

Sociology 494 D: Practicum in the Sociology of Organizations Winter 2010

Instructor: Katie Corcoran

Class Meeting: Wed: 9:30am-11:20am in Mary Gates Hall 234

Office hours: Thur. 10:30am-11:30am and by appointment in Savery 270

Email: soc494@u.washington.edu

Course website: <http://staff.washington.edu/kat777/soc494D/>

E-submit website: <https://catalysttools.washington.edu/collectit/dropbox/kat777/8645>

Course Description:

The main objective of the course is to encourage you to experience sociology outside of the classroom and apply your sociological knowledge to the world around you. Your internship provides a practical forum for practicing the application of sociological ideas outside of the university setting. Although the internship is integral to the class, and will provide valuable work experience, it is not expected to be the most time-consuming portion of the course. You are expected to do weekly readings and assignments and come to class prepared for discussion of the material. Essentially, the readings and class time will provide the foundational ideas that you are expected to learn and apply to your internship experience.

Required Text:

Coursepack at Ram Copy Center: 4144 University Way NE
Seattle, Washington 98105

I have also put one of my copies of the coursepack on reserve at Odegaard. (Do not write in it or highlight it. If this occurs, I will remove it from the library.)

Course Requirements:

All writing assignments must be typed, double-spaced, in 12 point font, and turned in on time. Late assignments will be penalized 10% for every day they are late (the weekend counts as two days), unless a **documented** excuse is provided. *Papers turned in after class on the day they are due will receive a one-day late penalty.* If you know you will not be able to turn something in on time, turn it in early to avoid the late penalty. **All 24 internship hours must be fulfilled in order to have the possibility of receiving a passing grade in the course.** (This is the minimum amount of internship hours. Some internships will require more hours and you must fulfill all hours that your internship requires.) Congruent with departmental policy, students must refrain from using laptops, cell phones, and PDAs during class time.

Internship: You are required to have an internship where you work for a minimum of three hours per week (for a minimum of 24 hours for the quarter). Students will not receive additional credit or a higher grade if they spend more time at their internship. This component of the class should be viewed as a second lecture, that is, you will set a time and commit to it for the duration of the quarter. At the end of the quarter your internship supervisor will evaluate you and this will impact your grade. If you are unable to commit to working hard at your internship, this is not the class for you. If by the 2nd

week of class you cannot show that you are working at your internship a minimum of 3 hours/week, you must drop the class.

Class Participation: You are required to be an active participant in the weekly class meetings, which entails doing the readings and coming to class prepared to discuss them. If you are not in class, you cannot participate. Just showing up to class, does not count as participating. Since class only meets once a week, it is very important to consistently come to class and stay for the whole class period. Missing one day of class is akin to missing (receiving a zero for) 10% of your participation grade. A **documented** excuse (*e.g.*, a note from your doctor) will not ‘excuse’ your lack of class participation but will give you the chance to make it up (within one week) without penalty. With a documented excuse, you can make up your participation through submitting (by the next class) typed answers to the reading/discussion questions for that day and completing any other activities we did in class. In some classes we will watch short snippets of various videos and then have some sort of group activity or discussion based on them. If you miss class, it will be difficult to make up these activities as most of the videos I will be renting to show in class. Every week at the **beginning** of class there will be an in-class writing assignment based on the readings for that day. These will make up a significant portion of your participation grade.

Field Notes and Reflection: *Each week*, at the beginning of class, you will submit typed responses to the field note questions assigned for that day. You will also be required to submit a short reflective essay and a letter to your internship supervisor on your experience (2-4 pages) due on the last day of class (more specific instructions will be given closer to the deadline).

Research Paper: There will be a 10-12 page research paper that will require you to apply one or more theories or concepts from the course to your internship organization. This will be an argumentative paper where you will generate and defend a thesis. The bulk of your grade in this course will be based on this paper. Students will be required to complete several preparatory assignments including paper topics, an internship organization description, theses, proposal, annotated bibliography, and outline. Students will be grouped into teams based on similar paper topics and will present their topic and findings on the last day of class. A **hardcopy** of the completed research paper is due on **Monday, March 15 by 4:00pm**. You will also be required to e-submit (this is not email) the exact same paper by 10:00pm.

Assessment:

For all assignments: If you do the minimum requirements that equates to a C-range grade. Accordingly, doing less than the minimum requirements equates to a D or lower grade. A B-range grade requires putting in more effort and demonstrating that you have a good understanding of the readings and how they apply to your internship. An A-range grade requires going well “above-and-beyond” the minimum requirements and dedicating a lot of time and effort to each assignment: assignments in this range are creative, analytical, critical, provocative, and demonstrate mastery of the readings and how they apply to your internship.

Grade Breakdown:

Class Participation = 20 %

Internship & Field Notes/Reflection = 20%

Research Paper = 60 %

Extra Credit: There will be a weekly extra credit opportunity, where you will be able to do a lot of extra work for a little credit. Thus, extra credit is only for truly motivated students. You may submit, at the beginning of class, typed answers to the reading/discussion questions *for that day*. The extra credit is designed to increase your preparedness for class discussion. Thus, **late extra credit will not be accepted for any reason. Extra credit will not be accepted from students who will be unable to use their answers to participate in class discussion (e.g., if you miss class, leave early, or show up late)**. Just turning something in does not mean you will receive credit for it. The amount of credit will depend on the thoroughness, thoughtfulness, and completeness of responses. If you submit answers every week (or almost every week), this demonstrates a strong dedication to the course and your final GPA has the possibility of being raised from between .1 to .3 (again depending on the quality of the responses). Extra credit will not be graded individually. I will hold on to your extra credit and grade it as a whole at the end of the quarter.

