



Center for Organizational Research 2010-2011 Annual Report

We appreciate your continued support of the Center for Organizational Research (COR). Enclosed please find the COR 2010-2011 Annual Report. Below are some of the highlights of COR activities:

- Our COR executive committee members currently account for over \$7 million of research grants from federal agencies, including the NSF, NCI and NAS, and private foundations. Many of these grants represent collaborations among COR members.
- COR provided \$7,750 in research support for faculty members and graduate students, making the total research support awarded since 2006 \$59,892. Reports for our recent small grant recipients report \$176,800 in research support from external and internal sources after receiving the COR grant.
- COR participated in recruitment of faculty to the Law School, the Bren School of Information and Computer Sciences, the Paul Merage School of Business.
- COR hosted two Visiting Fellows in 2010/2011, Dr. Monica Worline and Professor Zoe Radnor of Cardiff University.
- COR sponsored or co-sponsored 12 events featuring 13 different speakers, which were attended by numerous faculty and graduate students.

We are looking forward to working with you this coming year in our continued efforts to promote research in organization studies.

Martha S. Feldman
Christine Beckman
COR Co-Directors

The Center for Organizational Research

The Center for Organizational Research (COR) brings together multi-disciplinary expertise to understand organizations and the process of organizing. Active participation of nearly 40 UCI faculty members in the School of Social Ecology, the Paul Merage School of Business, the School of Social Sciences and the Donald Bren School of Information and Computer Sciences, external faculty affiliates at universities across the United States, and external community affiliates creates a vibrant community that supports both research and its practical applications in this vital field.

Mission

The Center for Organizational Research (COR) facilitates research on organizations by connecting scholars from many different disciplines, providing a focal point and common meeting ground for scholars and practitioners, creating a venue for and financial support for developing collaborative research projects, and offering educational and financial resources for students.

New Challenges in Organizing

Organizing has always been fundamental to economic, political and social wellbeing. As the 21st century unfolds, we increasingly find organizing that diverges from traditional bureaucratic structures. Such possibilities can be found in global teams, web-based collaboration, network structures, collective threats to security and privacy, micro enterprises, international non-governmental organizations, and alliances across private, public, and non-profit fields. These developments raise opportunities for alternative modes of decision-making, just as they present challenges for accountability and efficacy. They also raise questions about how existing distributions of power encourage or limit organizational experimentation.

UC Irvine has enjoyed a long tradition of innovative, interdisciplinary organizational research that dates back to the founding of the campus in the mid 1960s. COR continues and solidifies this tradition with affiliates from anthropology, business, computer science, economics, education, humanities, informatics, organizational studies, political science, public policy, public management, sociology, and urban planning.

COR Co-Directors

Martha S. Feldman, School of Social Ecology (2006-2012)

Jone Pearce, Paul Merage School of Business (2009-2011)

Christine Beckman, Paul Merage School of Business (2011-2012)

COR Liaisons

Nina Bandelj, School of Social Sciences

Melissa Mazmanian, Bren School of Information and Computer Science

COR Executive Committee Members

Deborah Avant, Social Sciences (Currently on Leave)
Nina Bandelj, Social Sciences
Christine Beckman, Paul Merage School of Business
Phillip Bromiley, Paul Merage School of Business
Martha Feldman, Social Ecology
Yan Gong, Paul Merage School of Business
Gloria Mark, Donald Bren School of Information and Computer Science
Melissa Mazmanian, Donald Bren School of Information and Computer Science
Gary Olson, Donald Bren School of Information and Computer Science
Judith Olson, Donald Bren School of Information and Computer Science
Jone Pearce, Paul Merage School of Business
Judith Stepan-Norris, Social Sciences
Dan Stokols, Social Ecology
Alladi Venkatesh, Paul Merage School of Business

Advisor to the Executive Committee

Lyman Porter, Paul Merage School of Business

COR Staff Support

Dana McDaniel, Merage School of Business
Katie Pine, Social Ecology

Affiliated Faculty

UCI Internal Affiliates

- Deborah Avant, Social Sciences
- Nina Bandelj, Social Sciences
- Christine Beckman, Paul Merage School of Business
- Kristin M.j. Behfar, Paul Merage School of Business
- Catherine Bolzendahl, Social Sciences
- Philip Bromiley, Paul Merage School of Business
- Carter Butts, Social Sciences
- Yen-Sheng Chiang, Social Sciences
- Simon Cole, Social Ecology
- Joe Dimento, Social Ecology
- Paul Dourish, Donald Bren School of Information and Computer Science
- Katherine Faust, Social Sciences
- Martha Feldman, Social Ecology
- Mary Gilly, Paul Merage School of Business
- Yan Gong, Paul Merage School of Business
- Ann Hironaka, Social Sciences
- Matt Huffman, Social Sciences
- Helen Ingram, Social Ecology
- Raul Lejano, Social Ecology

- Elizabeth Loftus, Social Ecology
- Gloria Mark, Donald Bren School of Information and Computer Science
- Sanjoy Mazumdar, Social Ecology
- David Meyer, Social Sciences
- Bonnie Nardi, Donald Bren School of Information and Computer Science
- Gary Olson, Donald Bren School of Information and Computer Science
- Judith Olson, Donald Bren School of Information and Computer Science
- Jone Pearce, Paul Merage School of Business
- Andrew Penner, Social Sciences
- Francesca Polletta, Social Sciences
- Lyman Porter, Paul Merage School of Business
- Justin Richland, Social Ecology
- Shawn Rosenberg, Social Sciences
- Evan Schofer, Social Sciences
- Kaye Schoonhoven, Paul Merage School of Business
- Carroll Seron, Social Ecology
- Judith Stepan-Norris, Social Sciences
- Dan Stokols, Social Ecology
- Denis Trapido, Paul Merage School of Business
- Alladi Venkatesh, Paul Merage School of Business
- Libby Weber, Paul Merage School of Business
- Margarethe Wiersema, Paul Merage School of Business

External Affiliates

- Paul Adler, University of Southern California
- Beth Bechky, UC Davis
- Lisa Cohen, McGill University
- Jane Dutton, University of Michigan
- Lynn Eden, Stanford University
- Kimberly Elsbach, UC Davis
- Cristina Gibson, University of Western Australia
- Rodney Lacey, Emory University
- James G. March, Stanford University
- Calvin Morrill, UC Berkeley
- David Obstfeld, California State University Fullerton
- W. Richard Scott, Stanford University
- Lynn Shore, San Diego State University
- Gretchen Spreitzer, University of Michigan
- Diane Vaughan, Columbia University
- Marc Ventresca, Naval Postgraduate School and University of Oxford
- Mayer Zald, University of Michigan

Visiting Scholars 2010-2011

Monica Worline, PhD (co-sponsored by COR, Planning Policy and Design and Paul Merage School of Business)

Research Summary: I view my mission as a scholar as one of introducing high quality, rigorous, academic research to the study of positive dynamics and organizational excellence. My general approach to research draws upon the underlying notion of life as a fundamental aspect of organizing. My main research assumption is that organizations have the potential to enliven or deaden the people who live and work within them, and that this is a central property in our experience of organizing. Once scholars and managers see organizations as sites of life, we begin to ask new questions about people in organizations, about systemic properties of organizations, and about the generative intersection between people and structures.

Three interrelated themes are woven through all of my research and develop directly from asking questions about life.

- The first of these themes is *emotion*. Organizational research is enjoying a renewed emphasis on understanding the role of emotion and the ways that it shapes people's experiences in organizations. My work builds on this growing emphasis, placing emotion at the very core of concepts such as courage and compassion.
- The second of these themes is the *aesthetic*. I draw upon work that views organizations as aesthetic and symbolic systems, just as they have been conceptualized as rational and economic systems.
- The third of these themes is *narrative*. My work builds strong links between the stories people tell and the ways that we understand organizational processes.

Zoe Radnor, Professor of Operations Management at Cardiff Business School, Cardiff University, United Kingdom.

Professor Zoe Radnor is a Professor of Operations Management at Cardiff Business School. Her area of interest is in performance and process improvement in public services. Zoe is currently a Management Practice Advanced Institute of Management (AIM) Fellow considering sustainability of Lean in public services. Previously, she has been Project Manager of a research project for the Scottish Executive which evaluated how 'lean' techniques were and could be used in the public sector. She has also led evaluations of the implementation of Lean and associated techniques in HM Revenue and Customs, HM Court Services and, in HealthCare organisations. She is currently leading a research project 'SLIM' which aims to develop a Strategic Lean Implementation Methodology for Hospitals. She has published over 40 articles, book chapters and reports. Zoe presents, advises and sits on a number of boards and committees for organisations such as the Audit Commission, Welsh Assembly Government and, National Audit Office.

