

# SCOTT SONENSHEIN

6100 Main Street  
230 McNair Hall – MS 531  
Houston, TX 77005

Jones Graduate School of Business  
Rice University  
<http://Sonenshein.Rice.edu>  
<http://www.ScottSonenshein.com>

Office: 713.348.3182  
Fax: 713.348.6296  
email: [ScottS@rice.edu](mailto:ScottS@rice.edu)

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## EDUCATION

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- 2007 University of Michigan, Ross School of Business, Ann Arbor  
Ph.D., Management and Organizations
- 1999 University of Cambridge, United Kingdom  
M.Phil., Management Studies
- 1998 University of Virginia, Charlottesville  
B.A., Business Ethics with High Distinction

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## ACADEMIC POSITIONS HELD

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- 2016 – Present Henry Gardiner Symonds Professor of Management, Jones Graduate School of Business (JGSB), Rice University
- 2015 – 2016 Professor of Management, JGSB) Rice University
- 2014 – 2015 Jones School Distinguished Associate Professor of Management, JGSB, Rice University
- 2012 – 2013 Associate Professor of Management, JGSB, Rice University
- 2007 – 2012 Assistant Professor of Management, JGSB, Rice University
- 2006 Instructor / Management and Organizations, Ross School of Business, University of Michigan

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## RESEARCH

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### JOURNAL ARTICLES

- Sonenshein, S, K. Nault, and O. Obdaru. “Competition of A Different Flavor: How a Strategic Group Identity Shapes Competition and Cooperation,” *Administrative Science Quarterly*, provisionally accepted.
- Sonenshein, S. (2016) “Routines and Creativity: From Dualism to Duality,” *Organization Science*, 27(3): 739-758.
- Sonenshein, S. (2016) “How Corporations Overcome Issue Illegitimacy and Issue Equivocality to Address Social Welfare: The Role of the Social Change Agent,” *Academy of Management Review*, 41(2): 349-366.

- Vaara, E, S. Sonenshein, and D. Boje (2016) "Narratives as Sources of Stability and Change in Organizations: Approaches and Directions for Future Research," *Academy of Management Annals*, 10(1): 495-560.
- Eisenhardt, K.M., Graebner, M.E. and Scott Sonenshein (2016) "Grand Challenges and Inductive Methods: Rigor without Rigor Mortis," *Academy of Management Journal*, 59(4): 1113-1123 (editorial commentary).
- Dane, E. and S. Sonenshein (2015) "On the Role of Experience in Ethical Decision Making at Work: An Ethical Expertise Perspective," *Organizational Psychology Review*, 5(1): 74-96.
- Sonenshein, S. (2014) "How Organizations Foster the Creative Use of Resources," *Academy of Management Journal*, 57(3): 814-848.
- Sonenshein, S., K. DeCelles and J. Dutton (2014) "It's Not Easy Being Green: The Role of Self-Evaluations in Explaining Support of Environmental Issues," *Academy of Management Journal*, 57(1): 7-37.  
\* *Lead article*
- Sonenshein, S., J. Dutton, A. Grant, G. Spreitzer and K. Sutcliffe (2013) "Growing at Work: Employees' Interpretations of Progressive Self-Change in Organizations," *Organization Science*, 24(2): 552-570.
- Sonenshein, S. and U. Dholakia (2012) "Explaining Employee Engagement with Strategic Change Implementation: A Meaning-Making Approach," *Organization Science*, 23(1): 1-23.  
\* *Winner, Center for Positive Organizational Scholarship Biennial Best Paper Award*  
\* *Lead article*
- Herzenstein, M., S. Sonenshein and U. Dholakia (2011) "Tell Me a Good Story and I May Lend You My Money: The Role of Narratives in Peer-to-Peer Lending Decisions," *Journal of Marketing Research*, XLVIII: S138-S149.
- Sonenshein, S., M. Herzenstein and U. Dholakia (2011) "How Accounts Shape Lending Decisions through Fostering Perceived Trustworthiness," *Organizational Behavior and Human Decision Processes*, 115(1): 69-84.
- Sonenshein, S. (2010) "We're Changing or Are We? Untangling the Role of Progressive, Regressive, and Stability Narratives during Strategic Change Implementation," *Academy of Management Journal*, 53(3): 477-512.
- Maitlis, S. and S. Sonenshein (2010) "Sensemaking in Crisis and Change: Inspiration and Insights from Weick (1988)," *Journal of Management Studies*, 47(3): 551-80.
- Sonenshein, S. (2009) "Emergence of Ethical Issues During Strategic Change Implementation," *Organization Science*, 20(1) 223-39.
- Sonenshein, S. (2007) "The Role of Construction, Intuition, and Justification in Responding to Ethical Issues at Work: The Sensemaking-Intuition Model," *Academy of Management Review*, 32(4): 1022-40.  
\* *Lead article*
- Sonenshein, S. (2006) "Crafting Social Issues at Work," *Academy of Management Journal*, 49(6): 1158-72.  
\* *Media mention: Article reviewed in Stanford Social Innovation Review (Summer 2007)*

