Collective Action, Conscience Clauses, and Changes in the Field of Pharmacy

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Who Started This Mess?

- Is change endogenous or exogenous to the field?
- Is the adoption of similar policies due to isomorphic processes occurring across states or to social movement action within each state?
- Lesson from Washington State: Being pro-active may do more harm than good.
Research Challenges

- Maintaining neutrality while working with opposing groups
- Developing a better understanding of the field of pharmacy
- Understanding professional issues that extend beyond the current controversy
Payoff for Org Scholars

- Merges literature on organizations, social movements and professions.
- Encourages organizational scholars to consider movements as a means of change while encouraging movement scholars to examine organizational outcomes.
- Demonstrates an interaction between isomorphic and agentic processes.