

MANAGING ELITES

Professional Socialization in
Law and Business Schools

DEBRA J. SCHLEIF

Managing Elites Socialization In Law And Business Schools

Alexander Styhre



Managing Elites Socialization In Law And Business Schools:

Managing Elites Debra J. Schleef, 2006 How does one become a member of an elite profession **Managing Elites** examines how elites in training contest rationalize and ultimately enthusiastically embrace their dominant positions in society Using interviews with 79 law and MBA students the author argues that elite socialization requires both accommodation and resistance to professional ideologies Students develop a collective cynicism about elements of their education learning that their discipline imparts esoteric knowledge but also claiming that they didn't learn anything They struggle with the idea that fellow students are all equally intelligent and therefore deserving of elite status and the continuing emphasis on activities that sort students Students resist that paths to success promoted by school cultures investment banking consulting or becoming partner in a large law firm Such cynicism is indeed ultimately revealed to be temporary as most students end up in full support of these jobs of least resistance Their critiques do however create tensions between competition and cooperation between the individual and the collective and between egalitarianism and elitism Part of elite socialization is learning to deal with these tensions or more specifically to hold contradictory ideals at the same time **Managing Elites** Debra J.

Schleef, 2005-12-22 How does one become a member of an elite profession **Managing Elites** examines how elites in training contest rationalize and ultimately enthusiastically embrace their dominant positions in society Using interviews with 79 law and MBA students the author argues that elite socialization requires both accommodation and resistance to professional ideologies Students develop a collective cynicism about elements of their education learning that their discipline imparts esoteric knowledge but also claiming that they didn't learn anything They struggle with the idea that fellow students are all equally intelligent and therefore deserving of elite status and the continuing emphasis on activities that sort students Students resist that paths to success promoted by school cultures investment banking consulting or becoming partner in a large law firm Such cynicism is indeed ultimately revealed to be temporary as most students end up in full support of these jobs of least resistance Their critiques do however create tensions between competition and cooperation between the individual and the collective and between egalitarianism and elitism Part of elite socialization is learning to deal with these tensions or more specifically to hold contradictory ideals at the same time **Elite Business Schools** Mikael

Holmqvist, 2021-12-20 Social scientists are paying increasing attention to the business and financial elites There's a great need to understand who these elites are what they do and what makes them tick as individuals but also as a class By examining elite business schools the institutions that train and prepare people to assume important leadership and decision making positions in business finance and related sectors we may also learn how the economic elites are made A key argument in this book is that elite schools are known to create powerful groups in society offering them the intellectual and analytical means to act as leaders but most importantly the social moral and aesthetic skills that are deemed necessary to exercise power in all essential respects elite schools consecrate people By dominating much of higher education today and by

doing so in a way that creates and reproduces a market based organization and control of society elite business schools represent certain interests and ideologies that affect the lives of most people In understanding how the modern economy is run elite business schools therefore represent critical study objects This book based on an in depth study of the Stockholm School of Economics SSE offers a sociological analysis of the world of elite business schools Specifically this book examines the consecration of SSE s students from a number of perspectives and in a number of situations focusing on student union activities school culture faculty behavior teaching courses and alumni events noting the symbolic importance of economics and particularly the school s unique relation among the world s business schools to the Nobel Prize The book addresses the topics with regards to the sociology of elites management education and organizational studies and will be of interest to researchers academics and students also interested in business history higher education studies and sociology of education

Managing Knowledge in the Construction Industry Alexander Styhre,2009-05-07 Knowledge management presents a new way of understanding organizations and companies and is especially suited to sophisticated and highly technical firms and operations such as those in the construction industry This new book draws on hard data from three separate research programs in Sweden and shows how the concept of knowledge can make sense in the construction industry an industry which can be viewed in essence as being engaged in the material transformation of nature into buildings In particular it explores and examines three different businesses a medium sized construction firm Wing rdh Architecture Sweden s most prestigious architecture firm and BESAB a specialist concrete injection firm working on underground construction An emerging theme is the situational and context bound nature of knowledge in the construction industry thus showing knowledge to be a remarkably heterogeneous concept A range of readers should find the book useful from students and construction managers through to researchers

Lesson Plans Judson G. Everitt,2017-12-21 In Lesson Plans Judson G Everitt takes readers into the everyday worlds of teacher training and reveals the complexities and dilemmas teacher candidates confront as they learn how to perform a job that many people assume anybody can do Using rich qualitative data Everitt analyzes how people make sense of their prospective jobs as teachers and how their introduction to this profession is shaped by the institutionalized rules and practices of higher education K 12 education and gender Trained to constantly adapt to various contingencies that routinely arise in schools and classrooms teacher candidates learn that they must continually try to reconcile the competing expectations of their jobs to meet students needs in an era of accountability Lesson Plans reveals how institutions shape the ways we produce teachers and how new teachers make sense of the multiple and complicated demands they face in their efforts to educate students

