MICROFOUNDATIONS OF INSTITUTIONS

Edited by Patrick Haack, Jost Sieweke and Lauri Wessel

Sponsored by the ASA section on Organizations, Occupations and Work

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS

VOLUME 65A

MICROFOUNDATIONS OF INSTITUTIONS

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS

Series Editor: Michael Lounsbury

Volume 38:	Configurational Theory and Methods in Organizational Research
Volume 39a:	Institutional Logics in Action, Part A
Volume 39b:	Institutional Logics in Action, Part B
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:	Toward Permeable Boundaries of Organizations?
Volume 58:	Agents, Actors, Actorhood: Institutional Perspectives on the Nature of
	Agency, Action, and Authority
Volume 59:	The Production of Managerial Knowledge and Organizational Theory:
	New Approaches to Writing, Producing and Consuming Theory
Volume 60:	Race, Organizations, and the Organizing Process
Volume 61:	Routine Dynamics in Action
Volume 62:	Thinking Infrastructures
Volume 63:	The Contested Moralities of Markets

Volume 64: Managing Inter-organizational Collaborations: Process Views

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS VOLUME 65A

MICROFOUNDATIONS OF INSTITUTIONS

EDITED BY

PATRICK HAACK

University of Lausanne, Switzerland

JOST SIEWEKE

Vrije Universiteit Amsterdam, The Netherlands

LAURI WESSEL

University of Bremen, Germany



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

First edition 2020

Copyright © 2020 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: 978-1-78769-124-7 (Print) ISBN: 978-1-78769-123-0 (Online) ISBN: 978-1-78769-125-4 (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

Lists of Figures and Tables	įχ
List of Contributors	χi
About the Contributors x	c١
SECTION 1 PROLOGUE	
What are Microfoundations? Why and How to Study Them? Pamela S. Tolbert and Lynne G. Zucker	3
SECTION 2 INTRODUCTION	
Microfoundations and Multi-level Research on Institutions Patrick Haack, Jost Sieweke and Lauri Wessel 1	1
SECTION 3 COGNITIVE PERSPECTIVE ON MICROFOUNDATIONS Chapters in this section are related to the cognitive perspective on microfoundations of institutions. This perspective applies a broad understanding of cognition and thus also covers the emotional underpinnings of institutions. Therefor chapters in this section investigate how thought structures and emotions contribute to institutional change and maintenance.	i-
Chapter 1 Toward a Multi-level Theory of Institutional Contestation: Exploring Category Legitimation Across Domains of Institutional Action Alex Bitektine and Robert Nason 4	13
Chapter 2 When Do Market Intermediaries Sanction Categorical Deviation? The Role of Expertise, Identity, and Competition Romain Boulongne, Arnaud Cudennec and Rodolphe Durand 6	57

vi CONTENTS

Chapter 3 "The HR Generalist Is Dead": A Phenomenological Perspective on Decoupling	
Julia Brandl, Jochen Dreher and Anna Schneider	85
Chapter 4 Why Do Individuals Perceive and Respond to the Same Institutional Demands Differently? On the Cognitive Structural Underpinnings of Institutional Complexity Magdalena Cholakova and Davide Ravasi	99
Chapter 5 The Generativity of Collective Identity: Identity Movements as Mechanisms for New Institutions Mary Ann Glynn and Benjamin D. Innis	119
Chapter 6 Embodied and Reflexive Agency in Institutional Fields: An Integrative Neo-Institutional Perspective of Institutional Change Jan Goldenstein and Peter Walgenbach	135
Jun Goldenstein und Feier Walgenbach	133
Chapter 7 How Do Institutions Take Root at the Individual Level? Osnat Hazan and Tammar B. Zilber	153
Chapter 8 Sensegiving and Sensemaking of Highly Disruptive Issues: Animal Rights Experienced through PETA YouTube Videos Yanfei Hu and Claus Rerup	177
Tanjei Hu ana Ciaus Kerup	1//
Chapter 9 Connecting the Tree to the Rainforest: Examining the Microfoundations of Institutions with Cultural Consensus Theory	
Joshua Keller	197
Chapter 10 Specifying the "What" and Separating the "How": Doings, Sayings, Codes, and Artifacts as the Building Blocks of Institutions Omar Lizardo	217
Chapter 11 Identity within the Microfoundations of Institutions: A Historical Review	22-
Anna E. Roberts	235

