

VITA

Stephen R. Barley

School of Engineering
Avenue
Management Science and Engineering
422 Terman Engineering Center
Stanford University
Stanford, CA 94305
(650) 723-9477
Sbarley@stanford.edu

787 Mayfield
Stanford, CA
94305
(650) 493-1044

EDUCATION

- 1984 Ph.D. in Organization Studies. Alfred P. Sloan School of Management. Massachusetts Institute of Technology.
1977 M.A. in Student Personnel Administration. Ohio State University.
1975 A.B. in English. The College of William and Mary in Virginia.

PROFESSIONAL EXPERIENCE

- 1996-on **Professor.** Charles M. Pigott Professor of Management Science and Engineering, School of Engineering, Stanford University
1994-96 **Associate Professor.** Management Science and Engineering, School of Engineering, Stanford University
1990-94 **Associate Professor.** New York State School of Industrial and Labor Relations. Cornell University.
1984-90 **Assistant Professor.** New York State School of Industrial and Labor Relations. Cornell University.
1983 **Instructor.** Radcliffe Seminars Program, Radcliffe College.
1982 **Instructor.** Northeastern University.
1977-79 **Residential Coordinator.** Department of Residence Life, Cornell University

OTHER PROFESSIONAL ROLES

- 2004-on **Co-Director.** General Motors/Stanford University Collaborative Research Laboratory on Work Systems.
1996-on **Co-Director.** Program on Work, Technology, and Organization. Management Science and Engineering, School of Engineering, Stanford University
1994-on **Series Editor.** Series on Technology and Work. Cornell University Press
2002-04 **Editor.** *Stanford Social Innovation Review*.
1993-97 **Editor.** *Administrative Science Quarterly*.
1990-94 **Director.** Program on Technology and Work. Center for Labor Market Policy. School of Industrial and Labor Relations Cornell University.
1989-94 **Adjunct Professor.** Program in Science, Technology and Society. Cornell University.

1987-94 **Instructor.** Stonier Graduate School of Banking. Summer Program Sponsored by the American Banking Association.

RESEARCH INTERESTS

Technology's role in occupational and organizational change. Science and innovation in industrial settings. Organizational and occupational culture. Social network theory. Macro-organizational behavior.

TEACHING INTERESTS

Organization theory. Technological change. Sociology and anthropology of work and occupations. Research Methods. Network Theory.

PAPERS IN JOURNALS AND RESEARCH ANNUALS

- Barley, S. R. (2006) When I Write My Masterpiece: Thoughts on What Makes a Paper Interesting? *Academy of Management Journal*. 49: 16-20.
- Barley, S. R. and G. Kunda (2006) Contracting: A New Form of Professional Practice. *Academy of Management Perspective*. 19:1-19.
- Bailey, D. and S. R. Barley. (2005) "Return to Work: Toward a Post-Industrial Engineering." *IIE Transactions*. 37: 1-16.
- Evans, J., G. Kunda and S. R. Barley. (2004) "Beach Time, Bridge Time, and Billable Hours: The Temporal Structure of Technical Contracting." *Administrative Science Quarterly*, 49: 1-38.
- G. Kunda, S. R. Barley, and J. Evans. (2002) "Why do Contractors Contract? The Experience of Highly Skilled Technical Professionals in a Contingent Labor Market." *Industrial and Labor Relations Review* 55:234-261
- Orlikowski, W. and S. R. Barley. (2001) "Technology and Institutions: What Information Systems Research and Organization Studies Can Learn from Each Other." *MIS Quarterly* 25:145-165.
- Barley, S. R. and G. Kunda. (2001) "Bringing Work Back In." *Organization Science* 12:76-95.
- Barr, D., P. Vergun and S. R. Barley. (2000) "Problems in Using Patient Satisfaction Data to Assess the Quality of Care of Primary Care Physicians." *Journal of Clinical Outcomes Management*. 7:19-24.
- Barley, S. R. (1999) "Computer-based distance education: why and why not." *The Education Digest*. 65:55-9.
- O'Mahony, S. and S. R. Barley. (1999) "Do Telecommunications Technologies Affect Work and Organizations? The State of our Knowledge" Pp. 125-161 in B. Staw and R. Sutton, (Eds) *Research in Organizational Behavior*, Volume 21, Greenwich, CT: JAI Press.
- W. Kaghan, A. Strauss, S. R. Barley, M. Y. Brannan, R. Thomas. (1999) "The practice and uses of field research in the 21st century organization." *Journal of Management Inquiry*.
- Barley, S. R. (1998) "Military Downsizing and the Career Prospects of Youth" *Annals of the American Academy of Social and Political Sciences*. 559: 141-157.
- Barley, S. R. (1998) "What can we learn from the history of technology?" *The Journal of Engineering and Technology Management*. 15:237-255.
- Nelsen, B. J. and S. R. Barley. (1997) "For love or money: Commodification and the construction of an occupational mandate." *Administrative Science Quarterly*, 42:619-653
- Barley, S. R. and P. S. Tolbert. (1997) "Institutionalization and structuration: Studying the links between institutions and actions". *Organization Studies*, 18: 93-117.
- Zabusky, S. E. and S. R. Barley. (1997) "You can't be a stone if you're cement: Re-evaluating the emic identities of scientists in organizations." *Research in Organizational Behavior*, 19: 361-404.

