

UNIVERSITY OF MISSOURI-ST. LOUIS
Sociology 4336: Organizations and Environments
Spring 2007 Syllabus

Time: Tuesdays and Thursdays, 12:30-1:45 p.m.
Place: 218 SSB
Professor: Dr. George J. McCall (Professor Emeritus)
Office: 705 Tower
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Office hours: Tuesday, 2–3 p.m.; Thursday, 11:15 a.m.-12:15 p.m.; and by appointment

COURSE DESCRIPTION

Prerequisites: Soc 1010 and junior standing or consent of instructor.

Internal and external forces that influence the structures, adaptive flexibility, and actions of public and private organizations and agencies are examined. Specific foci include: organizational responses to environmental opportunities, constraints, and contingencies; sources of conflict and impediments to organizational goal attainment; and strategies for increasing organizational effectiveness, efficiency, and chances for survival.

COURSE OBJECTIVES

Upon completion of this course, students will be able to:

1. Demonstrate knowledge of how organizations engage with their environments.
2. Identify links among strategy, structure, and organizational performance.
3. Demonstrate sensitivity to both benefits and problems of living in an organizational society.

Expectations

It is expected that students will come to class having read and thought about the material scheduled for each class session. This implies being able to raise questions about the ideas presented in the readings. It also entails being able to discuss the specifics of significant ideas and their consequences for organizational sociology.

COURSE REQUIREMENTS

Writing is a vital activity in the College of Arts and Sciences. Accordingly, writing is required in all exams, which will take the form of short-answer and essay questions. Graduate students enrolled in this class will be required to prepare a research paper on a topic negotiated with the professor.

FIRST EXAM: Chapters 1-4
SECOND EXAM: Chapters 5-8
FINAL EXAM: Chapters 9-14

EVALUATION AND GRADING

Grading, at best, is a difficult task. Since the criteria for a grade may not be understood at first, all students are encouraged to discuss any concerns they have pertaining to a grade that they receive in the course.

Grade	Points	Description
A	4.0	Distinguished scholarly work
A-	3.7	
B+	3.3	
B	3.0	
B-	2.7	
C+	2.3	
C	2.0	Normal progress toward degree*
C-	1.7	
D+	1.3	
D	1.0	
D-	0.7	
F	0.0	Failing work
EX	---	Excused grade
DL	---	Delayed grade – grade is deferred because of incomplete work and must be removed under terms set by the instructor.
Y	---	No basis for a grade
W	---	Official withdrawal

The following will comprise your final grade for the course:

a. Class attendance and participation	10%
b. First exam	30%
c. Second exam	30%
d. Final exam	30%

Required Text

W. Richard Scott and Gerald F. Davis (2006). *Organizations and Organizing*. Upper Saddle River, NJ: Pearson Prentice Halls. ISBN: 0-13-195893-3

Additional readings may be found on the MyGateway site for this class.

About Your Instructor

I specialize in the areas of social psychology, research methods, and applied sociology. I received my Ph. D. in sociology from Harvard University in 1965 and taught at the University of

Iowa (1987-91), the University of Illinois at Urbana-Champaign (1999), the University of Illinois at Chicago Circle (1999), and the University of Wisconsin (2000) before coming to the University of Missouri-St. Louis in 1972. While at UMSL, I held visiting positions at the National Institute of Mental Health and (in South Africa) the University of the Western Cape, Witwatersrand University, and the Nelson Mandela Metropolitan University. Books I have published include:

George J. McCall and J.L. Simmons, *Identities and Interactions: An Examination of Human Associations in Everyday Life*. New York: Free Press, 1966. 278 pp. + ix.

George J. McCall and J.L. Simmons, *Issues in Participant Observation: A Text and Reader*. Reading, Mass.: Addison-Wesley, 1969. 359 pp. + viii.

George J. McCall, editor, *Social Relationships*. Chicago: Aldine, 1970. 193 pp. + ix.

George J. McCall and J.L. Simmons, *Identität und Interaktion: Untersuchungen über zwischenmenschliche Beziehungen im Alltagsleben* (translated from the original by Elizabeth Bingel, with new introduction by Lothar Krappman). Dusseldorf: Padagogischer Verlag Schwann, 1974. 295 pp.

George J. McCall, *Observing the Law: Field Methods in the Study of Crime and The Criminal Justice System*. New York: Free Press, 1978. 256 pp. + ix.

George J. McCall and J.L. Simmons, *Identities and Interactions: An Examination of Human Associations in Everyday Life* (revised edition). New York: Free Press, 1978. 288 pp. + xxvi.

George H. Weber and George J. McCall, editors, *Social Scientists as Advocates: Views from the Applied Disciplines*. Beverly Hills, California: Sage Publications, 1978. 215 pp.

George J. McCall and J.L. Simmons, *Social Psychology: A Sociological Approach*. New York: Free Press, 1982. 502 pp. + xxi.

George J. McCall and George H. Weber, editors, *Social Science and Public Policy: The Roles of Academic Disciplines in Policy Analysis*. Port Washington, N.Y.: Policy Studies Organization/ Associated Faculty Press, 1984. 240 pp. + ix.