Contents vii

Chapter 12 Microfoundations of Institutional Change in the Career Structure of UK Elite Law Firms Thomas J. Roulet, Lionel Paolella, Claudia Gabbioneta	
and Daniel Muzio	251
Chapter 13 Bases of Conformity and Institutional Theory: Understanding Organizational Decision-making	
Pamela S. Tolbert and Tiffany Darabi	269
Index	291



LISTS OF FIGURES AND TABLES

FIGURES

Introduction	Fig. 1	Growing Popularity of Microfoundations	
		of Institutions, 1990–2018.	12
	Fig. 2	"Bathtub" Model.	22
Chapter 1	Fig. 1	Domains of Institutional Action and	
_		Category Legitimacy.	61
Chapter 4	Fig. 1	Cognitive Complexity and Responses to	
-		Institutional Complexity.	107
Chapter 5	Fig. 1	References to the Term "Lifestyle" in the	
-	_	New York Times, 1970–2017.	127
	Fig. 2	References to Specific Lifestyle Movements	
	_	in the New York Times, 1970–2017.	128
Chapter 6	Fig. 1	An Integrative Framework of Institutional	
-		Change.	141
Chapter 7	Fig. 1	Definitions of Yoga, Taken-for-Granted	
-		Beliefs Regarding Yoga, and Interpretive	
		Yogic Schemes at the Individual Level.	162
	Fig. 2	The Entrances of "Yoga" to the Life Stories	
		of Yoga Practitioners.	164
	Fig. 3	Explicit and Implicit Volume of Yoga	
		within Life Stories of Yoga Practitioners.	165
Chapter 8	Fig. 1	Four Modes of Sensegiving and	
		Sensemaking for Highly Disruptive Issues.	184
Chapter 9	Fig. 1	Abstract Model of a CCT Approach to	
		Microfoundations of Institutions.	202
Chapter 10	Fig. 1	Diagram Showing How the Different	
		Objects of Institutionalization Process	
		and their Relations.	225
Chapter 12	Fig. 1	Percentage of Salaried Partners on Total	
		Number of Partners.	257
		TADI EC	
		TABLES	
Chapter 1	Table 1		
		the U-brew Category.	53
	Table 2	Validations of Discourses in the U-brew	
		Legitimacy Issue in Ontario.	54
	Table 3	Public, Administrative, and Legal Domains.	59

Chapter 4	Table 1	Cognitive Structural Representations of	
		the External Environment: The Ability to	
		Respond to Institutional Demands.	104
	Table 2	Cognitive Structural Representation of	
		the Self: The Motivation to Enact a Given	
		Response.	106
Chapter 5	Table 1	A Comparison of Movement Phases for	
		Instrumental Social Movements and Identity/	
		Lifestyle Movements.	125
Chapter 7	Table A1	Institutional Meanings at the Individual	
		Level, at Three Levels of Depth.	172
Chapter 9	Table 1	Factor Loadings and Subculture Mean	
		Scores for Eco Intersubjective Beliefs.	206
	Table 2	Results of Linear Regression for	
		Congruence with Field-wide Consensus.	209
	Table 3	Results of Linear Regression for	
		Congruence with Subculture Consensus.	209
Chapter 12	Table 1	Descriptive Statistics.	261
	Table 2	Pairwise Correlations.	262
	Table 3	Random-Effects Negative Binomial Models.	262

