

INDEX

Note: Page numbers followed by “*n*” with numbers indicate notes.

- Abandonment, 270, 282–283
- Action, 155
 - collective, 122–123
 - domains of institutional, 44, 57–61
 - formation mechanism, 23
 - micro-levels, 44, 69
 - situated, 19
- Activism-resistant adopters, 277
- Actor, 156
 - reflexivity, 142
- Administrative domain, 58
 - legitimation in, 50–51, 56
- Adoption decisions, 277
- Ambiguous gatekeepers, market
 - intermediaries as, 77, 79
- Analogical reasoning, 76, 78
- Analytical foundation for multi-level approach, 44
- Animal Liberation, 182
- Animal rights, 178, 182
 - highly disruptive issues of, 185
- Anti-war movement, 123
- Argumentation, competitive process
 - of, 60
- Artifacts
 - to institutions, 228
 - technologies, 225–226, 232ⁿ²
- Attributes, 79, 102–103, 237
- Bacchus Canada, 51
- Bankers, 139–140
- “Bathtub” model, 22–23, 25
- Bayesian algorithm, 200–201
- Beer-brewing shops, 46
- Behavioral microfoundations, 123
- Behavioral perspective, 14, 18–20, 120
- Beliefs, 121
- “Black box” of institutions, 28
- Bottom-up process, 106, 120–121
- Boundary conditions and extensions, 78–80
- Bourdieu’s practice theory, 13, 139
- Brew on Premises Association of Ontario (BOPAO), 49–50, 52
- British Columbia (BC), 46, 55
 - legitimation in administrative domain, 56
 - legitimation in legal domain, 55
 - legitimation in other provinces, 56–57
 - legitimation in public domain, 55–56
 - U-brew category legitimation in, 55–57
- Buffering complexity, 103, 109–110
- Building blocks of institutions
 - artifacts to institutions, 228
 - institutionalization, 219–224
 - institutions, 219–224
 - personal culture to institutions, 227
 - refurbished object account of institutions, 224–227
 - specifying objects clarifying process accounts, 229–230
 - specifying objects clarifying state accounts, 228–229
 - specifying objects helps to discover new object/process links, 230–231
- Business model of law firm, 258–259
- Canadian Home Wine and Trade Association (CHWTA), 52, 56–57

- Cannabis legalization movement, 123
- Category, 68–69, 77–79
 emergence, 44
 legitimacy, 45–46
Chambers and Partners, 260–261
- Chief human resource officer (CHRO), 90–91
- Christian Right movement, 125
- Cognition, 114–115, 121, 241, 243
- Cognitive Anthropology, 156
- Cognitive complexity
 exploring antecedents and development of, 115
 high differentiation and high integration, 107–109
 high differentiation and low integration, 109–110
 low differentiation and low integration, 110–112
 and responses to multiple logics, 106
- Cognitive differentiation and integration, 102–104
- Cognitive generalization of events, 138
- Cognitive loading, 147
- Cognitive perspective, 14–17, 120
- Cognitive structural perspective on institutional complexity, 101
 external environment
 representations, 102–104
 self-representations, 104–106
- Cognitive templates, 222
- Collective action, 122–123
 challenges of, 51–52
- Collective belief attribution, 218
- Collective identity, 122–123, 125
 comparison of movement phases, 125
 lifestyle movements, 126–131
 social movements and identity, 122–126
- Communication, 17, 183
- Communicative perspective, 14, 17–18, 120
- Compartmentalization, 109–110
- Compensation disparity, 258, 261
- Competition, 72, 74–76
- Compliance, 279
- Computational methods, 18
- Conceptions of microfoundations of institutions, 14–15, 20
 “microfoundations as agency”
 argument, 20–21
 “microfoundations as levels”
 argument, 21–22
 “microfoundations as mechanisms”
 argument, 22–23
- Conceptual combination, 76
- Conceptualization, 120, 156
- Configurations of microfoundational research, 24
- Conformity, 278–284
- Congruence to field-wide consensus, 207
- Contentious politics, 121
- Contested sensemaking, 183, 187–188
- Contingency theory’s implicit model, 271
- Cross-level effects in legitimation process, 60–62
- Cross-sectional research designs, 29, 210
- Cultural consensus theory (CCT), 199–201
 approach to microfoundations, 201–202
 ECO, 210–211
 expanding microfoundational research with, 211
 micro-level instantiations, 198–199
 microfoundational variables, 212
 microfoundations of ECO agency, 203–210
 questionnaire content, 211–212
 sample frame and macro-level of analysis, 211
 stage of institutionalization, 212
- Cultural-cognitive based institutionalization, 199
 beliefs, 222
 dimension, 218
 elements, 120, 201, 222

