



Center for Organizational Research
University of California, Irvine

Final Report 2005-2006

During the 2005-2006 academic year, the Center for Organizational Research (COR) continued to operate as a focal point for intellectual exchange and as an incubator for research on issues relating to organizations. By providing a common meeting ground for organizational scholars, COR creates a venue for developing collaborative research projects. COR also offers educational resources for students. Activities for 2005-06 include the COR working paper seminar, public lectures by noted organizational scholars (from UCI and other universities), and the power and empowerment graduate seminar. Funding for COR's 2005-06 activities has been generously provided by Research and Graduate Studies, the School of Social Ecology, School of Social Sciences, Paul Merage School of Business, Bren School of Information and Computer Science, Department of Planning, Policy, and Design, and Department of Sociology.

The following are highlights of the 2005-06 year:

- COR, in its 3rd year of operation on the UCI campus, was formally recognized as a campus center in January 2006.
- COR continues to grow and has an active membership of 32 UCI affiliates from four schools (Social Ecology, Social Sciences, Bren School of Information and Computer Science and Paul Merage School of Business). Members from all four schools served on the Executive Committee for 2005-2006. COR also has eight external affiliates (see Appendix A).
- COR provides an active intellectual context for the development, pursuit, and receipt of research grants to study organizational issues. Grants received by COR executive committee members during COR's existence (as an initiative and center) illustrate this function (see Appendix B).
- COR sponsored or co-sponsored sixteen events featuring sixteen speakers (some events had multiple speakers and some speakers participated in more than one event) and thirteen discussants or moderators from the UCI faculty. Faculty from the four participating UCI schools served as speakers, discussants and moderators in these events (see Appendix C).
- COR ran its first small-grant competition and funded \$6500 in project support for faculty and students in three different schools (see Appendix D).
- COR modified its web platform so that it could be maintained by NACS and updated on a regular basis by COR staff support.
- COR added to its website a listing of graduate courses related to the study of organizations (see Appendix E), which provides an excellent resource for students wishing to gain expertise in this area. The listing is updated on a quarterly basis by support staff.
- Cressa Paz, COR staff support for 2005-2006, graduated in June 2006. Rabeeya Khalil was hired to take her place.

Appendix A

Affiliates (2005-2006 Executive committee members in italics)

- *Nina Bandelj, School of Social Sciences*
- *Christine Beckman, Paul Merage School of Business*
- Kristen Behfar, Paul Merage School of Business
- Carter Butts, School of Social Sciences
- Simon Cole, School of Social Ecology
- Joe Dimento, School of Social Ecology
- *Paul Dourish, Bren School of Information and Computer Science*
- Katherine Faust, School of Social Sciences
- *Martha Feldman, School of Social Ecology*
- *Cristina Gibson, Paul Merage School of Business*
- Mary Gilly, Paul Merage School of Business
- Matt Huffman, School of Social Sciences
- Helen Ingram, School of Social Ecology
- *Rodney Lacey, Paul Merage School of Business*
- Raul Lejano, School of Social Ecology
- Elizabeth Loftus, School of Social Ecology
- *Gloria Mark, Bren School of Information and Computer Science*
- Sanjoy Mazumdar, School of Social Ecology
- David Meyer, School of Social Sciences
- *Calvin Morrill, School of Social Sciences*
- Bonnie Nardi, Bren School of Information and Computer Science
- *David Obstfeld, Paul Merage School of Business*
- *Jone Pearce, Paul Merage School of Business*
- Francesca Polletta, School of Social Sciences
- *Lyman Porter, Paul Merage School of Business*
- Justin Richland, School of Social Ecology
- Shawn Rosenberg, School of Social Sciences
- Kaye Schoonhoven, Paul Merage School of Business
- Carroll Seron, School of Social Ecology
- Lynn Shore, San Diego State University
- Judith Stepan-Norris, School of Social Sciences
- *Dan Stokols, School of Social Ecology*
- Margarethe Wiersema, Paul Merage School of Business