- Anderson, P., R. Blatt, M. Christianson, A. Grant, C. Marquis, E. Neuman, S. Sonenshein and K. Sutcliffe (2006) “Understanding Mechanisms in Organizational Research: Reflections from a Collective Journey,” *Journal of Management Inquiry*, 2(15): 102-13.
- Spreitzer, G., K. Sutcliffe, J. Dutton, S. Sonenshein and A. Grant (2005) “A Socially Embedded Model of Thriving at Work,” *Organization Science*, 16(5): 537-49.
- Sonenshein, S. (2005) “Business Ethics and Internal Social Criticism,” *Business Ethics Quarterly*, 15(3): 475-98.
- Spreitzer, G. and S. Sonenshein (2004) “Toward the Construct Definition of Positive Deviance,” *American Behavioral Scientist*, 47(6): 828-47.

## BOOK

- Sonenshein, S. (forthcoming) “Stretch: Unlock the Power of Less – And Achieve More than You Ever Imagined. New York: HarperBusiness, (2/7/2017).

## BOOK CHAPTERS

- Dutton, J. and S. Sonenshein (forthcoming) “Positive Organizational Scholarship,” in S. J. Lopez (Ed.), *Encyclopedia of Positive Psychology* (2<sup>nd</sup> edition), Oxford: Blackwell Publishing.
- Sonenshein, S. (2014) “Treat Employees as Resources, Not Resisters,” in J. Dutton and G. Spreitzer (Eds.), *How to be a Positive Leader: Insights from Leading Thinkers on Positive Organizations*, San Francisco: Berrett-Koehler Publishers, 136-146.
- Sonenshein, S. (2012) “Being a Positive Social Change Agent through Issue Selling” in K. Golden-Biddle and J. Dutton (Eds.), *Using a Positive Lens to Explore Social Change and Organizations: Building a Theoretical and Research Foundation*, New York: Routledge, 49-69.
- Stansbury, J. and S. Sonenshein (2011) “Positive Business Ethics: Grounding and Elaborating a Theory of Good Works,” in K. S. Cameron and G. M. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship*, Oxford: Oxford University Press, 340-352.
- Dutton, J. and S. Sonenshein (2009) “Positive Organizational Scholarship,” in S. J. Lopez (Ed.), *Encyclopedia of Positive Psychology*, Oxford: Blackwell Publishing, 737-42.
- Quinn, R. and S. Sonenshein (2008) “Four General Strategies for Changing Human Systems,” in T. Cummings (Ed.), *Handbook of Organization Development*, Thousand Oaks, CA: Sage, 69-78.
- Sonenshein, S. (2005) “Positive Organizational Scholarship and Business Ethics,” in P. H. Werhane and R. E. Freeman (Eds.), *The Blackwell Encyclopedia of Management Volume II: Business Ethics*, Oxford: Blackwell Publishing, 410-14.
- Spreitzer, G. and S. Sonenshein (2003) “Positive Deviance and Extraordinary Organizing,” in K. S. Cameron, J. Dutton and R. E. Quinn (Eds.), *Positive Organizational Scholarship*, San Francisco: Berrett-Koehler Publishers, 207-24.
- Gorman, M., M. Mehalik, S. Sonenshein and W. Warren (1998) “Toward a Sustainable Tomorrow,” in L. Westra and P. H. Werhane (Eds.), *The Business of Consumption: Environmental Ethics and the Global Economy*, Lanham: Rowan & Littlefield, 333-39.

