

Research Workshop

“Translating Organizational Change: Methodological Discussions and Empirical Examples”

3-4 September 2015
University of St. Gallen
Switzerland

Organized by Julia Nentwich, Ursula Offenberger, Carolina Borra Krages
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The Idea: “Translation” is a broadly discussed concept in Organization Studies as well as in Science and Technology Studies. It is used to explain how change and stability unfold processually and at the same time.

The workshop focuses on conceptual and methodological issues regarding translation research in organizations. In a ‘bottom up’ approach we will use empirical material as a starting point for our discussions. This enables us to explore the relevance of different methods and methodologies for researching organizational translation processes. What specific set of methods is crucial? What is the relevance of interviews as well as information gathered in observations?

Taking specific empirical sites as the starting point, we would like to explore several conceptual issues that seem highly relevant to us. Possible questions are:

- How are the notions of “translation” and “travelling concepts” related to discourse analytical approaches in organization studies?
- How does “translation” relate to neo-institutional concepts such as “decoupling” that have recently gained momentum in the German speaking discussion on changing gender?
- Which conceptual developments fruitfully respond to the call for a greater “micro foundation” of neo-institutionalist analysis in organizations?
- And, last but not least, how can the translation model be used to explain organizational change especially with regards to changes towards gender equality?

From the backdrop of our research project on interventions to foster gender equality at universities, we have invited researchers who are currently involved in conducting major empirical studies on change towards gender equality. We thereby aim to bridge several theoretical perspectives as well as distinctive language communities. In order to foster discussions and enable engaging in-depth explorations we also

invited researchers who will share their experiences and views throughout the discussions.

Day 1, September 3rd

main building, room 01-113

9.00-9.30 Welcome

9.30 – 11.30 Ulla Eriksson-Zetterqvist (Gothenborg, Sweden): Analyzing organizational change towards gender with the translation model of organizational change

Discussant: Katja Hericks (Potsdam, Germany)

11.30 – 13.30 lunch break

main building, room 01-114

13.30-15.30 Johanna Hofbauer and Katharina Kreissl (Vienna, Austria): Researching gender change in academia

Discussant: Gloria-Sophia Warmuth (Vienna, Austria)

Coffee Break

16.00 - 18.00 Helga Eberherr (Vienna, Austria) and Melanie Nussbaumer (Olten, Switzerland): Neoinstitutional theory at work in research on the “gendercage revisited”

Discussant: Darja Burljaev (Tübingen, Germany)

Wrap up

19.00 Dinner

Day 2, September 4th

main building, room 01-207

9.00- 12.00 Julia Nentwich, Ursula Offenberger and Carolina Borra Krages (St. Gallen, Switzerland): Analyzing gender equality and scientific excellence as organizational translation processes

12.00-12.30 Discussion & Farewell