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CURRICULUM VITAE

JOHN VAN MAANEN

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PERSONAL: Born February 7, 1943 (Los Angeles)

ACADEMIC TRAINING: University of California, Irvine
Graduate School of Administration (Ph.D., 1972)
Doctoral Thesis: Pledging the police: A study of selected aspects of recruit socialization in a large, urban police department.
University of California, Irvine
Graduate School of Administration (M.S., 1968)

California State University at Long Beach
Political Science (B.A., 1965)

ACADEMIC APPOINTMENTS: Erwin H. Schell Emeritus Professor of Organization Studies
Sloan School of Management
M.I.T.
2019-present

Honorary Fellow Sidney Sussex College & Judge Business School
Cambridge University
2013-present

Erwin H. Schell Professor of Organization Studies
Sloan School of Management
M.I.T.
1988-2019

Professor of Organization Behavior (Visitor)
INSEAD
Fountainbleau, France
1991-1992; 2000-2001

Professor of Organization Studies
School of Management
M.I.T.
1980-1988

Fulbright Senior Research Fellow
Department of Sociology, University of Surrey (U.K.)
1983-1984

Associate Professor of Organization Studies
 School of Management
 M.I.T.
 1976-1980

Visiting Assistant Professor
 School of Organization and Management
 Yale University
 1976-1977

Distinguished Lecturer (Intensive Semester Program)
 School of Public Administration
 University of Southern California
 1972-1980

Assistant Professor of Organization Studies
 School of Management
 M.I.T.
 1972-1976

SELECTED PROFESSIONAL ACTIVITIES:

General Editor:

-- The M.I.T. Press Series on Organization Studies (1981-present)

Series Editor:

-- Sage Series on Qualitative Methods (1984-2009)

Deputy Editor:

-- *Journal of Contemporary Ethnography* (1987-1995)

New Ethnographies Editor

-- *Journal of Contemporary Ethnography* (1978-1984)

Editorial Board Member:

-- *Administrative Science Quarterly* (1975-2001)
 -- *Journal of Contemporary Ethnography* (1978-1995)
 -- *Qualitative Sociology* (1990-2001)
 -- *Qualitative Inquiry* (1993-present)
 -- *Human Organization* (Fellow -- 1984-1990, 1998-2005)
 -- *Journal of Organizational Ethnography* (2011-Present)
 -- *Journal of Management Studies* (1994-present)
 -- *Studies in Cultures, Organizations and Societies* (1995-present)
 -- *Qualitative Research in Organizations and Management* (2005-present)
 -- *Information System Research* (1995-present)
 -- *Risk Management* (2007-present)
 -- *Consumption, Markets & Culture* (1995-2000)
 -- *Communication Monographs* (1988-1995)
 -- *Academy of Management Executive* (1985-1990)
 -- *Annals of Irreproducible Results* (1991-present)

Member:

American Anthropological Association
 American Sociological Association
 Society for the Study of Symbolic Interaction
 Society for Applied Anthropology
 Academy of Management

RESEARCH INTERESTS:

Adult socialization, organizational and occupational careers,
 cultural processes in organizations, police organizations,
 ethnographic writings.

TEACHING INTERESTS: Organization theory, occupational sociology, research methods (especially fieldwork), management of public and private organization, organizational behavior.

PUBLICATIONS:

Articles & Chapters

Lyman W. Porter and John Van Maanen
Task accomplishment and the management of time. In B. Bass, R.C. Cooper, and J. Hall (eds). *Managing for Accomplishment*. Lexington, MA: D.C. Heath and Co. 1971, 180-192.

Roy Gregg and John Van Maanen
The realities of education as a prescription for organizational change. *Public Administration Review*. 33, 6, 1973, 522-533.

John Van Maanen
Observations on the making of policemen. *Human Organization*. 32, 4, 1973, 407-418.

John Van Maanen
Working the street: A developmental view of police behavior. In H. Jacob (ed.) *The Potential for Reform of Criminal Justice (Sage Criminal Justice System Annual Review, Volume 3)* Beverly Hills, Calif: Sage Publications, 1974, 83-130.

John Van Maanen
Police socialization. *Administrative Science Quarterly*. 20, 3, 1975, 207-228.