- flavor, 223
- structures, 137
- Cultural/culture, 138, 218, 224–225, 229, 232*n*3
- competence, 200
- congruence, 200
- consensus, 201
- expertise, 200
- institutions, 137
- knowledge, 155–156
- material, 157
- ontology, 224
- processes, 218
- symbols, 138, 143
- truth, 201
- Customization, 270, 280–281
- Decision-making models, 271–272
- Declarative memory in human brain, 138
- Decoupling, 85–86, 110, 138–139, 270, 278–280
 - experts and, 87–88
 - HR generalist, 92–94
 - life-world, realities, and relevances, 88–90
 - methodology, 90–91
 - subjective experience, 86
- Deinstitutionalization, 252, 264–265
- Discourses, 52–53, 68
- Discretionary ethics practices, 207
- Discursive competition, 52–55
- Discursive consciousness, 136, 138–140
- Dispositions, 139–140
- Domains of institutional action, 44, 57–61
- Dominant field-level logic, 240
- Dual internalization of institutions, 137–141
- Durable disposition, 139
- “Durkheimian” approach, 220
- Embeddedness, 229
- Embodied metaphors, 143–144
- “Embodiment” of praxis, 139
- Embracing complexity, 103, 107–109
- Emotions, 114–115, 241
 - emotion-laden events, 181
 - involvement, 179
- “Enlightened shareholder” logic, 108
- Equity partnerships, 253, 257
- Ethics and Compliance officers (ECOs), 203, 280
 - microfoundations of agency, 203–210
- Ethics and Compliance Officers Association (ECOA), 203
- Ethnography, 147
- Ethnomethodology, 12, 270
- Evaluation, 69, 77–78
- Event history database, 48
- “Everyday transcending” realities, 89
- Experiments, 31–32
 - designs, 147–148
 - research on legitimacy, 46
 - studies, 147
- Expert intermediaries, 69–71, 77, 79
 - category distinctions, 71
 - sense out of novelty, 71–72
- Expertise, 69, 72–73
- Experts, 85–86
 - and decoupling, 87–88
 - knowledge structures, 71
- External environment representations, 102–104
- Externalization theory, 220
- Fact-based sensebreaking, 183
- Fairness discourse, 51–52
- Federal tax agency, 49–50
- Ferment-on-Premise shops (FOP shops), 44, 46
- “Ferment-on-premises” shops, 44
- Fiscal discourse of tax revenue maximization, 53
- Flow metaphor, 23
- Formal rules, 86–87
- Formalization, 122–123
- Fragmented core self, 105
- Framing, 121