Research Presentation: Lean in Public Services: Panacea or Paradox?

The presentation will question and reflect on when, and how it is, possible and appropriate to transfer practices between not only organisations but also sectors. Based on research findings across the public sector including Central Government, Justice and Health Drawing on this session will introduce participants to the concepts of 'Lean', considering its use or intended use in the public sector and, the degree which it is context-dependent. The presentation will introduce the 'House of Lean' for public services as well as consider both the success factors and barriers in the implementation of Lean.

Calendar of Events Sponsored or Co-sponsored by COR, 2010-2011

COR's role in the UCI organizational community continues to evolve and change as the needs of the organizational community has changed. COR continues to host speakers, but has focused increasingly on community building and skill building events. COR is also increasingly coordinating with other entities on campus. In 2010-2011, COR sponsored or co-sponsored 9 events. The COR website hosted numerous other events and provided a way for faculty and students interested in organizational research to learn about events sponsored by groups related to COR.

COR sponsors the following types of events:

- **COR Faculty Development Workshops**
Faculty members read a work in progress of one of the affiliates and discuss it. Discussants start the commentary.
- **Seminars**
Organizational scholars present their research to the faculty affiliates and other interested organizational scholars.
- **Skill Building and Community Building Event**
These are opportunities to develop research skills and to disseminate information about resources and activities relevant to organizational research.

The following are the events sponsored by COR this year:

OCTOBER 8, 2010: COR COMMUNITY BUILDING EVENT:

Speed Dating: Research discussion in which COR faculty members were matched as pairs for 10 minutes to talk about their research interests, then rotated to a new partner. Created an opportunity for COR faculty members to learn what type of research faculty in other departments and schools were doing.

OCTOBER 22, 2010: COR COMMUNITY BUILDING EVENT

Introduction to the Bren School of Information and Computer Sciences Behavioral Lab (Hanalab)

Co-sponsored by *The Center for Organizational Research in Partnership with the Bren School of Information and Computer Science*

JANUARY 21, 2011: COR SEMINAR

Organizational and Institutional Genesis: The Emergence of High-Tech Clusters in the Life Sciences. Woody Powell. Stanford University.

Co-sponsored by *The Beall Center for Art & Technology, the Merage School of Business, the Department of Sociology and the Center for Organizational Research.*

JANUARY 28, 2011: COR SKILL BUILDING EVENT

Success in Publishing Workshop Featuring UCI faculty with editorial expertise:

Martha Feldman, Planning, Policy, & Design
Judith Olson, ICS
Carroll Seron, Criminology, Law, & Society
David White, Sociology

FEBRUARY 18, 2011: COR FACULTY DEVELOPMENT WORKSHOP

Discussing the work of Libby Weber, Merage School of Business, UC Irvine Assistant Professor of Strategy; *Expanding the Concept of Bounded Rationality in TCE: Implications of Perceptual Uncertainty for Hybrid Governance*
Discussants: Phil Bromiley, Merage School of Business and Gary Olson, Bren School of Information and Computer Sciences

MARCH 4, 2011: COR SEMINAR

More Tales from the Field John Van Maanen Sloan School of Management, Massachusetts Institute of Technology Erwin H. Schell Professor of Management
Co-sponsored by *The Center for Organizational Research, Department of Informatics, Merage School of Business, and Center for Ethnography*

APRIL 15, 2011: COR SEMINAR

Routine Dynamics: Producing Stability and Change in Patterns of Action Martha Feldman Johnson Chair for Civic Governance and Public Management, UC Irvine
Co-sponsored by *The Center for Organizational Research and the Department of Informatics*

APRIL 29, 2011: COR SKILL BUILDING EVENT

Using Atlas.ti for Qualitative Research
Conducted by: Danielle Rudes, Ph.D., George Mason University
Session for Beginners: 10:00am - noon, Social Science Lab 248
Session for Intermediate and Advanced Users: 1pm - 3 pm, Steinhaus Hall 174
Co-sponsored by *The Center for Organizational Research and the Department of Sociology*

MAY 20, 2011: COR SEMINAR

Lean in Public Services: Panacea or Paradox? Zoe Radnor Warwick Business School

JUNE 3, 2011: COR COMMUNITY BUILDING EVENT

Small Grant Award Ceremony featuring research conducted by 2010 COR Fellowship Recipients

2011-2012 COR SMALL GRANTS

COR awarded \$7750 in small grants to 13 recipients. Small grants are awarded through a competitive process that involves having each proposal reviewed by 2 COR executive committee members. Proposals are assigned to one executive committee member who is in a closely related field and one who is not in a closely related field. Reviews are provided to the proposers. This year COR received 21 proposals from faculty, postdocs and PhD students. The following are the recipients of the 2011 COR small grants.

Recipient	Award
1. Laura Huang (Merage Business, PhD): A Test of the Impact of Gut Feel on Entrepreneurial Investment Decisions	\$500
2. Lydia Zacher (Anthropology, PhD): Midwifery Reborn: Crafting a New Model for Women's Health in Mexico	\$250
3. Kristen Shorette (Sociology, PhD): Values in Markets? Explaining the Uneven Rise of Fair Trade Producer Organizations in the Global South	\$500.
4. Tony Smith (Political Science, PhD): The organizational flow of human trafficking in the U.S.	\$500
5. Adam Shniderman (Criminology, Law and Society, PhD): Factors Influencing the Impact of Exogenous Scientific Information on Complex Organizations: The Impact of the 2009 NRC Forensic Science Report on Crime Labs and Courts.	\$500
6. Erin Evans (Sociology, PhD) : Organizations, Mass Media and the State: Media Representations of the Anti-Vietnam War and Animal Rights Movement Within Varying Political Contexts	\$500
7. Padma Govindan (Anthropology, PhD): On Fire for Justice: The Making of an American Abolitionist Abroad	\$500
8. Amy Volda (Informatics, postdoc): Exploring Relationships Between Nonprofit Organizations and Local Communities	\$250
9. Sharmaine Jackson (Sociology, PhD): Voluntary Association and Youth Participation: The Role of the Internet in Organizing Urban Youth Across Two Countries	\$500
10. David Redmiles (Informatics, faculty): Supporting Trust in Distributed Teams: A Single Team with Multiple Perspectives	\$1000

from Multiple-Sites	
11. Natalia Milovantseva (Social Ecology, PhD): Understanding How the Market for Cell Phones Reuse Emerged to Foster More Sustainable Consumption	\$750.
12. Kenneth Cruz (Criminology, Law and Society, PhD): A Search for Hopi Ways to End Gender Violence	\$1000
13. Katie Pine (Social Ecology, PhD):	\$1000

Progress Reports from 2010-2011 COR Small Grant Recipients

For several grant recipients, COR funding led to securing additional funds or publishing journal articles. Based on COR-funded research:

- Julka Almquist was awarded a John Randolph and Dora Haynes Dissertation Fellowship (\$20,000) and a Dean's dissertation writing fellowship (\$10,000).
- Liz Chiarello was awarded a Department of Health and Human Services Agency for Healthcare Research and Quality Dissertation Grant (\$40,000) and a Mellon/ACLS dissertation completion fellowship (\$33,000).
- Kenji Klein was awarded a Graduate Dean's Dissertation Fellowship (\$10,000).
- Katie Pine received a Department of Health and Human Services Agency for Healthcare Research and Quality Dissertation Grant (\$42,500)
- Lydia Zacher was awarded dissertation research funding from the Inter-American Foundation (\$21,300).

The fellowship and small grant recipients from 2009-10 supplied COR with reports on their use of funds, detailed below.

Julka Almquist

The Orange County Great Park Corporation: Future-Oriented Narratives in Organizational Processes

In the 2010 academic year, I was a recipient of a COR small grant for my project entitled, The Orange County Great Park Corporation: Future-Oriented Narratives in Organizational Processes. I used this funding to help with my technological needs for research including a hard drive, and to help purchase a new computer. These have been invaluable in helping me organize and protect my data.