## CASE STUDIES & TEACHING NOTES

Sonenshein, S., M. Gorman and P. Werhane “SELF A” (Solar Electric Light Fund), Darden Case: UVA-E-0112, 1997. Reprinted in M. Russo (Ed.), *Environmental Management: Readings and Cases*, Boston: Houghton Mifflin.

Sonenshein, S., M. Gorman and P. Werhane “SELF B,” Darden Case: UVA-E-0113, 1997. Reprinted in M. Russo (Ed.), *Environmental Management: Readings and Cases*, Boston: Houghton Mifflin.

Sonenshein, S., M. Gorman and P. Werhane “SELF Teaching Note,” Darden Case: UVA-E-0112TN, 1997.

Sonenshein, S., M. Gorman and P. Werhane “Solar Energy in Rural South Africa,” Darden Case: UVA-E-0145, 1997.

## TECHNICAL NOTES

Sonenshein, S., R. E. Freeman, P. Werhane and A. Wicks “Moral Justification and Reflective Equilibrium,” Darden Technical Note: UVA-E-0183, 2000.

Sonenshein, S., R. E. Freeman and P. Werhane “A Note on Virtue and Virtuous Character,” Darden Technical Note: UVA-E-0186, 2000.

Sonenshein, S., R. E. Freeman, P. Werhane and A. Wicks “A Note on Rights,” Darden Technical Note: UVA-E-0188, 2000.

Sonenshein, S., R. E. Freeman and P. Werhane “A Note on Deontology,” Darden Technical Note: UVA-E-0180, 2000.

Sonenshein, S., R. E. Freeman and P. Werhane “A Note on Utilitarianism,” Darden Technical Note: UVA-E-0189, 2000.

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## REFEREED CONFERENCE PRESENTATIONS & PAPERS

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2016 Huy, Q., Sonenshein, S. and Bresman, H. “Leading Strategic Change Under Uncertainty.” Paper, *Academy of Management Annual Meeting*, Anaheim. (Best paper finalist, ODC division).

2015 Sonenshein, S. “Ideas about Ideas in Organizations” Symposium, *Academy of Management Annual Meeting*, Vancouver.

Quy, H. and S. Sonenshein. “Toward a Theory of Managing Strategic Change” Paper, *Academy of Management Annual Meeting*, Vancouver.

2014 Sonenshein, S. “Achieving Familiar Novelty through the Use of Organizational Routines” Symposium, *Academy of Management Annual Meeting*, Philadelphia

Mealy, C. and S. Sonenshein. “A Theory of Resourcing Actions in Organizations” Symposium, *Academy of Management Annual Meeting*, Philadelphia

Sonenshein, S., M. Herzenstein and U. Dholakia. “Crowdfunding to Make a Difference: The Role of Choice in Funding Social Ventures”

*The 44th Annual Convention of the Association of Consumer Research, Chicago*

Herzenstein, M., U. Dholakia, and S. Sonenshein. "Crowdfunding to Make a Difference: The Role of Choice in Funding Social Ventures"

*The 43rd Annual Convention of the European Marketing Academy, Valencia, Spain*

2013 Mayer, D., S. Sonenshein, M. Ong and S. Ashford. "Show Me the Money or Show Me the Morals?"

*Symposium, Academy of Management Annual Meeting, Orlando*

Sonenshein, S., M. Herzenstein and U. Dholaka. "Crowdfunding to Make a Difference: The Role of Choice in Funding Social Ventures"

*Paper, Association for Consumer Research North American Conference, Chicago*

2012 Sonenshein, S. "We're Big or are We Small: Reinterpreting Change at a Growing Organization." *Showcase Symposium, Academy of Management Annual Meeting, Boston.*

Sonenshein, S. and R. Quinn. "The Anticipatory Psychology of Strategic Change: Evidence from a Recent IPO"

*Symposium, Academy of Management Annual Meeting, Boston*

Decelles, K. and S. Sonenshein. "The Anger of Occupy Wall Street"

*Symposium, Academy of Management Annual Meeting, Boston*

2010 Sonenshein, S. "Implementing Change: Conversations and Meaning-Making in Creating Positive Psychological Resources"

*Showcase Symposium, Academy of Management Annual Meeting, Montreal*

Sonenshein, S. "Being a Social Change Agent through Issue Selling"

