

SCANCOR

sustaining organizational
scholarship across boundaries



Annual Report
2022-24



Dear Friends,

SCANCOR-Stanford had a banner two years from 2022-2024! We were finally able to resume full programming after several years of pandemic-related disruptions to scholarly exchange and international research, supporting a record-breaking number of visitors. We are pleased to share some highlights of our visiting scholars' work and other initiatives that support SCANCOR's mission of facilitating research in organizational social science internationally.

Our return of the annual report showcases the breadth of our scholars' research contributions to organizational research. As a small taste, scholars in the intellectually vibrant 2022-2024 cohorts participated in workshops, classes, and labs across campus to advance research on:

- How fMRI technology can help decision-making,
- ways of improving higher education policy in a political context increasingly hostile to universities,
- Stanford's role in the historical evolution of educational statistics, and
- The creation of more sustainable economies.

In addition to hosting an engaged set of scholars, we expanded our support for the next generation of organizational researchers. We redesigned the long-standing SCANCOR public seminar to be more inclusive of Stanford students by offering it as a course for degree credit. Student participation furthers SCANCOR's goal of facilitating scholarly exchange and provides an additional source of learning for students. In the words of Mike Kirst, Stanford Emeritus Professor of Education and former President of California State Board of Education: "The Scancor seminar is one of the only lecture series on campus to find about macro views of education and society."

In 2022 we also welcomed a new Senior Administrative Coordinator, Kirsti Wagner. Kirsti's work underpins our exceptional community of visiting scholars, postdocs, and Stanford faculty, along with the support of administrators at the GSE and SCANCOR's partners at Harvard University and Copenhagen Business School. The hard work of this small team ensures our programs and events run smoothly, and their dedication allows us to maximize the impact of our resources. In addition to supporting a robust set of on-going seminars and scholarly visits, the team was hard at work on a complete redesign of the SCANCOR website which was launched in Summer 2023 as well as planning and hosting SCANCOR-Stanford's 35th anniversary in Fall 2023.

In addition to welcoming new staff, SCANCOR changed key leadership roles. Francisco (Chiqui) Ramirez, who served as the faculty director of SCANCOR-Stanford for the past five years, stepped down in September 2022 and SCANCOR's board chair for the past eleven years, Jesper Strandgaard Pederson, transitioned out of his position in Fall 2023. Chiqui and Jesper played crucial roles in ensuring SCANCOR's stability, especially during the past few turbulent years. We excitedly welcomed incoming board chair, Silviya Svejenova, in Fall 2023, and Prashant Loyalka joined as a faculty co-Director for 2023-2024.

Looking ahead, we are eager to continue strengthening our connection with the Graduate School of Education (GSE) as well as the broader community of scholars engaged in organizational research at Stanford and beyond. We look forward to sharing our news and progress with you during the journey ahead.