- Barley, S. R. (1996) "Technicians in the workplace: Ethnographic evidence for bringing work into organization studies." *Administrative Science Quarterly*, 41:404-441.
- Stern, R. N. and S. R. Barley. (1996) "Organizations and social systems: The neglected mandate." *Administrative Science Quarterly*, 41:146-162.
- Barley, S. R. (1996) "Commentary on Pentland." *Technology Studies*. 2:89-92.
- Barley, S. R. and B. Bechky. (1994) "In the backrooms of science: Notes on the work of science technicians." *Work and Occupations*. 21:85-126.
- Barley, S. R. and G. Kunda. (1992) "Design and devotion: The ebb and flow of rational and normative ideologies of control in managerial discourse." *Administrative Science Quarterly*, 37:1-30.
Reprinted in Keith Grint (Ed) (2000) *Work and Society: A Reader*. Blackwell: Oxford, UK.
- Barley, S. R. and D. K. Knight. (1991) "Toward a cultural theory of stress complaints." Pp. 1-48 in B. Staw and L. L. Cummings, (Eds) *Research in Organizational Behavior*. Volume 14. Greenwich, CT: JAI Press.
- Barley, S. R. (1990) "Images of imaging: Notes on doing longitudinal field work." *Organization Science*, 1:220-247.
Reprinted in G. Huber and A. Van De Ven (eds). (1995) *Longitudinal Field Methods*, Thousand Oaks, CA: Sage.
- Barley, S. R. (1990) "The alignment of technology and structure through roles and networks." *Administrative Science Quarterly*, 35: 61-103.
- Barley, S. R., G. Meyer and D. Gash. (1988) "Cultures of culture: Academics, practitioners, and the pragmatics of normative control." *Administrative Science Quarterly*. 33:24-60.
Reprinted in P. Frost and R. Stablein (eds) (1991) *Exemplary Organizational Research*. Beverly Hills, CA: Sage
- Barley, S. R. (1988) "Technology, power, and the social organization of work: towards a pragmatic theory of skilling and deskilling." Pp 33-80 in N. DiTomaso and S. Bacharach (Eds.) *Research in the Sociology of Organizations*. Volume 6. Greenwich, CT: JAI Press.
Reprinted in Frank Ackerman, et al. *The Changing Nature of Work*. Island Press. 1998.
- Barley, S. R. (1986) "Technology as an occasion for structuring: observations on CT scanners and the social order of radiology departments." *Administrative Science Quarterly*, 31:78-108.
- Barley, S. R. (1986) "Changing roles in radiology." *Administrative Radiology*, 5:32-41.
- Barley, S. R. and L. K. Williams (1985) "Could a funny thing happen on the way to the office of the future?" *I.L.R. Report*, 23:11-21.
- Van Maanen, J. and S. R. Barley (1984) "Occupational communities: Culture and control in organizations." In B. M. Staw and L. L. Cummings (Eds.) *Research in Organizational Behavior*, pp. 287-365. Volume 6. Greenwich, CT: JAI Press.
Reprinted in B. Czarniawska (Ed.s) (2005) *Organization Theory*. Cheltenham, Eng: Edward Elgar Publishing.
- Barley, S. R. (1983) "Semiotics and the study of occupational and organizational cultures." *Administrative Science Quarterly*, 28:393-413.
Reprinted in P. Frost, L. Moore, M. L. Louis, C. Lundberg, and J. Martin (eds.) (1991) *Framing Organizational Cultures*. Beverly Hills, CA: Sage.
Reprinted in C. L. Cooper (ed.) (1999) *Classics in Management Thought*. Cheltenham, Glos, U.K.: Edward Elgar Publishing Limited.
- Barley, S. R. (1983) "Codes of the dead: the semiotics of funeral work." *Urban Life*, 12: 3-31.

