

		LOW	MEDIUM	HIGH
<b>INSTITUTIONALIZATION</b>				
↑         ↓	- <i>organizational structure</i>	<i>decisions made by top-echelon</i>	<i>career ladder develops &amp; delegation takes place</i>	<i>lower-level personnel afforded discretion to solve problems</i>
	- <i>practical action</i>	<i>multiple means to achieve new goals</i>	<i>coherence around goals develops &amp; means are restricted</i>	<i>mens-ends calculation well-understood</i>
	- <i>reproduction</i>	<i>learning by doing</i>	<i>tutorials, training programs, strong socialization</i>	<i>outreach &amp; evangelism via flourishing professions &amp; new identities</i>
	- <i>self-reinforcement</i>	<i>vulnerable</i>	<i>anchored</i>	<i>resilient</i>
<b>LEGITIMACY</b>				
↑     ↓	- <i>Standards</i>	<i>symbols &amp; vocabularies drawn externally to invoke support</i>	<i>institutional vocabularies develop</i>	<i>rich, local language become widely accepted &amp; emulated</i>
	- <i>Norms of appropriateness</i>	<i>trepidation over adoption prompts high articulation</i>	<i>values become more clear but can provoke opposition</i>	<i>norms &amp; values venerated &amp; objectified</i>
	- <i>Boundaries</i>	<i>existing boundaries well-defined, cross-traffic requires approval</i>	<i>boundaries blur, cross-traffic more accepted</i>	<i>boundaries redrawn &amp; integrated into community with common interests</i>
<b>TAKEN-FOR-GRANTEDNESS</b>				
↑     ↓	- <i>Practices</i>	<i>idiosyncratic &amp; developed on a case-by-case basis</i>	<i>consolidation occurs</i>	<i>scripted &amp; well rehearsed, little need for articulation</i>
	- <i>Roles</i>	<i>ambiguous</i>	<i>varying conventions offered, some trigger debate</i>	<i>defined &amp; steeped with expectations</i>
	- <i>Categories</i>	<i>diffuse</i>	<i>classifications emerge</i>	<i>settled &amp; infused with value</i>

Fig. 1 - Indicators of the process of institutionalization

source: our elaboration from Colyvas J.A., Powell W.W., 2006, "Roads to Institutionalization: The Remaking of Boundaries Between Public and Private Science", in *Research in Organizational Behavior*, volume 27, pp. 305-353