External Affiliates

- Paul Adler, University of Southern California
- Lisa Cohen, London School of Business
- Lynn Eden, Stanford University
- James G. March, Stanford University
- W. Richard Scott, Stanford University
- Gretchen Spreitzer, University of Michigan
- Marc Ventresca, Oxford University
- Mayer N. Zald, University of Michigan

APPENDIX B

GRANTS RECEIVED BY COR EXECUTIVE COMMITTEE MEMBERS

DOURISH

National Science Foundation, "CAREER: Integrating CSCW Technology and Practice Using Metalevel Architecture," (PI) 2002-07, \$372,341.

National Science Foundation, "An Integrated Social and Technical Approach to the Development of Distributed, Inter- Organizational Applications," (PI; Co- PI's, Richard Taylor, Alfred Kobsa, Gloria Mark, David, Redmiles, Debra Richardson, David Rosenblum, Andre van der Hoek), 2002-07, \$1,800,000.

National Science Foundation, "Usable Security: Towards a Trustable Information Infrastructure,"(PI; Co-PI, David Redmiles), 2003-07, \$600,000.

Intel Corporation Research Council, "Trustable Technology: Balancing Privacy and Accessibility in Mobile Ad Hoc Networks" (Co-PI with David Redmiles), 2003-06. \$233,358.

National Science Foundation, "Privacy, Identity, and Technology," (PI; Co-PI's, Simon Cole, Jennifer Terry), 2005-08, \$749,943.

National Science Foundation, "A Software Architecture Approach for Decentralized Reputation Management," (Co-PI with Richard Taylor), 2005-08, \$455,000.

FELDMAN

Center for the Study of Democracy, "Ways of Knowing and Implications for Democracy," (Co-PI with Helen Ingram), 2005-06, \$5000.

Newkirk Center for Science and Society, "Adoption of Science in Public Policy: Ways of Knowing," (Co-PI with Helen Ingram), 2005-06, \$8000.

CORCLR, "Challenges of Inter-organizational Collaboration in Humanitarian Relief Efforts," (Co-PI with Gloria Mark and Bonnie Nardi), 2005-06, \$5400

GIBSON

CRITO, "The Science and Art of Global Collaboration," (PI), 2005-06, \$15,000.

National Science Foundation, "The Science and Art of Global Collaboration,"(PI), 2006-07, \$104,000

MARK

The Boeing Company, "Identifying Characteristics of Successful Network-Centric Organizations," (Co-PI with Vijay Gurbaxani), 2005-06, \$125,000.

CRIA, "Placeless Organizations: Examining Organizational, Social, and Technological factors," (PI), 2005-06, \$10,000.

Intel, "Nomadic Organizing," (PI), 2005-06, \$5,000K.

See also **CORCLR** grant with Feldman

MORRILL

National Science Foundation, Doctoral Dissertation Research for Danielle Rudes, "Discretionary Decision-Making and Occupational Socialization among California Parole Agents in an Era of Organizational Change,"(PI), 2005-06, \$7,300.

Kauffman Foundation, "Legal Consciousness and Attitudes toward Entrepreneurship among Youth," (Co-PI with Lauren B. Edelman, Richard Arum, and Karolyn Tyson), 2005-2006, \$25,000.

Smith-Richardson Foundation, "School Rights: Studying Legal Consciousness and Educational Consequences," (Co-PI with Richard Arum, Lauren B. Edelman, and Karolyn Tyson), 2004-2007, \$298,500.

OBSTFELD

National Science Foundation (Innovation and Organizational Change, Sociology, and Law and Social Science directorates), "Brokerage, Social Networks, and Knowledge-Based Innovation,"(PI), 2006-08, \$322,000.

STOKOLS

National Institutes of Health, "The Social Ecology of Health Promotion and Disease Prevention,"(Co-PI with John Whiteley), 2004-07, \$600,000.

