

# 2<sup>nd</sup> International Workshop on Organizational Legitimacy

23-24 May 2024 – Vrije Universiteit Amsterdam, The Netherlands

## Fast Facts about the Workshop

### What are the Key Dates?

- Submission of an extended abstract of a research project (1,000 words): **15 February 2024**
- Notification of acceptance: **15 March 2024**
- Submission of a final paper with research in progress (2,000-8,000 words): **30 April 2024**
- Organizational Legitimacy Workshop: **23-24 May 2024**

### Who is This Workshop For?

The purpose of the 2<sup>nd</sup> annual Organizational Legitimacy Workshop (OLW) - 2024 is to support the research idea development for advancing the multilevel research on legitimacy in management and organization theory (<https://legitimacy-research.org/>). Moreover, this workshop aims to hold an expert panel, offer a platform for academic networking, and foster a cross-disciplinary research community keen on studying legitimacy. To achieve its goals, this workshop invites submission of original research papers and experimental study designs from scholars at various stages of their career and especially from early career scholars.

### How is This Workshop Structured?

The structure of this workshop is set up to support the authors of the submissions that have been accepted by the organizing committee with the research idea development. This workshop will host (1) Keynote presentations on organizational legitimacy during the expert panel. It will also include (2) Developmental Roundtable Discussions with experts in small groups. This workshop will also offer (3) Networking and social activities.

### How Can I Submit a Paper?

To support the development of research ideas, we welcome submissions presenting research projects. These projects may take the form of research papers in progress, experimental study design papers, and research proposals. Extended abstracts of 1,000 words should be submitted by **February 15<sup>th</sup> 2024** (the link: <https://easychair.org/my/conference?conf=olw2024>). Participants will be selected on a competitive basis, based on the research projects presented in the extended abstracts. The selected participants will not be requested to submit the full research papers at any stage of the workshop.

### What Should I Do if My Paper is Accepted?

The notification of acceptance will be sent to the corresponding authors by the Organizing Committee by the **15<sup>th</sup> March 2024**. The authors will submit the final paper of 2,000-5,000 words for research proposals and 5,000-8,000 words for more advanced projects by **30<sup>th</sup> April 2024**. These final papers building on accepted abstracts will include work in progress and open discussion questions about the positioning, framing, and further advancement of the research idea.

# 2<sup>nd</sup> International Workshop on Organizational Legitimacy

23-24 May 2024 – Vrije Universiteit Amsterdam, The Netherlands

## Call for Papers

### Background

The 2<sup>nd</sup> annual Organizational Legitimacy Workshop (OLW) that the Vrije Universiteit Amsterdam, The Netherlands, will host on 23-24 May 2024 calls for the papers to support the research idea development (<https://legitimacy-research.org/>). It builds on the legacy of the initiative "The Next Decade of Legitimacy Research: Advancing the Multilevel Theory of Legitimacy", founded by Anna Jasinenko (University of St Gallen) and Patrick Haack (University of Lausanne) in 2023. Financial support for this 2<sup>nd</sup> Legitimacy Workshop is generously provided by the **Department of Management & Organization** and the **Department of Organization Sciences** at **Vrije Universiteit Amsterdam** and the **Society for the Advancement of Management Studies (SAMS)**.

### Purpose and Theme

International experts with influential publications on legitimacy will act as keynote speakers and roundtable facilitators during this workshop. It should be of special interest for early career scholars, such as Ph.D. students, postdoctoral fellows, and (tenure track) assistant professors, from diverse international backgrounds. Scholars more advanced in their careers are also invited to submit their work for consideration. By bringing together scholars at various stages of their career, this workshop aims to establish the ground for idea exchange, constructive feedback sessions, and valuable networking opportunities.