LIST OF CONTRIBUTORS

Mattia Anesa The University of Sydney, Australia

Alex Bitektine Concordia University, Canada

Romain Boulongne HEC Paris, France

Eva Boxenbaum Copenhagen Business School, Denmark

Julia Brandl University of Innsbruck, Austria

Konstantinos Chalkias University of London, UK

Magdalena Cholakova Rotterdam School of Management, Erasmus

University, The Netherlands

Jeannette Colyvas Northwestern University, USA

W. E. Douglas Creed University of Rhode Island, USA

Arnaud Cudennec HEC Paris, France

Tiffany Darabi Cornell University, USA

Rich DeJordy California State University, USA

Jochen Dreher University of Konstanz, Germany

Rodolphe Durand HEC Paris, France

Nina Eliasoph University of Southern California, USA

Teppo Felin Oxford University, UK

Emandeen Fohim University of St. Gallen, Switzerland

Nicolai Foss Bocconi University, Italy

Santi Furnari University of London, UK

Claudia Gabbioneta Newcastle University, UK

Vern L. Glaser University of Alberta, Canada

Mary Ann Glynn Boston College, USA

Jan Goldenstein Friedrich Schiller University Jena, Germany

Royston Greenwood University of Alberta, Canada

Tim Hallett Indiana University, USA

Derek Harmon University of Michigan, USA

Amelia Hawbaker Indiana University, USA

Osnat Hazan Hebrew University of Jerusalem, Israel

Yanfei Hu University of Surrey, UK

Hokyu Hwang UNSW Business School, UNSW Sydney, Australia

Benjamin D. Innis Boston College, USA

Gazi Islam Grenoble Ecole de Management, France

Paula Jarzabkowski Cass Business School, UK

Candace Jones University of Edinburgh, UK

Joshua Keller UNSW Business School, UNSW Sydney, Australia

Ju Young Lee Boston College, USA

Taehyun Lee Boston College, USA

Lianne M. Lefsrud University of Alberta, Canada

Omar Lizardo UCLA, USA

Jade Y. Lo Drexel University, USA

Jaco Lok Macquarie University, Australia

Namrata Malhotra Imperial College London, UK

John W. Meyer Stanford University, USA

Daniel Muzio University of York, UK

Robert Nason Concordia University, Canada

Lionel Paolella Judge Business School, UK

Raissa Pershina University of Oslo, Norway

Nelson Phillips Imperial College London, UK

Walter W. Powell Stanford University, USA

Davide Ravasi UCL School of Management, UK

Trish Reay University of Alberta, Canada

Claus Rerup Frankfurt School of Finance and Management,

Germany

List of Contributors xiii

Anna E. Roberts The Pennsylvania State University, USA

Thomas J. Roulet University of Cambridge, UK

Charles-Clemens Rüling Grenoble Ecole de Management, France

Riku Ruotsalainen Vrije Universiteit Amsterdam, The Netherlands

Oliver Schilke University of Arizona, USA

Anna Schneider University of Innsbruck, Austria

Elke Schüßler Johannes Kepler University Linz, Austria

Birthe Soppe University of Innsbruck, Austria

Andreas Paul Spee The University of Queensland, Australia

Christopher Steele University of Alberta, Canada

Panita University of the Thai Chamber of Commerce,

Surachaikulwattana Thailand

Hovig Tchalian Claremont Graduate University, USA

Pamela S. Tolbert Cornell University, USA

Madeline Toubiana University of Alberta, Canada

Eero Vaara Aalto University, Finland

Peter Walgenbach Friedrich Schiller University Jena, Germany

Tammar B. Zilber Hebrew University of Jerusalem, Israel

Lynne G. Zucker UCLA, USA



ABOUT THE CONTRIBUTORS

Mattia Anesa is a Lecturer in Ethics at the University of Sydney Business School. His research adopts a sociological lens to understand ethical dilemmas within organizational settings. He employs qualitative research methods to investigate the legitimation process of highly contested institutionalized practices with a particular focus on the tax domain. Mattia's work is published on *Accounting*, *Organization & Society* and *Journal of Business Research*.