National Cancer Institute, "Toward a Science Of Transdisciplinarity and Development of Evaluative Metrics for Assessing Transdisciplinarity Research Center Initiatives," (PI), 2005-2007, \$80,000.

APPENDIX C

Calendar of Events 2005 – 2006

COR sponsored the following types of events:

- **COR Faculty Workshop**
Faculty members read a work in progress of one of the affiliates and discuss it. Discussants drawn from the UCI faculty start the commentary.
- **Seminars**
Organizational scholars present their research to the faculty affiliates and other interested organizational scholars.
- **Graduate Student Seminar**
Students receive instruction from UCI faculty, organizational scholars from other universities, and expert practitioners.

September 2005

Seminar

W. Richard Scott, Sociology and Business, Stanford University
Evolving Professions: An Institutional Field Approach

October 2005

Seminar

Hayagreeva Rao, Business, Stanford University
Border Crossing: Bricolage and the Erosion of Culinary Boundaries in Organizational Change

November 2005

COR Faculty Workshop

Alladi Venkatesh, Business, UCI
Design as a State of Mind: Aesthetics of Design and The Art of Marketing

Discussants:

Paul Dourish (Information and Computer Science)
Sanjoy Mazumdar (Social Ecology)

January 2006

COR Faculty Workshop

Francesca Polletta, Sociology, UCI
Stories and Reasons in Public Deliberation: Toward a Sociology of Rhetorical Forms

Discussants

Nina Bandelj (Social Sciences)
Martha Feldman (Social Ecology)
Rodney Lacey (Business)

February 2006

Seminar

Debra Meyerson, Education, Stanford University
Unmasking Manly Men: The Organizational Reconstruction of Mens' Identity and Relations in Dangerous Workplaces

Graduate Student Seminar

Tempered Radicals

March 2006

Seminar

Chris Ansell, Political Science, University of California, Berkeley
Collaborative Governance in Theory and Practice (co-author: Alison Gash)

Graduate Student Seminar

Pragmatism and Collaborative Governance

Graduate Student Seminar

Panel speakers:

Webster Guillory, Orange County Assessor

Matthew Massengill, Executive Chairman, Western Digital Corporation

Empowerment in Practice

April 2006

Seminar

Spring 2006 Critical Legalities Symposium

Constructing Legalities in Scientific Organizations, Fields and Cultures

(Jointly sponsored by COR, Center in Law, Society & Culture, and Sociology)

Symposium Presenters

Susan Silbey, Sociology, Anthropology, and Organization Studies, MIT

The Greening of University Laboratories

Jason Owen-Smith, Organization Studies and Sociology, University of Michigan

Where Does Professional Knowledge Come From? Inference and Rationalization in University Licensing

Mark Suchman, Sociology, Law, and Business, University of Wisconsin

Taming the Market for Medical Information: "Sharing is (S)caring" on the Digital Frontier

Panel Moderators

Calvin Morrill (Social Sciences)

Martha Feldman (Social Ecology)

Discussant

Kaushik Sunder Rajan (Social Sciences)

Seminar

Mark Granovetter, Sociology, Stanford University

Norms, Moral Economy and the Social Construction of Corruption

May 2006

Seminar

Dvora Yanow, Free University of Amsterdam

Reflecting on Reflection and Practice: In it or on it?

Graduate Student Seminar

Exploring Interpretive – Qualitative Methods for Studying Organizations

PPD Seminar

Space, the Final Organizational Frontier

COR Faculty Workshop

Val Jenness, Criminology, Law, & Society, UCI, and Ryken Grattet, Sociology, University of California, Davis

Beyond Symbolic and Instrumental Law: Hate Crime Policy and Law Enforcement Practice

Discussants

Helen Ingram (Social Ecology)

Aladi Venkatesh (Business)

June 2006

COR Faculty Workshop

Paul Dourish, Information and Computer Science, UCI
The Human Infrastructure of Cyberinfrastructure

Discussants

Christine Beckman (Business)

Roberta Lamb (Information and Computer Science)

Appendix D

Small Grant program

The Center for Organizational Research (COR) offers small grants (up to \$1500) and mini-grants (up to \$750) to facilitate research on organizations. COR supports a broad definition of research on organizations and welcomes proposals from members of any department or school. Funds can be used for any expenses related to the research process (e.g., purchase of data sets, transcription costs, purchase of equipment such as tape recorders, purchase of video tapes, research related travel costs, subject costs, copying expenses, computer software, etc.). Funds may not be used for salary.