PAPERS IN BOOKS

- Barley, S. R. and G. Kunda. (2006) *Itinerant Experts*. In J. O'Toole and E. E. Lawler, Eds. *America at Work: Choices and Challenges*, New York: Palgrave Macmillan. Forthcoming.
- Barley, S. R. (2005) *What We Know (and Mostly Don't Know) about Technical Work*. In Stephen Ackroyd, Rosemary Batt, Paul Thompson and Pamela Tolbert eds. *The Oxford Handbook of Work and Organization*. Oxford University Press: Oxford, Eng.

- Barley S.R. (2004) Puddle Jumping as a Career Strategy. In R. Stablien and P. Frost. Eds. *Renewing Research Practice: Lessons from Scholar's Journeys*. Stanford University Press: Stanford, CA.
- Barley, S. R. (2002) Foreword. Pp. ix-xii in Peter Meiksins and Peter Whalley, *Putting Work in Its Place: A Quiet Revolution*. Cornell University Press: Ithaca, New York.
- Barley, S. R. (1999) Competence without Credentials: The Promise and Potential Problems of Computer-Based Distance Learning." Pp. 5-13 in Nevzer Stacey (ed) *Competence without Credentials*. U.S. Department of Education. Washington, D. C.
- Barley, S. R.. (1997) Forward. Pp. ix-xv in Leslie Perlow, *Finding Time*. Ithaca, NY: ILR Press.
- Barley, S. R. and Julian Orr. (1997) "The neglected workforce: An introduction." Pp. 1-19 in S. Barley and J. Orr (ed.) *Between Craft and Science: Technical Work in U.S. Settings*. Ithaca, NY: ILR Press.
- Whalley, P. and S. R. Barley (1996) "Technical work and the division of labor: Stalking the wily anomaly." Pp. 20-52 in S. Barley and J. Orr (ed.) *Between Craft and Science: Technical Work in U.S. Settings*. Ithaca, NY: ILR Press.
- Barley, S. R. (1996) Preface. In J. Orr, *Talking about Machines: An Ethnography of a Modern Job*. Ithaca, NY: ILR Press.
- Zabusky, S. E. and S. R. Barley. (1996) "Redefining success: Ethnographic observations on the careers of technicians." Pp. 185-214 in Paul Osterman (ed.) *Broken Ladders: Managerial Careers in Transition*. Oxford, Eng: Oxford University Press.
- Barley, S. R. (1996) Sections on "Culture," "Structuration," and "Ethnography" in Nigel Nicholson, (ed.) *Dictionary of Organizational Behavior*. London: Basil Blackwell.
- Barley, S. R., J. Freeman, and R. Hybels (1992) "Strategic alliances in commercial biotechnology." Pp 311-345 in N. Norhia and R. G. Eccles (Eds), *Networks and Organizations: Structure, Form and Action*. Boston: Harvard Business School Press.
- Meyer, G., S. R. Barley, and D. Gash (1991) "Obsession and naivete in upstate New York: A Tale of research." Pp. 22-35 in P. Frost and R. Stablein (eds) *Exemplary Organizational Research*. Beverly Hills, CA: Sage.
- Barley, S. R. and P. S. Tolbert. (1991) "At the intersection of organizations and occupations." Pp 1-15 in P. Tolbert and S. R. Barley (eds), *Research in the Sociology of Organizations: Organizations and Professions*, Volume 7. Greenwich, CT: JAI Press.
- Barley, S. R. (1991) "Contextualizing conflict: Notes on the anthropology of disputes and negotiations." Pp 165-199 in M. Bazerman, B. Sheppard, and R. Lewicki, (eds) *Research on Negotiations in Organizations*. Volume 3. Greenwich, CT: JAI Press.
- Freeman, J. and S. R. Barley. (1990) "The strategic analysis of inter-organizational relations in biotechnology." Pp 127-155 in R. Loveridge and M. Pitt (eds.) *The Strategic Management of Technological Innovation*. New York: Wiley.