Alex Bitektine is Professor of Management at the John Molson School of Business at Concordia University, Montreal, Canada. His research interests include entrepreneurship, institutional theory, social judgments (legitimacy, status, reputation, trust, and others), non-market strategies, sustainable development, as well as application of experimental methods in organizational research.

Romain Boulongne is an Assistant Professor in the Strategic Management Department at IESE Business school and affiliated member of the Society and Organizations Center at HEC Paris. His primary research focus is on how categorization processes – the various cognitive mechanisms that people use to make sense of the social world – shape social evaluation and performance of organizations in markets

Eva Boxenbaum is Professor of Organization and Management Theory at Copenhagen Business School from where she also obtained her PhD. She conducts research on how organizational actors shape the innovation and spread of management practices and organizational forms. Her most recent work focuses on the role of verbal, visual, and material modes of communication in institutionalization processes.

Julia Brandl is a Professor of HRM & Employment Relations at the University of Innsbruck, Austria. Julia's research aims to promote a pluralist HRM paradigm with particular attention to the role of the state for HRM policies and careers. Her current research projects examine the effectiveness of salary transparency legislation in Austria and developments in the HRM profession.

Konstantinos Chalkias is a Lecturer in Management at Birkbeck, University of London. His research interest revolves around the practices and strategic dynamics of organizations and markets. Drawing from social-practice theory, he studies how strategy is done inside organizations and how financial markets are constructed.

Magdalena Cholakova is an Associate Professor of Entrepreneurship in the Department of Strategic Management and Entrepreneurship at the Rotterdam School of Management, Erasmus University. Magdalena's work focuses on several core strands including entrepreneurial reasoning and learning during idea

validation, decision-making heuristics under Knightian uncertainty, and microfoundations of institutional complexity. Magdalena obtained her PhD from Bocconi University, Italy.

Jeannette Colyvas is an Associate Professor at the School of Education and Social Policy at Northwestern University. She received her PhD from Stanford University in 2007.

W. E. Douglas Creed is Professor at University of Rhode Island. He received his PhD and MBA from the Haas School of Business at the University of California, Berkeley. His work focuses on social identity, change agency, and micro-politics in contested organizational and institutional change processes.

Arnaud Cudennec is a PhD candidate at HEC Paris and affiliated member of the Society and Organizations Center at HEC Paris. His research mainly focuses on expertise, categorization processes and the evaluation of organizations in markets.

Tiffany Darabi is a PhD student in Organizational Behavior at Cornell University's ILR School. Her research explores how organizations generate social value. Previously, she worked as an organizational development specialist in the international development sector. She holds a BA in International Relations from Johns Hopkins University.

Rich DeJordy is Assistant Professor of Management at California State University, Fresno. His research interests are at the intersection of institutions, networks, and identity, exploring how individuals and organizations construct and manage their identities as they navigate their institutional environment.

Jochen Dreher is Chief Executive Officer of the Social Science Archive Konstanz (Alfred Schutz Memorial Archive), University of Konstanz, Germany, and Lecturer in Sociology, University of Konstanz and University of St. Gallen, Switzerland. His research interests are sociology of knowledge, sociology of culture, phenomenology, social theory, sociology of organization, qualitative social research, intercultural communication, sociology of power, and the sociological theory of the symbol.

Rodolphe Durand is the Joly Family Professor of Purposeful Leadership at HEC Paris and the Founder and Academic Director of the Society and Organizations Center. He studies the multiple sources of conformity and deviation that weigh on organizations and their impact on organizational advantage and performance.

Nina Eliasoph is a Professor of Sociology at the University of Southern California. She is the author of three books (*Avoiding politics: How Americans produce apathy in everyday life; Making volunteers*; and *The politics of volunteering*), as well as numerous articles about everyday interaction in voluntary associations and nonprofits.

Teppo Felin is Professor of Strategy at Saïd Business School, University of Oxford. His current research focuses on strategy, rationality, perception and cognition, entrepreneurship, and markets.