Mentoring Away the Glass Ceiling in Academia Brenda Marina,2015-06-10 Mentoring Away the Glass Ceiling in Academia A Cultured Critique is different in that it calls attention to the role mentoring has played on the glass ceiling phenomenon in higher education Narratives by and about the experiences of women of diverse backgrounds in the United States and beyond the borders of this nation shed needed light

on the ways in which mentoring influences identity formation and internal coping mechanisms in environments often characterized by marginalization Through these narratives these women serve as quasi mentors and create spaces for other women to survive and thrive within the educational arena This text honors and extends previous work on the experiences of women academics from diverse backgrounds Through this book there is a call for new ways of understanding the vital role that narratives play in speaking truth to the power of mentoring The insights present an expos of the extent to which politics policies and equity agendas for mentoring have supported or failed women

The Rowman & Littlefield Handbook on Workplace Diversity and Stratification Tsedale M. Melaku, Angie Beeman, Christoph Winkler, 2023-11-01 Organizations and institutions use diversity and inclusion mantras to signal opportunity and access for all However the real world results are often underwhelming and people are demanding that organizations recognize the value that diversity brings to a workplace and be held accountable to the diversity and inclusion mission statements on their websites The Rowman Littlefield Handbook on Workplace Diversity and Stratification provides a comprehensive yet concise overview of important issues themes and research regarding workplace diversity and stratification The book analyzes present day and future implications of diversity in the workplace and offers concrete ways of developing policies and practices that will make diversity an intrinsic part of any organizational culture Taking an interdisciplinary approach the book covers topics including racism sexism socio economic status LGBTQ workers education intersectionality neurodiversity religion and allyship Practical contemporary and relevant this is an excellent resource for anyone interested in understanding what workplace diversity and stratification mean for everyday people institutions and society as a whole

The Unfinished Business of Governance Alexander Styhre, 2018-10-26 The legal regulatory and ethical frameworks guiding governance decisions are highly politicised and subject to intense debate This book discusses governance theory in relation to corporations universities and markets Confronting the challenges of governing these three core areas Alexander Styhre explores the connections between governance and the production of economic value shareholder value and economic equality An in depth overview of recent governance literature in management studies economics legal theory and economic sociology exposes how governance theory affects securities markets commodities trade university ranking and credit scoring cases The author examines how changes in competitive capitalism and the wider social organization of society are recursively both determined by and actively shaping the underlying governance ideals and practices Identifying the difficulties involved in balancing freedom and control in governance policy he highlights the key concerns confronting governments regulatory agencies and transnational agencies how to ensure the efficient use of economic resources to avoid economic inequality without undermining the legitimacy of the current market based economic model Essential reading for academics and graduates in management and the social sciences as well as policy makers and management consultants The Unfinished Business of Governance gives exceptional insight into the challenges facing governance within free markets

The Structuring of Work in Organizations

Lisa Cohen, M. Diane Burton, Michael Lounsbury, 2016-08-23 This volume is the product of an interdisciplinary gathering of scholars convened with generous support of the Canadian Social Science and Humanities Research Council It presents new theoretical and empirical papers that examine aspects of the changing nature of jobs and work in organizations from multiple perspectives and methodologies **Adolescent Experiences and Adult Work Outcomes** Henrich R. Greve, Marc-David L. Seidel, 2014-02-18 This volume contains pioneering work on the relation between adolescent experiences and adult work outcomes It assembles evidence of the effects of adolescent work experiences on adult work experiences in a single volume highlighting the demand for research on this important topic Manufacturing Morals Michel Anteby, 2013-08-28 Corporate accountability is never far from the front page and as one of the world's most elite business schools Harvard Business School trains many of the future leaders of Fortune 500 companies But how does HBS formally and informally ensure faculty and students embrace proper business standards Relying on his first hand experience as a Harvard Business School faculty member Michel Anteby takes readers inside HBS in order to draw vivid parallels between the socialization of faculty and of students In an era when many organizations are focused on principles of responsibility Harvard Business School has long tried to promote better business standards Anteby's rich account reveals the surprising role of silence and ambiguity in HBS's process of codifying morals and business values As Anteby describes at HBS specifics are often left unspoken for example teaching notes given to faculty provide much guidance on how to teach but are largely silent on what to teach Manufacturing Morals demonstrates how faculty and students are exposed to a system that operates on open ended directives that require significant decision making on the part of those involved with little overt guidance from the hierarchy Anteby suggests that this model which tolerates moral complexity is perhaps one of the few that can adapt and endure over time Manufacturing Morals is a perceptive must read for anyone looking for insight into the moral decision making of today's business leaders and those influenced by and working for them Prefects, Governors and Commissioners Gildas Tanguy, Jean-Michel Eymeri-Douzans, 2020-12-28 Is the Prefect an exception surviving only in France and some countries influenced by Napoleon No This book tells the varied stories of the resilience in most European States and under different names of the prefectural institution It is the first comparative book in English studying these territorial administrators who have a go between role in centre periphery relations and a nodal role in territorial governance Gathering a multidisciplinary team of scholars under the auspices of the European Group for Public Administration this volume offers a fine grained analysis of 17 national cases examines cross country data and proposes a theoretical frame made of a Weberian ideal type with three variants to better comprehend and explain the permanence and changes of the prefectural figure *Status and Organizations* Alexander Styhre, 2022-08-25 This book examines social status as a social mechanism and a social fact that strongly shapes how markets and organizations are regulated managed and preserved over time The first part of this book identifies a number of organizational issues and managerial concerns that can be framed as being a matter of the cognitive perspectives of social

