Stanford



Stephen R. Barley

Weiland Professor in the School of Engineering, Emeritus

Management Science and Engineering

Curriculum Vitae available Online

Bio

BIO

Stephen R. Barley is the Christian A. Felipe Professor of Technology Management at the College of Engineering at the University of California Santa Barbara. He holds an AB. in English from the College of William and Mary, an M.Ed. from the Ohio State University, and a Ph.D. in Organization Studies from the Massachusetts Institute of Technology. Prior to coming to UCSB, Barley served for ten years on the faculty of the School of Industrial and Labor Relations at Cornell University. He then moved to Stanford where he was the Richard Weiland Professor of Management Science and Engineering, the Associate Chair of the Department of Management Science and Engineering (2011-2015), and was the Co-founder and co-director of the Center for Work, Technology and Organization at Stanford's School of Engineering from 1994-2015. He was editor of the Administrative Science Quarterly from 1993 to 1997 and the founding editor of the Stanford Social Innovation Review from 2002 to 2004.

Barley serves on the editorial boards of the Academy of Management Discovery, the Academy of Management Annals, Research in the Sociology of Organizations, Research in the Sociology of Work, Information and Organization, Engineering Studies and the Journal of Organizational Ethnography. He has been the recipient the Academy of Management's New Concept Award and was named Distinguished Scholar by the Academy of Management's Organization and Management Theory Division in 2006, the Organization Communication and Information Systems Division in 2010 and the Critical Management Studies Division in 2010. Barley has been a fellow at Center for Advanced Study in the Behavioral Sciences and is a Fellow of the Academy of Management. In 2006 the Academy of Management Journal named Barley as the author of the largest number of "interesting" articles in the field of management studies.

Barley was a member of the Board of Senior Scholars of the National Center for the Educational Quality of the Workforce and co-chaired National Research Council and the National Academy of Science's committee on the changing occupational structure in the United States. The committee's report, The Changing Nature of Work, was published in 1999. He recently served on the National Research Council's (NRC) committee on the Information Technology Research and Development Ecosystem and on the NRC's Committee on Automation and the Workforce.

Barley has written over ninety articles on the impact of new technologies on work, the organization of technical work, and organizational culture. He and Julian Orr edited a volume on technical work entitled Between Craft and Science: Technical Work in the United States published in 1997 by the Cornell University Press. In collaboration with Gideon Kunda of Tel Aviv University, Barley authored Gurus, Hired Guns and Warm Bodies: Itinerant Experts in the Knowledge Economy, an ethnography of contingent work among engineers and software developers published by the Princeton University Press in 2004.

Barley teaches courses on the organizational implications of technological change, organizational theory, social network analysis and ethnographic field methods. He has served as a consultant to organizations in a variety of industries including publishing, banking, computers, electronics and aerospace.

Barley is currently researching corporate power in the United States, the rhetorical history of telecommuting, and how sophisticated mathematical modeling tools are altering the work of engineers who design automobiles.

ACADEMIC APPOINTMENTS

- Emeritus Faculty, Acad Council, Management Science and Engineering

ADMINISTRATIVE APPOINTMENTS

- Editor, Administrative Science Quarterly, (1993-1997)
- Editor, Series on Technology and Work, Cornell University Press, (1994-2009)
- Editor, Stanford Innovation Review, (2002-2004)
- Co-Director, General Motors/Stanford University Collaborative Research Laboratory on Work Systems, (2004-2010)
- Co-Director, Center for Work, Technology and organization, (1996-2015)
- Associate Chair, Department of Management Science and Engineering, (2011-2015)

HONORS AND AWARDS

- New Concept Award, Academy of Management, Organizational Behavior Division (1985)
- Breaking the Frame Award, Journal of Management Inquiry (2000)
- Fellow, Center for Advanced Studies in Leadership, Stockholm School of Economics (2001)
- Distinguished Speaker Award, INFORMS Technology Management Section (2002)
- IBM Fellow, IBM (2005-2006)
- Author of the largest number of interesting papers, Academy of Management Journal (2006)
- Distinguished Scholar, Organization and Management Theory Division, Academy of Management (2006)
- Fellow, Academy of Management (2007)
- Best Article Award, Journal of Management Inquiry (2008)
- Joan Woodward Distinguished Lecturer, Imperial College, London (2008)
- Fellow, Center for Advanced Study in the Behavioral Science (2008-2009)
- Best Published Article Award, International Conference on Information System (2009)
- Distinguished Scholar, Critical Management Studies Division, Academy of Management (2010)
- Distinguished Scholar, Organizational Communication and Information Systems Division, Academy of Managemet (2010)
- Clarendon Lectures, Oxford University (2016)
- Clarendon Lectures, Said School of Business, Oxford University (October 2016)

PROFESSIONAL EDUCATION

- PhD, Sloan School of Management , Organization Studies (1984)
- MS, The Ohio State University , Student Personnel Administration (1977)
- AB, The College of William and Mary , English (1975)

Research & Scholarship

CURRENT RESEARCH AND SCHOLARLY INTERESTS

Technology's role in occupational and organizational change. Science and innovation in industrial settings. Organizational and occupational culture.