John Van Maanen and Ralph Katz
Individuals and their careers. *Personnel Psychology*. 29, 1976, 601-616.

John Van Maanen
Breaking-in: Socialization to work. In R. Dubin (ed.) *Handbook of Work, Organization, and Society*. Chicago: Rand McNally, 1976, 67-130.

John Van Maanen
Rookie cops and rookie managers. *The Wharton Quarterly*. 1, 1, 1976, 49-55.

Ralph Katz and John Van Maanen
The loci of work satisfaction: Job, interaction, and policy. *Human Relations*. 30, 3, 1977, 469-486.

John Van Maanen and Edgar H. Schein
Career development. In J.R. Hackman and J.L. Suttle (eds.) *Improving Life at Work*. Santa Monica, Calif.: Goodyear Publishing, 1977, 30-95.

John Van Maanen
Toward a theory of the career. In J. Van Maanen (ed.) *Organizational Careers: Some New Perspectives*. New York: Wiley, 1977, 161-179.

John Van Maanen
Experiencing organizations: Notes on the meaning of careers and socialization. In J. Van Maanen (ed.) *Organizational Careers: Some New Perspectives*. New York: Wiley, 1977, 15-45.

- John Van Maanen, Edgar H. Schein, and Lotte Bailyn
The shape of things to come: A new look at organizational careers. In L.W. Porter, E.E. Lawler, and J.R. Hackman (eds.) *Perspectives on Behavior in Organizations*. New York: McGraw Hill, 1977, 153-162.
- John Van Maanen
The asshole. In P.K. Manning and J. Van Maanen (eds.) *Policing: A View from the Streets*. New York: Random House, 1978, 221-238.
- John Van Maanen
Kinsmen in repose. In P.K. Manning and J. Van Maanen (eds.) *Policing: A View from the Streets*. New York: Random House, 1978, 115-128.
- John Van Maanen
On watching the watchers. In P.K. Manning and J. Van Maanen (eds.) *Policing: A View from the Streets*. New York: Random House, 1978, 309-350.
- John Van Maanen
People processing: Strategies of organizational socialization. *Organizational Dynamics*. 7, 1, 1978, 18-36.
- John Van Maanen
Police perceptions of their work environment: An exploratory study of organizational space and time. *Sociology of Work and Occupations*. 6, 1, 1979, 82-101.
- John Van Maanen
Understanding interpersonal relations. In W. Bennis et al. *Essays in Interpersonal Dynamics*. Homewood, Ill.: Dorsey Press, 1979, 13-42.
- John Van Maanen
The self, the situation, and the rules of interpersonal relations. In W. Bennis et al. *Essays in Interpersonal Dynamics*. Homewood, Ill.: Dorsey Press, 1979, 43-101.
- John Van Maanen and Edgar H. Schein
Toward a theory of organizational socialization. In B. Staw (ed.), *Research in Organizational Behavior, Vol. 1*. Greenwich, Conn.: JAI Press, 1979, 209-269.
- Marc L. Miller and John Van Maanen
Boats don't fish, people do. Some ethnographic notes on the federal management of fisheries in New England. *Human Organization*. 38, 4, 1979, 377-385.
- John Van Maanen
Reclaiming qualitative methods for organizational research. *Administrative Science Quarterly*. 24, 4, 1979, 520-529. (Editor's introduction to the issue).
- John Van Maanen
The fact of fiction in organizational ethnography. *Administrative Science Quarterly*. 24, 4, 1979, 539-550.
- John Van Maanen
The informant game: Selected aspects of ethnographic research. *The Journal of Contemporary Ethnography*. 9, 4, 1980, 469-494.
- John Van Maanen
Beyond account: The personal impact of police shootings. *The Annals of the American Academy of Political and Social Science*. 451, 3, November, 1980, 145-156.
- John Van Maanen
Career games: Organizational rules of play. In C.B. Derr (ed.), *Work, Family, and the Career*. New York: Praeger, 1980, 111-143.