- French gastronomy, study of, 126
- “Fruits of yoga”, 158, 163, 168*n*4
- “Garbage can” model, 20
- Gay rights movement, 125
- Gender balanced firms, 263
- Gender diversity, 259, 261
- German reunification, ramifications of, 32
- GLBT pastors, 154
- Habitualization, 221, 223, 229
- Herds and cascades among
economists, 274–275
- Hermeneutic interpretation, 96*n*2
- Heterogeneity in adoption
motivation, 16
- High self-pluralism and high self-unity, 107–111
- High self-pluralism and low self-unity, 108–111
- Highly disruptive issues, 178
contribution to microfoundations
of institutions, 189–191
contribution to sensemaking, 191
data analysis, 183
data collection, 183
institutional entrepreneurs, 181–182
limitations and boundary
conditions, 191–192
methods, 181
research context, 182
sensemaking of highly disruptive
issues, 185
sensemaking of institutions and
emotions role, 180–181
sensemaking scholars, 178–179
- HIV-positive constituents, 125–126
- Hobby Brewers and Vintners
Association (HBVA), 55
- Hospitality Industry Coalition, 55–56
- HR generalist, 92–94
- Human capital, 256
- Human resource management
(HRM), 86
knowledge, 87
- Hysteresis, 145
- “Ideational” paradigm, 14
- Identity, 72–74, 119–126, 156, 168*n*1,
235–236, 245
control theory, 86, 94
foundational and early literature in
institutions, 237–238
maintenance, 16
within microfoundations of
institutions, 236–237
movements, 121, 124–126
multiple theories at play, 243–244
SIT dominates, 238–241
social constructivist identity turn
begins, 241–243
theory, 69
threat risk, 79
- Identity work, 156–157, 159–160, 242
institutional meanings
representations at
individual level, 160–161
tracing process as institutional
work, 161–165
- Imposed relevances, 89
- Incremental institutional change, 142
- Individual characteristics and
institutional change,
257–260
- Individual-level
characteristics, 100
measurement, 6
- Ineffective sensemaking, 183, 188–190
- Informational conformity, 28,
272–275, 280
empirical analyses, 276–278
in institutional theory and research,
275–278
theoretical arguments, 275–276
- Inhabited institutionalism, 13
- Institutional change, 44, 77–78, 136,
252, 263
analysis, 178
contribution to institutional
theory, 263
data collection, 260
and discursive consciousness,
141–143

- empirical setting and hypotheses in context, 256
- individual and organizational characteristics and institutional change, 257–260
- institutional theory, 251–252
- integrative framework, 141
- law firms, 256–257
- limitations and future research, 263
- microfoundations and, 253–256
- and practical consciousness, 143–146
- results, 261–263
- unpacking relationship between cognition and, 137–146
- variable definition, 261
- Institutional complexity, 100
 - cognitive complexity and responses to multiple logics, 106–112
 - cognitive structural perspective on, 101–106
 - experimental investigation of micro-level institutional processes, 114
 - exploring antecedents and development of cognitive complexity, 115
 - extending notion of self-pluralism, 113–114
 - implications for future research, 113–115
 - interplay between cognition and emotions, 114–115
- Institutional theory, 11, 17, 180, 218, 220, 224, 237, 245, 251
 - alternative model, 272
 - contingency to, 271–272
 - contribution to, 263
 - foundational works, 270
 - microfoundations agenda in, 252
 - normative and informational conformity in, 275–278
 - research in, 68
- Institutional/institutions, 120, 219, 252
 - analytical procedures, 158
 - artifacts to, 228
 - competition, 50
 - contestation, 142–143
 - data collection, 158
 - effects, 221
 - entrepreneurs, 4–5, 142, 178–179
 - entrepreneurship, 20, 142
 - evolution, 143–145
 - fields and modes of consciousness, 140–141
 - foundational and early literature in, 237–238
 - generations, 144
 - grounded in dispositions, 140
 - identity within microfoundations of, 236–237
 - identity work, 160–165
 - at individual level, 153–157
 - institutional meanings at individual level, 172–176
 - logics, 20, 100, 126, 154, 199
 - meanings, 153–154, 156, 160–161
 - microfoundations, 4
 - modification, 141–142
 - object approaches, 221–223
 - object-neutral account of, 223–224
 - objects, 229
 - personal culture to, 227
 - pressure, 16
 - process approaches, 220–221
 - refurbished object account of, 224–227
 - revolution, 145–146
 - state approaches, 220
 - terminology, 27
 - widening scope to explore yoga as facet of individuals' self-identity, 159–160
 - work, 20
 - yoga as institutional context, 157–158
 - yogic meanings comparison, 159
- Institutionalization, 23, 122–123, 154, 183, 218–219, 224–225, 227
 - artifacts and material technologies, 225–226