Corporate power. Social network theory. Macro-organizational behavior.

Publications

PUBLICATIONS

- **SITUATED REDESIGN IN CREATIVE OCCUPATIONS - AN ETHNOGRAPHY OF ARCHITECTS** *ACADEMY OF MANAGEMENT DISCOVERIES*
  Rahman, H. A., Barley, S. R.
  2017; 3 (4): 404–24
- **Be Careful What You Wish For: The Learning Imperative in Postindustrial Work** *WORK AND OCCUPATIONS*
  Valdes, G., Barley, S. R.
  2016; 43 (4): 466-501
- **How virtuality impacts the way teams work** *IESE Insight*
  Leonardi, P. M., Bailey, D. E., Barley, S. R.
  2013; Spring: 32-39
- **The Lure of the Virtual** *ORGANIZATION SCIENCE*
  Bailey, D. E., Leonardi, P. M., Barley, S. R.
  2012; 23 (5): 1485-1504
- **E-mail as a Source and Symbol of Stress** *ORGANIZATION SCIENCE*
  Barley, S. R., Meyerson, D. E., Grodal, S.
  2011; 22 (4): 887-906
- **Signifying Institutions** *MANAGEMENT COMMUNICATION QUARTERLY*
  Barley, S. R.
  2011; 25 (1): 200-206
- **Teaching-Learning Ecologies: Mapping the Environment to Structure Through Action** *ORGANIZATION SCIENCE*
  Bailey, D. E., Barley, S. R.
  2011; 22 (1): 262-285
- **I save a technician’s butt and another saves mine** *Research Alive: Exploring Generative Moments in Doing Qualitative Research*
  Barley, S. R.
  edited by Carlson, A., Dutton, J.
  Copenhagen Business School Press.2011: 98–102
- **Building an Institutional Field to Corral a Government: A Case to Set an Agenda for Organization Studies** *ORGANIZATION STUDIES*
  Barley, S. R.
  2010; 31 (6): 777-805
- **What's Under Construction Here? Social Action, Materiality, and Power in Constructivist Studies of Technology and Organizing** *ACADEMY OF MANAGEMENT ANNALS*
  Leonardi, P. M., Barley, S. R.
  2010; 4: 1-51
- **Rejoinder** *JOURNAL OF MANAGEMENT INQUIRY*
  Barley, S. R.
  2008; 17 (3): 168-171
- **Materiality and change: Challenges to building better theory about technology and organizing** *INFORMATION AND ORGANIZATION*
  Leonardi, P. M., Barley, S. R.

2008; 18 (3): 159-176

- **Letter to editors** *Opening the Black Box of Editorship*
  Barley, S. R.
  edited by Baruch, Y., Aguinis , Konrad, A., Starbuck, W.
  Palgrave.2008: 39–49
- **Coalface institutionalism** *Handbook of Organizational Institutionalism*
  Barley, S. R.
  edited by Greenwood, R., Oliver, C., Suddaby, R., Shalin-Anderson, K.
  Sage.2008: 490–515
- **Corporations, democracy, and the public good** *JOURNAL OF MANAGEMENT INQUIRY*
  Barley, S. R.
  2007; 16 (3): 201-215
- **When I write my masterpiece: Thoughts on what makes a paper interesting** *ACADEMY OF MANAGEMENT JOURNAL*
  Barley, S. R.
  2006; 49 (1): 16-20
- **Contracting: A new form of professional practice** *ACADEMY OF MANAGEMENT PERSPECTIVES*
  Barley, S. R., Kunda, G.
  2006; 20 (1): 45-66
- **Itinerant professionals: Technical contractors in a knowledge economy** *America at Work: Choices and Challenges*
  Barley, S. R.
  edited by O'Toole, J., Lawler, E.
  Palgrave Macmillian.2006: 173–193
- **Return to work: Toward post-industrial engineering** *IIE TRANSACTIONS*
  Bailey, D. E., Barley, S. R.
  2005; 37 (8): 737-752
- **What we know (and mostly don't know) about technical work** *The Oxford Handbook of Work and Organization*
  Barley, S. R.
  edited by Ackroyd, S., Batt, R., Thompson, P., Tolbert, P.
  Oxford University Press.2005: 376–403
- **Beach time, bridge and billable time hours: The temporal structure of technical contracting** *ADMINISTRATIVE SCIENCE QUARTERLY*
  Evans, J. A., Barley, S. R.
  2004; 49 (1): 1-38
- **Puddle jumping as a career strategy** *Renewing Research Practice: Lessons from Scholar's Journeys*
  Barley, S. R.
  edited by Stablien, R., Frost, P.
  Stanford University Press.2004: 67–82
- **Gurus, Hired Guns and Warm Bodies: Itinerant Experts in a Knowledge Economy.**
  Barley, S. R., Kunda, G.
  Princeton University Press.2004
- **Why do contractors contract? The experience of highly skilled technical professionals in a contingent labor market** *INDUSTRIAL & LABOR RELATIONS REVIEW*
  Kunda, G., Barley, S. R., Evans, J.
  2002; 55 (2): 234-261
- **Technology and institutions: What can research on information technology and research on organizations learn from each other?** *MIS QUARTERLY*
  Orlikowski, W. J., Barley, S. R.
  2001; 25 (2): 145-165

