**Sociology of Work and Organizations (SOCY 7171)**

**University of Colorado Boulder, Fall 2018**

Wednesday 11:00 to 1:30 p.m. in Ketchum 1B40

 *Instructor:* Professor Don Grant *Office:* Ketchum 314

 *Email:* dogr2184@colorado.edu *Office Hours:* Wednesday, 9-11:00

Work consumes most of our waking hours. How this activity is arranged and rewarded, therefore, has a major influence on our quality of life. This graduate-level seminar introduces students to academic literature on work and organizations, focusing on the contributions made by sociologists. The most influential theoretical perspectives on work-life will be covered. This class also reviews studies on the effects of workplace structures, cultures, and technologies on inequality, power relations, employees’ subjective well-being, and family life. And it considers how the organization of work has changed over time and the implications of recent developments for future scholarship in this area. Classroom instruction will be supplemented by field trips to a variety of local work sites.

**Course Goals:**

1. To learn about the implications of organizational dynamics for individuals’ work experiences.
2. To critically assess theoretical explanations of these outcomes.
3. To gain in-depth knowledge and research experience in a specific topic area within the broader sociological literature on work and organizations.
4. To equip students to write a manuscript that could eventually be suitable for a conference presentation or publication in a journal.

Students from disciplines other than sociology are welcome in this course. Indeed, having students preparing for a variety career paths will greatly enrich this class on the world of work.

**Course Materials**: You do not need to buy any books for this course. All readings will be available in PDF format on D2L. With the exception of week 1, you are responsible for completing all readings before the class for which they are assigned. I also use D2L to communicate with students this semester. This means that you should check often for messages.

**Course Format:** The workload is designed to be spread out fairly consistently across the semester, rather than focused on a couple of high-pressure weeks. You must do the assigned readings on time and keep up with your assigned work. All students are expected to read the assigned materials indicated in the syllabus for the class period. We will typically begin each class with a collective attempt to establish what the central argument(s) of the readings are. Afterwards there will be a lecture that overviews research on a specific topic within the literature on work and organizations, guest speakers, and/or student presentations that critically analyze the readings.

**Course Assignments (totaling 100% of your course grade):**

Class Participation - This course requires attendance at each class session. If you miss a class, make alternative arrangements with me to make up the work that attending class represents. Multiple absences may result in a lower final grade. All students should arrive at class with questions, topics, and issues to be vetted and debated. Class participation involves both your engagement as a session leader and your active, thoughtful participation throughout the term. Your job is to come to class prepared to answer: What are the central research questions or problems raised by the authors? What core concepts, evidence, and research methods are utilized? As you do the readings, think about what the author did right as well as wrong. What are the interesting ideas in the paper? If you disagree with an argument, what would it require to persuade you? Can these differences be adjudicated through further empirical study? A good seminar should have active dialog and debate. If someone proposes an idea that is contrary to your view, speak up. I will often be intentionally provocative, so be prepared to push back. Your task is to engage one another in an assessment of the readings. *10% percent of the course grade is based on class participation.*

Presentations/Essays-Each student is required to make *two* presentations (20 minutes each) that address the set of weekly readings. Students are also to provide a one-page, single-spaced essay that summarizes their key points. *The two presentations and essays are 20% of the student’s grade.*

Memos **-** All students are asked to prepare six brief memos (2 pages) relating to the weekly readings. It is your choice as to which weeks you do a short memo. The format may vary but it is useful to include:

(a) ideas, concepts, arguments that you found stimulating, worth remembering and building on,

(b) questions, concerns, disagreements with ideas encountered,

(c) connections, linkages, contradictions between one idea or approach and another.

Short memos are due before the beginning of class. Send them to me via D2L (or email if D2L is acting up). *30% of your course grade will be based on the short memos.*

Reviews or Proposals - Students are to do either a twenty-page literature review or research proposal. Paper topics must be approved beforehand. Students will make progress reports during the last week of the semester. Reviews and proposals are due on the date of the final exam **(December 16)**. Please submit a hard copy and an e-copy. *Reviews and proposals will count for 40% of students’ grade.*

**Policies:**

Accommodation for Disabilities - If you qualify for accommodations because of a disability, please submit your accommodation letter from Disability Services to your faculty member in a timely manner so that your needs can be addressed. Disability Services determines accommodations based on documented disabilities in the academic environment. Information on requesting accommodations is located on the [Disability Services website](http://www.colorado.edu/disabilityservices/students). Contact Disability Services at 303-492-8671 or dsinfo@colorado.edu for further assistance. If you have a temporary medical condition or injury, see [Temporary Medical Conditions](http://www.colorado.edu/disabilityservices/students/temporary-medical-conditions) under the Students tab on the Disability Services website.