About the Contributors xvii

Emandeen Fohim is a PhD student at the Institute for Systemic Management and Public Governance at the University of St. Gallen. His research investigates institutional change processes in a public sector context.

Nicolai Foss is the Rodolfo Debenedetti Chaired Professor of Entrepreneurship at the Bocconi University. His main research interests are strategic management, entrepreneurship, and the methodology of social science.

Santi Furnari is Professor of Strategy at Cass Business School, City, University of London. His research interests include the emergence of new fields and practices as well as the microfoundations of institutional logics. His paper titled "Interstitial Spaces" received the Academy of Management Review Best Paper Award in 2014.

Claudia Gabbioneta is Senior Lecturer in Accounting at Newcastle University Business School. Her current research focuses on professions and organizational and professional misconduct. Her research has been published in a number of journals including *Accounting, Organization and Society, Long Range Planning*, and the *Journal of Management Inquiry*.

Vern L. Glaser is an Assistant Professor at the Alberta School of Business, University of Alberta. He received his PhD from the University of Southern California. His research investigates how organizations strategically change practices and culture.

Mary Ann Glynn is Joseph F. Cotter Professor of Management and Organization at Boston College and 73rd President of the Academy of Management. Her research studies social cognition writ large, as organizational identity and creativity, mapping its embeddedness in systems of meaning attending market categories, institutional fields, and cultural forces.

Jan Goldenstein is Postdoctoral Researcher at the Chair of Organization, Leadership, and Human Resource Management, at the Friedrich Schiller University Jena, Germany. His primary research interests include institutional and glocalization theory, institutional change, organizational actorhood, and research methodology such as natural language processing.

Royston Greenwood graduated from the University of Birmingham in the UK. He is a Professor Emeritus at the University of Alberta, Canada; and Visiting Professor at the University of Edinburgh, UK. He is a Fellow of the Academy of Management and Honorary Member of the European Group for Organization Studies.

Patrick Haack is Professor of Strategy at HEC Lausanne, University of Lausanne. His current research focuses on social judgment formation, practice adoption, and the application of experiments and formal modeling approaches to the study of institutionalization and legitimation.

Tim Hallett is Associate Professor of Sociology at Indiana University. He has published extensively on inhabited institutions. He is currently working on

developing an inhabited institutional approach to understanding professional socialization via an ethnographic study of a Masters of Public Affairs program. Another line of research examines how social science ideas become public ideas.

Derek J. Harmon is an Assistant Professor of Strategy at the Ross School of Business, University of Michigan. His research leverages language as a theoretical and empirical lens to explore social evaluations, collective meaning making in markets, and the microfoundations of institutions.

Amelia Hawbaker is a PhD candidate in the Department of Sociology at Indiana University. Her scholarly work includes research on organizational sociology, institutional theory, and health policy. Her current research focuses on organizations and medicine, in which she examines medical decision making in the context of hospital-based care.

Osnat Hazan is a Teaching Fellow at the Jerusalem School of Business, Hebrew University of Jerusalem, Israel. She is interested in organizational theories and social construction. Her research focuses on the patterns in which institutions infuse individuals' thought and at the same time depend on individuals to sustain them.

Yanfei Hu is a Lecturer in Sustainability at the Surrey Business School, University of Surrey, United Kingdom. Yanfei's research explores organizational strategies and tactics in changing entrenched cultural and political institutions. She explores this question with institutional theory, social movement theory, and the sensemaking perspective.

Hokyu Hwang is an Associate Professor in the School of Management at the Business School, UNSW Sydney. He received his PhD in Sociology from Stanford University.

Benjamin D. Innis is a Doctoral student in Management and Organization at Boston College. His research focuses on processes whereby organizations both influence, and are influenced by, broader meaning systems, such as categories, institutions, and culture. Currently, his research setting is that of cultural industries and institutions

Gazi Islam is Professor of People, Organizations and Society at Grenoble Ecole de Management, and has served as faculty at Insper, Tulane University, and the University of New Orleans. He is currently Editor for the Psychology and Business Ethics section at the *Journal of Business Ethics*. His current research interests revolve around the contemporary meanings of work, and the relations between identity, group dynamics, and the production of group and organizational cultures.