Small grant recipients 2005-2006

- Elizabeth Chiarello, Social Sciences, "Collective Action, Conscience Clauses, and Change in the Pharmacy Field," \$1000.
- Heather Goldsworthy, Bren School of Information and Computer Science, "Environmental Sustainability and the Microfinance Industry," \$1000.
- Danielle Rudes, Social Sciences, "Parole Agent Decision-Making and Occupational Socialization in an Era of Organizational Change," \$1500.
- Taryn Stanko, Merage School of Business, "Finding a Balance: An Examination of the Antecedents and Consequences of Role Facilitation," \$1500.
- Judith Stepan-Norris, Social Sciences, "Democratic Competition and Union Growth: Tracing the Relationship between Splits in the American Labor Movement and Union Growth," \$1500.

APPENDIX E

Courses

The following are Graduate level courses offered at UCI relevant to the study of Organizations.

COURSE NUMBER	COURSE TITLE	INSTRUCTOR	SCHOOL
<u>Management 227</u>	Doctoral Seminar in Organizational Behavior and Research Practicum	Jone Pearce	Paul Merage School of Business
<u>Management 283</u>	Decision Analysis	Robin Keller	Paul Merage School of Business
<u>Management 290</u>	Theories of Organization	Christine Beckman	Paul Merage School of Business
<u>Management 290</u>	Power and Empowerment in Organizations	Martha Feldman	Social Ecology
<u>Management 290</u>	Decision Theory Doctoral Seminar	Robin Keller	Paul Merage School of Business
<u>Management 290</u>	Doctoral Seminar - Corporate Strategy	Margarethe Wiersema	Paul Merage School of Business
<u>Management 290A</u>	Qualitative Research Methods	Alladi Venkatesh	Paul Merage School of Business
<u>Management 297B</u>	Philosophy of Science	Alladi Venkatesh	Paul Merage School of Business
<u>Social Ecology 200</u>	Seminar in Social Ecology	Daniel Stokols	Social Ecology
<u>Social Ecology U203/219</u>	Theories of Planning	Raul Lejano	Social Ecology
<u>Social Ecology U221</u>	Graduate Seminar on Public Policy	Helen Ingram	Social Ecology
<u>Social Ecology 261</u>	Strategies of Theory Development	Daniel Stokols	Social Ecology
<u>Social Ecology U275</u>	Public Management	Martha Feldman	Social Ecology
<u>Sociology 227A/B</u>	Seminar in Field and Observational Methods	Calvin Morrill and David Snow	Social Sciences
<u>Sociology 239</u>	Organizational Inequality	Matt Huffman	Social Sciences
<u>Sociology 239</u>	Gender and Work	Joy Pixley	Social Sciences
<u>Sociology 240A</u>	Graduate Seminar on Social Movements	David Meyer and David Snow	Social Sciences
<u>Sociology 249</u>	Graduate Seminar on the Sociology of Strikes	Judith Stepan-Norris	Social Sciences
<u>Sociology 256M</u>	Comparative and Historical Sociological Methods	Judith Stepan-Norris	Social Sciences
<u>Sociology 259</u>	Analysis of Social Network Data	Katherine Faust	Social Sciences
<u>Sociology 270</u>	Graduate Seminar on Organization Theory	Calvin Morrill	Social Sciences
<u>Sociology 272A</u>	Work and Industrial Relations	Judith Stepan-Norris	Social Sciences
<u>Sociology 279</u>	Networks and Organizations	Carter Butts	Social Sciences