Classroom Behavior - Students and faculty each have responsibility for maintaining an appropriate learning environment. Those who fail to adhere to such behavioral standards may be subject to discipline. Professional courtesy and sensitivity are especially important with respect to individuals and topics dealing with race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation or political philosophy. Class rosters are provided to the instructor with the student's legal name. I will gladly honor your request to address you by an alternate name or gender pronoun. Please advise me of this preference early in the semester so that I may make appropriate changes to my records. For more information, see the policies on [classroom behavior](http://www.colorado.edu/policies/student-classroom-and-course-related-behavior) and the [Student Code of Conduct](http://www.colorado.edu/osccr/).

Honor Code: All students enrolled in a University of Colorado Boulder course are responsible for knowing and adhering to the Honor Code. Violations of the policy may include: plagiarism, cheating, fabrication, lying, bribery, threat, unauthorized access to academic materials, clicker fraud, submitting the same or similar work in more than one course without permission from all course instructors involved, and aiding academic dishonesty. All incidents of academic misconduct will be reported to the Honor Code (honor@colorado.edu); 303-492-5550). Students who are found responsible for violating the academic integrity policy will be subject to nonacademic sanctions from the Honor Code as well as academic sanctions from the faculty member. Additional information regarding the Honor Code academic integrity policy can be found at the [Honor Code Office website](https://www.colorado.edu/osccr/honor-code).

Sexual Misconduct, Discrimination, Harassment and/or Related Retaliation - The University of Colorado Boulder (CU Boulder) is committed to fostering a positive and welcoming learning, working, and living environment. CU Boulder will not tolerate acts of sexual misconduct (including sexual assault, exploitation, harassment, dating or domestic violence, and stalking), discrimination, and harassment by members of our community. Individuals who believe they have been subject to misconduct or retaliatory actions for reporting a concern should contact the Office of Institutional Equity and Compliance (OIEC) at 303-492-2127 or cureport@colorado.edu. Information about the OIEC, university policies, [anonymous reporting](https://cuboulder.qualtrics.com/jfe/form/SV_0PnqVK4kkIJIZnf), and the campus resources can be found on the [OIEC website](http://www.colorado.edu/institutionalequity/).

Religious Holidays - Campus policy regarding religious observances requires that faculty make every effort to deal reasonably and fairly with all students who, because of religious obligations, have conflicts with scheduled exams, assignments or required attendance. If you need to miss class to observe a religious holiday, just let me know two weeks in advance. See the [campus policy regarding religious observances](http://www.colorado.edu/policies/observance-religious-holidays-and-absences-classes-andor-exams) for full details.

**PRELIMINARY SCHEDULE**

***Note****: Reading scheduled items are subject to change.*

BACKGROUND

**Week 1 (8/29). Overview and History of the Organization of Work**

*What is work?*

*What is an organization?*

*What is distinctive about a sociological understanding of both?*

GUEST SPEAKER: Cindy Torres, Curator of “Unnoticed: Conversations with the Custodians”

Kranzberg, M. and M. Hannan. undated. “History of the Organization of Work.”

Gillett, R. 2015. “5 Reasons Google is the Best Place to Work in America and No Other Company Can Touch It.” Business Insider. April 28

**Week 2 (9-5). Good Work: Field Trip to Google’s Boulder Campus**

THEORIES

**Week 3 (9-12): Managerial and Sociological Perspectives on the Workplace**

*What are the different theoretical approaches to studying work and organizations?*

*What are the key ideas of managerial and psychologically oriented scholars that the sociological literature on work and organizations has engaged?*

*How have Durkheim and interactionist scholars influenced the conception of the workplace?*

Taylor, F. 1911. “Fundamentals of Scientific Management.” in Working in America, Amy Wharton, ed. Mountain View CA: Mayfield Publishing Company.

Mayo, E. 1949. “Hawthorne and the Western Electric Company.” in Wharton Reader.

Hughes, E. 1958. “Work and the Self” in Men and Their Work. Glencoe, IL: The Free Press: 42-55.

Fine, G. 1984. “Negotiated Orders and Organizational Cultures.” Annual Review of Sociology 10: 239-262.