Paula Jarzabkowski is a Professor of Strategic Management at City, University of London, UK, and University of Queensland, Australia. Her research on strategy-as-practice in pluralistic contexts is published in *Academy of Management Journal*,

Journal of Management Studies, Organization Science, Organization Studies, and Strategic Management Journal. Her latest co-authored book, Making a Market for Acts of God, was published by Oxford University Press in 2015.

Candace Jones is the Chair of Global Creative Enterprise at the University of Edinburgh Business School, UK. Her research uses theoretical lenses of institutional logics, networks, vocabularies, and materiality to explore the symbolic, material, and social relationships of cultural products in architecture, film, and music. She is past division chair for Organization and Management Theory Division, Academy of Management.

Joshua Keller is Associate Professor of Management at the School of Management at the Business School, UNSW Sydney, Australia. His core research interests are in the cultural and cognitive foundations of organizations, using theories from cognitive psychology, cognitive linguistics, and cognitive anthropology. His work has been published in numerous organizational journals, including Academy of Management Journal, Organization Science, and Organization Studies.

Ju Young Lee is a doctoral candidate in Management and Organization at Boston College. His research examines the processes of institutional change with a special focus on changes that address social problems. He is currently exploring these issues in the context of socially responsible and impact investment.

Taehyun Lee is a doctoral candidate in Management and Organization at Boston College. His research focuses on how actors employ meaning systems to open up avenues for and to legitimate innovations and new markets, and how actors embedded in different meaning systems interact in various emergence and change processes.

Lianne M. Lefsrud is an Assistant Professor in Engineering Safety and Risk Management. She draws from institutional theory, framing, emotion, and visual/multimodal rhetoric to equip organizations to better recognize, evaluate, and manage risks (climate change, workplace fatalities, mine tailings, energy development/transitions, and pipeline corrosion).

Omar Lizardo is the LeRoy Neiman Term Chair Professor in the Department of Sociology at the University of California, Los Angeles. His areas of research interest include the sociology of culture, social networks, the sociology of emotion, social stratification, cognitive social science, and organization theory. He is currently a member of the editorial advisory board of six journals, and with Rory McVeigh and Sarah Mustillo, he is one of the current co-editors of *American Sociological Review*.

Jade Y. Lo is an Assistant Professor at the LeBow College of Business, Drexel University. She received her PhD from the University of Southern California. She is an organizational theorist with interests in innovation and emerging phenomena, as well as sensemaking and sensegiving in a dynamic environment.

Jaco Lok is Professor of Strategy at Macquarie Business School in Sydney, Australia. He received his PhD from Judge Business School at the University of

Cambridge. His research interests include further developing the microfoundations of institutional theory by exploring the complex relations between institutions and the people who live them.

Namrata Malhotra is Associate Professor in Strategy at Imperial College Business School, Imperial College London, UK. Her research interests include organizational and institutional change with a focus on professional services organizations.

John W. Meyer is Professor of Sociology, Emeritus, at Stanford. He has contributed to organizational theory, comparative education, and the sociology of education. He has studied the impact of global models of society (*World Society: The Writings of John W. Meyer*, Oxford; Bromley and Meyer, Hyper-Organization, Oxford 2015).

Daniel Muzio is a Professor of Management at the University of York. He is an Associate Editor of the *Journal of Management Studies* and a Founding Editor for the *Journal of Professions and Organization*. Daniel's research interests include the organization and management of professional services firms, wrongdoing, and diversity.

Robert Nason is the Concordia University Research Chair in Entrepreneurship and Society and Associate Professor in Management at the John Molson School of Business in Montréal. He received his PhD in Entrepreneurship from Syracuse University. His broad research interests examine the role of entrepreneurship in society.