*Symposium, Academy of Management Annual Meeting, Montreal*

DeCelles, K., S. Sonenshein and A. Hoffman. "The Radical with a Temper: How Different Types of Change Agents Experience Negative Emotion"

*Showcase Symposium, Academy of Management Annual Meeting, Montreal*

2009 Sonenshein, S. "Climate Change and Sensemaking"

*All-Academy Symposium, Academy of Management Annual Meeting, Chicago*

2008 Sonenshein, S. and J. Dutton. "Being a Sustainable Environmentalist"

*Showcase Symposium, Academy of Management Annual Meeting, Anaheim*

Sonenshein, S. "Meaning Making in Change Processes in Organizations"

*All Academy Symposium, Academy of Management Annual Meeting, Anaheim*

2007 Sonenshein, S. "A Meaning-Making View of Strategic Change Implementation"

*Symposium, Academy of Management Annual Meeting, Philadelphia*

2006 Sonenshein, S. "Making Meaning of Change Implementation: A Discourse View"

*Showcase Symposium, Academy of Management Annual Meeting, Atlanta*

Sonenshein, S. "Emergent Ethical Issues During Strategic Change Implementation"

*Society for Business Ethics Annual Meeting, Atlanta*

- 2005 Sonenshein, S., J. Dutton and G. Spreitzer. “Narratives of Thriving: Seeing How Employees Construe Moments of Aliveness and Learning at Work”  
*Joint Symposia, Academy of Management Annual Meeting, Honolulu*
- Sonenshein, S. “Enabling Positive Change with Language Strategies”  
*All Academy Symposium, Academy of Management Annual Meeting, Honolulu*
- 2004 Sonenshein, S. “The Role of Construal and Bias in Ethical Issues: The Interpretive-Ambiguity Model”  
*Society for Business Ethics Annual Meeting, New Orleans*
- Spreitzer, G., K. Sutcliffe, J. Dutton, S. Sonenshein and A. Grant. “Work Contexts that Energize by Enabling Human Thriving”  
*All-Academy Symposium, Academy of Management Annual Meeting, New Orleans*
- 2003 Spreitzer, G. and S. Sonenshein. “Toward a Positive Understanding of Deviance”  
*Symposium, Academy of Management Annual Meeting, Seattle*  
*Symposium, Western Academy of Management Conference, Palm Springs*

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## INVITED TALKS & WORKSHOPS

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- 2016 “From Mine to Ours: Managing Boundaries in the Sharing Economy,” *Boston College*  
*University of Arizona, Yale University May Meaning Meeting, Oxford University*
- “Responding to Reviewers’ Feedback: An Editor’s Perspective”, Oxford University
- “Navigating Qualitative Dissertations: Advice from the Experts” Facilitator, Professional Development Workshop, *Academy of Management Annual Meeting, Anaheim.*
- “What is New in Research, Teaching and Consulting about Managing Major Organizational Change?” Panelist, Professional Development Workshop, *Academy of Management Annual Meeting, Anaheim.*
- “OB Research Networking Forum?” Facilitator, Professional Development Workshop, *Academy of Management Annual Meeting, Anaheim.*
- 2015 “Leading Resourceful Organizations,” *Duke University, New Directions in Leadership Research Conference*
- “Generating Positive Change,” Curator, POS Research Conference, *Orlando*
- “Resourcefulness,” *Yale University May Meaning Meeting*
- “Resourceful Change” *University of Michigan*
- “Competition of a Different Flavor: How A Collective Competitor Identity Fosters Cooperative and Competitive Behaviors.” *Hong Kong University of Science and Technology*
- “Competition of a Different Flavor: How A Collective Competitor Identity Fosters Cooperative and Competitive Behaviors.” *Hong Kong Polytechnic University*

“Towards a Theory of Managing Strategic Change” (with Quy Huy), National Science Foundation workshop, University of Maryland

Diamonds in the Rough Professional Development Workshop (facilitator), *Academy of Management Annual Meeting*, Vancouver

“Navigating Qualitative Dissertations: Advice from the Experts” Facilitator, Professional Development Workshop, *Academy of Management Annual Meeting*, Vancouver

OMT Junior Faculty Consortium (panelist and facilitator), *Academy of Management Annual Meeting*, Vancouver

2014 “The Psychology of Organizational Social Change Agents: An Examination of Environmental Issue Supporters” *University of Notre Dame*