I have written several grant proposals to extend my research. In 2010, after learning of the successful COR funding, I also received a John Randolph and Dora Haynes Dissertation Fellowship. In the summer of 2011, I was awarded Summer Funding from the Department of Planning, Policy, and Design. Then in Fall 2011, I was awarded a Dean's Dissertation Writing Fellowship from the School of Social Ecology. Additionally in Fall 2011, I was selected by my department to apply for the Fletcher Jones Fellowship. I was then the student selected by the School of Social Ecology to move forward in the process. One student from a school at UCI will be selected for this fellowship, and it will be announced fall term.

Natalie Baker

Enacting Stability in Instability: Vulnerable Work in Non-Traditional Organizations

I used funding provided through the 2010 Center for Organizational Research small grant to support living expenses incurred as a result of field research conducted in New

Orleans, Louisiana from June until September 2010. Issues of access to the population of interested prevented me from engaging in anything than some observational research and interviews over the 3 month period in the field. I was unable to complete the proposed study. However, I presented previous COR funded research on post-Katrina response of mental health care workers at a conference held in New Orleans during this time. I will extend the Katrina research in my dissertation project concerning the preparedness practices of a large organization situated in the context of a potentially catastrophic earthquake. This research, both from the previous COR funded research and my dissertation, will be presented in two upcoming conferences, the American Public Health Association and the Society of the Social Studies of Science. The publication of research from the Katrina project is expected in a forthcoming issue of Disaster Medicine and Public Health Preparedness.

James Bany

The Role of Ethnic Organizations in the Construction of Identity: The Case of Mexican- and Italian-Origin Americans

Use of funding:

Funds from the small grant totaling \$880 were used to support data collection for the dissertation research project. Data collection involved travel by car in Los Angeles and Orange County to conduct participant observation at organizational meetings and to meet organizational members to conduct in depth interviews. The funding supported over 40 interviews and aided in the completion of data collection.

Additional funding proposals:

Additional grant proposals have been submitted to support this research. Applications have been submitted to the Haynes Foundation Doctoral Dissertation Fellowship, the National Science Foundation Doctoral Dissertation Improvement Grant, UC MEXUS small grants, and to the UCI Center for Organizational Research (COR).

Elizabeth Chiarello

Pharmacists of Conscience: Ethical Decision-Making Across Legal, Political, and Organizational Environments

I would like to thank COR for being such an extraordinary source of support during my tenure in graduate school. COR has provided seed money for several burgeoning projects including my dissertation research. This report details my use of COR funds from 2010-2011.

Grant-Supported Research

I received a COR grant for \$400 from 2010 – 2011 to support my dissertation research titled “Pharmacists of Conscience: Ethical Decision-Making Across Legal, Political, and Organizational Environments.” This grant partially funded the costs of transcribing

interviews conducted for this study. The funds paid for eight interview hours out of 102 semi-structured interviews.

Grant Proposals

COR provided me with funds to extend a project that COR had supported in the past. In previous years, I applied for several grants to support extensions of this research, but as this was the final year of my Ph.D. program, I applied for post-doctoral opportunities rather than grants. However, I will describe some of the previous funding here since it was related to the funds I received from COR. From 2010-2011 I was selected as one of 70 fellows out of a pool of almost 1,200 applications to receive the Mellon/ACLS Dissertation Completion Fellowship, a \$33,000 fellowship that enabled me to focus exclusively on dissertation writing in my final year of graduate school. I also received the Department of Health and Human Services Agency for Healthcare Research and Quality Dissertation Grant, a \$40,000 grant that helped support my dissertation research. **For the next two years, I will be a postdoctoral research associate at Princeton University's Center for Health and Wellbeing and Office of Population Research.**

Presentations

I presented findings to health professionals and academic researchers at the following meetings:

- "Medical, Legal, and Moral Gatekeeping: Pharmacists' Construction of the 'Deserving Patient.'" ASA, Las Vegas, NV.
- "Pharmacists' Moral Gatekeeping and the Gendered Construction of the 'Deserving Patient.'" LSA, San Francisco, CA.
- "Pharmacists of Conscience: Ethical Decision-Making Across Legal, Political, and Organizational Environments." PSA, Seattle, WA.
- "Challenging Professional Self-Regulation: Social Movement Influence on Pharmacy Rulemaking in Washington State." School of Pharmacy, University of Washington, Seattle, WA.
- "Pharmacists of Conscience: Ethical Decision-Making Across Legal, Political, and Organizational Environments." ICEC/ASEC, New York, NY.
- "Challenging Professional Self-Regulation: Social Movement Influence on Pharmacy Rulemaking in Washington State." Panel presentation at the annual meeting of the American Sociological Association, Atlanta, Georgia.

Publication

A paper based on research COR funded was published in 2011 in *Work and Occupations*:

- Chiarello, E. "Challenging Professional Self-Regulation: Social Movement Influence on Pharmacy Rulemaking in Washington State." *Work and Occupations*.

Again, thank you to COR for ongoing support and for building such vibrant center that continues to enhance student research.

Heidi Haddad

Participation of Non-Governmental Organizations at International Courts

The COR grant—in conjunction with funding from the UC Berkeley Institute of European Studies, the Center for Global Peace and Conflict Studies, and the Department of Political Science—was used to fund dissertation fieldwork conducted from August to December 2010. I conducted interviews and trial observation research in The Hague, London, Strasbourg France, San José Costa Rica, and Washington D.C. The interviews were with major NGO players, court officials, and diplomats at three international courts: the European Court of Human Rights, the Inter-American System of Human Rights (court and commission) and the International Criminal Court.

Future of Project

At this stage, I am not securing additional funding for the project but am in the process of writing the dissertation and a journal article from the research.

Kenji Klein

Reclaiming Forbidden Medicine: Interest Groups, Collective Identity, and the Emergence of Medical Marijuana as an Organizational Field

The 2010-2011 COR small grant funded multiple aspects of my dissertation research, including: purchase of Atlas.ti software for aiding in the analysis of qualitative data, digital recorders for conducting interviews, travel to Oakland to conduct interviews with research subjects, transportation costs for fieldwork in Los Angeles, and the purchase of several key books relevant to my research. This support enabled me to conduct approximately twenty interviews and engage in observations at eleven research sites as well as provided important research tools for analyzing my data. Since receiving the COR grant, I have received funding in the form of a Graduate Dean's Dissertation Fellowship (\$10,000/relief from one quarter TA work) for 2012. **My dissertation proposal was also selected as a finalist in the INFORMS/Organization Science Dissertation Proposal Competition.**

Yong Ming Kow

Social Systems of Software Production in Online Communities

The COR grant that was awarded to me was used to disseminate my dissertation research findings at the Asian Social Psychology Conference held at Kunming, China, from July 28 to July 31, 2011.

The presentation, titled Rethinking Participation, discusses the issue of performing globalized research of online communities in the field of human-computer interaction. Online community research in human-computer interaction is becoming globalized. At the presentation, I discuss an emerging question in human-computer interaction that whether notions of participation used to describe online communities in the literature can be applied to other cultures. I compare the culture of modders—end users who

develop software extensions to commercial products—in the U.S. and China. I studied modders who create mods for the popular online multiplayer game *World of Warcraft*. I found that core teams are a common cooperative practice for producing mods in China, which differs from the participatory modding practices prevalent in the U.S.

Grassroots culture is how a social group would develop social relations and cooperate to achieve a shared goal when this group is operating without the influence of external forces such as capitalistic interest. I reviewed authoritative publications on grassroots cultures published in the field of social science and anthropology, in particular those which examined the U.S. and China. I reviewed literature on peer production which extended the grassroots cultural frameworks to the contexts of digital media. I found parallels between grassroots cultures and modding practices. Grassroots culture is visible in modding communities because their members make many decisions based on consensus, or agreement among a majority of the group, rather than being influenced by specific, often economic, agendas as employees of software companies would.

I argue that online community research of varying localities would identify practices that parallel grassroots cultures of these localities. An understanding of the local grassroots culture helps the researcher in formulating the right research questions as well as interviewing the right actors in the local community. Apart from grassroots culture, I have also identified that the local I.T. industry, which provides certain vital resources for modding, will also affect the modding practices. As online community research becomes globalized, paying attention to the varying grassroots cultures and the I.T. industrial practices would serve us well.

My doctoral dissertation is also titled *Rethinking Participation*. This research work has been further extended and is being written into a journal publication examining contradictions in digital media environments. I examine these fundamental contradictions of digital media from activity theory perspectives. The upcoming paper, titled *Mediating Contradictions of Digital Media*, will be published in the UC Irvine Law Review journal. I have acknowledged COR's support in this paper as well as in my dissertation.