Sincerely,

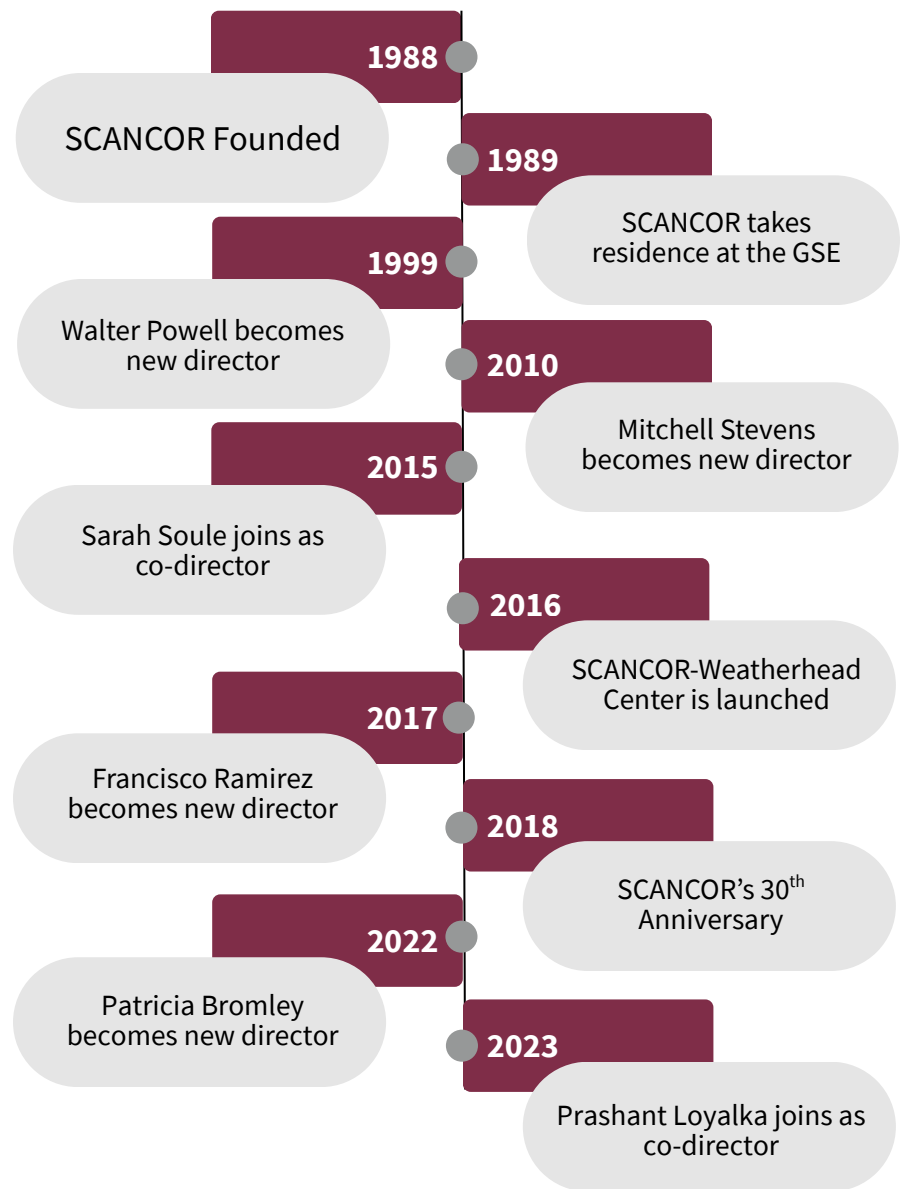


Patricia Bromley
Faculty Director

SCANCOR TIMELINE

SCANCOR has a long, distinguished history at Stanford, with numerous books and articles resulting from collaborations between Stanford faculty and PhD students and Nordic scholars. Stanford faculty who have mentored SCANCOR postdocs have been especially supportive of this relationship as faculty such as Dan McFarland, Riitta Katila (SoE) and Pam Hinds (SoE) have had high-profile articles result from their work with their SCANCOR postdocs. Faculty from around campus (GSE, GSB, SoE, Sociology, and Communication) have benefitted from presenting their work in the SCANCOR weekly seminar, and the Nordic scholars have greatly appreciated the chance to meet Stanford faculty. The visiting Nordic PhD students have audited various doctoral courses, adding different perspectives to the courses. In sum, it has been a very valuable relationship for scholars on both sides.

Woody Powell,
Former SCANCOR Director



SCANCOR- Stanford Community Voices

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I am particularly appreciative of SCANCOR's role in facilitating international exchange, providing a dynamic platform for scholars from the US and Europe to engage, collaborate, and share insights. This long-standing, vibrant, cross-cultural interaction has created greater unity among the diverse members of our global academic community.

Prashant Loyalka, Co-Director, SCANCOR

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SCANCOR has been an incomparable resource for my own scholarship and academic diplomacy worldwide. It has opened many doors to higher education leaders on several continents, enabled me to place doctoral students in plum positions, and catalyzed several major research collaborations. It has done this in the same way that it has served hundreds of others at Stanford over more than three decades: by creating a convivial scholarly platform for horizontal, multi-method, cross-disciplinary scholarly exchange.