J.L. Simmons and George J. McCall, *Social Research: The Craft of Finding Out*. New York: Macmillan, 1985. 161 pp. + xi.

George H. Weber and George J. McCall, *The Nursing Assistant's Casebook of Elder Care*. Dover, Mass.: Auburn House, 1987. 227 pp. + xi.

J.L. Simmons and George J. McCall, *76 Ways to Protect Your Child from Crime*. New York: Henry Holt, 1992. 207 pp. + xiv.

J.L. Simmons and George J. McCall, *Wie Schütze Ich Mein Kind? Was Eltern Über Verbrechensberhütung Wissen Müssen* [German-language edition of *76 Ways To Protect Your Child From Crime*, translated by Helga Zoglmann]. Vienna: Buchgemeinschaft Donauland Kremayr & Sheriau, 1994; Gütersloh: Bertelsmann Club GmbH, 1994; Stuttgart: Deutscher Bücherbund, 1994. 221 pp.

J.L. Simmons and George J. McCall, [Russian-language edition of *76 Ways To Protect Your Child From Crime*, translated by V. Andreyev]. St. Petersburg, Russia: Piter Press, 1995. 192 pp.

CLASS SCHEDULE

Date	Topic	Readings
1/16	Introductions	---
1/18	Organizations as Subject	Chapter 1
1/23	Organizations as Subject (continued)	“
1/25	Organizations as Rational Systems	Chapter 2
1/30	Organizations as Rational Systems (continued)	“
2/1	Organizations as Natural Systems	Chapter 3
2/6	Organizations as Natural Systems (continued)	“
2/8	Organizations as Open Systems	Chapter 4
2/13	Organizations as Open Systems (continued)	“
2/15	EXAM 1	---
2/20	Combining Perspectives	Chapter 5
2/22	Combining Perspectives (continued)	“
2/27	Technology & Structure	Chapter 6
3/1	Technology & Structure (continued)	“
3/6	Labor & Structure	Chapter 7
3/8	Labor & Structure (continued)	“
3/13	Goals, Power, & Control	Chapter 8
3/15	Goals, Power, & Control (continued)	“
3/20	EXAM 2	---
3/22	Dyadic Environment	Chapter 9
SPRING BREAK (3/24-4/1)		
4/3	Dyadic Environment (continued)	“
4/5	Environment	Chapter 10
4/10	Environment (continued)	“
4/12	Networks	Chapter 11
4/17	Networks (continued)	“
4/19	Strategies	Chapter 12

4/24	Strategies (continued)	“
4/26	Corporate Forms	Chapter 13
5/1	Corporate Forms (continued)	“
5/3	Organization Theory	Chapter 14
5/10 (10 am-12 noon)	FINAL EXAM	---

Note #1: Only serious illness, a documented family crisis, or other situation of comparable importance, are considered valid reasons for missing any examinations. Late assignments will be accepted only under extenuating circumstances and with appropriate documentation. If for any reason, a student misses an exam or does not submit assigned work, the student must contact the instructor as soon as possible. Otherwise, a grade of “F” will be assigned for that particular exam or exercise. No “extra credit” work is permitted.

Note #2: If there is some reason why you will have difficulty meeting the ordinary requirements of this course, I ask you to inform me immediately after the first class meeting.

Note #3: This course adheres to the standards of academic honesty adopted by the University:

ACADEMIC HONESTY

http://www.umsl.edu/studentlife/dsa/student_planner/policies/conductcode.htm

The Board of Curators recognizes that academic honesty is essential for the intellectual life of the University. Faculty members have a special obligation to expect high standards of academic honesty in all student work. Students have a special obligation to adhere to such standards. In all cases of academic dishonesty, the instructor shall make an academic judgment about the student's grade on that work and in that course. **The instructor shall report the alleged academic dishonesty to the Primary Administrative Officer.**

The term **cheating** includes but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests, or examinations; (ii) dependence upon the aid of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; (iii) acquisition or possession without permission of tests or other academic material belonging to a member of the University faculty or staff; or (iv) knowingly providing any unauthorized assistance to another student on quizzes, tests, or examinations.

The term **plagiarism** includes, but is not limited to: (i) use by paraphrase or direct quotation of the published or unpublished work of another person without fully and properly crediting the author with footnotes, citations or bibliographical reference; (ii) unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials; or (iii) unacknowledged use of original work/material that has been produced through collaboration with others without release in writing from collaborators.

STANDARDS OF COOPERATION

Any successful learning experience requires the mutual respect of the student and the instructor. No behavior is allowed that is in any way distracting, disruptive or rude. Distracting, disruptive or rude behavior includes the following: receiving beeper or cell phone calls during class, leaving early or coming to class late, eating in class, talking out of turn, whispering or giggling during lecture, doing assignments for other classes, use of the computer that is not related to class, reading the newspaper, sleeping, and engaging in other activities that distract from the instructor and the classroom learning experience.

Students are expected to come to class on time and stay until the class is dismissed. Late arrivals and early departures demonstrate a lack of concern for the instructor and your classmates. It is your responsibility to arrange your schedule to allow you to attend the class. If you need to arrive late to class or leave early, or if you need to leave during class for bathroom for medical reasons, you should notify your instructor prior to each class meeting.