“Competition of a Different Flavor: Gourmet Food Trucks and Prosocial Competition” *Arizona State University, University of Delaware*

“New Frontiers in Research Methods”

Speaker and Facilitator, Diamonds in the Rough Professional Development Workshop, Academy of Management Annual Meeting, Philadelphia

“Navigating Qualitative Dissertations: Advice from the Experts”

Facilitator, Professional Development Workshop, Academy of Management Annual Meeting, Philadelphia

“Managing Field Research: Strategies for Partnering with Organizations to Gain Access to Data”

Facilitator, Professional Development Workshop, Academy of Management Annual Meeting, Philadelphia

2013 “Making Sense of Reviewer and Editorial Feedback.”

Keynote address at Boston Field Methods Conference, *Boston University, Boston College, MIT and Harvard Business School*

“Competition of a Different Flavor: Gourmet Food Trucks and Prosocial Competition”

*University of Michigan May Meaning Meeting, University of Virginia (Darden and McIntire), University of Alberta, Rice University (psychology)*

“Explaining Employee Engagement with Strategic Change Implementation: A Meaning-Making Approach”

Keynote address at the Center for Positive Organizational Scholarship 2013 Research Conference, *University of Michigan*

“Qualitative Research Methods Workshop”

RMD/CARMA Consortium Workshop on Qualitative Methods

“Virtuous Downsizing / Teaching to Make a Difference: Using a Positive Organizational Scholarship Perspective in Teaching”

*Professional Development Workshop, Academy of Management Annual Meeting, Orlando*

- 2012 “Growing Up without Growing Old: Institutionalizing Bricolage at a Chain of Boutiques”  
*University of Michigan, Ross School of Business, Management and Organizations*
- “Revisiting MMM 2011”  
*Yale University May Meaning Meeting*
- “Virtuous Downsizing / Teaching to Make a Difference: Using a Positive Organizational Scholarship Perspective in Teaching”  
*Professional Development Workshop, Academy of Management Annual Meeting, Boston*
- 2011 “Doing, Writing, and Publishing Process Research”  
*Professional Development Workshop, Academy of Management Annual Meeting, San Antonio*
- “Making Change Happen from the Inside or Outside: Affective Role Alignment and Social Change Agency” (with Katy DeCelles)  
*BYU May Meaning Meeting*
- “Make Change Happen on the Frontline - The Airline Industry and Beyond” (with Larry Kellner)  
*Rice University’s Jones Partners, Thought Leadership Series*
- “How Organizational Norms Facilitate the Dynamic Use of Resources”  
*University of Toronto (Rotman)*  
*BYU (May Meaning Meeting)*
- “The Research-Productivity Process: Tips and Strategies for Junior Faculty Members”  
*Invited Symposium, 23<sup>rd</sup> Annual Convention, Association for Psychological Science, San Diego*
- 2010 “It’s Not Easy Being Green: The Role of Doubting and Affirming the Self in Explaining Issue Advocacy Behaviors”  
*University of Pennsylvania (Wharton)*  
*Rice University (psychology)*
- “The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty”  
*Professional Development Workshop, Academy of Management Annual Meeting, Montreal*
- “Doing, Writing and Publishing Process Research”  
*Professional Development Workshop, Academy of Management Annual Meeting, Montreal*
- “The Role of Positive Self-Meanings in Facilitating Social Change: Understanding the Psychology of Environmentalists Working in a Challenging Issue Context”  
*INSEAD*  
*May Meaning Meeting, Boston*  
*University of British Columbia, Vancouver*
- “Being a Positive Social Change Agent through Issue Selling”  
*Conference on Positive Social Change, Boston University*
- “Using Identity Work to Respond to Moral Identity Threats: The Role of the Deontological Bias and Decision Disconfirmation” (with K. Aquino)  
*Behavioral Ethics Conference, University of Central Florida*
- 2009 “A Multi-Level Meaning-Making Model of Leading Social Change”



*New Directions in Leadership Conference, Duke University*  
*May Meaning Meeting, University of North Carolina at Chapel Hill*

“CSR & Corporate Citizenship: Sensemaking and the Creation of Shared Meaning”  
*Academy of Management Annual Meeting, Chicago: Discussant*

“Managing Through the Economic Storm” (with Greg Brenneman)  
*MBA Council of Houston and Rice University’s Jones Partners, Thought Leadership Series*