Lionel Paolella is an Assistant Professor of Strategy and Organization at the Cambridge Judge Business School, University of Cambridge, and affiliated with the Center on the Legal Profession at Harvard Law School. He obtained his PhD from HEC Paris. His main line of work explores the categorization processes in markets.

Raissa Pershina is a Doctoral Research Fellow at the University of Oslo, Norway, research section Digitalization and Entrepreneurship. Her research interests include organizational and institutional processes involved in creation of innovative products, particularly in the context of the creative and cultural industries.

Nelson Phillips is the Abu Dhabi Chamber Chair in Strategy and Innovation at Imperial College Business School in London, UK. Originally from Canada, he completed his PhD at the University of Alberta in 1995. His research interests include institutional theory, innovation, and entrepreneurship. He has also written extensively about qualitative methods, in particular discourse analysis and other linguistic approaches to the study of social phenomena.

Walter W. Powell is Professor of Education, Sociology, Organizational Behavior, Management Science and Engineering, and Communication at Stanford University, where he is a faculty co-director of the Center on Philanthropy and Civil Society. His interests focus on the processes through which ideas and About the Contributors xxi

practices move across organizations, and the role of networks in facilitating or hindering the transfer of ideas.

Davide Ravasi is Professor of Strategy and Entrepreneurship at the UCL School of Management, University College London. His research primarily examines strategic and organizational changes, with particular emphasis on changes that challenge or otherwise affect the organizational culture or identity. He is interested more generally in socio-cognitive processes shaping entrepreneurship, design, and innovation.

Trish Reay is Professor in Strategic Management and Organization at the University of Alberta School of Business in Edmonton, Canada. She is also Visiting Distinguished Professor at Warwick Business School. She is Editor-in-Chief at *Organization Studies*. Her research interests include organizational and institutional change, professions and professional identity.

Claus Rerup is a Professor of Management at the Frankfurt School of Finance and Management, Germany. Claus studies organizational routines, attention/sensemaking and learning from a process perspective. His work has been published in *Administrative Science Quarterly, Academy of Management Journal, Journal of Management, Organization Science*, and several other journals and handbooks.

Anna E. Roberts is a Doctoral candidate in the Management and Organization Department at the Smeal College of Business, The Pennsylvania State University. Anna studies the future of work, new organizational forms, and the microfoundations of institutions. She earned her BA from Rice University, graduating magna cum laude and was the sole recipient of the Muhammad Yunus Commencement Award for Humanitarian Leadership. Prior to joining academia, she led the West Coast Regulatory Practice Area at Gerson Lehrman Group.

Thomas J. Roulet is a Senior Lecturer in Organization Theory at the Judge Business School and the Fellow in Sociology and Management Studies at Girton College, both at the University of Cambridge. His work focuses on negative social evaluations (stigma, disapproval, and scandals) and institutions.

Charles-Clemens Rüling is a Professor of Organization Theory and the Associate Dean for Research at Grenoble Ecole de Management. His research addresses institutional maintenance and change.

Riku Ruotsalainen (D.Sc., Aalto University) is an Assistant Professor of Organization Theory at Vrije Universiteit Amsterdam in the Netherlands. His research focuses on how organizations can lead complex change processes through which they can initiate, foster, and strengthen organizational innovation paths that bring about organizational renewal.

Oliver Schilke is an Assistant Professor of Management and Organizations at the Eller College of Management, University of Arizona. He previously received a PhD in Sociology from UCLA and was a Research Fellow at Stanford University's Department of Sociology. His research focuses on micro-institutional processes including routines, trust, and legitimacy.

Anna Schneider is an Assistant Professor of HRM and Employment Relations at the University of Innsbruck, Austria. Anna has a longstanding interest in managing the workforce as she previously held several HRM positions in a multinational retail company. Her research focuses on tensions and (e)valuations in new forms of organizing work.

Elke Schüßler is Professor of Business Administration and Head of the Institute of Organization Science at Johannes Kepler Universität Linz. Her research deals with societal challenges such as climate change, decent work or digitalization, as well as with the organization of creative work and innovation.