Mitchell Stevens, Former SCANCOR Director

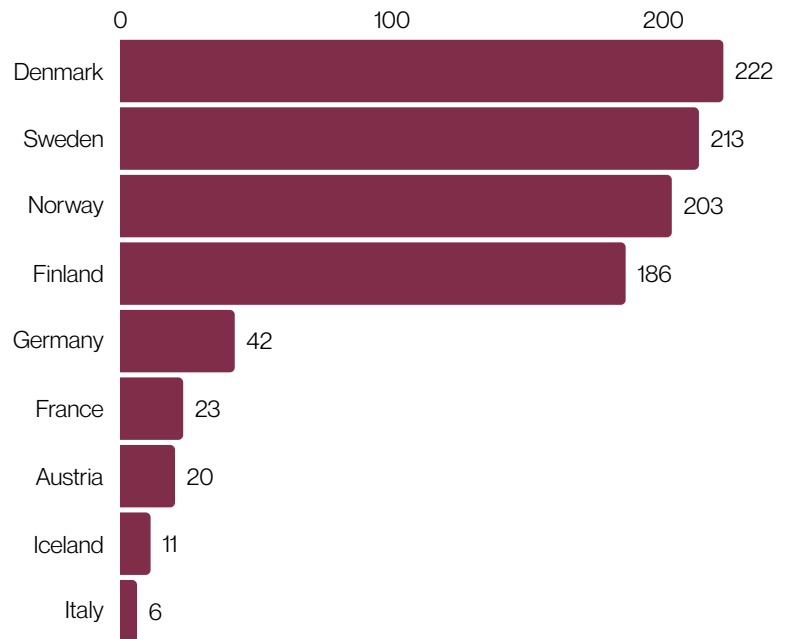
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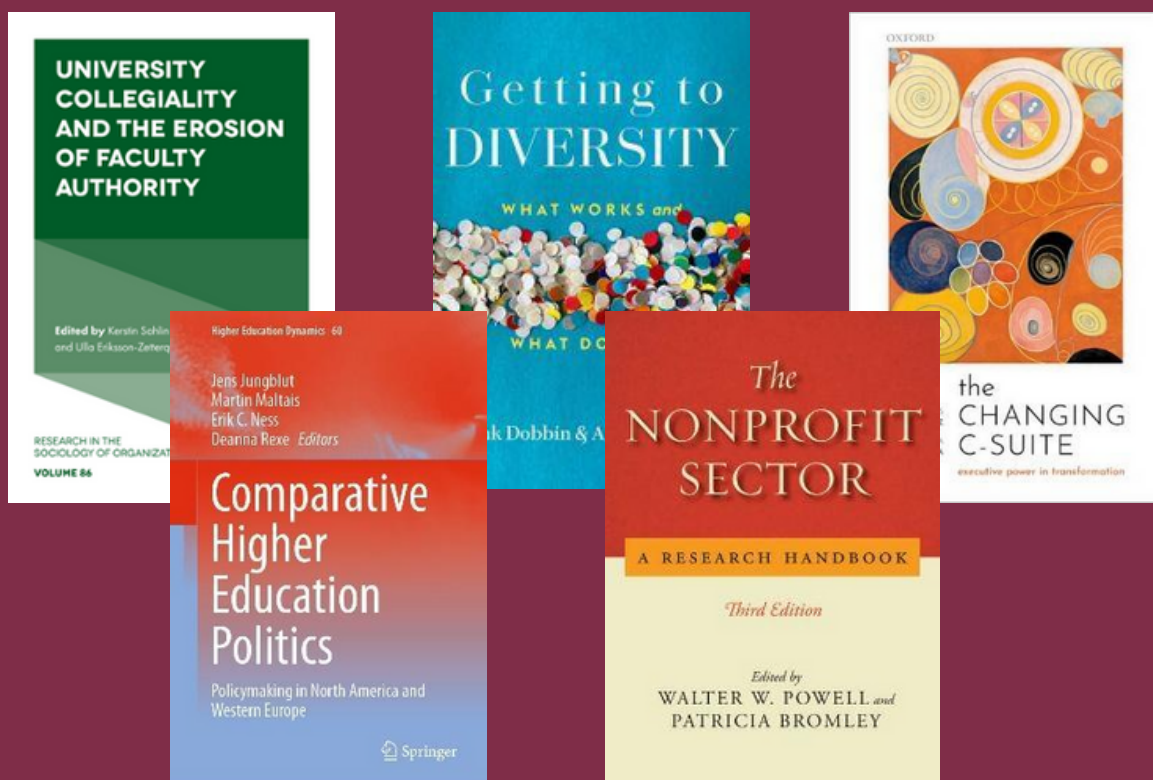
Scholar Breakdown

From 2022-2024 we had a total of 43 scholars from 7 different countries. We averaged around 12 scholars per quarter with some scholars staying up to three quarters at a time. Here is a breakdown of the balance of scholars from each country over SCANCOR's history.