- object approaches, 221–223
- object-neutral account of
 - institutions, 223–224
- practices and organizational routines, 227
- process approaches, 220–221
- of rules, 95
- rules and semiotic codes, 226
- sayings and vocabularies in fields, 226–227
- stage of, 212
- state approaches, 220
- Instrumental movements, 124
- Intellectually pluralistic approach, 243
- Intense negative emotions, 181
- Internalization of institutions, 138–139
- Internet-mediated communication, 182
- Interpretive research, 88
- Interpretive yogic schemes, 160
- Intrinsic relevances, 89
- Intrinsic value, 182
- Israeli Yoga Teachers Association, 157

- Jeppersonian process theory, 222
- Judging, 185–186
- Juris Doctor (J.D.) degree, 207

- Knowledge, 89, 199
 - cultural, 155–156
 - explicit form of, 155
 - generalized, 138
- Language games, 17
- Law firms, 256–257
- Layered ontology, 25
- Layering, 185–186
- Legal domain, 58–60
 - legitimation in, 49–50, 55
- Legitimacy theory, 44
- Legitimation, 29
 - in administrative domain, 50–51, 56
 - in legal domain, 49–50, 55
 - in other provinces, 56–57
 - in public domain, 55–56
- “Levels of analysis”, 21–22
- Leverage, 253, 261
- LGBT, 237, 242
- Life stories, 156, 168*n*2
- Life-world, 88–90, 94
- Lifestyle institutions, 124
- Lifestyle movements, 121, 126, 132*n*1
 - dynamics, 128–131
 - in *New York Times*, 127
 - references to specific, 128
- Liquor License Act, 52
- Liquor License Board of Ontario (LLBO), 49
- Logical mode, 155
- Logics, 3–4
- Long-term incentive plans (LTIPs), 279
- Low coherence in institutional infrastructure, 140–141
- Low self-pluralism and high self-unity, 108–110, 112

- Macro-levels, 25, 136
- Macro-studies, 88
- Macrofoundations, 5, 27
 - of institutions, 14
- Market intermediaries, 68–69
 - as ambiguous gatekeepers, 77, 79
 - boundary conditions and extensions, 78–80
 - competition, 74–76
 - evolution of category systems, and institutional change, 77–78
 - as experts, 69–72, 77
 - identity, 72–74
- Martha Stewart Living Omnimedia (MSLO), 128–131
- Material technologies, 225–226
- Materiality, 228
- Mature category systems, 79
- Meaning-based sensebreaking, 183
- Mechanism-based theorizing, parsimonious model of, 23
- Meso level processes, 25, 45
- Method specialists, 33
- Methodological individualism, 88

- Micro-levels, 25–26, 136
 actions, 44, 69
 factors influencing field-wide
 cultural congruence, 209
 factors influencing subcultural
 congruence, 209
 institutional process investigation, 114
 processes, 198
- Microfoundations, 4–5, 69
 CCT approach to, 201–202
 conceptions, 14–15, 20–23
 configurations of microfoundational
 research, 24
 congruence to field-wide
 consensus, 207
 congruence to subgroup
 consensus, 207
 control variables, 208
 of ECO agency, 203–204
 experiments, 31–32
 growing popularity of, 12
 identity within, 236
 and institutional change, 253–256
 of institutional theory, 3, 6
 of institutions, 11–12, 14–15, 189–191
 legal educational and professional
 background, 207–208
 levels of analysis, 24–26
 loadings and subculture
 mean scores for eco
 intersubjective beliefs, 206
 methods, 205, 207
 mixed methods, 29–30
 movement, 11, 180
 multi-level analysis, 30–31
 needs, 26–27
 organization's implementation
 of discretionary ethics
 practices, 207
 perspectives on microfoundations,
 15–20
 processes, 120
 research, 120
 results for consensus content, 208
 results for micro-level factors,
 209–210
 studying, 5–6, 28–33
 survey design and sample, 205
 theory and hypotheses, 204–205
 time for retooling, 32–33
 variables, 212
- “Microfoundations as agency”
 argument, 13, 15, 20–21
- “Microfoundations as levels”
 argument, 13, 15, 21–22
- “Microfoundations as mechanisms”
 argument, 13, 15, 22–23
- Mid-life crisis, 13
- Mixed methods, 29–30
 framework for discourse analysis, 18
- Moral legitimacy formation, 18
- Mothers Against Drunk Driving
 (MADD), 51, 123
- Movement organizers, 122
- Multi-level analysis, 30–31
- Multi-level perspective of decoupling, 25
- Multi-level theory of institutional
 contestation
 category legitimacy, 45–46
 cross-level effects in legitimation
 process, 60–62
 data analysis, 48
 data collection, 47
 domains of institutional action, 57–60
 findings, 48–57
 historical background, 48
 micro in organizational research, 45
 research design, 46–47
 U-brew category legitimation, 49–57
- Multimodal texts, 183, 190
- Multiple theories at play, 243–244
- Narration, 143
- Narratives, 48
- Natural experiments, 31–32
- Negative emotions, 184, 186, 191
- Negotiation, 110–111
- Neo-institutional theory (NIT), 3–4,
 85, 87, 135, 154, 178
 microfoundation, 137
- New microfoundations of institutions, 21
- New social movements, 124–125