- John Van Maanen
Notes on the production of ethnographic data in an American policy agency. In R. Luckham (ed.), *Law and Social Enquiry*. Uppsala: Scandinavian Institute of African Studies (New York: International Center for Law in Development), 1981, 189-230.
- John Van Maanen
Boundary crossings: Major strategies of organizational socialization. In R. Katz (ed.), *Career Issues in Human Resource Management*. Englewood Cliffs, New Jersey: Prentice-Hall, 1982, 85-115.
- Marc L. Miller and John Van Maanen
Getting into fishing: Social identities of New England fisherman. *The Journal of Contemporary Ethnography*. 11, 1, 1982, 27-54.
- John Van Maanen, Marc L. Miller and Jeffrey C. Johnson
An occupation in transition: Traditional and modern forms of commercial fishing. *Sociology of Work and Occupations*. 9, 2, 1982, 193-216.
- John Van Maanen
On the ethics of fieldwork. In P.K. Manning and R.N. Smith (eds.), *Social Science Methods, Vol. 1: Qualitative Social Research*. New York: Ballinger, 1982, 115-139.
- John Van Maanen
Fieldwork on the beat. In J. Van Maanen et al., *Varieties of Qualitative Research*. Beverly Hills, CA: Sage Publications, 1982, 103-115.
- Michael J. Band and John Van Maanen
Individuals, groups, and technological innovation. *Chemtech*, 13, 1983, 528-533.
- Marc L. Miller and John Van Maanen
The emergence of modern fishing in the United States. *Coastal Zone Management Journal* (Special Issue on Culture and Marine Affairs), 10, 4, 1983, 369-386.
- John Van Maanen
The boss: The American police sergeant. In M. Punch (ed.), *Control in the Police Organization*. Cambridge, MA: M.I.T. Press, 1983, 275-317.
- John Van Maanen
Golden passports: Managerial socialization and graduate education. *The Review of Higher Education*, 6, 4, 1983, 435-45.
- John Van Maanen
The moral fix. In R. Emerson (ed.), *Contemporary Field Research*. Boston: Little, Brown and Co., 1983, 269-287.
- John Van Maanen
Qualitative methods reclaimed (Epilogue). in J. Van Maanen (ed.), *Qualitative Methods* (re-issue of Administrative Science Quarterly, 24, 4, 1979). Beverly Hills, CA: Sage Publications, 1983, 247-268.
- John Van Maanen
Business school cultures and corporate America. *Careers and the MBA* (13th Edition). Brighton, MA: Bob Adams, Inc., 1984, 70-72.
- John Van Maanen
Making rank: Becoming an American police sergeant. *Journal of Contemporary Ethnography*, 13, 2-3, 1984, 155-176.

- John Van Maanen and Stephen R. Barley
Occupational communities: Culture and control in work organizations. In B. Staw and L.L. Cummings (eds.), *Research in Organizational Behavior*, Vol. 6. Greenwich, CT: JAI Press, 1984, 287-365.
- John Van Maanen
Doing new things in old ways: Chains of socialization. In J. Bess (ed.), *Education and Organization Theory*. New York: New York University Press, 1984, 211-246.
- Deborah Kolb and John Van Maanen
Where policy studies go wrong: Reflections on the meaning and use of collective bargaining procedures in the public sector. *Administration and Society*. 17, 2, 1985, 197-216.
- John Van Maanen and Deborah Kolb
The professional apprentice: Observations on fieldwork roles in two organizational settings. In S.B. Bacharach (ed.), *Perspectives in Organizational Sociology*, Vol. 4. Greenwich, CT: JAI Press, 1985, 1-33.
- John Van Maanen
Disquisition. *Journal of Management (Special Issue: Organizational Symbolism)*, 21, 3, 1985, 138-140.
- John Van Maanen and Stephen R. Barley
Cultural organization: Fragments of a theory. In P. Frost, M. Louis and L. Moore (eds.) *Organization Culture*. Newbury Park, CA: Sage Publications, 1985, 31-53.
- John Van Maanen
Power in the Bottle: Drinking patterns and social relations in a British police agency. In S. Srivasta (ed.) *Executive Power*. San Francisco, Jossey-Bass, 1986, 204-239.
- John Van Maanen
Managing education better: Some thoughts on the management of student cultures in American colleges and universities. *AIR Forum*, 18, 1987 (Keynote Address for the 27th Annual Meetings of the Association for Institutional Research. Kansas City, Missouri, May 3, 1987).
- John Van Maanen and Gideon Kunda
Real feelings: Emotional expressions and organization culture. In B. Staw and L.L. Cummings (eds.) *Research in Organizational Behavior*, Vol. 11. Greenwich, CT: JAI Press, 1989, 43-102.
- John Van Maanen
Some notes on the importance of writing in organization studies. In J.I. Cash and P.R. Lawrence (eds.) *The Information System Research Challenge: Qualitative Research Methods*. Boston: Harvard Business School Press, 1989, 27-35.
- John Van Maanen
Escape from Modernity: On the repair of ethnography and the ethnography of repair. *Human Studies*. 13, 1, 1990, 275-284.
- John Van Maanen
Great moments in ethnography. *Journal of Contemporary Ethnography*. 19, 1990, 3-9 (Editor's introduction to the Special Issue on The Representation of Ethnographic Research).
- John Van Maanen
Twisted tales: Norms and forms of social science writing. *Proceedings of Acfax France pour l'avancement des sciences, Ecrier la recherche, Colloque du l'association pour recherche qualitative*, May 8, 1990, Universite Laval, Quebec.