I am continuing this research work, which had received valuable support from COR, into my postdoctoral research at the UC Humanities Research Institute. This postdoctoral research work is a one year appointment. I will be examining the ecology of modding and peer-based learning in online communities surrounding the online game *Starcraft II*. Both *Starcraft II* and *World of Warcraft* are developed by the game company Blizzard Entertainment. I can thus continue to extend some of my earlier findings into my postdoctoral research study.

Dana Nakano

The Power and Pervasiveness of Story: The Merging of Personal, Organizational, and Ethnic Narratives

Funding provided by the Center for Organizational Research was used toward travel costs for the 2010 JACL National Convention to be held in Chicago, IL from June 30-July 4. While I had originally planned to conduct interviews at the convention, most interview subjects were too busy with organizational business to interview at that time. Rather, I used to opportunity to conduct participant observation of the narratives used by the organization as it carried out its proceedings. Additionally, I made more contacts of potential research participants. I followed up with interested individuals after the convention and conducted in-person interviews with those who were within driving distance of UC Irvine and phone interviews with individuals who lived at a further distance.

As the remainder of this project will be interview-based, no further funding is necessary to support this research. I have not sought, nor do I plan to, other funding sources. However, I was able to present my preliminary findings at the 2011 Association of Asian American Studies Conference in May and plan to continue collecting interviews and publish out of this project.

Daisy Reyes

Latino Student Politics: Constructing Ethnic Identities through Organizations.

I would like to thank the Center for Organizational Research for their support for my dissertation project *Latino Student Politics: Constructing Ethnic Identities in Organizations*. During the 2010-2011 school year, COR funds allowed me to finish transcribing. I completed 20 months on fieldwork, 60 student interviews, and 12 faculty-staff interviews by June 2010. Funding from the Center for Organizational Research helped pay for the software needed to transcribe these interviews.

I presented some findings at the UC-ACCORD Conference at Lake Arrowhead, the Young Scholars in Social Movements Conference at Notre Dame, and the 2011 American Sociological Annual meeting in Las Vegas.

Research Synopsis

My dissertation examines the process of constructing and expressing identity in Latino student organizations on three different college campuses: a private liberal arts college, a public research university, and a public teaching university. My research responds to concerns raised in several literatures including: Social Movements, Organizations, the Stratification of Higher Education, and Racial-Ethnic Identities. To understand processes of identity construction, I conducted 20 months of ethnographic fieldwork observations at six different organizations (two organizations on each campus). I observed meetings and special events at both political and apolitical organizations at each campus.

Using these ethnographic data, 72 in-depth interviews and 78 surveys with organizational members, I develop an understanding of 1) how different types of

universities —varying in resources, diversity, size, and selectivity — shape the Latino student organizations that emerge on campus; 2) how several student organizations provide distinct visions of Latino identities; 3) how groups draw boundaries for membership into a Latino organization; 4) how groups define the Latino community and its concerns; and 5) how organizational and institutional contexts influence how Latinos see themselves. This research has academic relevance to scholars of Social Movements and Race and Ethnicity, who are concerned with processes of identity construction, and offers process-oriented treatment of student life for scholars of Education. Campus administrators who work to create diversity will find practical relevance.

Each chapter addresses both theoretical and substantive issues: in chapter two, *Educational Context for Latinos*, I discuss the national context for Latinos in higher education and the history of Latino organizing on campuses during the Chicano Movement. Current college environments reflect the institutionalization of that Movement's demands. I discuss the contemporary context in which Latino students organize with specific emphasis on the contested politics of diversity and multiculturalism. I describe my methodological approach and each campus, organizational site, and their histories, in chapter three, *University and Organizational Contexts*. I provide a demographic profile of each organization's membership and elaborate on the subcultures of each organization including the use of language and clothing styles.

In chapter four, *Embedded Affinity Groups: How University-Institutional Contexts shape Latino Student Organizations*, I argue that university structures and resources affect what Latino student organizations do, the functions they serve in students' lives, and their reaction to and participation in issues outside of campus. Universities give student groups recognition, space and money because they integrate individual Latinos on campus and contribute broadly to student life by making cultural diversity more visible. Institutional support comes with expectations and can shape, bound, and constraint what groups do. This chapter outlines how institutional support and expectations vary across three contexts and contour the process of forming an ethnic organization.

In chapter five, *Ethnic Boundaries, Labels and Identities*, I examine how institutional environments can influence the way Latino organizations and students construct and experience ethno-racial boundaries and identity labels. I argue that issues of resources, commuter population, and diversity shape the salience of ethnic boundaries and panethnic identities.

Each organization offers distinct visions of social and political commitments to a Latino community. In chapter six, *Organizational Approaches to Helping Latinos*, I address how each organization purports to help and improve the lives of Latinos. This chapter examines students' understandings of opportunities for Latinos on campus and in society at large. I identify three strategies for helping Latinos: personal, professional and political. Each organization and its members subscribe to a mix of these strategies.

Kristen Shorette

Fair Trade Certified: The Global Institutionalization of Nongovernmental Regulatory Organizations

Using my COR award for airfare, lodging and registration, I attended the “Fair Trade Futures Conference 2010” in September of 2010. This conference brought together members of the Fair Trade community from every part of the system; producers, consumers, retailers, wholesalers, activists and academics were all present. The conference is part of a series that meets every five years to evaluate the status of the movement and discuss its next steps. Over the course of the three-day conference I attended two luncheon working groups, one debate, three seminars, two keynote speeches and the welcome and farewell plenary sessions. In addition, I conducted twenty-two informal and unstructured interviews for a total of thirty hours of participant observation. My informal interviews were conducted before and after conference hours, during scheduled breaks and at the “marketplace” where retailers set up mini FT shops with samples and items for sale.

These data are informing all of my dissertation research on Fair Trade Organizations. Acting as a participant observer in this context gave me access to a wide range of actors within the organizations which are my key focus. In addition, I learned a great deal more about the central challenges the movement is facing. In addition, the data I collected using COR funds are forming the basis of an article, “Fair Trade as Instituted Conflict: Improving Labor Standards in the Global South via Market Mechanisms,” which is at the “revise and resubmit” stage at the Journal of Workplace Rights for a special issue on Labor in the Global South. This article will likely be published in early 2012 at which point I will supply it to COR for the website display.

Amy Volda – Informatics

Understanding and Envisioning Information Systems in Volunteer Management and Coordination

Last year, COR provided a \$1000 grant to support a research effort that I undertook in collaboration with UCI colleagues Ban Al-Ani and Ellie Harmon, entitled “Understanding and Envisioning Information Systems in Volunteer Management and Coordination.” I will be working in collaboration with these same colleagues on the research presented in the current proposal.

We spent roughly half of the grant money last summer traveling to a variety of field sites to conduct interviews with volunteer coordinators at nonprofit organizations. The remaining funds are currently being used to launch an extension of this fieldwork. One of the nonprofit field sites we visited during our fieldwork was the LA office of the International Rescue Committee (IRC-LA). The leadership team there was particularly receptive to the prospect of more in-depth collaboration and had some interesting concerns regarding the relationships between nonprofit organizations and surrounding

local communities. More specifically, then, the remaining funds from this year's grant are currently being used to purchase supplies for the cultural probes that will be used at the beginning of the summer with the IRC-LA employees, the clients they serve and members of the surrounding community (more information about cultural probes as a method of data collection is included in the project narrative).

The following outcomes and deliverables have resulted from last year's support by COR:

- Gained entre at 23 different field sites in the Los Angeles, San Francisco, and Phoenix metropolitan areas and conducted interviews with volunteer coordinators at this wide variety of nonprofit organizations.
- Analyzed the results of those interviews and wrote a paper for the premier conference in the field of human-computer interaction. This paper was accepted and nominated for a best paper award (top 5% of all submissions). We will be traveling to present this work at the conference in two weeks.
- We are also scheduled to present this research at the Informatics seminar in May.
- Met with a UCI colleague who conducts databases research and who mentored us in writing a follow-on paper tailored for the databases research community (with the goal of introducing the databases research community to organizational fieldwork that challenges some of their current assumptions about database design). This paper is undergoing final revisions and will be submitted to a databases journal within the next few weeks.
- Submitted an NSF proposal to extend our study of the current use of information systems by nonprofit organizations. The grant proposal is currently under review. The NSF proposal was written prior to our meetings with the leadership of IRC-LA. None of the work proposed in this year's COR proposal would be covered under the NSF grant, if it were to be funded.
- Developed more substantive rapport with the leadership of one of our initial field sites, IRC-LA, and co-developed a more in-depth research agenda that we are presenting for consideration in this year's COR grant competition.