- **Bringing work back in** *ORGANIZATION SCIENCE*
  Barley, S. R., Kunda, G.
  2001; 12 (1): 76-95
- **Problems in using patient satisfaction data to assess the quality of care of primary care physicians** *Journal of Clinical Outcomes Management*
  Barr, D., Vergun, P., Barley, S. R.
  2000; 7: 19-24.
- **The practice and uses of field research in the 21st Century Organization** *JOURNAL OF MANAGEMENT INQUIRY*
  Kaghan, W. N., Strauss, A. L., Barley, S. R., Brannen, M. Y., Thomas, R. J.
  1999; 8 (1): 67-81
- **Do digital telecommunications affect work and organization? The state of our knowledge** *RESEARCH IN ORGANIZATIONAL BEHAVIOR, VOL. 21, 1999*
  O'Mahony, S., Barley, S. R.
  1999; 21: 125-161
- **The Changing Nature of Work and Its Implications for Occupational Analysis**
  Kochan, T. A., Barley et al., S. R.
  National Research Council.1999
- **Computer-based distance education: why and why not** *The Education Digest*
  Barley, S. R.
  1999; 65: 55-59
- **Competence without credentials: The promise and potential problems of computer-based distance learning** *Competence without Credentials*
  Barley, S. R.
  edited by Stacey, N.
  U.S. Department of Education.1999: 5–13
- **What can we learn from the history of technology?** *JOURNAL OF ENGINEERING AND TECHNOLOGY MANAGEMENT*
  Barley, S. R.
  1998; 15 (4): 237-255
- **Military downsizing and the career prospects of youths** *ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE*
  Barley, S. R.
  1998; 559: 141-157
- **For love or money? Commodification and the construction of an occupational mandate** *ADMINISTRATIVE SCIENCE QUARTERLY*
  Nelsen, B. J., Barley, S. R.
  1997; 42 (4): 619-653
- **"You can't be a stone if you're cement": Reevaluating the emic identities of scientists in organizations** *RESEARCH IN ORGANIZATIONAL BEHAVIOR, VOL 19, 1997*
  ZABUSKY, S. E., Barley, S. R.
  1997; 19: 361-404
- **Technical work and the division of labor: Stalking the wily anomaly** *Between Craft and Science: Technical Work in U.S. Settings*
  Barley, S. R., Whalley, P.
  edited by Barley, S. R., Orr, J.
  ILR Press.1997: 20–52
- **Institutionalization and structuration: Studying the links between institutions and actions.** *Organization Studies*
  Barley, S. R., Tolbert, P. S.
  1997; 18: 93-117
- **The neglected workforce: An introduction** *Between Craft and Science: Technical Work in U.S. Settings*
  Barley, S. R., Orr, J.
  edited by Barley, S. R., Orr, J.

ILR Press.1997: 1–19

- **Between Craft and Science: Technical Work in the United States**
  edited by Barley, S. R., Orr, J.
  ILR Press.1997

- **Technicians in the workplace: Ethnographic evidence for bringing work into organization studies** *ADMINISTRATIVE SCIENCE QUARTERLY*
  Barley, S. R.
  1996; 41 (3): 404-441

- **Organizations and social systems: Organization theory's neglected mandate** *ADMINISTRATIVE SCIENCE QUARTERLY*
  Stern, R. N., Barley, S. R.
  1996; 41 (1): 146-162

- **The New World of Work**
  Barley, S. R.
  National Planning Association.1996

- **Commentary on Pentland** *Technology Studies*
  Barley, S. R.
  1996; 2: 89-92

- **Preface** *Talking about Machines: An Ethnography of a Modern Job*
  Barley, S. R.
  ILR Press.1996