actors and better explained on the basis of such conditions The second part demonstrates the analytical value of the concept of status in a variety of organizational settings and market contexts In the three empirical settings status does play a key role when resources such as legitimacy in urban development projects revenues from sales in video game marketing and access to venture capital in life science companies are distributed This book summarizes and reviews the academic literature on status and organization studies as well as providing valuable information for researchers conducting empirical testing It will be of great interest to students and scholars of Organizations and Social Systems

Engines of Anxiety Wendy Nelson Espeland, Michael Sauder, Wendy Espeland, 2016-05-09 Students and the public routinely consult various published college rankings to assess the quality of colleges and universities and easily compare different schools However many institutions have responded to the rankings in ways that benefit neither the schools nor their students In *Engines of Anxiety* sociologists Wendy Espeland and Michael Sauder delve deep into the mechanisms of law school rankings which have become a top priority within legal education Based on a wealth of observational data and over 200 in depth interviews with law students university deans and other administrators they show how the scramble for high rankings has affected the missions and practices of many law schools *Engines of Anxiety* tracks how rankings such as those published annually by the U S News World Report permeate every aspect of legal education beginning with the admissions process The authors find that prospective law students not only rely heavily on such rankings to evaluate school quality but also internalize rankings as expressions of their own abilities and flaws For example they often view rejections from first tier schools as a sign of personal failure The rankings also affect the decisions of admissions officers who try to balance admitting diverse classes with preserving the school's ranking which is dependent on factors such as the median LSAT score of the entering class Espeland and Sauder find that law schools face pressure to admit applicants with high test scores over lower scoring candidates who possess other favorable credentials *Engines of Anxiety* also reveals how rankings have influenced law schools career service departments Because graduates job placements play a major role in the rankings many institutions have shifted their career services resources toward tracking placements and away from counseling and network building In turn law firms regularly use school rankings to recruit and screen job candidates perpetuating a cycle in which highly ranked schools enjoy increasing prestige As a result the rankings create and reinforce a rigid hierarchy that penalizes lower tier schools that do not conform to the restrictive standards used in the rankings The authors show that as law schools compete to improve their rankings their programs become more homogenized and less accessible to non traditional students The ranking system is considered a valuable resource for learning about more than 200 law schools Yet *Engines of Anxiety* shows that the drive to increase a school's rankings has negative consequences for students educators and administrators and has implications for all educational programs that are quantified in similar ways

Private Lawyers and the Public Interest Robert Granfield, Lynn M. Mather, 2009 *Private Lawyers and the Public Interest* The Evolving Role of Pro Bono in the Legal

Profession explores timely questions about the role of pro bono in the legal profession the relationship between pro bono ideals and pro bono in practice and the opportunities and limitations of pro bono in expanding access to justice The contributing writers explore theoretical empirical and practical questions regarding the role of pro bono and public service in the legal profession and in law schools The research presented not only highlights the increase in pro bono efforts across the legal profession but critically examines the limitations of pro bono work as well as the potential problems such work may pose to the ideal of achieving greater access to justice

At the Edge of Law Andrew Francis, 2016-04-15 Following significant changes in the legal profession since the 1980s how do new organizational forms and actors at the edge of the law impact upon our understanding of the changing nature of the core values of mainstream legal professionalism This methodological approach brings together a series of case studies built on original empirical research and focuses on those operating at the margins of legal professionalism in England and Wales Also including comparative material on the US and Canada the issues discussed are relevant for common law countries more generally and the analysis reveals the ways in which an increasingly fluid fragmented and heterogeneous legal profession is responding to the challenges it faces in the early twenty first century

