

Title Slide: Embedding Multilevel Factors in an Organization Field Context

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Slide 2: Expanding Levels of Analysis

- organization structures as environments for individual behavior
- organization structures as foci of study
- organization sets
- organization populations
- organization fields

Slide 3: Expanding Scope of Variables

- economic exchanges (transactions)
- power and politics (intra- and interorganizational)
- relational networks and systems
- symbolic (cultural) systems
- knowledge, resources and capabilities in an evolutionary perspective

Slide 4: Organization Field (definitions)

Those organizations that, in the aggregate, constitute a recognized area of institutional life: key suppliers, resource and produce consumers, regulatory agencies, and other organizations that produce similar services or products.

-DiMaggio & Powell 1991

Slide 5: Organization Field (definitions)

The notion of field connotes the existence of a community organizations that partakes of a common meaning system and whose participants interact more frequently and fatefully with one another than with actors outside the field.

-Scott, 1994

Slide 6: Components of Fields

- Actors (individual and collective)
 - central, peripheral, and intermediate
 - established and emergent
- Institutional logics
 - cognitive and normative
 - background (e.g., assumptions) and foreground (e.g., policies)
- Governance structures
 - regulative and normative
 - organization-level and field-level

Slide 7: Advantages of Field over Levels Conception

- stresses centrality of organizations
- moves from generalized attributes to factors affecting specific actors in particular contexts (more customized)
- heuristic
- dynamic
- gives equal attention to structural and cultural factors
- accommodates tension between structures and actors
- views fields as areas of contestation as well as cooperation.

Slide 8: Garbage Can Model of Decision-Making (March and Cohen 1972)

Decisions are strongly affected by:

- who participates?
- what constitutes a 'choice opportunity'?
- who decides what is a problem?
- who determines what is a possible or adequate solution?

Slide 9: Contextualizing Multi-level Factors

- laws & policies
 - affected by location of organization in field
- time
 - extent of field structuration
- interorganizational linkages
 - critical exchange partners
- community context
 - demographics
- organization
 - number/specialty of cancer care providers

[End Presentation]