MACROFOUNDATIONS

Exploring the Institutionally Situated Nature of Activity

Edited by Christopher W. J. Steele, Timothy R. Hannigan, Vern L. Glaser, Madeline Toubiana and Joel Gehman

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS

VOLUME 68

MACROFOUNDATIONS

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS

Series Editor: Michael Lounsbury

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:	From Categories to Categorization: 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:	Frontiers of Creative Industries: Exploring Structural and Categorical Dynamics
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: Replication and Transformation
Volume 62:	Thinking Infrastructures
Volume 63:	The Contested Moralities of Markets
Volume 64:	Managing Inter-Organizational Collaborations: Process Views
Volume 65A:	Microfoundations of Institutions
Volume 65B:	Microfoundations of Institutions
Volume 66:	Theorizing the Sharing Economy: Variety and Trajectories of New Forms of Organizing
Volume 67:	Tensions and Paradoxes in Temporary Organizing

RESEARCH IN THE SOCIOLOGY OF ORGANIZATIONS VOLUME 68

MACROFOUNDATIONS: EXPLORING THE INSTITUTIONALLY SITUATED NATURE OF ACTIVITY

EDITED BY

CHRISTOPHER W. J. STEELE

University of Alberta, Canada

TIMOTHY R. HANNIGAN

University of Alberta, Canada

VERN L. GLASER

University of Alberta, Canada

MADELINE TOUBIANA

University of Alberta, Canada

AND

JOEL GEHMAN

University of Alberta, Canada



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

First edition 2021

Copyright © 2021 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: 978-1-83909-160-5 (Print) ISBN: 978-1-83909-159-9 (Online) ISBN: 978-1-83909-161-2 (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 and Figures

vii ix

3

19

Contributor Biographies

SECTION 1. INTRODUCTION

Macrofoundations: Exploring the Institutionally Situated Nature of Activity Christopher W. J. Steele, Timothy R. Hannigan, Vern L. Glaser, Madeline Toubiana and Joel Gehman

SECTION 2. DEFINITIONS AND PONTIFICATIONS

Chapter 1 Integrating and Complicating the Micro and Macro "Foundations" of Institutions: Toward a More Optometric Institutionalism and an Institutionalist Optometry *Christopher W. J. Steele and Timothy R. Hannigan*

SECTION 3. MACROFOUNDING THE LOCAL

Chapter 2Institutional Power and Organizational Space: How
Space Constrains Micro-level Action in the Emergency Department
Stuart Middleton, Gemma L. Irving and April L. Wright49Chapter 3In the Land of Sand and Oil:
How the Macrofoundations of a Tribal Society Shape the
Implementation of Public-private Partnerships
Mhamed Biygautane, Evelyn Micelotta, Claudia Gabbioneta and
Giulia Cappellaro67Chapter 4Punishment and Institutions: A Macrofoundations
Perspective
Brett Crawford and M. Tina Dacin97

v

SECTION 4. LOCALIZING THE MACROFOUNDATIONAL

Chapter 6 New Structuralism and Field Emergence: The Co-constitution of Meanings and Actors in the Early Moments of Social Impact Investing Timothy R. Hannigan and Guillermo Casasnovas	123 147
The Co-constitution of Meanings and Actors in the Early Moments of Social Impact Investing <i>Timothy R. Hannigan and Guillermo Casasnovas</i>	147
, 0	[47
Chapter 7 How Cities Thinks Thought Style	
Chapter 7 How Cities Think: Thought Style, Thought Collective, and the Impact of Strategy Renate E. Meyer, Martin Kornberger and	105
Markus A. Höllerer	185
SECTION 5. REFLECTIONS AND FUTURE DIRECTIONS	
Chapter 8 Rediscovering the Macrofoundations of Institutions: Reflections on the Language of Institutional Theory	
	203
Chapter 9Rediscovering the Power of Institutions:The Macrofoundations of Institutional AnalysisMarkus A. Höllerer, Marc Schneiberg, Patricia H. Thornton,Charlene Zietsma and Milo Shaoqing Wang	221
Chapter 10 Revisiting the Foundations of Institutional Analysis: A Phenomenological Perspective Joel Gehman	235
Chapter 11 Turtles All the Way Down – And Up: Macro-institutions	261
W. Richard Scott	261