- “New-to-institutions” methodologies, 6
 Non-contentual disposition, 139
 Non-declarative memory, 139
 Non-equity partnership, 253, 256, 258
 Nonprofessional intermediaries, 74
 Nonprofitable firms, 258, 262
 Normative conformity, 28, 272–275
 empirical analyses, 276–278
 in institutional theory and research, 275–278
 theoretical arguments, 275–276
 Normative isomorphism, 275–276
 Norms, 121
 Novel complexity, 100
 Novel institutional complexity, 102, 112
 Novice intermediaries, 70–71
- Object approaches, 221–223, 225
 Object theory, 222
 Object-neutral account of institutions, 223–224
 Objectification, 221, 223, 230
 Occupy Wall Street movement, 123
 “Omnibus” conception of culture, 218
 Ontario, U-brew category legitimation
 in, 49
 in administrative domain, 50–51
 challenges of collective action, 51–52
 discursive competition, 52–55
 emergence of opposition, 49
 institutional discourses, 53
 in legal domain, 49–50
 in public domain, 51
 validations of discourses, 54
 Oppositional identities, 122
 Organizational behavior (OB), 240
 Organizational decision-making, 270
 conformity and post-adoption behaviors, 278–284
 contingency to institutional theory, 271–272
 methodological considerations, 283–284
 normative vs. informational conformity, 272–278
- Organizational/organizations, 87, 89
 categories, 45
 characteristics and institutional change, 257–260
 climate research, 30–31
 innovations, 280
 institutionalism, 34*n*1
 level, 89
 routines, 227, 232*n*1
 scholars, 68
 success, 87
 theory, 245
 Outside experts, 87
- “Paradigmatic” mode, 155
 Paradox of embedded agency, 20, 136
 Parliamentary Information and Research Service (PIRS), 47
 Partnership, 256, 260
 People for Ethical Treatment of Animals (PETA), 179, 182–183, 185
 Performance, 125
 Performance-adverse mentality, 90
 Personal culture, 226
 to institutions, 227
 Phenomenological lens, 86, 94–95
 Phenomenology, 94, 270
 Pluralism, 199
 Popular excitement, 122
 Positive emotions, 184, 186
 Positive engaged sensemaking, 179, 183, 185–187, 189
 sensegiving account, 185–186
 sensemaking mechanisms, 186–187
 Positive evaluations, 259
 Positive superficial sensemaking, 183, 187
 Post-adoption behaviors, 278–284
 Power, 19–20
 Practical consciousness, 136–137, 139–140
 Practices, 218
 practice-driven institutionalism, 19
 theory, 86
 Process approaches, 220–221

- Process theory, 221, 223–224
 Professional intermediaries, 74
 Professional service firms, 265
 Profitability, 257–258
 Psychology of mental structures, 15
 Psychology theory, 244
 research in social psychology,
 273–274
 Public domain, 58
 legitimation in, 51, 55–56