The theme of this workshop is multi-disciplinary cross-disciplinary research on legitimacy as a concept central to management and organization theory. Legitimacy belongs to the realm of social evaluations that also include concepts such as reputation, status, celebrity, or stigma (Bitektine, 2011; Devers & Mishina, 2019; Pollock, Lashley, Rindova, & Han, 2019). On the one hand, scholars are increasingly adopting a multilevel approach to legitimacy, thus acknowledging the complementarity of microfoundational, macrofoundational, and process perspectives (Bitektine & Haack, 2015; Haack, Schilke, & Zucker, 2021; Suchman, 1995; Suddaby, Bitektine & Haack, 2017). On the legitimacy other hand, the research spans various fields, such as sociology (Hearn, 2011; Schoon, 2022), institutional theory and management studies (Haack & Sieweke, 2018; Illia & Zamparini, 2016; Siraz, Claes, Castro & Vaara, 2023), organization studies (Brown & Toyoki, 2013; van den Broek, Langley, Ehrenhard & Groen, 2023), public management and political psychology (Jasinenko, Christandl & Meynhardt, 2020; Sievert & Bruder, 2023), strategy (Malesky & Taussig, 2019; Tauscher, Bouncken & Pesch, 2021), and entrepreneurship (Lechner, Delano-Gueguen & Gueguen, 2022; Tracey, Dalpiaz & Phillips, 2018). Given this wealth of multilevel and cross-disciplinary approaches to studying legitimacy, this workshop welcomes different theoretical perspectives on legitimacy from various research fields and using versatile research methodologies. Therefore, in addition to offering a platform for developmental feedback, this workshop also supports a vibrant cross-disciplinary research community. Together, these steps contribute to shaping the future research agenda on legitimacy in management and organization theory.

## Key Components

- **Keynote presentations** from experts on organizational legitimacy, including presentations focused on relevant theoretical developments, methodological advances, and publishing considerations.
- **Developmental Roundtable Discussions:** Participants will be grouped into roundtables, based on the final number of participants. Each roundtable will have about six participants and will be facilitated by one or two experts. Participation in the roundtable will serve as a platform for participants to showcase their research and receive constructive input from both their peers and experts. This will be an excellent opportunity for participants (particularly early-career scholars) to refine their research projects and gain valuable insights from leaders in the field. Depending on the final submissions, roundtables can include both theory-focused and method-focused discussions.
- **Networking and social activities** that will allow participants to connect in a more informal setting and foster community building within and between subfields of management and organizational studies.

## Participating Experts on Legitimacy

Experts will participate in a panel offering keynote presentations, addressing recent advances in understanding legitimacy. They will also facilitate one of the roundtable sessions adopting a theoretical or a methodological lens in order to support a small group of participants with similar research interests in the development of their ideas and working papers.

This workshop brings together such experts on legitimacy as Alex Bitektine (Concordia University, Canada), Patrick Haack (University of Lausanne, Switzerland), Laura Illia (University of Fribourg, Switzerland), Anna Jasinenko (University of St Gallen, Switzerland), Yuri Mishina (Imperial College Business School, London, UK), Sonia Siraz (University of Essex, UK), Karl Tauscher (Manchester Business School, UK), or Eric W. Schoon (Ohio State University, USA).

## Organizing Committee

- Francesca Bacco, Assistant Professor of Entrepreneurship, Department of Management & Organization, Vrije Universiteit Amsterdam
- Tijs van den Broek, Assistant Professor of Organization Sciences, Department of Organization Sciences, Vrije Universiteit Amsterdam
- Evelina Gillard, Ph.D. Candidate, Department of Management & Organization, Vrije Universiteit Amsterdam
- Saeed Khanagha, Associate Professor of Strategy, Department of Management & Organization, Vrije Universiteit Amsterdam
- Rebecca Ruehle, Assistant Professor of Business Ethics, Department of Management & Organization, Vrije Universiteit Amsterdam
- Jost Sieweke, Associate Professor of Strategic Leadership, Department of Management & Organization, Vrije Universiteit Amsterdam

## Application Process

### *Step 1 of 2: Extended abstract submission*

To support the development of research ideas, we welcome the work in progress. Acceptance to this research workshop is competitive. To apply to the workshop, please submit the extended abstract (max. 1,000 words, excluding references, tables, and figures) of the research paper, a study design (for experimental projects), or a similar research proposal that you would like to discuss. The authors accepted to the workshop will have an opportunity to have an open discussion with the experts on how to position, frame and further advance their research projects at the discussion roundtables.

Your extended abstract for applying to the workshop should be structured as follows:

#### *A) Author presentation:*

1. **Authors:** Please include the names and affiliations of all authors in your submission.
2. **Bio of the presenting author:** Provide a short bio of the author who would like to present the final paper during the roundtable discussion with an expert at the workshop.

#### *B) Extended Abstract (1,000 words maximum)*

3. **Extended abstract of a paper or a study design:** Please provide an extended abstract of the paper or a study design (for experimental projects). This abstract should have a maximum of 1,000 words, excluding references, tables, and figures.
4. **Keywords:** Please provide at least 3 (three) keywords that reflect the theoretical and methodological underpinnings of your research.