- Hybels, R. and S. R. Barley. (1990) "Co-optation and the legitimation of professional identities: human resource policies in high technology firms." Pp. 199-213 in L. R. Gomez-Mejia and M. Lawless (eds.) *Organizational Issues in High Technology Management*. Greenwich, CT: JAI Press.
- Barley, S. R. (1989) "Careers, identities, and institutions: the legacy of the Chicago School of Sociology." Pp 41-65 in M. Arthur, T. Hall and B. Lawrence (Eds.) *The Handbook of Career Theory*. Cambridge, Eng.: Cambridge University Press.
Reprinted in K. Bradley (series editor) (1994) *Career Development*. International Library of Management, Dartmouth Publishing Co: Hampshire, Eng.
- Barley, S. R. (1988) "The social construction of a machine: Ritual, superstition, magical thinking and other pragmatic responses to running a CT scanner." Pp 497-539 in M. Lock and D. Gordon (eds.) *Biomedicine Examined*. Dordrecht, The Netherlands: Kluwer Academic Publishers.
- Barley, S. R. (1988) "On technology, time, and social order: Technically induced change in the temporal organization of radiological work." Pp 123-169 in F. A. Dubinskas (ed.) *Making Time: Ethnographies of High Technology Organizations*. Philadelphia, PA: Temple University Press.

Van Maanen, J. and S. R. Barley. (1985) "Cultural organization: Fragments of a theory." In P. Frost et al. (Eds) *Organizational Culture*, pp. 31-54. Beverly Hills, CA: Sage Publishing Co.

BOOKS and MONOGRAPHS

- Barley, S. R. and Kunda, G. (2004) *Gurus, Hired Guns and Warm Bodies: Itinerant Experts in a Knowledge Economy*. Princeton, NJ: Princeton University Press.
- Kochan, T. A., Barley, S. R. et al. (1999) *The Changing Nature of Work and Its Implications for Occupational Analysis*. National Research Council: Washington, D.C.
- Barley, S. R. and J. Orr. (Eds) (1997). *Between Craft and Science: Technical Work in the United States*. Ithaca, NY: ILR Press.
- Barley, S. R. (1996). *The New World of Work*. Washington, D.C.: National Planning Association.
- Tolbert, P. S. and S. R. Barley (Eds). (1991) Professions and Organizations. Special edition of *Research in the Sociology of Organizations: Organizations and Professions*. Volume 8. Greenwich, CT: JAI Press.

TECHNICAL REPORTS

- Barley S. R. et al. (2000) Mobility Among Sun Employees. Report on research conducted for the Workplace Effectiveness Group, Sun Microsystems.
- Barley, S. R. (1998) "The Professional and Technical Labor Force." Committee on Techniques for the Enhancement of Human Performance-Occupational Analysis. National Research Council. Washington, D.C.
- Barley, S. R., Hofstader, R. and Chapman, K. (1997) "Skill Standards in Context: Models of Technician's Work." Pp. 13-25 in R. Hofstader and K. Chapman, *Foundations for Excellence in the Chemical Process Industries: Voluntary Industry Standards for Chemical Process Industries Technical Workers*. American Chemical Society: Washington, D.C.
- Barley, S. R. and B. J. Nelsen. (1995) The Nature and Implications of Infrastructural Technological Change for the Social Organization of Work. Office of Technology Assessment, Congress of the United States, Washington D.C.