- **Redefining success: Ethnographic observations on the careers of technicians** *Broken Ladders: Managerial Careers in Transition*
  Barley, S. R.
  edited by Osterman, P.
  Oxford University Press.1996: 185–214

- **In the backrooms of science: Notes on the work of science technicians** *Work and Occupations*
  Barley, S. R., Bechky, B.
  1994; 21: 85-126

- **Design and devotion: The ebb and flow of rational and normative ideologies of control in managerial discourse** *Administrative Science Quarterly*
  Barley, S. R., Kunda, G.
  1992; 37: 1-30

- **Strategic alliances in commercial biotechnology** *Networks and Organizations: Structure, Form and Action*
  Barley, S., Freeman, J., Hybels, R.
  edited by Norhia, N., Eccles, R.
  Harvard Business School Press.1992: 311–345

- **Obsession and naivete in upstate New York: A Tale of research** *Exemplary Organizational Research*
  Meyer, G., Barley, S. R., Gash, D.
  edited by Frost, P., Stablein, R.
  Sage.1991: 22–35

- **Toward a cultural theory of stress complaints** *Research in Organizational Behavior*
  Barley, S. R., Knight, D. K.
  1991; 14 (1-48): 1-48

- **Contextualizing conflict: Notes on the anthropology of disputes and negotiations** *Research on Negotiations in Organizations*
  Barley, S. R.
  1991; 3: 165-199

- **At the intersection of organizations and occupations** *Research in the Sociology of Organizations*
  Barley, S. R., Tolbert, P. S.

1991; 7: 1-15

- **THE ALIGNMENT OF TECHNOLOGY AND STRUCTURE THROUGH ROLES AND NETWORKS** *ADMINISTRATIVE SCIENCE QUARTERLY*
  Barley, S. R.
  1990; 35 (1): 61-103
- **Images of imaging: Notes on doing longitudinal field work** *Organization Science*
  Barley, S. R.
  1990; 1 : 220-247
- **The strategic analysis of inter-organ¬izational relations in biotechnology** *The Strategic Management of Technological Innovation*
  Freeman, J., Barley, S. R.
  edited by Loveridge, R., Pitt, M.
  Wiley.1990: 127–155
- **Co-optation and the legitimation of professional iden¬tities: human resource policies in high technology firms** *Organizational Issues in High Technology Management*
  Hybels, R., Barley, S. R., Lawless, M.
  edited by Gomez-Mejia, L. R.
  JAI Press.1990: 199–213
- **Careers, identities, and institutions: the legacy of the Chicago School of Sociology** *The Handbook of Career Theory*
  Barley, S. R.
  edited by Arthur, M., Hall, T., Lawrence, B.
  Cambridge University Press.1989: 41–65
- **CULTURES OF CULTURE - ACADEMICS, PRACTITIONERS AND THE PRAGMATICS OF NORMATIVE CONTROL** *ADMINISTRATIVE SCIENCE QUARTERLY*
  Barley, S. R., Meyer, G. W., GASH, D. C.
  1988; 33 (1): 24-60
- **On technology, time, and social order: Technically induced change in the temporal organization of radiological work** *Making Time: Ethnographies of High Technology Organizations*
  Barley, S. R.
  edited by Dubinskas, F. A.
  Temple University Press.1988: 123–169
- **Technology, power, and the social organization of work: towards a pragmatic theory of skilling and deskilling** *Research in the Sociology of Organizations*
  Barley, S. R.
  1988; 6: 33-80
- **The social construction of a machine: Ritual, superstition, magical thinking and other pragmatic responses to running a CT scanner** *Biomedicine Examined*
  Barley, S. R., Lock, M.
  edited by Gordon, D.
  Kluwer.1988: 497–539
- **Technology as an occasion for structuring: Observations on CT scanners and the social order of radiology departments** *Administrative Science Quarterly*
  Barley, S. R.
  1986; 31: 78-108
- **Cultural organization: Fragments of a theory** *Organizational Culture*
  Van Maanen, J., Barley, S. R.
  edited by Frost et al., P.
  Sage.1985: 31–54
- **OCCUPATIONAL COMMUNITIES - CULTURE AND CONTROL IN ORGANIZATIONS** *RESEARCH IN ORGANIZATIONAL BEHAVIOR*
  VANMAANEN, J., Barley, S. R.

1984; 6: 287-365

- **Codes of the dead: the semiotics of funeral work** *Urban Life*
  Barley, S. R.
  1983; 12: 3-31
- **SEMIOTICS AND THE STUDY OF OCCUPATIONAL AND ORGANIZATIONAL CULTURES** *ADMINISTRATIVE SCIENCE QUARTERLY*
  Barley, S. R.
  1983; 28 (3): 393-413