- John Van Maanen
Disney Worlds, *Hallinon Tutkimus*. 3-2, 1991, 227-238.
- John Van Maanen
Playing back the tape. Early days in the field. In W.B. Shaffir and R.A. Stebbins (eds.) *Fieldwork*. Newbury Park, CA: Sage Publications, 1991, 31-42.
- John Van Maanen
The smile factory. In P. Frost, et al (eds.) *Reframing Organizational Culture*. Newbury Park, CA: Sage Publications, 1991, 58-76.
- John Van Maanen
Drinking our troubles away: Managing conflict in a British police agency. In D. Kolb and J.M. Bartunek (eds.) *Hidden Conflict in Organizations*, Newbury Park, CA: Sage Publications, 1992, 78-99.
- John Van Maanen
Displacing Disney: Some notes on the flow of culture. *Qualitative Sociology*, 15, 1, 1992, 5-36.
- John Van Maanen and Andre' Laurent
The flow of culture: Some notes on globalization and the multinational corporation. In D.E. Westney and S. Ghoshal (eds.) *Organizational Theory and the Multinational Corporation*. New York: St. Martin's Press, 1993, 275-312.
- John Van Maanen and Brian T. Pentland
Cops and auditors: The rhetoric of records. In Sim Sitkin and Robert Bies (eds.) *The Legalistic Organization*. Newbury Park, CA: Sage Publications, 1993, 53-90.
- Linda L. Putnam, Charles Bantz, Stanley Deetz, Dennis Mumby and John Van Maanen
Ethnography versus critical theory: Debating organizational research. *Journal of Management Inquiry*, 1993, 3, 214-238.
- John Van Maanen
The end of innocence. In J. Van Maanen (ed.) *Representation in Ethnography*. Newbury Park, CA: Sage Publications, 1995, 1-36.
- John Van Maanen
Trade secrets. In Richard Harvey Brown (ed.) *Postmodern Representations: Truth, Power, and Mimesis in the Human Sciences and Public Culture*. Urbana: University of Illinois Press, 1995, 118-138.
- John Van Maanen
Sections on symbolism and metaphor. In Nigel Nicholson (ed.) *The Blackwell Encyclopedic Dictionary of Organizational Behavior*. Blackwell, 1995, 326-7; 550-1.
- John Van Maanen
Style as theory. *Organization Science*, 6, 1, 1995, 132-144.
- John Van Maanen
Fear and loathing in organization studies. *Organization Science*, 6, 6, 1995, 687-692.
- John Van Maanen
On the matter of voice. *Journal of Management Inquiry*, 5, 4, 1996, 375-381.
- JoAnne Yates and John Van Maanen
Editors' introduction to Special Issue on Information Technology and Organizational Transformation. *Information Systems Research*, 7, 1, 1996, 1-4.
- John Van Maanen
Ethnography. In Adam Kuper and Jessica Kuper (eds.) *The Social Science Encyclopedia - Edition 2*. London: Routledge. 1996, 263-6.

