XII Medici Summer School, June 15 - June 19, 2020

Theme: Strategies for the Future of Work

We are pleased to announce the organization of the 12th edition of the Medici Summer School in Management Studies for doctoral students and young researchers which will be held in Boston, Massachusetts, June 15 – June 19, 2020. The school is organized and sponsored by Bologna Business School (University of Bologna), HEC Paris (Society and Organizations Research Center and the HEC Foundation), and MIT Sloan School of Management (Economic Sociology PhD Program).

http://www.medicisummerschool.it/
http://sociology.mit.edu/programs
https://www.hec.edu/en/faculty-research/centers/society-organizations-center/think/medici-summer-school

Mission

The Summer School is designed to promote doctoral education and research in organization theory and related fields (economic sociology, management studies, strategy) and contribute to the development of enlightened practice in the management of business organizations. The Medici Summer School advocates a special focus on cross-fertilizing research across North American and European traditions. The Summer School is a unique educational program for qualified doctoral students interacting with thought leaders in the management field who have shared their knowledge and wisdom on frontier research topics.

The Medici School combines lectures and research seminars by prominent international scholars with active engagement by participating students. Every day of the one-week program is scheduled to end with the presentation of students’ research related to the topic of the School and with a panel of senior faculty providing feedback. There is no fee to participate. Selected candidates will be fully covered in their accommodation expenses provided that they stay the full week. However, transportation is not covered by the organizers.
The Summer School will begin the morning of Monday June 15 and will conclude the morning of Friday June 19.

Theme

Over the past few years, the world of work has witnessed many important changes. The digitization and digitalization of products, services and processes have revolutionized how sellers and customers behave, the way firms produce and are organized, and the very notion of value capturing and competition. The experience of working has become more fluid: people seem to have more opportunities to change and combine jobs as the waves of freelancers, contractors and part-time workers participating in the Gig Economy illustrate. Deployment of artificial intelligence, machine learning and robotics has provided organizations with opportunities to boost productivity, innovation and growth, and has helped dramatically improve the well-being and quality of life for the vast majority of people around the world. Simultaneously, economic and social disruptions often followed those technological and institutional changes, with lasting results for workers, their families, and their communities. Along the way, new skills, occupations, and industries replaced older employment models, challenging established assumptions and setting novel priorities.

The goal of the XII edition of the Medici Summer School is to zoom in on the strategic challenges that characterize the future of work. Changes in the nature of work in fact, open the door to new ways of organizing, affecting how organizations behave, what managers and workers do at work, the ways people experience their jobs and think about work. For social scientists, the opportunities associated with the study of the future of work allow for exploring new ideas, relationships and logics of organizing. The increasing availability of data also present great opportunities for engaging with unorthodox methodologies that are often needed to tackle complex causal interdependences that cut across social, technical, political as well as disciplinary boundaries.

The School will bring together leading researchers who focus on advancing our knowledge on how work has changed and will change, and the ensuing implications for organizations, workers, and institutions. In particular, our goal is to discuss cutting-edge organizational research that sheds new light on theoretical mechanisms, processes as well as methodological approaches that can enhance our understanding of major questions around the future of work. This theme choice reflects a sense of excitement about what can and has been learned from integrating technology- and organization- related
concepts and constructs with those existing in current organizational, managerial and entrepreneurship theories.

Some of the topics and questions that will be discussed include (but are not limited to) the following:

- What lessons should we take from prior periods of rapid technological and institutional change? How is it different this time?
- What kinds of transformations will organizations undertake in the face of the changing nature of work? How are these transformations likely to be related to legitimacy or competition advantages?
- Which are the individual and organizational resources/capabilities necessary to successfully navigate these transformations?
- How are new and emerging technologies changing the work of the future? What opportunities and what challenges are being presented for individuals, organizations, and communities around the world?
- How are emerging technologies helping organizations improve their performance? What are the accompanying (un)intended consequences behind the adoption of such technologies?
- To what extent are these work developments helping individuals attain better working conditions, and improve their standards of living?
- How and under what conditions can these transformations create new pathways for an inclusive future of work?
- How and why will the changing nature of work affect the meaning of work?
- How can policymakers, businesses, and people better navigate the disruptions that are coming and are underway?
- How can we revise and develop our current theories and methodologies to better understand the challenges and opportunities relating to the study of the future of work and the work of the future?

