireland
Daniel Semper	WU Vienna University of Economics and Business, Austria
Tim Seidenschnur	University of Kassel, Germany

David Suárez	University of Washington, USA
Marc Ventresca	University of Oxford, UK
Tammar B. Zilber	The Hebrew University of Jerusalem, Israel

# LIST OF FIGURES

Chapter 1	Fig. 1	The Rise of Actors in the Social Sciences.	6
Chapter 3	-	Domains of Agency.	50
	U	Domains of Embeddedness.	52
	-	The Distribution of Agentic Orientation.	55
	e	Typology of Embedded Agency.	58
	•	B1. Fields of Agency by Principals.	63
	Fig. 3.	B2. Fields of Embeddedness by Principals.	64
Chapter 4	Fig. 1	Player, Matrix and Avatar.	70
	Fig. 2	Part of Apple Inc.'s Group Structure, Depicted	
		Using Our Analytical Frame.	77
	Fig. 3	Avatars in the Bitcoin Matrix.	80
Chapter 6	Fig. 1	The Nature of Consulting Projects and the	
_		Position of Actors.	125
Chapter 7	Fig. 1	Citations per Year to Five Key Papers on	
	e	Institutional Logics, 1991–2015.	141
Chapter 8	Fig. 1	Institutional Change through Meso-structure.	171
	e	The Prolific Mentoring of Key Figures in	
	e	Intellectual School of Evidence-based Medicine.	176
Chapter 9	Fig. 1	Key Events in the Professionalization of	
1	U	Winemaking in Australia.	195
	Fig. 2	A Grounded Model of the Phases of Agency.	201
Chapter 11	Fig. 1	A case of 'Institutional Co-appropriation Work'.	233
<b>I</b> .	0	TIT T	

# LIST OF TABLES

Chapter 3	Table 1	Appendix 1: The Distribution of Sample	
-		Characteristics.	63
Chapter 4	Table 1	Analytical Framework.	71
	Table 2		
		in the Legal Matrix.	75
Chapter 5	Table 1	Descriptive Statistics ( $N = 188$ ).	95
_	Table 2	Correlation among Variables ( $N = 188$ ).	96
	Table 3	Factor Solution for Organizational	
		Rationalization.	97
	Table 4	Factor Solution for Cross-sector Collaboration	
		Index.	98
	Table 5	Factors Associated with Nonprofit Advocacy	
		(N = 188).	100
Chapter 6	Table 1	List of Interviewed Clients.	119
	Table 2	List of Interviewed Consultants.	120
Chapter 7	Table 1	Distribution of Papers by Level of Analysis,	
		1991–2015.	145
	Table 2	Distribution of Papers by Outcomes of Logics	
		Struggles, 1995–2015.	146
	Table 3	Level of Analysis by Logics Outcome, 1991–2015.	148
	Table 4	Summary of Available Research Genres in	
		Corpus of Institutional Logics Program.	149
Chapter 8	Table 1	Changing Profession-level Logics in American	
		Medicine.	170
	Table 2	Key Individuals Who Advanced Evidence-based	
		Medicine.	175
Chapter 9	Table 1	Data and Sources.	194
	Table 2	Actors, Roles, and Characteristics of Each Phase.	202