University Rankings William Yat Wai Lo, 2014-02-17 This book adopts a qualitative case study approach to provide the readers with a systematic delineation and interpretation of the implications of the university ranking phenomenon for Taiwan s higher education system It reviews the literature on different theories concerning the global transformation of higher education and presents basic information on higher education in Taiwan The author develops a four dimensional framework for the analysis of the ranking phenomenon in the island state First the technological ecological dimension aims to look into how the rankings have impacted Taiwan s higher education based on empirical findings from five Taiwanese public universities Next the technological geographical dimension examines how Taiwan can use rankings to promote its interests in global higher education The two conceptual dimensions focus on the relationship between the rankings and power in higher education They show how the phenomenon can be read and explained through theoretical lenses from ecological and geographical perspectives From an ecological perspective the empirical evidence suggests that the influence of rankings varies throughout the academic hierarchy in Taiwan The theoretical analysis then illustrates the relationship between the ranking phenomenon and the power structure in academic hierarchy Geographically while the empirical analysis is based on data from Taiwan the theoretical analysis offers essential insights that help readers to understand the changing global landscape of higher education and its implications in East Asia

Organization Theory Ulla Eriksson-Zetterquist, Tomas Müllern, Alexander Styhre, 2011-03-24 This new text takes a unique practice based approach identifying questions problems and issues that are perceived as pertinent by practitioners and using these as the starting point to identify the relevant theories

The Value of Theorizing Alexander Styhre, 2024-03-14 In this compelling book Alexander Styhre presents a comprehensive analysis of the role and purpose of theory within the university setting Critiquing

current university governance practices which assess research quality based on citation frequency data Styhre proposes a measure of research quality based on contentful concepts in the space of reason Identity and Symbolic Interaction

Richard T. Serpe, Robin Stryker, Brian Powell, 2020-04-22 This book examines identity theory's centrality within social psychology and its foundations within structural symbolic interaction highlighting its links not only to other prominent sociological subfields but also to other theoretical perspectives within and beyond sociology The book provides a synthetic overview outlining the intellectual lineage of identity theory within structural symbolic interactionism and how the Indiana School of identity theory and research associated especially with Sheldon Stryker relates to other symbolic interactionist traditions within sociology It also analyses the latest developments in response to the push to integrate identity theory which initially focused on role identities with the study of personal group and social identities Further it discusses the relationship between identity theory and affect control theory providing a sense of the many substantive topics within sociology beyond social psychology for which the study of identity has important sometimes underappreciated implications The book concludes with a chapter summarizing the interrelated lessons learned while also reflecting on remaining key questions and challenges for the future development of identity theory

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Table of Contents Managing Elites Socialization In Law And Business Schools

1. Understanding the eBook Managing Elites Socialization In Law And Business Schools
 - The Rise of Digital Reading Managing Elites Socialization In Law And Business Schools
 - Advantages of eBooks Over Traditional Books
2. Identifying Managing Elites Socialization In Law And Business Schools
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Managing Elites Socialization In Law And Business Schools
 - User-Friendly Interface
4. Exploring eBook Recommendations from Managing Elites Socialization In Law And Business Schools
 - Personalized Recommendations
 - Managing Elites Socialization In Law And Business Schools User Reviews and Ratings
 - Managing Elites Socialization In Law And Business Schools and Bestseller Lists
5. Accessing Managing Elites Socialization In Law And Business Schools Free and Paid eBooks

- Managing Elites Socialization In Law And Business Schools Public Domain eBooks
- Managing Elites Socialization In Law And Business Schools eBook Subscription Services
- Managing Elites Socialization In Law And Business Schools Budget-Friendly Options
- 6. Navigating Managing Elites Socialization In Law And Business Schools eBook Formats
 - ePub, PDF, MOBI, and More
 - Managing Elites Socialization In Law And Business Schools Compatibility with Devices
 - Managing Elites Socialization In Law And Business Schools Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Managing Elites Socialization In Law And Business Schools
 - Highlighting and Note-Taking Managing Elites Socialization In Law And Business Schools
 - Interactive Elements Managing Elites Socialization In Law And Business Schools
- 8. Staying Engaged with Managing Elites Socialization In Law And Business Schools
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Managing Elites Socialization In Law And Business Schools
- 9. Balancing eBooks and Physical Books Managing Elites Socialization In Law And Business Schools
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Managing Elites Socialization In Law And Business Schools
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Managing Elites Socialization In Law And Business Schools
 - Setting Reading Goals Managing Elites Socialization In Law And Business Schools
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Managing Elites Socialization In Law And Business Schools
 - Fact-Checking eBook Content of Managing Elites Socialization In Law And Business Schools
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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