Publication

A paper based on research COR funded was published in the 2011 proceedings of the Conference on Human Factors in Computing Systems:

- *Amy Volda, Ellie Harmon, and Ban Al-Ani. 2011. Homebrew databases: complexities of everyday information management in nonprofit organizations. In Proceedings of the 2011 annual conference on Human factors in computing systems (CHI '11). ACM, New York, NY, USA, 915-924.*

Lydia Zacher

A New Medical Model for Childbirth: Understanding the Role of Mexico's Emergent Professionalized Midwifery

With the generous support of the Center for Organizational Research I was able to conduct preliminary research during the summer of 2010 for my dissertation research

on midwifery in Mexico. In this report I briefly document my activities, major findings, and questions generated during this research. I am very grateful to the COR program for assisting me in this phase of my studies, and note that my current project, research questions, and understanding of underlying concerns in my fieldsite would not be the same without having had the chance to do this important preliminary work.

In my application to this program, I had stated that I would do research in three major sites of midwifery training: organizations in San Miguel de Allende, Guanajuato; San Cristobal de Las Casas, Chiapas; and Oaxaca City, Oaxaca. I flew to Mexico in mid-June, 2010, and was able to travel to Chiapas as soon as I arrived. I attended an international midwifery conference there for the Midwifery Association of North America, Mexico Branch, annual meeting. There I made important new contacts with midwives and midwifery advocates from across the country, while reestablishing contacts with midwives and administrators from my three primary fieldsites. At the conference I engaged in workshops, conducted unstructured interviews, and observed interactions between midwives from different trainings and geographical areas. Most importantly, I learned about the conflicts between factions of Mexican midwives from distinct organizations who are trying to work with the state to develop a national college of midwifery; these factions are divided between those who would like to see a more clinical model develop, and those who favor traditional and alternative models of care.

In the end, I made the decision to not visit Oaxaca, as my contacts there warned me that there had been increasing violence in the streets. I aim to ultimately spend time there during my year of dissertation research if the climate has calmed down. However, during my stay in Chiapas for the international midwifery conference, I was able to meet with and informally interview many of the administrators and students from Oaxaca's training organization. I learned that they had recently graduated their first cohort of midwives and were accepting applications for a second cohort. I also learned more about their philosophy of teaching and of care, and how this differed from that of my primary fieldsite, the midwifery school and clinic in San Miguel de Allende, called CASA. These differences are becoming important and are marshalling supporters as the most prominent midwifery schools – in Chiapas, San Miguel de Allende, and Oaxaca – must find a common ground and strategize for their shared future.

Next, I settled in San Miguel de Allende, home to the nongovernmental organization CASA - Mexico's only accredited professional midwifery training program and clinic. I spent the next two months observing in classes, events, and clinical rotations, while also volunteering my time translating and helping the administrators. I conducted interviews with administrators, students, and midwifery teachers. This time spent at CASA was invaluable. I learned much more about the efforts to work with the state, the tensions between groups of midwives, and the troubles that CASA faces as it tries to gain legitimacy and establish its place in the national health care system. Further, I witnessed internal tensions between what different midwives and students understood as the model they should be advocating. They questioned, for example: should horizontal birthing beds be so central to the birthing rooms? Should women be given the drug Pitocin to induce contractions? How high *should* the cesarean section rate be?

These topics and others were the source of heated debates within the school and clinic, and I argue are a part of the ongoing redefinition of what midwifery care should or could look like in Mexico, or elsewhere.

The tensions and debates that existed within CASA were put into play in the broader national debates. All of the midwifery organizations are feeling pressured by the state and by each other to come to a consensus of what a national model should be, yet the internal debates are slowing the process. Yet the government's reconsideration of this long-marginalized profession reflects a tenuous and possibly temporary window of opportunity. As I return to the field next year to complete my dissertation research, I will work more closely with administrators and politicians at the local and national levels to understand better the impacts of international health policies and programs on this window of opportunity and its role in promoting the support of midwifery. I hypothesize, from my preliminary research, that programs such as the United Nations' Millennium Development Goals are prompting these new innovations in state-sanctioned alternatives to failing national health care systems in the name of, for example, reducing maternal mortality. During my upcoming fieldwork, I will examine the relationship between the local practices in the different midwifery training centers in Mexico and the international policies that are driving their opportunities while perhaps also limiting their scope of practices.

During this preliminary research, I also established a relationship with Ana Maria Carrillo, a prominent professor at the National Autonomous University of Mexico (UNAM) who has written extensively about the history of midwifery in Mexico. This academic contact will help me frame my project in light of past and current concerns in the field of women's health in Mexico. Further, I will be working with Dr. Roberto Tapia Conyer, the Director General of the Carso Health Institute in Mexico City and previous Vice-Minister of Prevention and Health Promotion of the Mexican Ministry of Health, who will assist me in establishing contacts with state and national political leaders in the health arena.

Since returning from the field last fall, I have incorporated my preliminary research into grant proposals and my oral examination documents. I have constructed my theoretical frameworks based off of my understanding of the contemporary issues in the field, which I frame as centered on medical anthropology, the anthropology of knowledge production, and the anthropology of reproduction. Further, the significance of the role of changing midwifery institutions and practices in Mexico as related to broader international health concerns has become clearer. As global neoliberal health reforms increasingly redistribute government responsibility for national health programs, it becomes imperative to examine the processes by which new models of care emerge and get put in circulation. This project will examine the process through which midwifery in Mexico is able to gain authority as an alternative health model by drawing on international conversations about the effectiveness of midwives for improving maternal health as part of a national development project. By tracing Mexico's midwifery model as it scales up from its provincial roots to its global potential, I will add to our understanding of how categories such as traditional, biomedical, local and global may

exist simultaneously and be deployed strategically. This will advance work in the field of global health by showing how health care practices themselves come out of these strategic positionings, yet at the same time redefine what counts as traditional, modern, local or global. Further, the results of this project will contribute to current conversations around the politics of reproduction which are analyzing the relationship between women's bodies and the state, by examining how women's health becomes a project of the state and how the state grants authority to certain approaches to the body and reproduction. Finally, this research will develop work on the production and circulation of knowledge by examining how hierarchies of knowledge in health are established, challenged, and re-imagined in the context of broader historical and political changes. This research forms part of my dissertation research and will inform my teaching and result in publications that will engage with women's health concerns across disciplines.

This project engages with current vital international concerns regarding women's health care within the context of the UN Millennium Development Goal to reduce maternal mortality worldwide by 75% in the next five years. Through ethnographic research on how this concern is manifesting as novel opportunities for midwives in Mexico, we will gain a better understanding of how the framing of global health issues are connected to local innovations. The knowledge gained from this project will provide important tools to examine Institutionalization of grass roots health models elsewhere. This is particularly urgent for developing countries because the UN is actively promoting the establishment of formalized training programs for midwives in order to reduce maternal mortality both through improving quality of care and through increasing the number of care providers. Therefore, long term fieldwork with the key actors involved in this emergent midwifery movement in Mexico will be important for understanding the role that midwifery will play in the development of innovative health care interventions in other developing countries. While this project is specifically concerned with health models, the knowledge gained will also inform broad understandings of how grass-roots solutions are able to gain global recognition and how these local solutions then feed back into the global imaginary of what is possible and what works.

The preliminary research conducted with the support of the Center for Organizational Research thus allowed me to both establish my project and situate it within broader concerns around women's health and international policies. I was able to secure funding for the upcoming year through the Inter-American Foundation, and will depart for my year long dissertation research this upcoming August.