- John Van Maanen
Different strokes: Qualitative research in the Administrative Science Quarterly from 1956-1996. In John Van Maanen (ed.) *Qualitative Studies of Organizations*. Newbury Park, CA: Sage Publications, 1998, 8-33.
- Gideon Kunda and John Van Maanen
Changing scripts at work: Emotional labor of managers and professionals: *The Annals of the American Academy of Political and Social Science*. 561, 1, January, 1999, 64-80.
- John Van Maanen
Why now, more than ever, cases are important. In Ai-Yen Chen and John Van Maanen (eds) *The Reflective Spin: Case Studies of Teachers in Higher Education Transforming Action*. Singapore: World Scientific. 1999, 97-110.
- John Van Maanen
Natives 'R' Us: Some notes on the ethnography of organizations. In David Gellner And Eric Hirsch (eds.) *Inside Organizations: Anthropologists at Work*. Oxford and New York: Berg. 2001, 233-61.
- John Van Maanen
Mickey on the Move: Observations on the Flow of Culture in the Multinational Corporation. In Eleanor Westney (ed.) *Organizational Theory and the Multinational Corporation – 2nd Edition*. New York: St. Martin's Press, 2005: 255-300.
- John Van Maanen
Ethnography then and now. *Qualitative Research in Organizations and Management*, 1,1, 2006, 13-21.
- John Van Maanen
Rediscovering Japan: Some thoughts on change and continuity in traditional Japanese careers. *Career Development International*. 11, 4, 2006, 280-292.
- John Van Maanen, Jesper Sørensen and Terrance R. Mitchell,
The interplay between theory and method (Editors introduction to Special Topic Forum). *Academy of Management Review*, 32, 4, 2007, 301-314.
- John Van Maanen
Organizational subcultures. In James R. Bailey and Stewart R. Clegg (eds.) *International Encyclopedia of Organization Studies*. Newbury park, CA: Sage, 2007.
- John Van Maanen
Ethnography. In James R. Bailey and Stewart R. Clegg (eds.) *International Encyclopedia of Organization Studies*. Newbury Park, CA: Sage, 2007.
- Robert P. Gephart, John Van Maanen and Thomas Oberlechner
Organizations and risk in late modernity (Editors introduction to Special Issue). *Organization Studies*. 30, 11, 2009, 5-20.
- John Van Maanen
A Song for my Supper: More Tales of the Field. *Organizational Research Methods*. 13, 2, 2010, 240-255.
- John Van Maanen
Identity work and control in occupational communities. In Sim. B. Sitkin, Laura B. Cardinal and Katinka Bijlsman-Frankema (eds) *Control in Organizations: New Directions in Theory and Research*. Cambridge (England): Cambridge University Press, 2010, 111-166.
- John Van Maanen
You gotta have a grievance: Locating heartbreak in ethnography. *Journal of Management Inquiry*. 19, 4, 2010, 328-337..

