

## Shannon L. Sciarappa

Boston College, Carroll School of Management,  
140 Commonwealth Ave, Chestnut Hill, MA 02467  
[shannon.sciarappa@bc.edu](mailto:shannon.sciarappa@bc.edu) | [ShannonSciarappa.com](http://ShannonSciarappa.com)

### EDUCATION

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<b>Carroll School of Management, Boston College</b> , Chestnut Hill, MA <i>PhD in Organization Studies</i>	Expected May 2026
<b>Carroll School of Management, Boston College</b> , Chestnut Hill, MA <i>Master of Science in Organization Studies</i>	June 2024
<b>McCallum Graduate School of Business, Bentley University</b> , Waltham, MA <i>Master of Business Administration</i>	December 2018
<ul style="list-style-type: none"><li>- MBA Scholarship; Graduate Assistantship</li><li>- Graduate Directed Study - Under the guidance of Professor Aaron Nurick, created the first-ever directed study on organizational behavior and leadership.</li></ul>	
<b>Bentley University</b> , Waltham, MA <i>Bachelor of Science in Business</i>	May 2017
<ul style="list-style-type: none"><li>- Major: Management with Entrepreneurship Concentration</li><li>- Minor: Psychology</li><li>- High Distinction in Management; President's Academic Scholarship; President's List</li><li>- Lorenzo de' Medici, Florence, Italy, visiting student, Fall 2015</li></ul>	

### DISSERTATION

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#### ***Answered and Abandoned: Navigating Views of Work After Leaving a Calling***

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

### ACADEMIC RESEARCH PIPELINE

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#### ***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 under review (topic: competitive relationships and high quality connections). *Revise and Resubmit at Organization Science*.

Sciarappa, S.L. & Pratt, M.G. Making "Family" Work: Managing Family and Business Identities to Facilitate Identification. *(Preparing for submission)*

Hedden, L.N., Sciarappa, S.L., Dasborough, M.T., & Dutil, T. For the Love of Work: A Theoretical Review of Meaningful Work and Emotions. *(Preparing for submission)*

Sciarappa, S.L. & Sala, G.R. Ambiguous Loss in Professional Relationships. *(Preparing for submission)*

#### ***Research in Progress***

Sherrell, J. & Sciarappa, S.L. Identity Context Collapse. *(Data collection)*

### HONORS, AWARDS, AND RECOGNITION

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#### **Finalist for MOC Best Symposium Award**

Academy of Management

2024

#### **Donald J. White Teaching Excellence Award**

Boston College

Fall 2023

<b>Graduate MBA Scholarship</b> Bentley University	2017-2018
<b>High Distinction in Management</b> Bentley University	2017
<b>President's Academic Scholarship</b> Bentley University	2013-2017

## RESEARCH AND CONFERENCE PRESENTATIONS

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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

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

## TEACHING EXPERIENCE

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

## ACADEMIC/RESEARCH EXPERIENCE

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<b>Harvard Business School</b> , Boston, MA Research Associate (for Joshua Margolis, Michael Tushman, Cynthia Montgomery, Michael Norton, Leslie John, Kate Barasz) - Ensure proper compliance with regulations for studies that have human subjects, in accordance with IRB protocol.	2019 – 2021
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- 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.

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**OTHER PROFESSIONAL EXPERIENCES**

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**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.

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**REFERENCES**

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**Michael G. Pratt**, Michael.Pratt@bc.edu  
*Boston College*

**Elizabeth D. Rouse**, Bess.Rouse@bc.edu  
*Boston College*

**Lyndon E. Garrett**, L.Garrett@mbs.edu  
*Melbourne Business School*

**Eliana Crosina**, ECrosina@babson.edu  
*Babson College*