 Quest for legitimacy, 276

 Real-time decisions, 147
 Reality, 86, 88–90
 Recycling programs, 276
 Reflexible knowledge, 138
 Refurbished object account of
 institutions, 224–227
 Regression discontinuity designs, 32
 Regulation 58/00, 52
 Repurchase agreements, 279
 Reputation, 259, 261
 Retention, 282–283
 Rigid core self, 105
 Role identity, 16, 121

 Same-sex partner benefits, 277
 Sanctioning behavior, 69
 Scandinavian institutionalism, 13
 “Schemas”, 222
 Schematic disposition, 139
 Scientific inquiry with intellectual
 fatalism, 27
 Sedimentation, 223
 Selective coupling, 108
 Self-identity, 154–157
 construction, 17
 Self-pluralism, 104–106
 extending notion of, 113–114
 Self-representations, 104–106
 Self-unity, 104–106
 Selfhood, 155
 Seminal concepts in institutional
 theory, 25–26
 Semiotic codes, 226

 Sensebreaking, 180
 Sensebridging, 183–184, 186, 190–191
 Sensegiving, 143
 accounts, 16
 of highly disruptive issues,
 180–181, 184
 Sensemaking, 16, 86, 178–179
 for highly disruptive issues, 184–185
 contested, 187–188
 ineffective, 188–189
 of institutions and emotions role,
 180–181
 positive engaged, 185–187
 positive superficial, 187
 scholars, 178–179
 Shared characteristic, 124
 Shared constructs, 31
 “Shareholder value maximization”
 logic, 108
 Single theory of identity, 244
 Situated action, 19
 Situational compliance, 111
 Situational frames, 19
 Situational mechanism, 22–23, 120
 Social
 conformity research in social
 psychology, 273–274
 construction, 223
 constructivism, 242
 evaluations, 259
 ferment, 122
 hazard discourse, 53
 identity, 241–242
 mechanisms, 44
 movement theory, 237
 movements, 121–126
 process, 178
 psychological processes, 5
 psychologists, 274
 situations, 19
 world, 89
 Social constructivist, 244
 approach, 243
 identity, 241–243
 Social identity theory (SIT), 236,
 238–241, 246*n*2

- Socialization, 138
- Socially constructed knowledge, 201
- Socio-scientific hermeneutics, 91
- Speech acts, 17
- Standard research strategies, 29
- State approaches, 220, 227
- Strategic human resources, 258–259
- Structural interactionist, 244
- Structuration theory, 244
- Structure hypothesis, 91–92
- Struggling with complexity, 103, 110–112
- Subcultural congruence, 209
- Subjectively centered life-world, 88
- Symbolic interactionism, 13

- Taken-for-grantedness, 16, 18, 136–138, 160, 199, 223
- Tax revenue maximization, fiscal discourse of, 53
- Taxonomic approach, 26
- Theorization, 143
 - identities, 154–155
 - institutionalization, 218
- Theory-method co-evolution, 32
- Thomas theorem, 89
- Time fixed-effects, 261
- Time for retooling, 32–33
- Top-down process, 120
- Toronto Board of Health*, 51
- Total quality management (TQM), 281
- Tracing process of identity work, 161
 - depth, 161–163
 - importance, 163
 - point of entrance, 163–164
 - volume, 164–165

- Trade association websites, 48
- Transformational mechanisms, 23, 31, 120–121
- Trust
 - production, 5
 - in US Congress, 6

- U-brew category legitimation
 - in BC, 55–57
 - in Ontario, 49–55
- U-brews, 44
 - shops, 46–47
- U-vint shops, 46–47
- Uncertainty, 259

- Validity beliefs, 46
- Values, 121
- Vegetarianism, 127–128
- Verbalizable knowledge, 138
- Viewer engagement, 183
- Vocabularies, 218

- Web of Science, 12, 246*n*2
- Women's movement, 178
- Written law, 58–60

- Yoga, 160
 - as institutional context, 157–158
 - widening scope to explore yoga as facet of individuals' self-identity, 159–160
 - yogic interpretive schemes, 158
 - yogic meanings assimilation into one's self-concept, 160–165
- YouTube, 179, 182, 190