

Scuola Superiore Meridionale

**Law and Organizational Studies for the Promotion of
Diversity and Inclusion**

a.a. 2025/26

I semester

Organizing textuality for inclusion

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Course description

This course is aimed at doctoral students from LOSPD and open to all the students of the Scuola Superiore Meridionale.

This course investigates how organizing happens through text and how organizations are texts themselves. Drawing on the epistemology of organizations, with their own grammar and syntax as textual constructions, and textuality as a mode of coordination, “Organizing Textuality for Inclusion” examines how written, digital, and multimodal texts constitute organizational realities—shaping who is recognizable, how knowledge circulates, and what forms of participation become possible.

Students will explore how texts do not merely represent organizations but organize them: they coordinate action, stabilize meaning, and reproduce (or challenge) structures of power and belonging. Through critical inquiry and applied projects, participants will analyze and redesign textual practices that foster inclusion within institutions, communities, and networks.

Key themes include:

- The ontology of organizations-as-texts and communication-as-organizing
- Textual coordination and the materiality of discourse
- The politics of representation and inclusion in organizational communication

- Strategies for reconfiguring textual practices toward equity and accessibility

Objectives

By the end of the course, students will be able to:

- critically interpret and intervene in the textual processes through which organizations enact inclusion or exclusion;
- master the main concepts of organizational theory, with specific reference to organizational behavior and human resource management;
- developing reflexive, ethical approaches to writing, documentation, and communication as organizational practice;
- understand the main issues related to organizational inclusion;
- recognize the role of multimodality in the organizational inclusion.

Learning Methods

- Students will be required to read the mandatory texts for each lesson, as listed in the detailed program below.
- Lessons will be based on discussions between the instructor and students concerning the main issues emerging from the readings. In addition, students will be expected to approach the texts critically, identifying the main strengths and weaknesses of the assigned readings.
- All students are required to actively participate in the debate, providing comments and raising questions about the topics discussed in class.
- Students will be asked to prepare a final presentation that explores in greater depth one of the aspects covered during the course. The work will be presented during the final class session.

Course Materials

The course material will consist of book chapters and articles from academic journals. In addition to the mandatory readings listed for each lesson, further readings on specific topics will be suggested during class. Some of the mandatory texts will be available at the University Library and in the instructor's office, Room III/23. Students experiencing difficulties in accessing the materials may contact the instructor at the following email: lumsicca@unina.it

Assessment

Students will be evaluated based on their constructive participation in class and on their final presentation. Class participation will account for 60% of the grade.

Final Presentation

Students will be required to prepare a presentation that explores in greater depth one of the topics covered in class, chosen by them. The presentation may be submitted in any format (PowerPoint, artwork, sound work, project work, multimedia work, academic paper, and so on) and will be discussed with the class during the final session.

References

- Ahmed, S. (2012). *On Being Included: Racism and Diversity in Institutional Life*. Duke University Press.
- Cooren, F. (2004). *Textual agency: How texts do things in organizational settings*. *Organization*, 11(3), 373–393.
- Czarniawska, B. (1997). *Narrating the Organization: Dramas of Institutional Identity*. University of Chicago Press.
- Czarniawska, B. (2008). *A Theory of Organizing*. Edward Elgar.
- Fairhurst, G. T., & Putnam, L. L. (2019). *Organizational Discourse Analysis: Exploring the Links between Discursive and Material Practices*. *Academy of Management Annals*, 13(1), 131–166.
- Geraci, Carlo. 2023. Budding the tree. Towards a theory of structure removal. *Glossa: a journal of general linguistics* 8(1). 1–59. doi:<https://doi.org/10.16995/glossa.5759>.
- Iverson, J. O., & McPhee, R. D. (2008). *Communicating Organizational Structures: A Constitutive Explanation of Structuration and Structuring*. *Annals of the International Communication Association*, 32(1), 1–47.
- Jones, P. (2014). *Design for Care: Innovating Healthcare Experience*. Rosenfeld Media.
- Kress, G. (2010). *Multimodality: A Social Semiotic Approach to Contemporary Communication*. Routledge.
- Sicca, Luigi M. (2000), Chamber Music and Organization Theory: Some Typical Organizational Phenomena Seen Under The Microscope, *Studies in Cultures Organizations and Societies*, 6(2): 145-168 # Culture and Organization.
- Taylor, J. R., & Van Every, E. J. (2000). *The Emergent Organization: Communication as Its Site and Surface*. Lawrence Erlbaum.
- Tarizzo, D. (2024) *The Morals of Life*, MIT Press.
- Williams V, Brewis J, Priola V, Sang K (2025) “You go back to zero”: Embodied precarity, endo time and employment. *Organization* 32(7): 954–980.