#### *C) Back matters*

5. **References, tables, and figures:** Provide an academic list of references followed by tables and figures.
6. **Appendices** (if relevant).

Please submit the text of your extended abstract no later than **February 15, 2024** to the link <https://easychair.org/my/conference?conf=olw2024> in the **EasyChair** Workshop Submission System.

### *Step 2 of 2: Final paper submission for accepted authors*

Acceptance notification will be sent to the authors no later than **March 15, 2024**. The Organizing Committee will communicate further details on the logistics of the event on the Legitimacy Workshop website (<https://legitimacy-research.org/>), through the EasyChair platform, and directly to the authors by email.

Although full research papers of readily publishable quality are not expected, accepted participants will be asked to submit a final paper containing:

1. the **research project in progress** (short abstract or extended abstract; keywords; main text body, if any) and
2. a **list of related idea development questions** about the research project to discuss at the roundtable.

The final paper submission should build on the extended abstract and include the main text of the research project and open discussion questions about it in 2,000-8,000 words to allow providing helpful feedback. The final papers for this workshop focused on the development of research ideas may include a shorter or a longer presentation of a research project and discussion questions about its further development, depending on the stage of the work advancement:

- At minimum, the final workshop paper would typically consist of the research project (short abstract or extended abstract; keywords; main text body, if any) and a list of related idea development questions of **2,000-5,000 words for research proposals taking form of the final extended abstracts or short working papers**, excluding the author presentation, as well as the references, tables, and figures.

- At maximum, the final workshop paper would typically consist of the research project (short abstract or extended abstract; keywords; main text body, if any) and a list of related idea development questions of **5,000-8,000 words for advanced working papers**, excluding the author presentation, as well as the references, tables, and figures.

- While research projects and related discussion questions about them may differ in length depending on the work progress, **the final papers should contain no less than 2,000 words and no more than 8,000 words**, excluding the author presentation, as well as the references, tables, and figures.

Your final paper that builds upon your accepted abstract should be structured as follows:

***A) Author presentation:***

1. **Authors:** Please include the names and affiliations of all authors in your submission.
2. **Bio of the presenting author:** Provide a short bio of the author who would like to present the paper during the roundtable discussion with an expert at the workshop.

***B) Final paper (a minimum of 2,000 words and a maximum of 8'000 words; recommended length 2,000-5,000 words for research proposals taking the form of the final extended abstracts or short working papers and 5,000-8,000 words for advanced working papers):***

3. **Final abstract of a paper or a study design:** Please provide the final abstract of the paper or a study design (for experimental projects).
4. **Keywords:** Please provide at least 3 (three) keywords that reflect the theoretical and methodological underpinnings of your research.
5. **Research project:** Please provide the main text of your research project.
6. **Idea development questions:** Please list the questions about the research idea development, such as how to position, frame, and further advance your research project.

***C) Back matters:***

7. **References, tables, and figures:** Provide an academic list of references, followed by tables and figures.
8. **Appendices** (if relevant).

Please submit your final paper as attachment file in PDF format by **April 30, 2024** by updating your submission at the link <https://easychair.org/my/conference?conf=olw2024> at the **EasyChair** Workshop Submission System.

## Participation, Program, and Fees

The workshop will start at lunchtime on May 23 and end at 4 pm on May 24. Further information about the program will be provided to the accepted participants in due course. Catering will be provided during the workshop. The workshop will be **free of charge**, although places are limited. To ensure valuable discussions, networking opportunities between participants, and an appropriate level of feedback during roundtables, we expect to be able to accommodate **approximately 35 participants**.

A limited amount of funding is offered to cover travel and accommodation expenses for early-career participants in need of financial support. This support may be provided to 1 early career scholar – such as a Ph.D. student, a postdoctoral fellow, and a (tenure track) assistant professor – per paper accepted for presentation at this workshop. Further information about the funding will be provided in due course to selected applicants.

## Venue

Our face-to-face event will be held at VU Amsterdam, hosted by the Department of Management and Organization (School of Business and Economics), and the Department of Organization Sciences (Faculty of Social Sciences). The VU campus is conveniently located in the Zuidas district of Amsterdam (business districts), easily accessible by public transportation (train, metro, bus, and tram), and surrounded by a variety of accommodation options and restaurants.