2008 “What is Positive about Employment Decisions? Investigating the Cultural Impact of Changes in an Internal Labor Market” (with R. Quinn)  
*POS Conference, Ross School of Business, University of Michigan, Ann Arbor*

“Constructing and Communicating Meaning during the Implementation of Strategic Change”  
*Rice University – Department of Psychology, Houston*

“Sensemaking and Performance during Change: Some Preliminary Ideas”  
*May Meaning Meeting, Rice University, Houston*

2007 “Constructing and Communicating Meaning during the Implementation of Strategic Change”  
*Northwestern University*  
*University of Texas*  
*University of Minnesota*

“Bouncing Back and Motivating Action on Environmental Issues: The Power of Positive Meaning” (with J. Dutton)  
*May Meaning Meeting, Yale University*

2006 “Constructing and Communicating Meaning during the Implementation of Strategic Change”  
*May Meaning Meeting, University of Illinois, Champaign*  
*Penn State*  
*University of Virginia*  
*Rice University*

2005 “Narratives of Thriving: Seeing How Employees Construe Moments of Aliveness and Learning at Work”  
*May Meaning Meeting, Washington University, St. Louis*

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## RESEARCH GRANTS

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2007 *(in collaboration with J. Dutton)* \$11,680 Erb Institute at the University of Michigan grant for “Bouncing Back and Motivating Action on Environmental Issues: The Power of Positive Meaning”: Principle Investigator

2005 \$2,000 grant from the Ross School of Business for Doctoral Research Grant: Principal Investigator

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## TEACHING EXPERIENCE

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### JONES GRADUATE SCHOOL OF BUSINESS, RICE UNIVERSITY

#### Full Time MBA

MGMT 510 (Organizational Behavior); 2 Sections; core course; Fall 2007-2009

MGMT 710 (Leadership); 2 Sections; core course; Fall 2007-2015

MGMT 512 (Leading Change); 2 Sections; core course; Spring 2008-2013

#### Professional MBA - Evenings

MGMP 511 (Leading Change); 2 Sections; core course; Spring 2012-2015; Fall 2008-2010

MGMP 708 (Leadership); 2 Sections; core course; Spring 2009-2015

#### Professional MBA - Weekends

MGMW 511 (Organizational Change); 1 Section; core course; Fall 2010-2015

MGMW 706 (Leadership); 1 Section; core course; Spring 2012-2014

#### Executive Education

Leading Change (open enrollment course)

Leading Change (custom programs)

Capstone Business Simulation (Emerging Leaders Program)

### **ROSS SCHOOL OF BUSINESS, UNIVERSITY OF MICHIGAN**

BBA: MO 300 (Behavioral Theory in Management); undergraduate core course; Winter 2005

MBA: MO 603 (Navigating Change); MBA elective; Fall 2006

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### **AWARDS & HONORS**

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- 2016 Book "Stretch" selected by Washington Post as one of top leadership books in 2017
- 2016 Appointed Henry Gardiner Symonds Professor of Management
- 2015 Faculty Research Excellence Annual Award, JGSB
- 2014- Appointed as Jones School Distinguished Associate Professor
- 2014 Faculty Research Excellence Annual Award, JGSB
- 2013- Center for Positive Organizations, University of Michigan, Research Advisory Committee
- 2013 Outstanding Reviewer Award, *Organization Science*
- 2013 Center for Positive Organizational Scholarship Biennial Best Paper Award (Sonenshein & Dholakia, 2012, *Organization Science*)
- 2012 Outstanding Reviewer Award, *Academy of Management Journal*
- 2012 Outstanding Reviewer Award, *Organization Science*
- 2012 Faculty Research Excellence Annual Award, JGSB
- 2011 Outstanding Reviewer Award, *Organization Science*
- 2011 Faculty Research Excellence Annual Award, JGSB
- 2010 Faculty Research Excellence Annual Award, JGSB

2009 Outstanding Reviewer Award, *Organization Science*  
2008 Finalist, Aspen Institute Faculty Pioneer Award  
2006 Rackham Predoctoral Fellowship, University of Michigan  
2006 OMT/MOC/ODC Doctoral Consortium, Academy of Management  
2006 Founders Award, Society for Business Ethics  
2005 Gladys and Walter Stark Award, Ross School of Business  
1998-99 Overseas Trust Scholar, University of Cambridge