Programme

Class 1 13/01/2026 11:00-13:00 Aula 2	Organizing textuality for inclusion: An introduction
Mandatory readings	<p>Cooren, F. (2004). <i>Textual agency: How texts do things in organizational settings</i>. <i>Organization</i>, 11(3), 373–393.</p> <p>Czarniawska, B. (1997). <i>Narrating the Organization: Dramas of Institutional Identity</i>. University of Chicago Press.</p> <p>Czarniawska, B. (2008). <i>A Theory of Organizing</i>. Edward Elgar.</p>
Optional readings	

Class 2 19/01/2026 11:00-13:00 Aula 2	On being included
Mandatory readings	<p>Ahmed, S. (2012). <i>On Being Included: Racism and Diversity in Institutional Life</i>. Duke University Press.</p>
Optional readings	

Class 3 26/01/2026 11:00-13:00 Aula 2	Chronic illness, precarity & endotime
Mandatory readings	<p>Williams V, Brewis J, Priola V, Sang K (2025) “You go back to zero”: Embodied precarity, endo time and employment. <i>Organization</i> 32(7): 954–980.</p>
Optional readings	

Class 4 27/01/2026	The Morals of Life
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11:00-13:00 Aula 2	
Mandatory readings	Tarizzo, D. (2024) <i>The Morals of Life</i> , MIT Press.
Optional readings	

Class 5 03/02/2027 11:00-13:00 Aula 2	Sign Language – Language in the Visual Modality
Mandatory readings	Geraci, Carlo. 2023. Budding the tree. Towards a theory of structure removal. <i>Glossa: a journal of general linguistics</i> 8(1). 1–59. doi: https://doi.org/10.16995/glossa.5759 .
Optional readings	Mantovan, Lara, Carlo Geraci & Anna Cardinaletti. 2019. On the cardinal system in Italian Sign Language (LIS). <i>Journal of Linguistics</i> . 1–35. doi:10.1017/S0022226718000658.

Class 6 06/02/2027 11:00-13:00 Laboratorio LOSPD (MC)	Chamber orchestra as organizing
Mandatory readings	Sicca, Luigi M. (2000), Chamber Music and Organization Theory: Some Typical Organizational Phenomena Seen Under The Microscope, <i>Studies in Cultures Organizations and Societies</i> , 6(2): 145-168 # Culture and Organization.
Optional readings	

Class 7 10/02/2027 11:00-13:00	Multimodality
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Aula 2	
Mandatory readings	Kress, G. (2010). <i>Multimodality: A Social Semiotic Approach to Contemporary Communication</i> . Routledge.
Optional readings	

Class 8 23/02/2027 15:00-17:00 Aula 2	Cybernetics and Organizing
Mandatory readings	Taylor, J. R., & Van Every, E. J. (2000). <i>The Emergent Organization: Communication as Its Site and Surface</i> . Lawrence Erlbaum.
Optional readings	

Class 9 24/02/2027 11:00-13:00 Aula 2	Organizing precarity
Mandatory readings	Williams V, Brewis J, Priola V, Sang K (2025) "You go back to zero": Embodied precarity, endo time and employment. <i>Organization</i> 32(7): 954–980.

Class 10 27/02/2026 11:00-13:00 Laboratorio LOSPD (MC)	Chamber orchestra & organizing – part 2
Mandatory readings	Sicca, Luigi M. (2000), Chamber Music and Organization Theory: Some Typical Organizational Phenomena Seen Under The Microscope, <i>Studies in Cultures Organizations and Societies</i> , 6(2): 145-168 # Culture and Organization.

Class 11-12 03/03/2026 15:00-19:00 Aula 2	Assessment
	<p>Students will be required to prepare a presentation that explores in greater depth one of the topics covered in class, chosen by them. The presentation may be submitted in any format (PowerPoint, artwork, sound work, project work, multimedia work, academic paper, and so on) and will be discussed with the class during the final session.</p>