



## **VI<sup>th</sup> Medici Summer School- 1-6 June 2014**

### **Deviance and Deviants in Organizational Research**

We are pleased to announce the organization of the 6<sup>th</sup> edition of the Medici Summer School in Management Studies for doctoral students and young researchers which will be held in Florence, **June 1-6, 2014**. The school is organized and sponsored by Alma GS (University of Bologna), HEC Paris (Society and Organizations Research Center and the HEC Foundation), and Stern School of Business (New York University).

<http://www.societyandorganizations.org/>

<http://www.medicisummerschool.it/>

### **Mission**

The Summer School is designed to promote doctoral education and research in management studies and contribute to the development of enlightened practice in the management of business organizations. The Medici Summer School advocates a special focus on cross-fertilizing research across North American and European traditions. The Summer School is a unique educational program for qualified doctoral students interacting with thought leaders in the management field who have shared their knowledge and wisdom on frontier research topics.

The Medici School combines lectures and research seminars by prominent international scholars with an active engagement of participant students. Every day of the one-week program is scheduled to end with the presentation of students' work related to the topic of the School, with a panel of senior faculty providing feedback. There is no fee to participate. Selected candidates will be fully covered in their accommodation expenses provided that they stay the full week. Note that transportation is not covered by the organizers.

The Summer School will begin on Sunday June 1<sup>st</sup> with a welcoming reception and will conclude the afternoon of June 6<sup>th</sup>.

### **Theme**

The program of "The 2014 Medici Summer School in Management Studies" will focus on deviance and deviants. Whereas conformity, consistency, stability, "typecasting", imprinting, and isomorphic pressures are powerful, it is deviants and deviance behaviors that underlie change and dynamism. The 2014 Medici School brings together interdisciplinary scholarship at multiple levels of analysis to understand the role of deviance and deviants in many social and business phenomena.

Deviance is multi-faceted. On one hand, it carries typically negative connotations with respect to violating social and legal norms and standards. Work on wrongdoing so conceived considers the causes of misconduct, which include institutional structures and processes on the macro level, rational choice and social influence on the meso level, and bounded rationality and moral identity on the micro level. It also considers the consequences of wrongdoing, both for the perpetrators and victims of misconduct. On the other hand, deviance may be also positively viewed in the context of innovation and change at both micro and macro levels. For instance, individuals and organizations that engage in search behaviors or strategies that differ from the norm may also be more likely to reap unusual or outlier outcomes. Understanding what makes a person or team exceptionally creative, or an organization unusually innovative (or incur spectacular failures) may give us insight into how "deviance" can lead to both positive and negative outcomes.

The 2014 Medici Summer School invites research on deviance and deviants at all levels of analysis and is open to different views on deviance. For example, we are interested in research on social movements, which provide a means of understanding how dominant norms and taken-for-granted assumptions are altered in revolutionary ways, thereby enabling deviance. Research on whistleblowing, transformational leadership, and other ways of thinking, feeling and behaving that fail to conform are appropriate for this summer school. We are interested in research in the field of strategy focusing on differentiation – how firms exploit niches and market inefficiencies to create and claim value. Research on innovation, which is fundamentally about firms recombining and applying knowledge in novel ways to meet needs that may or may not be anticipated by customers and clients, is similarly relevant to our theme. We welcome research on the emergence and diffusion of novel/deviant practices in established institutional fields such as the financial sector. We are interested not only in "deviant" social or organizational behaviors, but also in how the norms or policies of institutions, organizations, and cultures encourage or constrain such deviance. For example, cultural tightness-looseness serves as a dimension of national culture defining the strength of social norms and the level of conformity pressure. At the individual level, both helpful and productive forms of deviance (such as altruism) and problematic forms of deviance (such as unethical behavior) are relevant.

## **Program**

The goal of the Summer School is to bring together leading strategy, organizations, sociology and psychology scholars to explore these and other issues during the week we will be together. A typical day will feature a faculty member presenting the gist of the research during the morning and working with student participants in the afternoon to flesh out and develop key questions, both theoretically and empirically. This will be done by:

1. Exposing students to the cutting edge of research in this area.
2. Sharing with students some of their own recent work on related topics.
3. Offering their best advice on how to tackle complex questions of both theory and research on internationalization.

Part of each day will be devoted to student presentations of their own ideas and relevant research projects so that feedback from peers and from faculty can be elicited. Each faculty member will be in residence at the School for several days, allowing ample time for one-to-one sessions, knowledge sharing, and networking opportunities.

The five days of the Summer School will be tentatively organized as follows, moving from a macro level to a micro level study of deviants and deviance:

**Day 1.** *Cultural perspectives on deviance: Tightness-looseness.* Michele Gelfand, University of Maryland, College Park., USA.

**Day 2.** *Deviance and social influence in (financial) markets,* Fabrizio Ferraro, IESE Spain

**Day 3.** *Innovation as deviance: A strategic perspective.* Melissa Schilling, Stern School of Business, New York University, USA

**Day 4.** *Multi-level analysis of organizational wrongdoing and misconduct,* Don Palmer, UC Davis, USA

**Day 5.** *Deviant behaviors within groups and organizations.* Madan Pillutla, London Business School, UK

### **Application procedure**

The School will admit 20-25 student participants. Applications for these slots are welcome from current Ph.D. students in Management and related disciplines from universities worldwide. Students for the Summer School will be selected in accordance with the quality of their doctoral curricula, research interests, and application materials.

There is no application or participation fee. Student participants will be responsible for covering their own travel expenses to and from Florence, but the Summer School will cover all accommodation and board expenses during the week of sessions provided that students attend the entire week. Applications should include:

- a. A simple statement declaring that the applicant is interested in being considered for admission to the Summer School together with the applicant's contact information: email address, telephone, and mailing address. All of this should be in the body of an email sent to the address below.
- b. Updated curriculum vitae listing educational background, Ph.D. program, nationality, etc.
- c. A motivation letter (no longer than 1 page) clearly indicating the applicant's current research activities and his/her specific interest in the topic of the 2013 Summer School.
- d. A brief recommendation letter from a member of their dissertation committee.
- e. Applicants are also encouraged (but not required) to submit an extended abstract or discussion note that they will present during the Summer School. The Selection Committee will evaluate the relevance of this paper to the 2014 School theme.

All application materials should be sent by **April 1st 2014** exclusively via email to the following address: [biron@hec.fr](mailto:biron@hec.fr) with **application Medici Summer School** in the object of the email. For any specific inquiry or clarification please contact also [marco.clemente@aalto.fi](mailto:marco.clemente@aalto.fi).

The deadline for applications is **April 1st, 2014. Admitted candidates will be notified by April 15.** A waiting list of other candidates will be established.