

Shannon L. Sciarappa

Boston College, Carroll School of Management,
140 Commonwealth Ave, Chestnut Hill, MA 02467
shannon.sciarappa@bc.edu | ShannonSciarappa.com

EDUCATION

- Carroll School of Management, Boston College**, Chestnut Hill, MA Expected May 2026
PhD in Organization Studies
- Carroll School of Management, Boston College**, Chestnut Hill, MA June 2024
Master of Science in Organization Studies
- McCallum Graduate School of Business, Bentley University**, Waltham, MA December 2018
Master of Business Administration
- MBA Scholarship; Graduate Assistantship
 - Graduate Directed Study - Under the guidance of Professor Aaron Nurick, created the first-ever directed study on organizational behavior and leadership.
- Bentley University**, Waltham, MA May 2017
Bachelor of Science in Business
- Major: Management with Entrepreneurship Concentration
 - Minor: Psychology
 - High Distinction in Management; President's Academic Scholarship; President's List
 - Lorenzo de' Medici, Florence, Italy, visiting student, Fall 2015

DISSERTATION

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

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

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

Shannon Sciarappa, CV

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) May 2026

Answered and Abandoned: Navigating Views of Work After Leaving a Calling, Presenter

Identity Research Gathering (INSEAD, Fontainebleau, France) March 2026

Identity Resilience & Meaningful Work, Panelist

Academy of Management (Copenhagen), PDW& Presenter Symposia July 2025

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

May Meaning Meeting (Ann Arbor) May 2025

Answered and Abandoned: Navigating Views of Work After Leaving a Calling, Presenter

Positive Organizational Scholarship Annual Meeting (Ann Arbor) May 2025

Answered and Abandoned: Navigating Views of Work After Leaving a Calling, Presenter

Ambiguous Loss in Professional Relationships, Coauthor

Identity Research Gathering (Boston College) March 2025

Conference Member

Academy of Management (Chicago), Presenter Symposium August 2024

Work Family?: How Nonfamily Members Find Meaningfulness at a Family Business, Presenter

Identity Research Gathering (INSEAD, Fontainebleau, France) March 2024

Organizational Widowers: Legacy Identification's Effect on Current Organizational Identification, Presenter

Academy of Management (Boston), Panel Symposium August 2023

Long Live the Past!: Exploring Lingering Attachments, Identity, and Grief in Post Death Organizing, Panelist & Presenter

European Group for Organizational Studies (Cagliari, Italy) July 2023

Ambiguous Loss in Professional Relationships, Presenter

PROFESSIONAL ACTIVITIES AND SERVICE

Ad Hoc Reviewer 2025-Present

Journal of Organizational Behavior

MOC-UP Mentor, Academy of Management 2025-Present

Student Community Ambassador for AoM Annual Meeting 2024-Present

Reviewer for AoM Annual Meeting 2024-Present

MOC Division

Organizer 2022-Present

[Work, Identity, and Meaning Research Group](#)

Co-Interviewer (with Meng Han) of Justin Berg 2024

Administrative Science Quarterly Blog

Member of Boston Field Researchers Conference 2021-Present

TEACHING EXPERIENCE

Course: Organizational Behavior (Undergraduate) Fall 2023

Boston College, Carroll School of Management

Rating: 4.67/5

ACADEMIC/RESEARCH EXPERIENCE

Harvard Business School, Boston, MA 2019 – 2021

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.
- 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.

REFERENCES

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