SCANCOR Scholars 1989 - 2024



Publications



Scholar Voices

“My research stay at SCANCOR gave me the opportunity to gain new insights in terms of teaching and research. My stay also strengthened me personally in terms of independence, self-confidence, and public image.

Nils Grashof, Fall 2023



”The time spent at Stanford with the SCANCOR group had a very positive impact on me, both professionally and personally. I found opportunities for professional growth that would not have been available in Denmark, thanks to the access to the wide variety of seminars. The cross-disciplinary approach of doing research has been a source of inspiration for me and I hope to be able to replicate it in the European context in the future.

Francesco Caccioni, Spring 2023



Postdoctoral Program Report



Woody Powell
POSTDOC DIRECTOR

We have had six postdoctoral fellows at SCANCOR from 2022-2024. They form an active community, participating in a variety of workshops, seminars, and courses.

They are also a constant presence and resource whereas the SCANCOR visitors come and go each quarter. The two Finnish postdocs were able to raise funds to support their second years at Stanford. I am very proud of their initiative and success in securing grant monies. Not only have they been active in our SCANCOR activities, they are engaged within the wider university. For example, Madeleine Rauch is helped orchestrate the Networks and Organizations workshop while I am serving as Director of CASBS. Pauli Pakarinen produced a podcast with Angele Christin, his co-mentor, for the Ethnography Atelier, and Anna Lukkarinen had a Professional Development Workshop, developed with her mentor Riita Katila, accepted at the upcoming Academy of Management meetings.

I will let them describe their time at SCANCOR in their own words.

Postdoctoral Program Report



Woody Powell
POSTDOC DIRECTOR

Anna Lukkarinen, Finland 2022-2024

I have focused on five activities: finalizing previous research, starting new research, learning, connecting, and service. First, my previous research was published in *Research Policy* (January 2023) and in the *Strategic Entrepreneurship Journal* (December 2022). Second, I have started three new research projects aligned with my postdoctoral research plan. Two projects have early versions accepted to three top conferences. The third project is undergoing data collection with support from Stanford research assistants. Overarching the projects is a Professional Development Workshop that Riitta Katila and I will organize at AOM. Third, for learning, I have attended three PhD courses, one writing course, three Stanford conferences, as well as several seminars, notably the SCANCOR seminars.

Fourth, I have built interdisciplinary connections with professors, postdocs, PhD students, and undergrads – and made friends with three cohorts of SCANCOR visitors. I also informally invited and hosted two professors from Europe, both of whom presented their work at the internal SCANCOR seminar together with their SCANCOR co-authors. Fifth, I have served academia by conducting several peer reviews and by contributing to the launch of a new journal as Associate Editor.

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Publications

5

Accepted
conference
submissions

5

Speaking
Engagements

Postdoctoral Program Report



Woody Powell
POSTDOC DIRECTOR

Angelos Kostis, Sweden 2024

I find it important to highlight the constructive and insightful mentoring I have received from my academic mentor at Stanford, Prof. Pam Hinds. She has generously supported me to develop my research skills and overall approach to academic life.

Being mentored by Pam Hinds has been a privilege. The decision of whom to ask to be my mentor was made with the guidance of Woody Powell and I am grateful for his advice. In addition, I am thankful for the advice to avoid staying only within the boundaries of SCANCOR and instead, spend time at another department as well. Pam provided me with a desk at the department of Management Science and Engineering and has made sure for me to be involved in all activities of the WTO group and MS&E at large. In brief, I have biweekly meetings with Pam where I have received valuable guidance and feedback on several aspects, such as reviewing manuscripts, revising existing work and crafting response letters, conducting editorial work and writing AE reports, negotiating access to field sites, managing the research pipeline, to name a few. Importantly, I have received constructive feedback on ongoing analysis, coding, manuscripts, writing, and theorizing. Finally, I find it inspiring the way we discuss the framing of the papers we are working on. I am mentioning all the above as I find it important for the SCANCOR board to gain some insights into how helpful the postdoc programme is and what long-term influences it can have on us, beyond mere production of publications, which is of course a key objective.