The ambition of the Vrije Universiteit (VU) Amsterdam is to contribute to a better world through outstanding education and ground-breaking research. The VU Amsterdam strives to be a university where personal development and commitment to society play a leading role. A university where people from different disciplines and backgrounds collaborate to achieve innovations and generate new knowledge. The VU Amsterdam is home to more than 30,000 students and employs over 5,500 individuals. The VU Amsterdam campus is easily accessible and located in the heart of Amsterdam's Zuidas district, a truly inspiring environment for teaching and research. The VU Amsterdam is an inclusive university community. Diversity is one of VU's most important values. The VU Amsterdam believes that engaging in international activities and welcoming students and staff from a wide variety of backgrounds enhances the quality of our education and research.

## REFERENCES

- Bitektine, A. 2011. Toward a Theory of Social Judgments of Organizations: The Case of Legitimacy, Reputation, and Status. *Academy of Management Review*, 36(1): 151–179.
- Bitektine, A., & Haack, P. 2015. The “Macro” and the “Micro” of Legitimacy: Toward a Multilevel Theory of the Legitimacy Process. *Academy of Management Review*, 40(1): 49–75.
- Brown, A. D., & Toyoki, S. 2013. Identity Work and Legitimacy. *Organization Studies*, 34(7): 875–896.
- Devers, C. E., & Mishina, Y. 2019. Comments on Stigma Versus Legitimacy. *Journal of Management Inquiry*, 28(1): 16–21.
- Haack, P., Schilke, O., & Zucker, L. 2021. Legitimacy Revisited: Disentangling Propriety, Validity, and Consensus. *Journal of Management Studies*, 58(3): 749–781.
- Haack, P., & Sieweke, J. 2018. The Legitimacy of Inequality: Integrating the Perspectives of System Justification and Social Judgment. *Journal of Management Studies*, 55(3): 486–516.

- Hearn, J. 2011. The strength of weak legitimacy: a cultural analysis of legitimacy in capitalist, liberal, democratic nation-states. *Journal of Political Power*, 4(2): 199–216.
- Illia, L., & Zamparini, A. 2016. Legitimate Distinctiveness, Historical Bricolage, and the Fortune of the Commons. *Journal of Management Inquiry*, 25(4): 397–414.
- Jasinenko, A., Christandl, F., & Meynhardt, T. 2020. Justified by ideology: Why conservatives care less about corporate social irresponsibility. *Journal of Business Research*, 114: 290–303.
- Lechner, C., Delanoë-Gueguen, S., & Gueguen, G. 2022. Entrepreneurial ecosystems and actor legitimacy. *International Journal of Entrepreneurial Behavior & Research*, 28(9): 466–491.
- Malesky, E., & Taussig, M. 2019. How Do Firms Feel About Participation by Their Peers in the Regulatory Design Process? An Online Survey Experiment Testing the Substantive Change and Spillover Mechanisms. *Strategy Science*, 4(2): 129–150.
- Pollock, T. G., Lashley, K., Rindova, V. P., & Han, J.-H. 2019. Which of These Things Are Not Like the Others? Comparing the Rational, Emotional, and Moral Aspects of Reputation, Status, Celebrity, and Stigma. *Academy of Management Annals*, 13(2): 444–478.
- Schoon, E. W. 2022. Operationalizing Legitimacy. *American Sociological Review*, 87(3): 478–503.
- Sievert, M., & Bruder, J. 2023. Unpacking the effects of burdensome state actions on citizens' policy perceptions. *Public Administration*, forthcoming.
- Siraz, S. S., Claes, B., Castro, J. O. de, & Vaara, E. 2023. Theorizing the Grey Area between Legitimacy and Illegitimacy. *Journal of Management Studies*, 60(4): 924–962.
- Suchman, M. C. 1995. Managing Legitimacy: Strategic and Institutional Approaches. *Academy of Management Review*, 20(3): 571–610.
- Suddaby, R., Bitektine, A., & Haack, P. 2017. Legitimacy. *Academy of Management Annals*, 11(1): 451–478.
- Tauscher, K., Bouncken, R., & Pesch, R. 2021. Gaining Legitimacy by Being Different: Optimal Distinctiveness in Crowdfunding Platforms. *ACADEMY OF MANAGEMENT JOURNAL*, 64(1): 149–179.
- Tracey, P. J., Dalpiaz, E., & Phillips, N. 2018. Fish out of water: translation, legitimation and new venture creation, forthcoming.
- van den Broek, T., Langley, D. J., Ehrenhard, M. L., & Groen, A. 2023. When Do Evaluators Publicly Express Their Legitimacy Judgments? An Inquiry into the Role of Peer Endorsement and Evaluative Mode. *ORGANIZATION SCIENCE*, 34(6): 2143–2162.