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## SERVICE

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### ASSOCIATE EDITOR

*Academy of Management Journal* (2013-2016)

### SPECIAL ISSUE EDITOR

“Grand Challenges in Management” *Academy of Management Journal*

### EDITORIAL REVIEW BOARDS

*Academy of Management Journal* (2009-2013; 2016-present)

*Academy of Management Review* (2011-present)

*Organization Science* (2007-present)

*Business Ethics Quarterly* (2009-present)

*Management Communication Quarterly* (2006-present)

### AD HOC REVIEWER

*National Science Foundation, Administrative Science Quarterly, Management Science, Strategic Management Journal, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, and Journal of Management Studies*

### DISSERTATION SERVICE

Dissertation Committee Member for Doug Lepisto, Boston College (2015)

Dissertation Committee Member for Kristina Workman, University of Michigan (2014)

External Reviewer for Henrika Franck, “Ethics in Strategic Management: An Inquiry into Otherness of a Strategy Process,” Hanken School of Economics (2012)

### EXTERNAL SERVICE

Center for Positive Organizations, University of Michigan, Research Advisory Committee (2013-)

All Academy Theme Committee, Academy of Management Annual Conference (2016)

Organization and Management Theory Best Paper Committee, 2015-2016.

Organizational Behavior Division (Academy of Management annual meeting), Best Paper Award Committee, 2014

*Academy of Management Review*, Best Paper Committee, 2012

Society for Business Ethics, Best Dissertation Award Committee, 2012 (chair); 2011 (vice-chair); 2010 (member)

Academy of Management, OB Division, Most Innovative Student Paper Award Committee, 2012, 2013.

INFORMS, Best Dissertation Proposal Contest, Reviewer, 2009-2012; 2014

May Meaning Meeting, Co-organizer (*with A. Wrzesniewski*), 2008

Net Impact, Seminar Leader, "Six Secrets to Selling Social Change," 2007

Academy of Management (AOM) Meetings

Organized Symposium "The Nature of Resources: Their Malleability, and the Means by Which They are Put into Service" (*with C. Mealey*), 2014.

Organized Symposium "Advocating an Ethical Viewpoint: Speaking Up About Social and Ethical Issues in Organizations" (*with M. Ong, S. Ashford and D. Mayer*), 2013.

Organized PDW "Bringing Organizational Context Back into Behavioral Ethics Research," (*with L. Trevino*), 2012

Organized Showcase Symposium "Exploring the Intersections of Identity and Social Change," Co-organizer (*with J. Dutton*), 2008

"Thinking about New Ideas and Topics: SIM&ONE Research Roundtables," Facilitator, 2008

Organized Showcase Symposium "Discourse Perspectives on Organizational Change," Co-organizer (*with L. Putnam*), 2006

Organized All-Academy Symposium "Positive Organizational Change: Obstacles, Enablers, and Mechanisms," Organizer, 2005

Organized Symposium "Deviance on Trial: The Viability of a Positive Deviance Construct," Co-organizer (*with G. Spreitzer*), 2003

Organizational Development and Change Program Committee, 2003

## UNIVERSITY SERVICE

Rice University

Member, Doerr Leader Development Innovation Awards

Member, Committee on Leadership Development for Rice Students, 2012-2014

Rice University, JGSB

Member, Curriculum Committee, 2016

Member, New Degrees Advisory Group, 2015

Member, Faculty Research Information Communication Committee, 2013-present

Member, Faculty Research Committee, 2012-present

Chair, Honor Code Committee, 2011-2013; Member, 2009-2011

Chair, Organizational Behavior Faculty Search Committee, 2011-2012

Chair, Postdoctoral Search Committee, Spring 2011

Organizer, Organizational Behavior Seminar Series, 2008-2010  
Member, Organizational Behavior Faculty Search Committee, 2007-2010  
Member, Sr. Statistician Search Committee, 2010

University of Michigan

Undergraduate Research Opportunity Program (UROP), Student Advisor, 2005; 2006  
Ross School of Business Doctoral Program in Management and Organizations Admissions  
Committee, 2003