**Week 4 (9-19). Sociological Perspectives on the Workplace (continued)**

*How have sociologists applied the insights of Marx to the labor process?*

*How have they developed Weberian insights to advance an institutional understanding of work and organizations?*

Marx, K. 1998[1844]. “Alienated Labor” from Karl Marx: Selected Writings, in Wharton Reader.

Braverman, H. 1974. “The Primary Effects of Scientific Management” in Labor and Monopoly Capital: The Degradation of Work in the 20th Century. New York: Monthly Review Press: 86-95.

Weber, M. “Bureaucracy.” In Wharton Reader.

Goldthorpe, J.H., D. Lockwood, F. Bechhofer, and J. Platt. 1967. “The Affluent Worker and the Thesis of Embourgeoisement: Some Preliminary Research Findings.” Sociology 11-31.

**Week 5 (9-26). Dirty Work: Trip to JBS Meatpacking Plant in Greeley**

CORE TOPICS

**Week 6 (10-3). Inequality**

*How do structuralist, institutional, and neo-Marxist models of work organization explain inequality?*

*How do intersectional approaches theorize wage disparities*?

Baron, J. and W. Bielby. 1980. “Bringing the Firms Back in: Stratification, Segmentation, and the Organization of Work.” American Sociological Review 45(5): 737-765.

Moss-Kanter, Rosabeth. 1977. “Some Effects of Proportions on Group Life: Skewed Sex Ratios and Responses to Token Women.” American Journal of Sociology 82(5): 965-990.

Dunne, S., J. Grady, and K. Weir. 2018. “Organization Studies of Inequality: With and Beyond Piketty.” Organization 25(2): 165-185.

Browne, I. and J. Misra. 2003. “The Intersection of Gender and Race in the Labor Market.” Annual Review of Sociology 29:487-513.

**Week 7 (10-10). Control and Power**

*What basic logic do managers follow in shaping their organizations?*

*What are the key options facing management in seeking control and flexibility?*

*What is the relevance of “culture change” programs and organizations’ identities?*

Gordon, D.M., R. Edwards, and M. Reich. 1982. Segmented Work, Divided Workers. Cambridge: Cambridge University Press.

Selznick, P. 1949/1966. TVA and the Grassroots. Chapter 1. Berkeley: University of California Press.

Vallas, S. and A. Hill. 2012. “Conceptualizing Power in Organizations.” Research in the Sociology of Organizations 34: 165-197.

Kunda, G. 1992. “Engineering Culture: Control and Commitment in a High-tech Corporation.” Philadelphia: Temple University Press.

**Week 8 (10-17). Conflict**

*What is the most useful way to conceptualize workplace conflict?*

*What is the relationship between conflict and institutional tension?*

*What role do unions play in mobilizing workplaces and society?*

GUEST SPEAKER: Helen Norton, CU Law Professor and Expert on Employment Discrimination

McDonnell, M-H and B. King. 2018. “Order in the Court: How Firm Status and Reputation Shape the Outcomes of Employment Discrimination Suits.” American Sociological Review

Hirsch, E. 2009. “The Strength of Weak Enforcement: The Impact of Discrimination Charges, Legal Environments, and Organizational Conditions on Workplace Segregation.” American Sociological Review 74(2): 245-271.

Ahlquist, J. 2017. “Labor Unions, Political Representation, and Economic Inequality.” Annual Review of Political Science 20: 409-432.

Pache, A-C and F. Santos. 2013. “Embedded in Hybrid Contexts: How Individuals in Organizations Respond to Competing Institutional Logics.” Research in the Sociology of Organizations 39:3-35.

**Week 9 (10-24). Resistance and Misbehavior**

*What are the different expressions of opposition, dissension, adjustment, and deviance in the workplace?*

Sennett, R. and J. Cobb. 1977. The Hidden Injuries of Class. Cambridge: Cambridge University Press.

Burawoy, Michael 1982. “Thirty Years of Making Out” from Manufacturing Consent, reprinted in Working in America, Amy S. Wharton, ed. Mayfield Publishing Co., Mountain View, CA: pp. 255-261.

Roscigno, V. and R. Hodson. 2004. “The Organizational and Social Foundations of Worker Resistance.” American Sociological Review 69(1): 14-39.

Ackroyd, S. and P. Thompson. 2016. “Unruly Subjects: Misbehavior in the Workplace.” In S. Edgell, H. Gottfried, and W. Granter (eds.), The Sage Handbook of the Sociology of Work and Employment. London: Sage: 185-204.

**Week 10 (10-31). Meaning of Work**

*How has the meaning of work varied across history and societies?*

*What determines workers’ satisfaction with their jobs?*

Blauner, R. 1964. Alienation and Freedom. Chicago: University of Chicago Press.