LIST OF TABLES AND FIGURES

LIST OF TABLES

Chapter	2	
Table 1.	Institutional Power, Organizational Space, and Micro-level Action.	61
Chapter	3	
Table 1.	General Macro-economic Indications of Qatar in 2017.	76
Table 2.	Institutional Orders in Qatar Society.	77
Table 3.	PPPs Projects Completed in Qatar (up to 2016).	79
Table 4.	Number of Interviewees and Sectors Represented.	80
Table 5.	How the Macrofoundations of Qatari Society Affect the Implementation of PPPs.	82
Chapter	5	
Table 1.	The Market Logic and Three Instantiations of the Editorial Logic in UK Trade Book Publishing (Market Logic and Preserved Editorial Logic	
	Based on Thornton, 2002).	127
Table 2.	List of Independent Publishing Houses and Interviewees Included in Sample (Sorted by Foundation Year).	130
Table 3.	Data Structure.	131
Chapter	6	
Table 1.	List of Highest Weighted Topics and Main Words in Each Topic.	158
Table 2.	List of Organization and Actor Categories.	159

LIST OF FIGURES

Chapter 4

Fig. 1.	Types of Punishment Within Institutional Theory.	100
Chapter 6		
Fig. 1.	Average Topic Weights over Time.	162
Fig. 2.	Sequence of Moments and Periods in the Emergence of Social Impact Investing in the UK (2000–2013).	163

Fig. 3.	Incidence Matrix for Lattice, Period 1.	164
Fig. 4.	Actor-Meaning Couplet, Period 1.	165
Fig. 5.	Actor-Meaning Couplet, Period 2.	166
Fig. 6.	Actor-Meaning Couplet, Period 3.	167
Fig. 7.	Model of Field Emergence as a Process from Fragmentation to Alignment Through Recursive Moments and Provisional Settlements.	174
Fig. A1.	News Articles Appeared in the UK between 1999 and 2014.	183
Chapter	8	
Fig. 1.	Articles on Institutional Theory Published in	
	Eight Journals, 1936–2017.	205
Fig. 2.	The Language of Institutional Theory.	208
Fig. 3.	Conceptualizing Institutions as Nouns, 1936–2017, By Journal ($n = 1,662$ articles).	209
Fig. 4.	Conceptualizing Institutions as Adjectives, 1936–2017,	
	By Journal ($n = 453$ articles).	210
Fig. 5.	Conceptualizing Institutions as Verbs, 1936–2017,	
	By Journal ($n = 80$ articles).	212

CONTRIBUTOR BIOGRAPHIES

Mhamed Biygautane is a Lecturer in Public Policy at the School of Social and Political Sciences at the University of Melbourne. His primary research interests revolve around how the institutional context affects the implementation of public sector reform initiatives such as public–private partnerships, privatization and downsizing public sector organizations, with particular emphasis on the Gulf and Middle Eastern countries.

Isabel Brüggemann is a Research Associate at Cambridge Judge Business School. Her research interests lie in the study of institutions and social change, with a particular focus on social innovation. She received her PhD in organization theory from the University of Cambridge.

Giulia Cappellaro is an Assistant Professor in the Department of Social and Political Sciences at Bocconi University in Milan, Italy. Her research adopts qualitative methodologies to study dynamics of organizational and policy change in sectors of public interest, employing both ethnographic and historical analysis approaches.

Guillermo Casasnovas is a Postdoctoral Fellow at Esade Business School and holds a PhD from the University of Oxford, Saïd Business School. His research is focused on the early moments of new markets and fields, with special emphasis on empirical contexts at the intersection of social, business, and public sectors.

Brett Crawford is an Assistant Professor of Management at the Seidman College of Business at Grand Valley State University. His research explores how organizations shape social and institutional meaning over time, specifically relating to the natural environment and stigmatized issues. He earned his PhD from Copenhagen Business School.

