The seminar provides a forum for the discussion of research and theory about organizations and organizational processes. In keeping with its interdisciplinary character, the seminar will consider both macro and micro processes and their intersection. Discussion leaders will be drawn from faculty and advanced graduate students within The University of Michigan as well as from other universities and centers for research on organizations. ICOS related announcements are sent via e-mail on <icos.list@umich.edu>. General inquiries should be directed to Paula Kopka, ICOS Coordinator, 936-1525, or e-mail <pkopka@umich.edu>. Or, please visit our web site at www.si.umich.edu/ICOS/.

Note: Unless otherwise noted on the syllabus, all sessions are held at the School of Education, Room 4212, Friday's from 1:30-3:30 p.m.

SYLLABUS

"Asking Important Questions about Organizations," two-part series

September 5  Professor Royston Greenwood, Strategic Management & Organization, School of Business, University of Alberta
Presentation: "Organizations, Ownership and Privilege: Does Anybody Care?"
Provocateurs: Professor Jerry Davis and Professor Mayer Zald
Background Reading: "Disconnects and Consequences in Organization Theory?" by C.R. Hinings and Royston Greenwood
Introducer: Melissa Wooten, Organizational Behavior & Human Resource Management, Michigan Business School

September 12  Professor James Walsh, Organizational Behavior & Human Resource Management, Michigan Business School
Presentation: "Misery Loves Companies: Whither Social Initiatives by Business"
Background Reading: "Social Issues and Management: Our Lost Cause Found"
Introducer: Anne Fleischer, Corporate Strategy & International Business, Michigan Business School

September 19  Session III: "The Role of Organizational Environment in Health and Performance" conference (100 slots for whole conference opened for ICOS)
Location: Hale Auditorium, UM Business School
A free lunch will be available from 12:00-1:30 p.m., but you must register by Monday, September 8th
Time: 1:30-2:15 p.m.
Presentation: "From Pathology to Strength: Common Factors Influencing Individuals and Organizations"
Professor David A. Williams, University of Michigan
Time: 2:15-3:00 p.m.
Presentation: "How Do Organizations Foster Extraordinary Performance in People?"
Professor Kim Cameron, University of Michigan
Time: 3:00-3:30 p.m.
Presentation: "Work Organizations that Enable Human Thriving"
Professor Gretchen Spreitzer, Professor Kathie Sutcliffe, Professor Jane Dutton, University of Michigan
September 26

**Professor Jennifer Crocker**, Psychology Department, University of Michigan

**Presentation:** "The Costly Pursuit of Self-Esteem"

**Bridge Builders:** Professor Susan Ashford and Professor Janet Weiss

**Background Reading:** "The Costly Pursuit of Self-Esteem," by Jennifer Crocker and Lora E. Park

**Introducer:** Amara Brook, Social Psychology, University of Michigan

October 3

**Professor Terry Dworkin**, Jack R. Wentworth Professor of Business Law, Kelley School of Business, Indiana University

**Presentation:** "Controlling Organizations through Whistleblowing: Global Trends and the Impact of Gender"

**Background Reading:**

**Introducer:** Kathi Miner-Rubino, Psychology Department

October 10

**Workshop:** "Strategies for Renewal: Getting Beyond Surviving and Working Towards Thriving!"

**Co-Organizers:** Professor Jane Dutton and Erica Ryu, Ph.D. Student in Sociology

**Presenters:** **Professor Jane Dutton**, Organizational Behavior & Human Resource Management, Michigan Business School; **Professor Barbara Fredrickson**, Department of Psychology; **Professor Karl Weick**, Organizational Behavior & Human Resource Management, Michigan Business School

**Background Reading:** "Table of Contents-Renewing Research Practice: Lessons from Scholars' Journeys; "One Scholar's Garden: A Narrative of Renewal," by Jane Dutton; "How Projects Lose Meaning: The Dynamics of Renewal," by Karl Weick

**Introducer:** Jane Dutton, Organizational Behavior & Human Resource Management

October 17

**Professor Mary Jo Hatch**, McIntire School of Commerce, University of Virginia

**Presentation:** "Should Organizing Be More Like Jazz?"

**Background Reading:** "Exploring the Empty Spaces of Organizing: How Improvisational Jazz Helps Redescribe Organizational Structure"