Sennett, R. 1998. The Corrosion of Character: The Personal Consequences of Work in the New Capitalism. New York: Norton.

Hodson, R. and V. Roscigno. 2004. “Organizational Success and Worker Dignity: Complementary or Contradictory?” American Sociological Review 110(3): 672-708.

Wrzesniewski, A. and J. Dutton. 2001. “Crafting a Job: Revisioning Employees as Active Crafters of Their Work.” Academy of Management Review 26(2): 179-201.

**Week 11 (11-7). Identity, Emotions, Work/Family Balance**

*What assumptions about human nature do researchers make about workers’ identities, emotions, and sexuality?*

*What part does work play in peoples’ identities and how are work-related identities managed?*

*How does work affect people’s lives outside work?*

Hochschild, Arlie 1983. “Gender, Status and Feeling” in The Managed Heart: The Commercialization of Human Feeling, University of California Press: pp. 162-184.

Grant, D., A. Morales, and J. Sallaz. 2009. “Pathways to Meaning: A New Approach to Studying Emotions at Work.” American Journal of Sociology 115(2): 327-364.

Hochschild, Arlie 1997. “When Work Becomes Home and Home Becomes Work” in California Management Review: pp. 79-97.

Gerstel, N. and D. Clawson. 2018. “Control over Time: Employers, Workers, and Families Shaping Work Schedules.” Annual Review of Sociology 44:

**Week 12 (11-14). Future Work: Field Trip to Boulder’s Startup Company, Sparkfun**

DEVELOPMENTS/CONTROVERSIES

**Work 13 (11-28). Recent Changes in Organizational Structures**

*How is the workplace being restructured?*

*What are the implications of these changes for the future organization of work?*

Thompson, P. 2013. “Financialization and the Workplace: Extending and Applying the Disconnected Capitalism Thesis.” Work, Employment and Society 27(3): 472-488.

Marx, M. 2011. “The Firm Strikes Back: Non-Compete Agreements and the Mobility of Technical Professionals.” American Sociological Review 78(5): 695-712.

Kalev, A. 2014. “How You Downsize Is Who You Downsize: Biased Formalization, Accountability, and Managerial Diversity.” American Sociological Review 79(1): 109-135.

**Week 14 (12-5). Recent Changes in Occupational Structures**

*How are jobs being redefined and reconfigured?*

*Is artificial intelligence the friend or foe of good jobs?*

GUEST SPEAKER: Clayton Lewis, CU Professor of Computer Sciences and Expert on AI in the Workplace

Kalleberg, A., B. Reskin, and K. Hudson. 2000. “Bad Jobs in America: Standard and Nonstandard Employment Relations and Job Quality in the United States. American Sociological Review 65(2): 256-278..

Nedelkoska, L. and G. Quintini. 2018. Automation, Skills Use and Training. Chapter 2-4 OECD Social, Employment and Migration Working Papers, No. 202, OECD Publishing, Paris.

Sorenson, J. and A. Sharkey. 2014. “Entrepreneurship as a Mobility Process.” American Sociological Review: 328-349.

**Week 15 (12-10). The Future of Work and Organizational Studies / Student Progress Reports**

http://workinprogress.oowsection.org/category/panels/panel-future-of-organizational-sociology/

SUPPLEMENTAL READINGS ON THE WORKPLACE

Closed Perspectives on Organizations

*Rational Approaches: Bureaucracies and Scientific Management*

Perrow, Charles. 1986. “Why Bureaucracy?” in Complex Organizations: A Critical Essay. Third edition. New York: McGraw-Hill.

Taylor, Frederick W. 1981 [1911]. “The Principles of Scientific Management.” Pp. 55-66 in the Sociology of Organizations: Basic Studies. Second Edition. Edited by Oscar Grusky and George A. Miller. New York: Free Press.

Callahan, Raymond. Education and the Cult of Efficiency. University of Chicago Press. Chapters 1, 6, and 10.

*Natural Approaches: Human Relations, Cooperation, Old Institutionalism*

Mayo, Elton. 1945. “Hawthorne and the Western Electric Company” in The Social Problems of an Industrial Civilization. Boston: Harvard Business School.

Barnard, Chester. 1981 (1938). “Cooperation.” Pp. 84-97 in the Sociology of Organizations: Basic Studies. Second Edition. Edited by Oscar Grusky and George A. Miller. New York: Free Press.