WORKING PAPERS and MANUSCRIPTS UNDER REVIEW

- Barley, S. R. and B. Bechky. "Is Stress Talk Contagious?: Investigating the Cultural Dynamics of Stress."
- Nelsen, B. J. and S. R. Barley. "Toward an Emic Understanding of Professionalism Among Technical Workers." Working Paper. National Center for the Education of the Workforce. University of Pennsylvania. Philadelphia, PA.

GRANTS

- National Science Foundation. (Diane Bailey, Co-PI) Transformation of Engineering Design: Digitization and Global Distribution of Engineering Work. \$1.2 million (2004-2009)
- National Science Foundation. Communication Technology and the Social Construction of Availability. \$100,000. 2003-2004.

National Center for the Education of the Workforce. \$450,000 to conduct a series of ethnographies on a variety of technical occupations 1990-95.
 Sloan Foundation. \$27,484 to hold a conference on the Technical workforce. March 1993
 U.S. Department of Labor. \$10,000 to hold a workshop on the Technical Workforce. October 1992.
 National Science Foundation. (with John Freeman) \$90,000 to study "Niche and Network: The Evolution of Organizational Fields in the Biotechnology Industry." 1988-89.
 R. Brinkley Smithers Institute for the Study of Alcoholism and Workplace Problems. \$25,000 to study "Stress as a Vocabulary of Organizing." 1986-89.
 National Center for Health Services Research Doctoral Dissertation Grant. (HSO5004) \$32,000 to study "New Imaging Modalities and Social Change in Radiology." 1983-84.

AWARDS & HONORS

Fellow, Academy of Management. 2006
 Distinguished Scholar, Organization and Management Theory Division, Academy of Management. 2006
 IBM Fellow, 2005-2006.
 Senior Research Fellow. Center for Work, Interaction and Technology, Kings College, London, 2004.
 Distinguished Visiting Scholar. INSEAD. Fountainbleu, France June, 2004.
 Distinguished Speaker Award. Technology Management Section. INFORMS. November, 2002.
 Fellow, Center for Advanced Studies in Leadership, Stockholm School of Economics 2001-on
 Breaking the Frame Award. Journal of Management Studies. 2000.
 Distinguished Lecturer. School of Management, Uppsala University, Sweden. 1999.
 New Concept Award. Organizational Behavior Division, Academy of Management. For "Occupational Communities: Culture and Control in Organizations." August, 1985.
 Outstanding Paper Award. Presented by the National Industrial and Organizational Psychology and Organizational Behavior Doctoral Student Convention. April, 1982.

PROFESSIONAL ACTIVITIES

Co-Chair	National Research Council's Committee on Techniques for the Enhancement of Human Performance: Occupational Analysis. 1996-99
Board of Senior Scholars	Center for Educational Quality of the Workforce. University of Pennsylvania.
Book Review Editor	<i>Administrative Science Quarterly</i> . 1988-93
Editorial Board	<i>Journal of Management Studies</i> . 1996-on
Editorial Board	<i>Administrative Science Quarterly</i> . 1986-92.
Editorial Board	<i>Organization Science</i> . 1987-93.
Editorial Board	<i>Academy of Management Journal</i> . 1985-87, 2004-on
Editorial Board	<i>Research in the Sociology of Organizations</i> . 2005-on
Editorial Board	<i>Academy of Management Annual Review</i> . 2005-on

PROFESSIONAL ASSOCIATIONS

Academy of Management
 American Sociological Association

PERSONAL INFORMATION

Born: Feb 16, 1953

Married, with two children (ages 18 and 22).