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## MEDIA

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- 2016 *Fast Company*, “Why Your Idea Of Success Might Be Making You Miserable” (April)  
*CNBC*, *Houston Chronicle*, *Medium* (December), ‘Tis the Season to Give More with Less  
*Washington Post* (December), “10 Books on Leadership to Read in 2017)
- 2015 *Houston Chronicle* (December)  
*Entrepreneur Magazine*, Don’t Beat ‘Em, Join ‘Em (August)  
*Harvard Business Review*, For Founders, Preparation Trumps Passion (July/August)  
*Fast Company*, Is "Business Ethics" An Oxymoron? (November)
- 2014 *Austin Business Journal*: Remote CEOs: What’s it like to manage a company thousands of  
miles away? (November 21)
- 2013 *Science Daily*: “It’s Not Easy Being Green” (December 2)
- 2012 *Austin Business Journal*: Secretary goes to trial: How Dell’s stock fluctuations, M&A spree  
and a revolving door to investment firms lands some people in hot water with regulators (Feb  
24)
- 2011 *UDaily*: Good storytelling may trump bad credit (May 23)  
*Daily India*: Good story about bad credit score improves chances of microloan (May 17)  
*Science Daily*: A Good Story Can Trump a Bad Credit Score in Peer-to-Peer Lending (May  
16)  
*Jones Journal*: When Ambiguity Makes Sense - Dr. Scott Sonenshein Examines Change  
(April)  
*NewsRadio 740 KTRH*: Continental Employees to get Pink Slips (February 8); Also, live  
interview on 7:00 am broadcast.  
*National Affairs, Findings*: A Daily Roundup of Academic Studies, (January 21)—featured  
research on role of trustworthiness narratives in shaping micro-lending decisions.
- 2010 *NewsRadio 740 KTRH*: Year in Review: Houston and Continental Airlines (December 21)  
*One + Magazine*: General CSR Leadership Article: The Power of Influence (November 1)

- Houston Chronicle*: Taking Flight Today Under New Banner (October 1)
- KPRC* (NBC TV affiliate, Houston): Live interview on 5:00 pm news about Southwest-Airtran merger (September 27)
- NewsRadio 740 KTRH*: Southwest and AirTran Merger (September 27)
- NewsRadio 740 KTRH*: Continental-United Merger Could Move Forward (Sept 17)
- NewsRadio 740 KTRH*: Cultural Implications of United-Continental Merger (July 16)
- New York Times - Opinion*: Who Benefits When Airlines Merge? (May 4)
- Chicago Tribune*: Chicago in Line for Huge Lift with United-Continental Merger (May 4)
- Global Times*: United, Continental to Form World's Biggest Airline (May 4)
- New York Times - Business Day*: United-Continental Merger Said to Create Largest Airline (May 3)
- Denver Business Journal*: What They're Saying about the United-Continental Merger (May 3)  
*Syndicated to Houston, Jacksonville, Kansas City, San Francisco, Triangle, Washington, Baltimore, Albany and Milwaukee Business Journals*
- Chicago Tribune*: United Airlines CEO's Turbulent Journey Likely to End in Triumphant Touchdown with Continental (May 2)  
*Syndicated to over a dozen media outlets including the Seattle Times, Bellingham Herald and Toledo Blade*
- Houston Chronicle - Business*: Pocketbook Issue: How Will Airlines' Big Deal Affect You? (May 2)
- New York Times - Business Day*: United and Continental Said to Agree to Merge (May 2)  
*Syndicated to over 25 media outlets including the Honolulu Star-Bulletin, Kansas City Star and American Chronicle*  
*Selected by Time Magazine for their 'Quotes of the Day' feature (May 3)*
- KUHF-Houston NPR*: Continental-United Merger May Be Necessary (April 29)
- 2009 *ESPN 97.5 The Ticket - The Rick Gillis Employment Radio Show*: Managing Change During the Financial Crisis

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## OTHER EXPERIENCE

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- 2000-02 Vividence Corp., San Mateo, CA. Senior Manager for Research Panels. Managed team of three employees responsible for consumer marketing, customer service and research methodology for 150,000 person online research panel

- 1999-00 Quality Strategies, Vienna, VA. Technology Industry Consultant. Provided strategic consulting services to clients including Microsoft and AT&T
- 1996-98 Darden School of Business, Charlottesville, VA. Summer Research Assistant

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## MEMBERSHIPS

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- 2002-present Academy of Management
- 2002-present Society for Business Ethics