Selznick, Phillip. 1965. TVA and the Grass Roots. New York: Harper and Row., Chapters 1-3.

Open Perspectives on Organizations

*Rational Approaches: Bounded Rationality, Contingency Theory, Transaction Cost Analysis*

Simon, Herbert. 1957. Administrative Behavior. New York: The Free Press. Chapters 4 and 5.

Lawrence, Paul R. and Jay Lorsch. 1967 (1969). Organization and Environment: Managing Differentiation and Integration. Homewood, IL: Richard D. Irwin, Inc. Chapters 1 and 2.

Williamson, Oliver E. 1981. “The Economics of Organization: The Transaction Cost Approach.” American Journal of Sociology 87(3): 548-577.

*Natural Approaches: Organizational Learning, Resource Dependency, Population Ecology*

Weick, Karl and Frances Westley. 1999. “Organizational Learning: Affirming an Oxymoron.” Pp. 190-208 in Managing Organizations: Current Issues. Edited ty Stewart Clegg, Cynthia Hardy, and Walter Nord. Sage Publications.

Pfeffer, Jeffrey. 1987. “A Resource Dependence Perspective on Intercorporate Relations.” Pp. 25-55 in Intercorporate Relations: The Structural Analysis of Business. Edited by Mark Mizruchi and Michael Schwartz. New York: Cambridge University Press.

Hannan, Michael and John Freeman. 1977. “The Population Ecology of Organizations.” American Journal of Sociology 82(5): 929-964.

Organizations, Institutions, and Culture

Meyer, John, and Brian Rowan. 1977. “Institutionalized Organizations: Formal Structure as Myth and Ceremony.” American Journal of Sociology 83: 340-363

DiMaggio, Paul and Walter Powell. 1983. “The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields.” American Sociological Review 48(2): 147-160.

Zucker, G. 1977. “The Role of Institutionalism in Cultural Persistence.” American Sociological Review 42: 726-743.

Tolbert, Pamela and Lynne Zucker. 1983. “Institutional Sources of Change in the Formal Structure of Organizations: The Diffusion of Civil Service Reform, 1880-1935.” Administrative Science Quarterly 28:22-39.

Dobbin, Frank and John Sutton. 1998. “The Strength of Weak Ties: The Rights Revolution and the Rise of Human Resources Management Divisions.” American Journal of Sociology 104:441-76.

Negro, Giacomo, Ozgecan Kocak, and Greta Hsu. 2010. “Research on Categories in the Sociology of Organizations.” Research in the Sociology of Organizations 31: 3-35.

Inter-Organizational Networks of Creativity and Innovation

Granovetter, Mark. 1985. Economic Action and Social Structure: The Problem of Embeddedness.” American Journal of Sociology 91(3): 481-510.

Powell, Walter W. 1990. "Neither Market Nor Hierarchy: Network Forms of Organization." Research in Organizational Behavior 12:295-336.

Powell, Walter W., Kenneth W. Koput, and Laurel Smith-Doerr. 1996. "Interorganizational Collaboration and the Locus of Innovation: Networks of Learning in Biotechnology.” Administrative Science Quarterly 41: 116-145.

Uzzi, Brian. 1996. "The Sources and Consequences of Embeddedness for the Economic Performance of Organizations: The Network Effect." American Sociological Review 61: 674-698..

Burt, Ronald. 2004. “Structural Holes and Good Ideas.” American Journal of Sociology 110(2): 349-399.

Padgett, John and Walter Powell. 2012. “The Problem of Emergence.” In The Emergence of Organizations and Markets. Princeton University, Chapter 1.

Cultural Industries

Peterson, Richard and N. Anand. 2004. “The Production of Culture Perspective.” Annual Review of Sociology 30: 311-334.

Bielby, William and Denise Bielby. 1994. “’All Hits are Flukes’: Institutionalized Decision Making and the Rhetoric of Prime-Time Network Program Development.” American Journal of Sociology 99: 1287-1313.

Barley, Stephen and Gideon Kunda. 1992. “Design and Devotion: Surges of Rational Normative

Ideologies of Control in Managerial Discourse.” Administrative Science Quarterly 37: 363-399.

Faulkner, R. 1987. “Short-term Projects and Emergent Careers: Evidence from Hollywood.” American Journal of Sociology 92: 879-909.

Carroll, Glenn. 1985. “Concentration and Specialization: The Dynamics of Niche Width in Populations of Organizations.” American Journal of Sociology 90: 1262-1283.

Peterson, R. and R. Kern. 1996. “Changing High-Brow Taste: From Snob to Omnivore.