6

Publications

7+

Seminars, Courses,
and Presentations
attended

5

Speaking
Engagements

Postdoctoral Program Report



Woody Powell
POSTDOC DIRECTOR

Pauli Pakarinen, Finland 2021-2023

During this academic year, I participated in scholarly activities at Scancor and Stanford in general, including workshops, seminars, talks, and an “unconference” on AI and ethics. I made progress with both my working papers and pipeline, as well as collected new preliminary interviews on a research project on technological transformation and expert work. I gave a presentation in a symposium on “Data Workers in Organizations” at Annual Meeting of the Academy of Management. I also visited Copenhagen Business School (political economy group). I recorded a podcast on studying platform labor with my co-mentor Angele Christin (soon available at Ethnography Atelier). I published an article “Relational Expertise: What Machines Can't Know”

SCANCOR Postdocs

Madeleine Rauch, Denmark 2021-2023

6 Publications
9 Speaking engagements
2 Awards and Service

Andrea Geissinger, Sweden 2022-2024

2 Publications
2 Conferences attended
3 Media Appearances

2022-24 Seminar Speakers

Fall 2022

September 26	Hayagreeva (Huggy) Rao, Stanford University and Madison Singell, Stanford University
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October 3	Angela Aristadou, University College London
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October 17	Katherine Chen, The City University of New York
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October 24	Åse Gornitzka, University of Oslo
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November 7	Kris Velasco, Princeton University
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November 14	May Farid, University of Hong Kong
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November 28	Yuko Tarumi, Musashi University
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Winter 2023

January 23	Sean Reardon, Graduate School of Education, Stanford University
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January 30	Mitchell Stevens, Graduate School of Education, Stanford University
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February 6	Robb Willer, Department of Sociology, Stanford University
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2022-24 Seminar Speakers

Winter 2023 (cont.)

February 13	Julia Lerch, Department of Sociology, University of California, Irvine
February 27	Ken Shotts, Graduate School of Business, Stanford University
March 6	Francisco Ramirez, Graduate School of Education, Stanford University

Spring 2023

April 10	Agustina Paglayan, University of California, San Diego
April 17	Daphna Bassok, University of Virginia (co-sponsored with the Stanford Center for Education Policy Analysis (CEPA) and the Stanford Center on Early Childhood)
April 24	Bob Eberhart, University of California, Los Angeles
May 1	Barbara Kiviat, Stanford University
May 8	Shaz Ansari, University of Cambridge
June 5	Prashant Loyalka, Stanford University

2022-24 Seminar Speakers

Fall 2023

October 2	Francis Pearman, Stanford GSE
October 9	Aruna Ranganathan, UC Berkeley
October 16	Guilherme Lichand, Stanford GSE
October 30	Jens Jungblut, Oslo University
November 13	Sarah Levine, Stanford GSE
November 27	Dinsha Mistree, Stanford Hoover
December 4	Joshua Cohen, UC Berkeley and Apple University

Winter 2024

January 22	Gita Steiner-Khamsi, Columbia University, Teacher's College
January 29	James Chu, Columbia University, Sociology
February 5	Andrew Nelson, University of Oregon, Lundquist College of Business (Management)
February 12	Jennifer Pan, Stanford University, Political Science
February 26	Prashant Loyalka, Stanford University

2022-24 Seminar Speakers

Spring 2024

April 15	Kenneth Frank, Michigan State University, Sociology
April 22	Rob Fairlie, UCLA, Public Policy and Economics
April 29	Anjali Adukia, University of Chicago, Public Policy
May 6	Vesall Nourani, Senior Research Associate, Department of Economics, University of Chicago
May 13	Beth Bechky, Graduate School of Management, UC Davis
May 20	Astrid Marie Jorde Sandsør, Associate Professor, Department of Special Needs Education, University of Oslo

Stanford Faculty Involved at SCANCOR

Patricia Bromley – Director and Postdoc Mentor

Walter Powell – Postdoc Director and Mentor

Rita Katilla – Postdoc Mentor

Hayagreeva Rao – Seminar speaker

Sean Reardon – Seminar Speaker

Mitchell Stevens – Former director and seminar speaker

Robb Willer – Seminar speaker

Ken Shotts – Seminar speaker

Francisco Ramirez – Former director and seminar speaker

Barbara Kiviat – Seminar speaker

Prashant Loyalka – Co-director and seminar speaker

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