

Shannon L. Sciarappa

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ACADEMIC APPOINTMENTS

Rice University, Jesse H. Jones Graduate School of Business 2026-Present
Assistant Professor of Management

EDUCATION

Boston College, Carroll School of Management 2026
PhD in Organization Studies

Boston College, Carroll School of Management 2024
Master of Science in Organization Studies

Bentley University, McCallum Graduate School of Business 2018
Master of Business Administration

Bentley University 2017
Bachelor of Science in Business Management

ACADEMIC RESEARCH PIPELINE

Peer-Reviewed Research Publications

Crosina, E., Sciarappa, S.L., and Pratt, M.G. (2025). Ties that Bind and Ties that Break: The Identification Trajectories of Bereft Lehman Bankers. *Academy of Management Perspectives*.

Pratt, M.G., Hedden, L.N., Khan, H., Sala, G.R., and Sciarappa, S.L., (2024). Identity In and Of Organizations: Docents' Guide Through the Academy of Management Journals. *Academy of Management Collections*.

Garrett, L.E., Gardner, J. E., & Sciarappa, S. L. (2023). Moving Beyond Team Structure: Musings About a Psychological Sense of Team. *Group & Organization Management*.

Brough, A.I., Norton, D.A., Sciarappa, S.L., & John, L.K. (2022) The Bulletproof Glass Effect: Unintended Consequences of Privacy Notices. *Journal of Marketing Research*.

Manuscripts Under Review and Working Papers

Garrett, L.E. & Sciarappa, S.L. Title redacted while preparing for submission (topic: competitive relationships and high quality connections). (*Preparing for submission*)

Sciarappa, S.L. & Pratt, M.G. Title redacted while preparing for submission (topic: organizational identities and identification). (*Preparing for submission*)

Hedden, L.N., Sciarappa, S.L., Dasborough, M.T., & Dutil, T. Title redacted while preparing for submission (topic: meaningful work and emotions). (*Preparing for submission*)

Research in Progress

Dissertation: Answered and Abandoned: Approaches to Post-Calling Work

Dissertation Committee: Michael G. Pratt, Chair (Boston College); Elizabeth D. Rouse (Boston College); Sally Maitlis (University of Oxford).

Sciarappa, S.L. & Sala, G.R. Ambiguous Loss in Professional Relationships.

HONORS, AWARDS, AND RECOGNITION

Finalist for MOC Best Symposium Award 2024
Academy of Management

Donald J. White Teaching Excellence Award Fall 2023
Boston College

Graduate MBA Scholarship 2017-2018
Bentley University

High Distinction in Management 2017
Bentley University

President's Academic Scholarship 2013-2017
Bentley University

RESEARCH AND CONFERENCE PRESENTATIONS

May Meaning Meeting (Denver) Answered and Abandoned: Navigating Views of Work After Leaving a Calling, Presenter	May 2026
Identity Research Gathering (INSEAD, Fontainebleau, France) Identity Resilience & Meaningful Work, Panelist	March 2026
Academy of Management (Copenhagen), PDW& Presenter Symposia The Complex Relationship Between Meaningful Work and Mental Health, Moderator & Facilitator Answered and Abandoned: Navigating Views of Work After Leaving a Calling, Presenter Ambiguous Loss in Professional Relationships, Presenter For the Love of Work?: A Conceptual Review of Meaningful Work and Emotions, Presenter	July 2025
May Meaning Meeting (Ann Arbor) Answered and Abandoned: Navigating Views of Work After Leaving a Calling, Presenter	May 2025
Positive Organizational Scholarship Annual Meeting (Ann Arbor) Answered and Abandoned: Navigating Views of Work After Leaving a Calling, Presenter Ambiguous Loss in Professional Relationships, Coauthor	May 2025
Identity Research Gathering (Boston College) Conference Member	March 2025
Academy of Management (Chicago), Presenter Symposium Work Family?: How Nonfamily Members Find Meaningfulness at a Family Business, Presenter	August 2024
Identity Research Gathering (INSEAD, Fontainebleau, France) Organizational Widowers: Legacy Identification's Effect on Current Organizational Identification, Presenter	March 2024
Academy of Management (Boston), Panel Symposium Long Live the Past!: Exploring Lingering Attachments, Identity, and Grief in Post Death Organizing, Panelist & Presenter	August 2023
European Group for Organizational Studies (Cagliari, Italy) Ambiguous Loss in Professional Relationships, Presenter	July 2023

PROFESSIONAL ACTIVITIES AND SERVICE

<i>Ad Hoc Reviewer</i> Journal of Organizational Behavior	2025-Present
<i>MOC-UP Mentor</i> , Academy of Management	2025-Present
<i>Student Community Ambassador for AoM Annual Meeting</i>	2024-Present
<i>Reviewer for AoM Annual Meeting</i> MOC Division	2024-Present
<i>Organizer</i> Work, Identity, and Meaning Research Group	2022-Present
<i>Member of Boston Field Researchers Conference</i>	2021-Present
<i>Co-Interviewer (with Meng Han) of Justin Berg</i> Administrative Science Quarterly Blog	2024

TEACHING EXPERIENCE

<i>Course</i> : Organizational Behavior (Undergraduate) Boston College, Carroll School of Management	Fall 2023 Rating: 4.67/5
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ACADEMIC/RESEARCH EXPERIENCE

Harvard Business School , Boston, MA <i>Research Associate (for Joshua Margolis, Michael Tushman, Cynthia Montgomery, Michael Norton, Leslie John, Kate Barasz)</i>	2019 – 2021
<ul style="list-style-type: none"> - Ensure proper compliance with regulations for studies that have human subjects, in accordance with IRB protocol. - Conduct literature reviews, theory development, experimental design, data analysis, teaching and lecture preparation. - Program and launch Qualtrics surveys using various computer software and services (see Programming/IT skills). - Recruit subjects, and collect and clean online, field, and laboratory data; collected longitudinal data; organized and participated in interviews for leadership study with HBS executive education participants. 	

- Prepared summary analyses outlining data patterns and trends.
- Prepare cases, teaching notes, and manuscripts for journal submission and publication through copy editing and formatting in compliance with journal requirements.
- Active participation in lab groups to discuss ongoing and prospective studies, internal seminars, job talks, and the journal club.
- Independent meta-analysis coding, and managed two Research Assistants in various coding tasks.
- Independently represented Professor Leslie John at SJDM conference in Montreal, Canada and managed associated data collection.
- Development of own research (see research statement).

Bentley University, Waltham, MA

2017 – 2018

Graduate Research Assistant (for Professor Jill Brown)

- Worked alongside management professor and assisted with academic and administrative tasks including:
- Researching and editing research papers to be submitted for publication; maintained citations in line with journal requirements.
- Preparation of presentation and workshops.
- Proctored exams and graded papers.
- Assisted professor in her role as SIM Program Chair for the annual meeting of the Academy of Management with the organization and review of submitted journal articles.

Yale Center for Emotional Intelligence, New Haven, CT

Spring, 2017

Research Assistant (for Dr. Zorana Ivcevic Pringle)

- Under the oversight of a Yale Research Scientist, assisted with all aspects of research regarding the national Emotion Revolution in the Workplace study.
- Attended conference, analyzed data trends, wrote executive summaries, and prepared presentations to summarize conference outcomes.

OTHER PROFESSIONAL EXPERIENCES

Massachusetts Medical Society/*The New England Journal of Medicine*, Waltham, MA

2016 – 2018

Human Resources Specialist

Reporting to the Director of HR Operations and Business Partnerships, assisted with recruitment, performance management, and projects.