

## **SHIPS - Organizational Studies**

The Graduate School of Education has notable strength in the area of organization studies, particularly in terms of research on schools, universities, nonprofit and governmental organizations, as well as community or advocacy groups and grass-roots associations. Students can elect to pursue a SHIPS concentration (i.e., sub-plan or emphasis) or a pre-approved Individually Designed Distributed Minor (IDDM) in Organization Studies. The concentration offers a distinctive, processual approach to studying careers, organizations, and organizing, and understanding how ideas and practices spread. Analytically, students are expected to become familiar with computational, network and qualitative methods. These tools offer purchase to examine contemporary processes of organizational learning, adaptation and diffusion.

The Concentration in Organization Studies includes a minimum of 20 units from the courses listed in this document.

Core faculty include:

**Patricia Bromley, Dan McFarland, Woody Powell**

(\*A number of other faculty in the Graduate School of Education share an interest in organizations research)

Graduates with a focus in Organization Studies have taken jobs in a wide array of positions:

### Professorships

Northwestern University, School of Education and Social Policy, Learning Sciences

Stanford University, Graduate School of Education

University of Michigan, Ford School of Public Policy

University of Minnesota, Humphrey School of Public Affairs

University of Pennsylvania, Graduate School of Education

University of Utah, Political Science

Vanderbilt University, Peabody School of Education

### Postdoctoral Fellowships

University of California-Berkeley, School of Information

Duke University, Sociology

University of Tampere, Business Administration

### Data Scientist

Airbnb

**Students are required to take at least 5 courses from the list below. At least 3 need to be courses of the core faculty advisors as listed in the first section below.**

<b>Course</b>	<b>Title</b>	<b>Instructor</b>	<b>Abstract</b>
<b>Select any 3 or more</b>			
EDUC 306D	Global Education Policy & Organization	Bromley	Most educators are now deeply aware of global forces in their work – be it in terms of the rising emphasis on international testing, rhetoric about competing in a global knowledge economy, or issues related to an increasingly diverse student body. Yet our mounting sense of the global dimension of education is rarely accompanied by an understanding of the evolving forms of international organization, organizing, and governance in education. The goal of this course is to provide students with an overview of key global actors and influences in education. It is primarily oriented toward graduate students considering careers in the international education sector – schools, international development and donor agencies, non-governmental (NGOs) and community organizations, and institutions of higher education. It is also open to students from other disciplines with an interest in the field of international education.
TBA	Advanced Topics in Organizational Theory	Bromley	The goal of this course is to provide students with knowledge of cutting-edge developments in organization theory. We will engage deeply with recent research in the field, considering how new studies advance our understanding of fundamental questions in the field, such as: What is an organization? Why do different types of organizations exist? Why are they structured as they are? What is the role of organizations in society? The class is intended mainly for doctoral students. There are no formal pre-requisites, but students should be familiar with the intellectual history of the field and some key approaches and concepts (e.g. institutional theory, resource dependency, behavioral theory of the firm, organizational ecology, and transaction cost economics).

EDUC 377, GSBGEN 346, PUBLPOL 317, SOC 377	Comparing Institutional Forms: Public, Private, and Nonprofit	Bromley or Powell	For students interested in the nonprofit sector, those in the joint Business and Education program, and for Public Policy MA students. The focus is on the missions, functions, and capabilities of nonprofit, public, and private organizations, and the managerial challenges inherent in the different sectors. Focus is on sectors with significant competition among institutional forms, including health care, social services, the arts, and education. Sources include scholarly articles, cases, and historical materials.
EDUC 312, SOC 224B	Relational Sociology	McFarland	In this course we explore how conversations, relationships, and social networks not only have their own unique and independent characteristics, but how they shape one another and come to characterize many of the settings we enter and live in. As such, students will be introduced to theories and research methodologies concerning social interaction, social relationships, and social networks, as well as descriptions of how these research strands interrelate to form a larger relational sociology that can be employed to characterize a variety of social phenomenon. This course is suitable to advanced undergraduates and doctoral students.
EDUC 288 / SOC 366	Organizational Analysis	McFarland	Principles of organizational behavior and analysis; theories of group and individual behavior; organizational culture; and applications to school organization and design. Case studies.
EDUC 316, SOC369	Social Network Methods	McFarland	Survey of social network methods and their applications. Basic concepts as well as descriptive and predictive methods are covered. Students will learn bases of horizontal differentiation into social groups and of vertical differentiation into hierarchical roles and positions. Techniques of textual analysis and correspondence analysis will be employed to describe social and cultural fields. The course also covers methods for hypothesis testing and statistical modeling of social networks: e.g., block models , peer influence and network effects, and exponential random graph models.

EDUC 375A, MS&E 389, SOC 363A	Seminar on Organizational Theory	Powell	The social science literature on organizations assessed through consideration of the major theoretical traditions and lines of research predominant in the field.
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**Additional courses on the topic of organizations and organizing as broadly construed.**

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SOC 314	Economic Sociology	Granovetter	The sociological approach to production, distribution, consumption, and markets, emphasizing the impact of norms, power, social structure, and institutions on the economy. Comparison of classic and contemporary approaches to the economy among the social science disciplines. Topics: consumption, labor markets, organization of professions such as law and medicine, the economic role of informal networks, industrial organization, including the structure and history of the computer and popular music industries, business alliances, capitalism in non-Western societies, and the transition from state socialism in E. Europe and China.
MS&E 384	Groups and Teams	Hinds	Research on groups and teams in organizations from the perspective of organizational behavior and social psychology. Topics include group effectiveness, norms, group composition, diversity, conflict, group dynamics, temporal issues in groups, geographically distributed teams, and intergroup relations.
EDUC 120/320, SOC 330	Sociology of Science	McFarland	The sociology of science concerns the social structures and practices by which human beings interpret, use and create intellectual innovations. In particular we will explore the claim that scientific facts are socially constructed and ask whether such a characterization has limits. Course readings will concern the formation and decline of various thought communities, intellectual social movements, scientific disciplines, and broader research paradigms. A special focus will be placed on interdisciplinarity as we explore whether the collision of fields can result in new scientific advances. This course is suitable to advanced undergraduates and doctoral students.