M. Tina Dacin is a Professor and the Stephen J. R. Smith Chair of Strategy and Organisational Behaviour at the Smith School of Business at Queen's University, Canada. Her research interests include custodianship, traditions and place-making, social entrepreneurship, and strategic collaboration. She received her PhD from the University of Toronto.

Claudia Gabbioneta is a Senior Lecturer at Newcastle University (UK). She is particularly interested in organizational wrongdoing and the role that professions play in it. She has also investigated other aspects of professions, including status and reputation. She has recently contributed to the RSO volume on the Microfoundations of Institutional Theory.

Joel Gehman is Professor of Strategy, Entrepreneurship & Management and Alberta School of Business Chair in Free Enterprise at the University of Alberta. His research investigates the strategies and innovations organizations pursue in response to grand challenges and how institutional arrangements shape organizational responses to such concerns. His published research has dealt with topics such as values work, robust action strategies, sustainability journeys, contextual distinctiveness, and technological exaptation, among others. He received his PhD from the Pennsylvania State University.

Vern L. Glaser is an Assistant Professor at the Alberta School of Business, University of Alberta. His research investigates how organizations strategically change practices and culture. His research has been published in the *Academy* of Management Journal, Academy of Management Review, Organization Science, Academy of Management Annals, Journal of Management Inquiry, and Research in the Sociology of Organizations. He received his PhD from the University of Southern California (2014).

Mary Ann Glynn is the Joseph F. Cotter Professor of Management & Organisation at Boston College. She investigates micro-level cognitive processes (learning and creativity) and macro-level cultural influences (social norms and institutional arrangements) as well as their interaction. She is a Fellow and Past President of the Academy of Management.

Timothy R. Hannigan is an Assistant Professor of Organization Theory and Entrepreneurship at the University of Alberta, School of Business. His research is oriented around the early moments of markets, fields, ecosystems, and organizational wrongdoing. In particular, he focuses on institutional dynamics in contexts characterized by ambiguity; this includes computationally mapping processes and representations of provisional meanings and knowledge. He holds a PhD from the University of Oxford, Saïd Business School. His work has been published in the Academy of Management Review, Academy of Management Annals, Research Policy, Behavioral Science & Policy, and Big Data & Society.

Markus A. Höllerer is a Professor in Organisation and Management at UNSW Sydney. He is also affiliated with the Research Institute for Urban Management and Governance at WU Vienna University of Economics and Business. His scholarly work has been focused on the study of institutions, meaning, and novel forms of organization and governance. Research interests include, among others, issues of collaborative governance at the interface of the private sector, public administration, and civil society.

Gemma L. Irving is a Lecturer in Strategy at the University of Queensland. She received her PhD in management from the University of Queensland and her research has been published in *Organization Studies, Academy of Management Learning and Education*, and *Management Learning*. Her research focusses on organizational space, professional work, and collaboration.

Martin Kornberger received his PhD in Philosophy from the University of Vienna in 2002. Prior to joining the University of Edinburgh as Chair in Strategy, he worked at the University of Technology Sydney as an Associate Professor in design and management, and as Research Director of the Australian Creative Industry Innovation Centre; at Copenhagen Business School as a Professor for strategy and organization; and at EM Lyon, France. Since 2011, he is also a Research Fellow at WU Vienna University of Economics and Business. With a background in the Humanities and an eclectic bookshelf behind him, his research focuses on strategies for and organization of new forms of distributed collective action. Departing from the two main forms of coordinating collective action (the visible hand of the manager (hierarchy) and the invisible hand of the market), the central question that he wants to answer is how new forms of collective action combine both goal directedness and the ability to scale.

Jochem Kroezen is a University Lecturer in international business at Cambridge Judge Business School. His research focuses on processes of institutional change, with a current focus on the resurgence of craft production. He received his PhD from Erasmus University.