New and Continuing Grants Received by Executive Committee Members

Nina Bandelj, Social Sciences

- 2011: Slovenian Research Agency Grant (PI: Andrej Rus, Co-PI: Nina Bandelj) (\$4,400)
- 2011: Doctoral Dissertation Sponsor, National Science Foundation (PI: Nina Bandelj, Co-PI: Kristen Shorette), (\$10,000) -
- 2011: Academic Senate Council on Research, Computing and Library Resources, University of California, Irvine, Single Investigator Innovation Grant (\$4,000)
- 2011: Center for the Study of Democracy, University of California, Irvine (\$1,988)
- 2009-2011: American Council of Learned Societies, Eastern European Program Conference Grant (\$21,000) (with Dorothy Solinger)
- 2009-2011: UC World History Project Grant for "1989: Twenty Years After" (\$5,000) (with Dorothy Solinger)

Christine Beckman, Paul Merage School of Business

- 2011: "Innovation and Interaction Layering using Mobile Communication Technology." Don Beall Center for Innovation and Entrepreneurship, UC Irvine, (\$10,987)

Martha Feldman, Social Ecology

- 2007-2011: National Science Foundation Co-PI with Gloria Mark, ICS "Collaboration Resilience: Restoring Human Infrastructure With Technology" (\$450,000)

Gloria Mark, Donald Bren School of Information and Computer Science

- 2011-12: Google: co-PI. "Activity-Awareness Everywhere: A Smartphone Infrastructure for Studying and Supporting Ubiquitous Multitasking in Information Work" (\$60,000).
- 2011-12: NSF RAPID: PI. "Citizen Use of Social Media in the Egyptian Uprising" (\$50,000).
- 2008-11: NSF HCC: co-PI with Walt Scacchi. "Decentralized Virtual Activities and Technologies: A Socio-Technical Approach" (\$3,000,000)
- 2009-13: NSF HCC: PI. "Widescale Computer-Mediated Communication in Crisis Response: Roles, Trust & Accuracy in the Social Distribution of Information," (\$479,000)
- 2009-11: CRA: PI. "Challenge of Supporting Information Management, Sharing, and Storage with Next Generation Computing Systems." (\$280,000)
- 2011: NSF WORKSHOP: PI. "Designing Citizen Diplomacy," (\$39,929)
- 2011: Northrup Grummon: PI, (\$50,000)
- 2010: Natick Soldier Systems Center: PI. (\$24,862)

Melissa Mazmanian, Donald Bren School of Information and Computer Science

- 2010-2011: NSF: “Scaling Social Networks to Social Movements,” Co-PI with Paul Dourish (\$201,870)
- 2010-2013: NSF: “Innovating Across Cultures in Virtual Organizations,” Co-PI with Paul Dourish (\$400,000)
- 2010-2013: NSF: “From Cyberspace to Outer Space: Social Computing and Its Effects in Large Scale Planetary Exploration Systems,” Co-PI with Janet Vartesi and Paul Dourish (\$749,257)

Gary Olson, Donald Bren School of Information and Computer Science

- April 2010-April 2012: Google: “Working Together Apart: Challenges of Cross-Cultural Collaboration”, Project Co-Director (\$500,000)
- September 2010 – August 2013: National Science Foundation: “Next Steps in Articulating Success Factors for Distributed Collaborations,” Project Director (\$399,336)

Judith Olson, Donald Bren School of Information and Computer Science

- NSF VOSS grant: “Next steps in articulating success factors for distributed collaborations” (\$399,336 total over three years)
- Gift from Google: “Working together apart: Challenges of Cross-cultural collaboration” (\$500,000 total over two years)
- Bren Foundation endowment payout for research.

Judith Stepan-Norris, Social Sciences

- 2010-1011: University of California, Irvine, Center for the Study of Democracy. For “Book Project on Union Democracy and Union Growth.” \$2,500.
- 2009-2010: Co-PI National Science Foundation grant, “Organizational Strategy and Environment: A Pilot Study to Collect Disaggregate Data on American Labor Unions 1900-2005.” \$89,750 (with Caleb Southworth).

Dan Stokols, Social Ecology

- 2009 – Present: “Tracking the Scientific Impacts of the National Academies Keck Futures Initiative (NAKFI) Through its Seed Grants.” Research contract with the National Academies of Science. (\$135,000)
- 2005 – Present: “Toward a science of transdisciplinarity and development of evaluative metrics for assessing transdisciplinarity research center initiatives.” Research contract with the Office of the Director, Division of Cancer Control and Population Sciences, National Cancer Institute. (\$354,814)

Alladi Venkatesh, Paul Merage School of Business

- Marketing Science Institute (\$5000)
- Association for Consumer Research (\$5000)
- Anonymous (\$10,000) to host a conference at UC Irvine on “Anthropology of Markets and Consumption,” in conjunction with the Center for Ethnography. Co-Organizer – Prof George Marcus, Center Director and Professor, Dept of Anthropology. Conference date November 2012.

Publications by Executive Committee Members in 2010-2011

Nina Bandelj, Social Sciences

Bandelj, Nina and Frederick F. Wherry. Eds. (2011). *The Cultural Wealth of Nations*. Palo Alto, CA: Stanford University Press.

Bandelj, Nina and Frederick F. Wherry. (2011). "An Inquiry into the Cultural Wealth of Nations." Pp. 1-20 in *The Cultural Wealth of Nations*, edited by Nina Bandelj and Frederick F. Wherry. Stanford University Press.

Centeno, Miguel, Nina Bandelj and Frederick F. Wherry. (2011). "The Political Economy of Cultural Wealth." Pp. 23-46 in *The Cultural Wealth of Nations* edited by Nina Bandelj and Frederick F. Wherry. Stanford University Press.

Bandelj, Nina. (2011). "Relevance of Nationality in Cross-Border Economic Transactions." *Nationalities Papers*. Forthcoming in issue 6

Bandelj, Nina, Kristen Shorette and Elizabeth Sowers. (2011). "Work and Neoliberal Globalization: A Polanyian Synthesis." *Sociology Compass* 5(9): 807-823.

Bandelj, Nina. (2010). "Comments on Wall Street Scandals." *Sociological Forum* 25(3): 609-610.

Christine Beckman, Paul Merage School of Business

Beckman, Christine M. and Brooking Gatewood. (Forthcoming). "Building Organizations to Change Communities: Educational Entrepreneurs in Poor Urban Areas." In K. Gordon-Biddle and J. Dutton (eds.), *Using a Positive Lens to Explore Social Change and Organizations*. Routledge, Taylor and Francis Group.

Beckman, Christine M. and M. Diane Burton. (2011). "Bringing organizational demography back in: Time, change and structure in top management team research." In M. Carpenter (ed.), *Handbook of Top Management Team Research*. Edward Elgar.

Beckman, Christine M. (2010). "The history of corporate networks: Expanding intellectual diversity and the role of Stanford affiliations." In M. Lounsbury (ed.), *Research in the Sociology of Organizations*, Volume 28, eds., (C.B. Schoonhoven and F. Dobbin), Stanford's Organization Theory Renaissance, 1970-2000. Emerald Publishing Group.

Phillip Bromiley, Paul Merage School of Business

Bromiley, P., Rau, D. (Forthcoming). Managing an Entrepreneur's Risk-taking Propensity. In D. L. Bodde, C. H. St. John (Eds.), Vol. *Chance and Intent*. NY: Routledge.

Bromiley, P. (Forthcoming). Decision Making. D. Rau (Ed.), *Oxford Bibliographies Online*. Oxford University Press.

Washburn et al. (2010). Comparing Aspiration Models: The Role of Selective Attention. In P. Bromiley (Ed.), *Best Papers Proceedings. Academy of Management Annual Meetings*.

Rau, D., Bromiley, P. (Forthcoming). Strategic Decision-Making. In *McGraw-Hill Yearbook of Science & Technology 2012*, McGraw-Hill.

Souder, D., Bromiley, P. (Forthcoming). Explaining Temporal Orientation: Evidence from the Durability of Firms' Capital Investments. *Strategic Management Journal*.

Bromiley, P., Washburn, M. (2011). Cost Reduction vs. Innovative Search in R&D. *Journal of Strategy and Management*, 4(3), 196-214. 73.

Bromiley, P. (2010). Looking at Prospect Theory. *Strategic Management Journal*, 31, 1357-1370.

Martha Feldman, Social Ecology

Toward a theory of coordinating: Creating coordinating mechanisms in practice. (Forthcoming). Paula A. Jarzabkowski, Jane K. Lê and Martha S. Feldman. *Organization Science*.

Practicing theory and theorizing practice. (Forthcoming). Martha S. Feldman and Wanda J. Orlikowski. *Organization Science*, published online before print February 23, 2011, doi:10.1287/orsc.1100.0612.

Working through disaster. (Forthcoming). Natalie Baker, Martha S. Feldman, Victoria Lowerson. *Disaster Medicine and Public Health Preparedness*

Distinguishing participation and inclusion. (2011). Kathryn S. Quick and Martha S. Feldman. *Journal of Planning Education and Research* 31(3): 271-290.