Overall, the goal of the 2020 edition of the Medici Summer School is to shed light the strategic implication for the future of work. The 2020 Medici Summer School is to equip students with theoretical and methodological tools that will enable them to untangle a complex theoretical landscape, define the key questions, identify open puzzles, and delineate the central ideas for a future agenda devoted to understanding the challenges and the opportunities associated with the future of work. To this end, the 2020 Medici Summer School brings together interdisciplinary scholarship at multiple levels of analysis to unravel strategic implications for the future of work. By learning from different theoretical and empirical approaches, we believe attendees will substantially enrich their particular research agendas within the broad topic of the changing nature of work.
**Program and Faculty**

The host faculty members include representatives from the three co-sponsoring institutions and those who have been organizing the Summer School over the years. Host faculty at this year’s summer school include Ezra Zuckerman Sivan and Emilio J. Castilla (MIT); Simone Ferriani and Gianni Lorenzoni (Bologna); Rodolphe Durand (HEC Paris); and Gino Cattani (NYU).

In addition to the host faculty, the Summer School will bring together guest faculty who are leading strategy, organizations, sociology, and social psychology scholars. The five days of the School are tentatively organized as follows:

- **Day 1, June 15**: Lead faculty: Peter Cappelli, The Wharton School
- **Day 2, June 16**: Lead faculty: Ruthanne Huising, EMLYON Business School
- **Day 3, June 17**: Lead faculty: Klarita Gërxhani, European University Institute
- **Day 4, June 18**: Lead faculty: Steve Barley, University of California, Santa Barbara
- **Day 5, June 19**: Lead faculty: András Tilcsik, University of Toronto

Each faculty member will be in residence at the School for several days, allowing ample time for one-to-one sessions, knowledge sharing, and networking opportunities.

A typical day will feature a guest faculty member presenting on their research, an integrative session led by a host faculty member that explores links among the guest faculty research, and a workshop in which the host and guest faculty work with students to flesh out their own ideas, both theoretically and empirically.

Overall, students will advance in their own research via:

1. Exposure to the cutting edge of research in this area
2. Open discussion of key research challenges experienced by the faculty in their own research
3. Direct feedback on how to tackle complex questions of both theory and empirics
Application procedure

The School will admit 20-25 student participants. Applications are welcome from current Ph.D. students in Management, Strategy, Organization Theory, Economic Sociology, and related disciplines from universities worldwide. Students for the Summer School will be selected in accordance with the quality of their doctoral curricula, research interests, and application materials. Applications from students who have completed at least two years of doctoral training will be considered, with preference given to those who have satisfied their course requirements and qualifying exams but have not yet embarked on their dissertation research. Applications from post-docs will also be considered.

There is no application or participation fee. Student participants will be responsible for covering their own travel expenses to and from Boston, but the Summer School will cover all accommodation and board expenses during the week of sessions provided that students attend the entire week. Applications should include:

a. A simple statement declaring that the applicant is interested in being considered for admission to the Summer School together with the applicant’s contact information: email address, telephone, and mailing address. All of this should be in the body of an email sent to the address below.

b. Curriculum vitae listing educational background, Ph.D. program, scholarly achievements, nationality, etc.

c. A motivation letter (no longer than 1 page) indicating the applicant’s current research activities and their specific interest in the proposed topic for the 2020 Summer School.

d. A brief recommendation letter from one faculty member of their dissertation committee.

e. Applicants are also encouraged (but not required) to submit an extended abstract or discussion note that they could present during the Summer School. The Selection Committee will evaluate the relevance of this paper to the 2020 School theme.

All application materials should be sent by March 6th, 2020 exclusively via email to the following address: mit_medici2020@mit.edu with application
Medici Summer School in the subject of the email. For any specific inquiry or clarification please also contact mit_medici2020@mit.edu.

Admitted candidates will be notified by April 10th, 2020.