**Introducer:** Katherine Lawrence, Organizational Behavior & Human Resource Management, Michigan Business School

October 24

**Professor Charles Sabel**, Columbia Law School

**Presentation:** "Reading Dewey: Augmenting the Foundations of Organization Studies"

**Discussants:** Professor Chris Ansell, Professor Michael Cohen, and Professor Karl Weick

**Background Reading:**

**Introducer:**

October 31

**Professor Dev Jennings**, Strategic Management & Organization, School of Business, University of Alberta

**Presentation:** "Discovering the Dynamics of Institutional Environments: Modeling Legal Rule Revision"

**Background Reading:** "Discovering the Dynamics of Institutional Environments: Modeling Legal Rule Revision," by Martin Schulz and Devereaux Jennings

**Introducer:**

November 7

**Professor Brian Little**, Radcliffe Institute for Advanced Study, Harvard University

**Presentation:** "Personal Projects and Organizational Life: Havings, Doings, and Beings in Context"

**Background Reading:** "Free Traits and Personal Contexts: Expanding a Social Ecological Model of Well-Being"

**Introducer:** Adam Grant, Organizational Psychology, University of Michigan

November 14

**Professor Tim Fort**, Associate Professor of Business Ethics and Business Law and **Professor Cindy Schipani**, Professor of Business Law and The William Davidson Institute Area Director of Corporate Governance, Michigan Business School

**Presentation:** "The Role of the Corporation in Fostering Peaceful Societies?"

**Background Reading:**

**Introducer:** Scott Sonenshein, Organizational Behavior & Human Resource Management, Michigan Business School
November 21  Professor Sim Sitkin, Management, The Fuqua School of Business, Duke University
Presentation:
Background Reading:
Introducer:

The Likert Dissertation Paper Award Winner

December 5  Professor David Obstfeld, Organization & Strategy, Graduate School of Management, University of California, Irvine
Presentation: "Social Networks, Personal Knowledge, and Entrepreneurial Action: An Integrative Approach to Innovation"
Background Reading: "Social Networks, Personal Knowledge, and Entrepreneurial Action: An Integrative Approach to Innovation"
**PAPER DISTRIBUTION:** Before each Friday seminar, papers to be discussed during the next week will be distributed to participants on the mailing list, via campus mail. Should you wish to be added to the ICOS Mailing List, please send your name and campus address by e-mail to <pkopka@umich.edu>. Course related announcements will be sent via e-mail on <icos.list@umich.edu>.

**NOTIFICATION:** All attendees at the Organizational Studies Seminar Series of ICOS agree that their likeness may be, either in whole or in part, videotaped, audio taped, reproduced in any other media and/or shown, presented, or listened to or distributed by the Regents of the University of Michigan and by other educational institutions and individuals authorized by it, for educational and non-commercial purposes.

**COURSE REQUIREMENTS AND EVALUATION**

**3-4 CREDITS:** Students will read all papers presented at the seminar, attend each session, and write a paper for review by an affiliated faculty member or the Michigan Business School faculty sponsor (Jane Dutton) or the School of Information faculty sponsor (Michael Cohen). Papers written for this seminar are expected to be written for this course alone.

**2 CREDITS:** Students will read all papers, attend each seminar, and write a mini-paper (10-15 pages) for review by an affiliated faculty member or the Michigan Business School faculty sponsor (Jane Dutton) or the School of Information faculty sponsor (Michael Cohen).

**1 CREDIT:** Students will read all papers presented at the seminar, as well as attend each session.

**AUDITORS:** Interested students may obtain permission to audit the course from Jane Dutton (Michigan Business School) or School of Information faculty sponsor (Michael Cohen).

**COURSE-RELATED QUESTIONS:** Contact Jane Dutton by telephone or e-mail at 764-1376, <janedut@umich.edu> or Michael Cohen 647-8027, <mdc@umich.edu. Messages can also be sent to Paula Kopka, ICOS Coordinator, <pkopka@umich.edu>.