- John Van Maanen
Ethnography as Work: Some rules of Engagement. *Journal of Management Studies*. 48, 1, 2011, 218-234.
- D. Eleanor Westney and John Van Maanen
The Casual Ethnography of the Executive Suite. *Journal of International Business Studies*, 42, 5, 2011, 602-609.
- John Van Maanen
Good Cops, Bad Cops: Working the Binaries in the BYPD. (Review Essay) *Contemporary Sociology*, 41, 3, 2012. 311-313.
- John Van Maanen
Hold the Mayo: Some Comments on the Origins of Organizational Ethnography. *Journal of Organizational Ethnography*. 2, 1, 2013, 105-109.
- John Van Maanen
The Present of Things Past: Ethnography and Career Studies. *Human Relations*. 68 (1), 2015. 35-53.
- John Van Maanen
Out of control: The French police and the Rule of Law. (Review Essay) *Contemporary Sociology*. 44, 6. 2015, 700-705.
- Anne-Laure Fayard and John Van Maanen
Making Culture Visible: Reflections on Corporate Ethnography. *Journal of Organizational Ethnography*. 4, 1, 2015, 4-27.
- Anne-Laure Fayard, John Van Maanen and John Weeks
Contract Ethnography in Corporate Settings: Innovation from Entanglement. In Kimberly D. Elsbach and Roderick M. Kramer (eds.) *Doing Innovative Qualitative Research in Organizations*. NY: Routledge, 2015, 45-53.
- Edgar H. Schein and John Van Maanen
Career Anchors and Job/Role Planning. Tools for Career and Talent Management. *Organizational Dynamics*. 45.1, 2016. 165-173.
- John Van Maanen and Mark de Rond
The Making of a Classic Ethnography: Notes on Alice Goffman's 'On the Run.' *Academy of Management Review*, 42:2, 2017, 396-406.
- John Van Maanen
On Foxes and Hedgehogs: Learning for Ed Schein. In Gerhard Fatzer, John Van Maanen, Wolfgang G. Weber and Daniel C. Schmid (eds.) *Ed Schein: The Spirit of Inquiry*. Innsbruck, Austria: Innsbruck University Press, 2019, 13-28.
- John Van Maanen
Forward. In Hugh Gunz, Mila Lazarova and Wolfgang Mayrhofer (eds.) *The Routledge Companion to Career Studies*. New York: Routledge, 2020, xx-xxvi.
- John Van Maanen
Withdrawal Pains and Gains: Exiting from the Field. In Raza Mir and Anne-Laure Fayard (eds.) *The Routledge Companion to Anthropology in Management*. New York: Routledge, 2020, 501-513.
- John Van Maanen
Ethnography as Craft: Observations on a Fortunate Career. In Brian Boyd, T. Russel Crook, Jane Lê and Anne Smith (eds.) *Research Methodology in Strategy and Management*, vol 12. London: Emerald Publishing, 2020, 1-14.

Books and Monographs

- John Van Maanen
The Process of Program Evaluation. Washington, DC: National Training and Development Service Press, 1973.

- John Van Maanen, Ralph Katz and Peter Gregg
Work in the Public Sector (Report to the Economic Development Administration),
 Washington, DC: National Training and Development Service Press, 1974.
- John Van Maanen (ed.)
Organizational Careers: Some New Perspectives. New York: Wiley, 1977.
- Peter K. Manning and John Van Maanen (eds.)
Policing: A View from the Street. New York: Random House, 1978.
- Warren Bennis, John Van Maanen, Edgar H. Schein and Fred S. Steele, *Essays in Interpersonal Dynamics*. Homewood, Ill.: Dorsey Press, 1979, 13-42.
- John Van Maanen, James M. Dabbs and Robert R. Faulkner
Varieties of Qualitative Research. Newbury Park, CA: Sage Publications, 1982.
- John Van Maanen (ed.)
Qualitative Methods. Newbury Park, CA: Sage Publications, 1983.
- John Van Maanen
Tales of the Field: On Writing Ethnography. Chicago: University of Chicago Press, 1988. (2nd Edition 2011)
- John Van Maanen (ed.)
Representation in Ethnography. Newbury Park, CA: Sage Publications, 1995.
- John Van Maanen (ed.)
Qualitative Studies of Organizations. Newbury Park, CA: Sage Publications, 1998.
- Ai-Yen Chen and John Van Maanen (eds.)
The Reflective Spin: Case Studies of Teachers in Higher Education Transforming Action. Singapore: World Scientific. 1999.
- JoAnne Yates and John Van Maanen (eds.)
Information Technology and Organizational Transformation: History, Rhetoric and Practice. Newbury Park, CA: Sage Publications, 2001.
- Deborah Ancona, Thomas Kochan, Maureen Scully, John Van Maanen and Eleanor Westney
Managing for the Future: Organizational Behavior and Processes. Cincinnati, OH: Southwestern College Publishing, 1996; 1999; 2006 (3rd edition)
- Toshihiro Kanai, Ikuna Sato, Gideon Kunda and John Van Maanen (eds)
Organizational Ethnography. Tokyo, Japan: Yuhikaku Publishing, 2010.
- Edgar H. Schein and John Van Maanen
Career Anchors, 4th Ed. San Francisco: Wiley, 2013.
- Gerhard Fatzer, John Van Maanen, Wolfgang G. Weber and Daniel C. Schmid (eds.)
Ed Schein: The Spirit of Inquiry. Innsbruck, Austria: Innsbruck University Press, 2019.