Routines as a source of change in organizational schema: The role of trial-and-error learning. (2011). Claus Rerup and Martha S. Feldman. *Academy of Management Journal*. Vol. 54, No. 3, 577–610.

Practicing sustainability: A generative approach to change agency. (Forthcoming). Martha S. Feldman. In *Using a Positive Lens to Explore Social Change and Organizations Building a Theoretical and Research Foundation* K. Golden-Biddle and J. Dutton (Eds.). NY: Psychology Press/Routledge.

Analyzing the implicit in stories. (2011). Martha S. Feldman and Julka Almquist. In *Varieties of Narrative Analysis*. J. Holstein and J. Gubrium (Eds.). Thousand Oaks, CA: Sage Publishing.

Resources, resourcing, and amplicative cycles in organizations. (2011). Martha S. Feldman and Monica Worline. In Cameron and Spreitzer (eds), *Handbook of Positive Organizational Scholarship*. Oxford: Oxford University Press.

Yan Gong, Paul Merage School of Business

Miner, A., Gong, Y., Ciuchta, M., Sadler, A., and Surdyk, J. (2010). Promoting university startups: international patterns, vicarious learning and policy implications. *Journal of Technology Transfer*. 35: 1-21.

Gloria Mark, Donald Bren School of Information and Computer Science

Semaan, B. and Mark, G. (Forthcoming). Repairing infrastructure during ongoing crisis: Technology-mediated social arrangements to support recovery. *ACM Transactions on Computer-Human Interaction (TOCHI)*.

Olson, G., Mark, G., Churchill, E., Rotman, D. (2010). New Missions for a Sociotechnical Infrastructure. *IEEE Computer*, November 2010, 1-7. (Cover feature)

Mark, G. and Su, Norman. (2010). Making infrastructure visible for nomadic work. *Pervasive and Mobile Computing*. Vol. 6, Issue 3 (June 2010), 312-323.

Ramos, J., Volda, S., Mark, G. (2011). A Design Space Analysis of Interrupter/Interruptee Trade-Offs in Availability-Sharing Systems. *Proceedings of UIST 2011*.

Semaan, B. and Mark, G. (2011). Creating a context of trust with ICTs: Restoring a sense of normalcy in the environment. *Proceedings of CSCW'11*, Hangzhou, China.

Dabbish, L., Mark, G., and Gonzalez, V. (2011). Why Do I Keep Interrupting Myself?: Environment, Habit and Self-Interruption. *Proceeding of the twenty-ninth annual SIGCHI conference on Human factors in computing systems (CHI 2011)*. ACM Press, Vancouver, B.C.

Yuzawa, H. and Mark, G. (2010). The Japanese Garden: Task Awareness for Collaborative Multitasking. *Proceedings of ACM Group'10*. Sanibel Island, Florida. ACM Press.

Al-Ani, B., Mark, G., and Semaan, B. (2010). Blogging in a region of conflict: Supporting transition to recovery. *Proceeding of the twenty-eighth annual SIGCHI conference on Human factors in computing systems (CHI 2010)*, ACM Press, Atlanta, GA. **Honorable mention for Best Paper.**

Palen, L., Anderson, K.M., Mark, G., Martin, J., Sicker, D., Palmer, M., Grunwald, D. (2010). A Vision for Technology-Mediated Support for Public Participation & Assistance in Mass Emergencies and Disasters. *ACM-BCS Visions of Computer Science*, April 13-16, 2010, Edinburgh, Scotland.

Al-Ani, B., Mark, G., and Semaan, B. (2010). Blogging through conflict: Sojourners in the age of social media. *Proceedings of ACM International Conference on Intercultural Collaboration, Copenhagen, (ICIC'10)*, ACM Press.

Semaan, B., Mark, G., and Al-Ani, B. (2010). Developing Information Technologies and Government Policies for Citizens Experiencing Disruption: The Role of Trust and Context. *Proceedings of ISCRAM 2010*, Seattle, WA.

Gary Olson, Donald Bren School of Information and Computer Science

Olson, G., Mark, G., Churchill, E., & Rotman, D. (2011). New missions for a sociotechnical infrastructure. *Computer*, 43(11): 37-43.

Olson, G. M. & Olson, J. S. (2010) Collaboration technologies. In J.J. Jacko & A. Sears(Eds.), *Handbook of human-computer interaction* (3rd Ed.). Mahwah, NJ: Lawrence Erlbaum Associates.

Shih, P.C., Venolia, G., & Olson, G.M. (2011). Brainstorming under constraints – why software developers brainstorm in groups. In *Proceedings of the British HCI Society*.

Introne, J., Laubacher, R., Olson, G., & Malone, T. (2011). The Climate CoLab: Large scale model-based collaborative planning. In *Proceedings of the 2011 International Conference on Collaboration Technologies and Systems*. IEEE.

Judith Olson, Donald Bren School of Information and Computer Science

Olson, G. M. & Olson, J. S. (2010) Collaboration technologies. In J.J. Jacko & A. Sears(Eds.), *Handbook of human-computer interaction* (3rd Ed.). Mahwah, NJ: Lawrence Erlbaum Associates.

Bos, N., Buyuktur, A., Olson, J. S., Olson, G. M., & Volda, A. (2010) Shared identity helps partially distributed teams, but distance still matters. *GROUP*.

Jone Pearce, Paul Merage School of Business

Pearce, J. L., Xin, K. M., Xu, Q. J., Rao, A. N. (2011) Managers' context: How government capability affects managers. *British Journal of Management*,

Pearce, J. L. and Xu, Q. J. (2011) Rating performance or contesting status: Evidence against the homophily explanation for supervisor demographic skew in performance ratings. *Organization Science*,

Pearce, J. L. (Forthcoming). Assumptions in employee-organization relationships: A critical perspective from the study of volunteers. In Shore, L. M., Coyle-Shapiro, J.A.M., and Tetrick, L. E. (Eds.) *The Employee-Organization Relationship: Applications for the 21st Century*. New York: Psychology Press/Routledge.

Pearce, J. L. (Forthcoming). Revealing themes: Applying a positive lens to the chapters on poverty and low wage work. In K. Gordon-Biddle and J. Dutton (Eds.) *Using a Positive Lens to Explore Social Change and Organizations*. New York: Psychology Press/Routledge.

Judith Stepan-Norris, Social Sciences

Stepan-Norris, Judith, Jasmine Kerrissey and Benjamin Lind. (2011). "Gender Equity in Faculty Recruitment Experiences under the NSF ADVANCE Program: A Case Study." *The Journal of Academic Administration in Higher Education*. Forthcoming fall.

Benjamin Lind and Judith Stepan-Norris. (2011). "The Relationality of Movements: Movement and Countermovement Resources, Infrastructure, and Leadership in the Los Angeles Tenants' Rights Mobilization, 1976-1979." *American Journal of Sociology* vol. 116 (5) (March): 1564-1609.

Judith Stepan-Norris and Benjamin Lind. (2011). "Strikes and Social Movements in the U.S." In *Blackwell Encyclopedia of Social and Political Movements* J. Michael Ryan, Ed.. West Sussex, UK: Wiley-Blackwell Publishers. Forthcoming.

Judith Stepan-Norris. (2011). "Unions" In *The Concise Encyclopedia of Sociology*. George Ritzer and J. Michael Ryan, Eds. West Sussex, UK: Wiley-Blackwell Publishers.

Judith Stepan-Norris and Matthew Mahutga. (2011). "Ideological Hegemony" In *The Concise Encyclopedia of Sociology*. George Ritzer and J. Michael Ryan, Eds. West Sussex, UK: Wiley-Blackwell Publishers.

Judith Stepan-Norris and Caleb Southworth. (2010). "Rival Unionism and Membership Growth in the United States, 1900 to 2005: A Special Case of Interorganizational Competition." *American Sociological Review* 75 (2): 227-51.

Review Essay. Labor in the Forgotten 1970s. (2011). *Contemporary Sociology*. Forthcoming.

Dan Stokols, Social Ecology

Lejano, R., & Stokols, D. (2010). Understanding minority residents' perceptions of neighborhood risks and environmental justice: New modalities, findings, and policy implications. *Journal of Architectural and Planning Research*. 27, 107-123.

Borner, K., Contractor, N., Falk-Krzesinski, H., Fiore, S. M., Hall, K. L., Keyton, J., Spring, B., Stokols, D. S., Trochim, W., Uzzi, B. (2010). A multi-level systems perspective for the science of team science. *Science Translational Medicine*, 2(45).