Jost Sieweke is Associate Professor of Management and Organization at the Vrije Universiteit Amsterdam. His research focuses on human errors and legitimacy. He is also working in the application of natural experiments in management research.

Birthe Soppe is Professor of Business Administration at the University of Innsbruck, Austria. She is also affiliated with the University of Oslo. Birthe bridges institutional and organization theories to understand the fundamental societal, institutional, and organizational underpinnings that shape new fields and organizational transitions in the context of sustainability.

Andreas Paul Spee is Associate Professor in Strategy at the University of Queensland Business School. Paul's research is grounded in social practice theory, particularly known for advocating strategy-as-practice as an alternative perspective to traditional strategy theory. Some of his work appeared in the *Academy of Management Journal, Accounting, Organization & Society, British Journal of Management, Organization Science, Organization Studies*, and in influential handbooks. Paul currently serves as Senior Editor for *Organization Studies*, and as Outgoing Chair for the Strategizing, Activities & Practices Interest Group within the *Academy of Management*.

Christopher Steele is an Assistant Professor of Strategic Management and Organizations at the University of Alberta. His research interests are focused on the social production of truth, the dynamics of individual and collective identity, and the everyday generation of social order. Institutional theory helps casts light on all three topics.

Panita Surachaikulwattana is an Assistant Professor of Organization and Management at the School of Business, University of the Thai Chamber of Commerce (UTCC), in Thailand. She is also a research fellow at the Research Institute for Policy Evaluation and Design, UTCC. She completed her PhD at Imperial College Business School in London, UK. Her research interests include institutionalization and agency, translation, theorization, and organizational

About the Contributors xxiii

form and practices, primarily investigated with the use of qualitative methodologies. Her current research projects focus on translation processes of managerial and social innovations across national boundaries in diverse settings, including the health care industry, the software industry, and the education industry.

Hovig Tchalian studies the impact of language and language-based processes on social and institutional innovation. He uses a mixed-methods approach combining qualitative and computational methods to study the re-emergence of the modern electric vehicle market, the values that underlie corporate governance, and the upscaling of the Canadian whisky category.

Pamela S. Tolbert is the Lois S. Gray Professor of ILR and Social Sciences, and a member of the Organizational Behavior Department in the ILR School at Cornell University. She joined the ILR faculty after receiving her PhD in sociology from UCLA. She is broadly interested in organizational change, culture and entrepreneurship, and organizational practices and social inequality.

Madeline Toubiana is an Assistant Professor of Strategic Management and Organizations at the University of Alberta. Her research focuses on the role emotions, complexity, and stigmatization play in processes of social change. To understand the dynamics of social change, she examines the intersection and interaction between individuals and institutional systems.

Eero Vaara is a Professor of Organization and Management at Aalto University School of Business, a Permanent Visiting Professor at EMLYON Business School, and a Distinguished Visiting Scholar at Lancaster University, UK. His research focuses on organizational, strategic and institutional change that he examines from discursive and narrative perspectives.

Peter Walgenbach is Professor of Organization, Leadership, and Human Resource Management at Friedrich Schiller University Jena, Germany. His research interests include institutional theory. Currently, he is a Senior Editor of *Organization Studies*.

Lauri Wessel is Associate Professor of Management and Organization at the University of Bremen, Germany. His research spawns the domains of organization theory and information systems research by applying sociological theories such as institutional theory to understand digital technology.

Tammar B. Zilber is Associate Professor of Organization Theory at the Jerusalem School of Business, Hebrew University of Jerusalem, Israel. She is interested in the microfoundations of institutions, and how individual-, organizational-, and field-level dynamics involve meanings, emotions, and power relations that take part in constructing and maintaining institutional realities.

Lynne G. Zucker received her PhD at Stanford University and is a Professor of Sociology and Public Policy at UCLA. Her research focuses on micro-institutional processes including trust, legitimacy, and common understandings (standard practices and routines), and the development and protection of tacit knowledge, using quasi-experimental designs.