American Sociological Review 61: 900-907.

Culture and the Problem of Embedded Agency

Fligstein, Neil. 1997. “Social Skill and Institutional Theory.” American Behavioral Scientist 40(4): 397-405.

Barley, Stephen R. 2008. “Coalface Institutionalism.” Pp. 491-518 in The SAGE Handbook of Organizational Institutionalism, edited by R. Greenwood, C. Oliver, K. Sahlin-Anderson, and R. Suddaby. Los Angeles: Sage.

Fine, Gary. 1984. "Negotiated Orders and Organizational Cultures." Annual Review of Sociology, 10:239-262.

Hallett, Tim. 2010. “The Myth Incarnate: Recoupling Processes, Turmoil, and Inhabited Institutions in an Urban Elementary School.” American Sociological Review 75 (1): 52-74.

Lawrence, Thomas, Roy Suddaby, and Bernard Leca. 2011. “Institutional Work: Refocusing Institutional Studies of Organization.” Journal of Management Inquiry. 20(1): 52-58.

Kellogg, Katherine. 2009. “Operating Room: Relational Spaces and Microinstitutional Change in Surgery.” American Journal of Sociology 115(3): 657-711.

Developments in Corporate Power

Chandler, Alfred D., Jr. 1990. “Introduction” in Scale and Scope: The Dynamics of Industrial Capitalism. The Belknap Press.

Roy, William G. 1997. Socializing Capital: The Rise of the Large Industrial Corporation in America. Princeton, NJ: Princeton University Press. Chapters 1-2.

Burris, Val. 2005. “Interlocking Directorates and Political Cohesion among Corporate Elites.” American Journal of Sociology 1(July): 249-283.

Fligstein, Neil. 1987. “The Intraorganizational Power Struggle: Rise of Finance Personnel to Top Leadership in Large Corporations, 1919-1979.” American Sociological Review, 52:44-58.

Krippner, Greta. 2005. “The Financialization of the Economy.” Socio-Economic Review 3: 173-208.

Goldstein, Adam. 2012. “Revenge of the Managers: Labor Cost-Cutting and Paradoxical Resurgence of Managerialism in the Shareholder Value Era, 1984 to 2001.” American Sociological Review 77(2): 268-294.

Social Movements and Corporate Behavior

Davis, Gerald and Tracy Thompson. 1994. “A Social Movement Perspective on Corporate Control.” Administrative Science Quarterly 39: 141-173.

McAdam, Doug and W. Richard Scott. 2005. “Chapter 1 - Organizations and Movements” in Social Movements and Organizational Theory. New York: Cambridge University Press. Chapter 1.

McAdam, Doug and Karina Kloos. 2014. “How Did We Get into this Mess (Chapter 1)” and “Postwar America (Chapter 2)” in Deeply Divided: Racial Politics and Social Movements in Postwar America.

McDonnell, Mary-Hunter, Brayden King, and Sarah Soule. 2015. “A Dynamic Process Model of Private Politics: Activist Targeting and Corporate Receptivity to Social Challenges.” American Sociological Review 80(3): 654-678.

Walker, Edward. 2009. “Privatizing Participation: Civic Change and the Organizational Dynamics of Grassroots Lobbying Firms.” American Sociological Review 74: 83-105

The Destructive and Dehumanizing Capacity of Organizations

Vaughan, Diane. 1999. “The Dark Side of Organizations.” Annual Review of Sociology 25: 271-305.

Centeno, Miguel, Manish Nag, Thayer Patterson, Andrew Shaver, and Jason Windawi. 2015. “The Emergence of Global Systemic Risk.” Annual Review of Sociology 41:65-85.

Perrow, Charles. 2007. “Disastrous Concentration in the National Power Grid” in The Next Catastrophe: Reducing Our Vulnerabilities to Natural, Industrial, and Terrorist Disasters. Princeton: Princeton University Press.

Grant, Don, Mary Nell Trautner, Liam Downey, and Lisa Thiebaud. 2010. “Bringing the Polluters Back In: Environmental Inequality and the Organization of Chemical Production.” American Sociological Review 75(4): 479-504.

Prechel, Harland and Theresa Morris. 2010. “The Effect of Organizational and Political Embeddedness on Financial Malfeasance in the Largest U.S. Corporations: Dependence, Incentives, and Opportunities.” American Sociological Review 75(3): 331-354.

Reich, Adam. 2012. “Contradictions in the Commodification of Hospital Care.” American Sociological Review 119 (6): 1-19.