Academic Integrity:

Students will be subject to the University of Washington Student Conduct code <http://depts.washington.edu/grading/issue1/honesty.htm>. Students may not copy, paraphrase, or quote any text without appropriate citation. This includes websites as well as other student papers. You may not reuse a paper or part of a paper from any other class you have taken. I take plagiarism and cheating very seriously, anyone caught doing either will receive a zero for the exam/paper/assignment.

Students with Disabilities:

If you require certain accommodations to make class accessible, please contact Disability Resources for Students (DRS) and I will work with them to accommodate your needs: they can be reached by phone or email (206-543-8925; uwdss@u.washington.edu). If you have a letter indicating what accommodations you will need, please give it to me as soon as possible so I will be able to make the necessary accommodations.

Reading Schedule

Week/Day	Topic	Readings FG = Field Guide	Assignments Due
Week 1: January 6	Introduction	FG: Purpose of the Field Guide FG: 1. Organizing Your Internship FG: 2. Observing and Recording FG: 4. Interviewing	First page of Learning Contract
Week 2: January 13	Social Construction of Reality and Field Methods Ethnography	Berger, Peter and Thomas Luckman. "The Reality of Everyday Life." (5 pages) Zerubavel, Eviatar. "Islands of Meaning." (5 pages) Scott, W. Richard. "Field Methods in the Study of Organizations." Swason, Guy E. "The Subject is Organizations."	Field Notes: FG: 2. Observing and Recording (Coursepack pgs 26-27). Page 2 of the Learning Contract
Week 3: January 20	Bureaucracy and Formal Organizations	FG: 3. Bureaucracy FG: 5. Formal Organizational Structure "Organizations as Rational Systems." (5 pages) Weber, Max. "Bureaucracy." Taylor, Frederick W. "Scientific Management."	Field Notes: Answer at least 10 questions, 5 questions from each of the following: FG: 3. Bureaucracy (pgs 78-80) FG: 5. Formal Organizational Structure (pgs 94-96). Page 4 of Learning Contract

<p>Week 4: January 27</p>	<p>Informal Organization</p>	<p>FG: 8. The Informal Organization</p> <p>“Organizations as Natural Systems.” (5 pages).</p> <p>“Organizations as Human and Social Systems I: The Impulse to Reform Work.” (7 pages).</p> <p>Roethlisberger, Fritz J. and William J. Dickson. “Human Relations.”</p> <p>Scheff, Thomas J. “Control over Policy by Attendants in a Mental Hospital.”</p>	<p>Field Notes: FG: 8. The Informal Organization (pgs 113-114).</p> <p>Description of Internship Organization (E-submit by Friday Jan. 29 by noon).</p>
<p>Week 5: February 3</p>	<p>Power and Authority, Part I</p>	<p>FG: 6. Position, Authority, and Power.</p> <p>“Power and Conflict”</p>	<p>Field Notes: FG: 6. Position, Authority, and Power (pgs 154-155). Do not answer questions 3 and 8.</p> <p>List of possible theses for the research paper (E-submit by Friday Feb. 5 by noon).</p>
<p>Week 6 February 10</p>	<p>Power and Authority, Part II. Gender and Race</p>	<p>Kanter, Rosabeth Moss. “Men and Women of the Corporation.”</p> <p>Kanter, Rosabeth Moss. “Women and the Structure of Organizations: Explorations in Theory and Behavior.”</p> <p>Moss, Philip and Chris Tilly. “Stories Employers Tell: Employer Perceptions of Race and Skill.”</p>	<p>Field Notes: FG: 6. Position, Authority, and Power (pgs 154-155). Only questions 3 and 8.</p>

<p>Week 7 February 17</p>	<p>The Institutional Approach</p>	<p>FG: 10. The Institutional Approach.</p> <p>Meyer, John W. and Brian Rowan. "Institutionalized Organizations: Formal Structure as Myth and Ceremony."</p> <p>DiMaggio, Paul J. and Walter W. Powell. "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields."</p>	<p>Field Notes: FG: 10. The Institutional Approach. (pgs 221-222).</p> <p>Research Paper Proposal (E-submit by Friday Feb. 19 by noon).</p>
<p>Week 8 February 24</p>	<p>Organizations and their Environments</p>	<p>FG: 11. Organizations and Environments</p> <p>"Chapter 11: The Environment." "The Population Ecology Model"</p> <p>Carroll, Glen R. and Michael T. Hannan. "Density-Dependent Processes."</p>	<p>Field Notes: FG: 11. Organizations and Environments (pgs 245-246).</p> <p>Annotated Bibliography for Research Paper (E-submit by Friday Feb. 26 by noon).</p>
<p>Week 9 March 3</p>	<p>Organizational Culture</p>	<p>FG: 12. Organizational Culture</p> <p>Schein, Edgar H. "What is Corporate Culture Anyway?"</p> <p>Schein, Edgar H. "What is Corporate Culture Built On?"</p> <p>Kunda, Gideon. "Engineering Culture: Control and Commitment in a High-Tech Corporation."</p>	<p>Field Notes: FG: 12. Organizational Culture (pgs 277-279).</p> <p>Detailed Research Paper Outline (E-submit by Friday Mar. 6 by noon).</p>
<p>Week 10 March 10</p>	<p>Paper Presentations</p>	<p>No Readings</p>	<p>Short Reflective Essay and letter to internship advisor Hardcopy due at the beginning of class</p>

Week 11	No Class		Research Paper (hardcopy) Due on Monday, March 15 by 4:00pm (location TBA). No exceptions. E-submit by 10:00pm.
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