Renate E. Meyer is Chair in Organisation Studies at WU Vienna University of Economics and Business and a part-time Professor of Institutional Theory at Copenhagen Business School. She is also a Visiting Fellow at UNSW Sydney, and Visiting Professorial Fellow in the Alberta School of Business. She focusses on meaning structures and has recently studied structural forms of institutional pluralism, institutions as multimodal accomplishments, novel forms of organization, collaborative governance, and collective action mostly in urban contexts. She is the current Editor-in-Chief of *Organization Studies* and Division Chair-Elect of the OMT Division of the Academy of Management.

Evelyn Micelotta is an Associate Professor of Management at Telfer School of Management at the University of Ottawa, Canada. She conducts research on institutional processes of maintenance and change and cultural dynamics in various settings, including entrepreneurial firms, family businesses, and professional service firms.

Stuart Middleton is a Senior Lecturer in Strategy at the University of Queensland. He received his PhD from the University of Tasmania and his research has been published in the *British Journal of Management, Journal of Management Inquiry*, and *Organizational Research Methods*. His research focusses on management education, institutional theory, and hospital management.

Marc Schneiberg is an organizational and institutional sociologist interested in the rise, contemporary fates, and economic consequences of organizational diversity and alternatives to giant, shareholder value corporations in American capitalism. Schneiberg also writes about institutional theory and methods, and about institutions, their role in regulation and self-regulation, and their relationships with social movements. **W. Richard Scott** is a Professor Emeritus of Sociology at Stanford with appointments in the Graduate School of Business, Graduate School of Education, School of Engineering, and School of Medicine. He is the Author of three influential texts, *Formal Organizations* (1962) with Peter M. Blau; *Organizations and Organizing: Rational, Natural and Open System Perspectives* (1981, 1987, 1992, 1998, 2003, 2007), the last edition with Jerry Davis; and *Institutions and Organizations* (1995, 2001, 2008, 2014).

Christopher W. J. Steele is an Assistant Professor of strategic management and organization at the University of Alberta. He received his PhD from the Kellogg School of Management, Northwestern University. His research focuses on the production and consumption of facts, the rise of data analytics, the dynamics of institutions, practices, and identities, and collective intentionality.

Patricia H. Thornton is Visiting Distinguished Professor, HEC, Paris and Grand Challenge Professor of Sociology and Entrepreneurship at Texas A&M University. Her research interests focus on how institutions and organizations affect attention and strategy. She is the author with William Ocasio and Michael Lounsbury of The Institutional Logics Perspective: A New Approach to Culture, Structure and Process which received the George R. Terry award from the Academy of Management. She is currently interested in institutional analysis of three domains, innovation and entrepreneurship, inclusiveness and diversity, and solutions to grand challenges. She received her Ph.D. at Stanford University.

Madeline Toubiana is an Assistant Professor of strategic management and organization at the Alberta School of Business 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. She examines these questions in a variety of contexts including the non-profit sector, the Canadian prison system, the sex trade, social entrepreneurship, social media, and in other complex organizations. Her research has been published in the Academy of Management Journal, Academy of Management Review, Organization Studies, Journal of Management History, Journal of Management Learning, Research in the Sociology of Organizations, among others.

Paul Tracey is a Professor of innovation and organization and Co-director of the Centre for Social Innovation at Cambridge Judge Business School. He is also a Professor of entrepreneurship in the Department of Management and Marketing, University of Melbourne. He received his PhD from Stirling University.

Milo Shaoqing Wang is a doctoral candidate at the Alberta School of Business, University of Alberta. His research examines the construction of various social evaluations, and how it socially and culturally affects organizational strategy and entrepreneurial activity. April L. Wright is an Associate Professor at the University of Queensland. She received her PhD from the University of Queensland. Her research has been published in the *Academy of Management Journal*, *Administrative Sciences Quarterly, Organizational Research Methods*, and *Journal of Business Venturing*. Her research focusses on professional work and processes of institutional change and maintenance.

Charlene Zietsma is Associate Professor, Smeal College of Business, Pennsylvania State University, United States. She studies emotions and institutions, institutional change, field theory and entrepreneurship. She received the 2016 ASQ Scholarly Contribution Award for the paper published in 2010 that had the most significant impact on the field of organization studies.