SOC 378	Seminar on Institutional Theory and World Society	Meyer	Sociological analyses of the rise and impact of the expanded modern world order, with its internationalized organizations and globalized discourse. Consequences for national and local society: education, political organization, economic structure, the environment, and science. The centrality of the individual and the rationalized organization as legitimated actors.
SOC 361W, EDUC 361	Networks & Organizations	Powell	For students doing advanced research. Group comments and criticism on dissertation projects at any phase of completion, including data problems, empirical and theoretical challenges, presentation refinement, and job market presentations. Collaboration, debate, and shaping research ideas. Prerequisite: courses in organizational theory or social network analysis.
OB 672: (SOC 362)	Organization and Environment	Rao	This seminar considers the leading sociological approaches to analyzing relations of organizations and environments, with a special emphasis on dynamics. Attention is given to theoretical formulations, research designs, and results of empirical studies. Prerequisite: Enrollment in a PhD program.
OB 674	Perspectives on Organization and Environment: Social Movement Organizations and Environments	Soule	This course examines the interaction between organizations and their environments. It is given every year by a different faculty member. What follows is the description of the course for the academic year 2012-13:nnnThis research seminar explores recent theory and research on social movement organizations and their environments. We'll consider the way in which organizational theories help us to explain social movement phenomena, and the way in which social movement theories help us to explain organizational phenomena.
Soc 375	The Social Psychology of Cooperation, Morality, and Hierarchy	Willer	Social order emerges not only from social forces that are cohesive in nature (cooperation, morality), but also ones that are divisive (hierarchy, inequality). This class reviews past work on these forces, with special attention on their micro-level impacts on interaction, as well as their macro-level impacts on political attitudes. Assignments: Students will complete several short proposed study designs and a final empirical project proposal. Prerequisite: Doctoral student in Sociology, Psychology, or the Graduate School of Business, or consent of instructor.

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**Organizations research methodology has greatly expanded. Therefore, students are strongly encouraged to take 1-2 additional methods courses below on top of their 3-quarter statistics sequence (Other courses may be applied with consent of core faculty member).**

POLSCI 358	Data-driven Politics	Bonica	Covers advanced computational and statistical methods for collecting and modeling large-scale data on politics. Topics will include automated and computer-assisted methods for collecting, disambiguating, and merging unstructured data (web-scraping, identity resolution, and record-linkage), database management (SQL, data architecture), data-reduction techniques for measuring the political preferences for large numbers of individuals, topic models applied to political text/speech, and social network analysis for mapping relationships and identifying influential actors.
MS&E 231, SOC 278	Introduction to Computational Social Science	Goel	With a vast amount of data now collected on our online and offline actions -- from what we buy, to where we travel, to who we interact with -- we have an unprecedented opportunity to study complex social systems. This opportunity, however, comes with scientific, engineering, and ethical challenges. In this hands-on course, we develop ideas from computer science and statistics to address problems in sociology, economics, political science, and beyond. We cover techniques for collecting and parsing data, methods for large-scale machine learning, and principles for effectively communicating results. To see how these techniques are applied in practice, we discuss recent research findings in a variety of areas. Prerequisites: introductory course in applied statistics, and experience coding in R, Python, or another high-level language.

OB 637	Modeling Culture	Goldberg	What is culture, and how can we model it? This course will survey theoretical frameworks for studying culture from a multidisciplinary perspective, ranging from evolutionary biology through sociology to economics. We will explore various methods for measuring culture and modeling cultural processes, including ethnography and survey data. Our focus, however, will be on measurement and modeling strategies that are made possible by the internet revolution and big data, including agent-based modeling, natural language processing and machine learning. Our class discussions will transition between theoretical abstraction and hands-on data analysis.
CS 124, LING 180	From Languages to Information	Jurafsky	Extracting meaning, information, and structure from human language text, speech, web pages, genome sequences, social networks. Methods include: string algorithms, edit distance, language modeling, the noisy channel, naive Bayes, inverted indices, collaborative filtering, PageRank. Applications such as question answering, sentiment analysis, information retrieval, text classification, social network models, chatbots, genomic sequence alignment, spell checking, speech processing, recommender systems. Prerequisite: CS103, CS107, CS109.
LING 188/288, CS 224	Natural Language Understanding	Potts	Project-oriented class focused on developing systems and algorithms for robust machine understanding of human language. Draws on theoretical concepts from linguistics, natural language processing, and machine learning. Topics include lexical semantics, distributed representations of meaning, relation extraction, semantic parsing, sentiment analysis, and dialogue agents, with special lectures on developing projects, presenting research results, and making connections with industry. Prerequisites: one of LINGUIST 180, CS 124, CS 224N, CS224S, or CS221; and logical/semantics such as LINGUIST 130A or B, CS 157, or PHIL150

MS&E 383    Doctoral Seminar  
                  on Ethnographic  
                  Research

Valentine

For graduate students; upper-level undergraduates with consent of instructor. Interviewing and participant observation. Techniques for taking, managing, and analyzing field notes and other qualitative data. Methods texts and ethnographies offer examples of how to analyze and communicate ethnographic data. Prerequisite: consent of instructor.

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