Falk-Krzesinski, H., Borner, K., Contractor, N., Cummings, J. N., Fiore, S. M., Hall, K. L., Keyton, J., Spring, B., Stokols, D. S., Trochim, W., Uzzi, B. (2010) Advancing the science of team science. *Clinical and Translational Science*, 3(5).

Stokols, D. (2011). Transdisciplinary action research in landscape architecture and planning. *Landscape Journal*, 30 (1), 1-5.

Trivedi, C., & Stokols, D. (2011). Social enterprises and corporate enterprises: Fundamental differences and defining features. *Journal of Entrepreneurship*, 20 (1), 1-32.

Falk-Krzesinski, Contractor, N., Fiore, S.M., Hall, K.L., Kane, C., Keyton, J., Thompson Klein, J., Spring, B., Stokols, D., & Trochim, W. (2011). Mapping a research agenda for the science of team science. *Research Evaluation*, 20 (2), 145-158.

Misra, S., & Stokols, D. (in press). Psychological and health outcomes of perceived information overload. *Environment & Behavior*.

<http://eab.sagepub.com/content/early/2011/04/15/0013916511404408>

Misra, S., Stokols, D., & Heberger-Marino, A. (in press). Using norm-based appeals to increase response rates in evaluation research: A field experiment. *American Journal of Evaluation*, <http://aje.sagepub.com/content/early/2011/07/19/1098214011414862>

Misra, S., Stokols, D., Hall, K.L., & Feng, A. (2011). Transdisciplinary training in health research: Distinctive features and future directions. In M. Kirst, N. Schaefer-McDaniel, S. Hwang, & P. O'Campo (Eds.), *Converging disciplines: A transdisciplinary research approach to urban health problems*. New York: Springer, 133-147.

Misra, S., Hall, K.L., & Feng, A., Stipelman, B., & Stokols, D. (2011). Collaborative processes in transdisciplinary research. In M. Kirst, N. Schaefer-McDaniel, S. Hwang, & P. O'Campo (Eds.), *Converging disciplines: A transdisciplinary research approach to urban health problems*. New York: Springer. 97-110.

Stokols, D., Hall, K.L., & Vogel, A.L. (in progress). Transdisciplinary public health: Core principles, challenges, and directions. In Haire-Joshu, D., & McBride, T.D. (Eds.), *Transdisciplinary public health: Research, methods, and practice*. San Francisco: Jossey-Bass Publishers.

Alladi Venkatesh, Paul Merage School of Business

“The Practices Involved in ‘Trying to Consume’ a New Technology.” (Forthcoming) *Journal of Product Innovation and Management*. Co-authors: Lilia Ziamou and Stephen Gould.

“Design orientation: a grounded theory analysis of design thinking and action.” (2010). *Marketing Theory* – Co-authors, Theresa Mansson, Frederic Brunel and Steven Chen,

Opportunism in Co-Production: Implications for Value Co-Creation. (2010), *Australian Journal of Marketing*, Co-author: Burcak Ertimur.

“The Aesthetics of Fashion, body and identity formation.” (Forthcoming). *Journal of Consumer Psychology*. Co-authors: Jamy Joy, John F. Sherry, Jonathan. Deschenes.

Courses Taught by Executive Committee Members in 2010-2011

COURSE NUMBER	COURSE TITLE	INSTRUCTOR	SCHOOL
Graduate Courses			
MGMT 200	Management of Innovative Organizations	Beckman	Merage
MGMT FE 290	Designing and Growing Organizations	Beckman	Merage
MGMT 218	Business Dynamics	Bromiley	Merage
MGMT 290	Board Governance for Healthcare	Bromiley	Merage
MGMT 291	Strategy Process PhD Seminar	Bromiley	Merage
PP&D 213	Advanced Qualitative Methods	Feldman	PPD, Merage, Soc, Pol Sci
MGMT 291	Doctoral Seminar in Strategy	Gong	Merage
MGMT 290	Global Business 1	Gong	Merage
MGMT 210	Business Strategy	Gong	Merage
MGMT. 295	Global Business 2	Gong	Merage
INF 261	Social Analysis of Computing	Mark	ICS
INF 290	Pro-Seminar - Doctoral workshop on research and writing	Mazmanian	ICS
INF 263	Computerization, Work & Organizations	Mazmanian	ICS
INF 251	Computers Supported Cooperative Work	G Olson	ICS
MGMT 202E	Organizational Behavior	Pearce	Merage
MGMT 297F	Doctoral Research Methods	Pearce	Merage
SE 200	Social Ecology Seminar	Skokols	SE
MGMT 297G	Qualitative Research Methods	Venkatesh	Merage
MGMT 256	Design Management and Innovation	Venkatesh	Merage
MGMT 291	Doctoral Seminar in Consumer Behavior	Venkatesh	Merage

Undergraduate Courses			
INF 162	Organizational Information Systems	Mark	ICS
INF 161	Social Analysis of Computerization	Mazmanian	ICS
INF 163	Projects in Social Implications of Computerization	Mazmanian	ICS
INF 151	Project Management	J. Olson	ICS
INF 191 A-B-C	Senior Informatics Projects Course	J Olson	ICS
INF 153	Computer Supported Cooperative Work	G Olson	ICS
INF 143	Information Visualization	G Olson	ICS
PPD 151	Environmental Psychology	Skokols	SE

Other Notable News from the Executive Committee:

Nina Bandelj, Social Sciences

- Elected to the Council of the Global and Transnational Sociology of the American Sociological Association (2011-2014 term)

Christine Beckman, Paul Merage School of Business

- Served as Program Chair for the annual meeting of one of the Academy of Management's largest divisions, Organization and Management Theory.

Martha Feldman, Social Ecology

- Received Academy of Management Practice Scholarship Award.
- Promoted to Professor Step VI.
- July 2011. Co-convened (Martha S. Feldman, Lucianna D'Adderio and Kajsa Lundberg) subtheme of European Group for Organization Studies on (Re-) Assembling Routines (27 accepted from American, Canadian and European scholars). Gothenburg, SWEDEN.

Gloria Mark, Donald Bren School of Information and Computer Science

- Program chair of the CSCW 2012 conference (top conference in the CSCW field)
- Doctoral colloquium chair of CSCW 2011
- Editorial board of ACM Transactions on Computer-Human Interaction (TOCHI) and the CSCW Journal
- Organized a workshop, "Designing Citizen Diplomacy" in 2011 at the Beckman Center, with Ramesh Jain, funded by the NSF

Judith Olson, Donald Bren School of Information and Computer Science

- Awarded the Athena Lecture from the Association for Computing Machinery (which translates into "Woman of the Year in Computer Science")
- Awarded the ICS award for Undergraduate Teaching

Jone Pearce, Paul Merage School of Business

- Selected as member of the Social Science Panel for the British Research Excellence Framework (the five-year evaluation of research on which the government allocates research funding to universities).

Judith Stepan-Norris, Social Sciences

- 2009-2010 Chair, UCI Academic Senate

Dan Stokols, Social Ecology

- Keynote Speaker on Strategic Cross-Disciplinary and Trans-Epistemic Research at the Swiss National Academies' TD-Net conference in Berne, Switzerland: <http://www.transdisciplinarity.ch/e/Conference/international/2011/index.php><http://www.transdisciplinarity.ch/e/Conference/international/2011/index.php>

- Invited address at the second annual Science of Team Science Conference in Chicago, April, 2011, at Northwestern University

Alladi Venkatesh, Paul Merage School of Business

- Appointed Associate Dean Masters Programs, The Paul Merage School of Business

Center for Organizational Research Budget 2010-2011

Income – Office of Research
\$13,500

Income – Affiliated Schools
Merage School of Business: \$5000

Total income: \$18,500

Due to the budget situation the other 3 schools were unable to provide funding for COR in 2010-2011.

Expenditures

Small Grant Program \$7,750
Events \$ 1,450
Salary \$ 7,500.00

Total expenditures: \$16,700

The Johnson Chair endowment provided additional funding for administrative support staff in 2010-2011.

COR projected budget expenditures 2011-2012: Total=\$20,000

COR PROGRAM	AMOUNT	REASON
Small Grant Program	\$10,000	COR provides research support funds for faculty, postdocs and PhD students.
Events	\$2500	This pays for travel, refreshments and a small thank-you gift.
Administrative salary	\$7500	This pays for a part-time student to organize events, update website and help administer small grants.