

SARA B. SODERSTROM

ASSISTANT PROFESSOR ♦ ORGANIZATIONAL STUDIES & PROGRAM IN THE ENVIRONMENT
UNIVERSITY OF MICHIGAN ♦ 2016-E RUTHVEN MUSEUM ♦ ANN ARBOR, MI 48109
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ACADEMIC POSITIONS

Assistant Professor, September 2012 – Present

Organizational Studies & Program in the Environment
University of Michigan, Ann Arbor, Michigan

Erb Institute, September 2017 – Present

Post-Doctoral Research Fellow, September 2010 – August 2012

The Erb Institute for Global Sustainable Enterprise
Stephen M. Ross School of Business and School of Natural Resources & Environment
University of Michigan, Ann Arbor, Michigan

EDUCATION

Northwestern University, Evanston, Illinois

PhD in Management and Organizations, Kellogg School of Management, December 2010
Dissertation: Processes of Agenda Change in Organizations
Dissertation Committee: Brian Uzzi, Klaus Weber, Brayden King, Daniel Diermeier

University of Michigan, Ann Arbor, Michigan

Masters of Science in Environmental Engineering, 2001
Masters of Science in Chemical Engineering, 2001
Bachelors of Science in Chemical Engineering, 1999

SELECT HONORS AND AWARDS

College of LSA Individual Award for Outstanding Contributions to Undergraduate Education,
U of M, 2016
Program in the Environment Instructor of the Year, U of M, 2015
Suzanne M. Jones Organizational Studies Spirit Award, U of M, 2014
Academy of Management, Organizations and the Natural Environment Division Best
Dissertation Award, 2011
Art Stinchcombe Dissertation Prize Finalist, Northwestern University, 2010
Environmental Protection Agency, Science to Achieve Results Fellow, 1999
National Science Foundation Fellowship Awardee, 1999

RESEARCH INTERESTS

I study how organizations engage with sustainability challenges. Specifically, I look at how individuals within organizations mobilize others, develop coalitions, and access key decision makers when they are promoting sustainability. I also study individual and organizational responses to ambiguity, such as making sense of emergent issues, and complexity that emerge when addressing sustainability. I draw on multiple theoretical areas and use multiple methods.

PUBLICATIONS

- Jason Jay, Sara Soderstrom, and Gabriel Grant, (2017) “Navigating the paradoxes of sustainability.” In *Handbook of Organizational Paradox: Approaches to Plurality, Tensions, and Contradictions*, eds Marianne Lewis, Wendy Smith, Paula Jarzabkowski, and Ann Langley, Oxford University Press.
- Kathryn Heinze and Sara Soderstrom, (2017) “Sport venue sustainability: local context and stakeholder engagement in translating models of sourcing, waste, and design” in *Handbook on Sport, Sustainability and the Environment*, eds. Brian McCullough and Timothy Kellison, Routledge.
- Claire Simmers and Sara Soderstrom. (2017) “Inspirations and innovations: A review of the pedagogical tools, games, and simulations in the sustainability classroom” in *Handbook of Sustainability in Management Education: In Search of a Multidisciplinary, Innovative and Integrated Approach*, eds. Jorge Arevalo and Shelley Mitchell, Edward Elgar Publishing.
- Sara Soderstrom, Brian Uzzi, Derek Rucker, James Fowler, and Daniel Diermeier. (2016) “Timing matters: Social influence effects on the adoption of innovations over their life cycle.” *Sociological Science*.3:915-939.
- Kathryn Heinze, Sara Soderstrom and Justin Heinze. (2016) “Translating institutional change to local communities” *Organization Studies*. 37(8): 1141-1169.
- Klaus Weber and Sara Soderstrom. (2015) “Sustainability discourse and capitalist variety: A comparative institutional analysis” in *Corporate Social Responsibility in a Globalizing World*, eds. Kiyoteru Tsutsui and Alwyn Lim, Cambridge University Press.
- Kathryn Heinze*, Sara Soderstrom*, and Jennifer Zdroik. (2014). “Toward strategic and authentic corporate social responsibility in professional sport: A case study of the Detroit Lions.” *Journal of Sport Management*, 28(6). * Both authors contributed equally.
- Klaus Weber and Sara Soderstrom (2012) “Social movements, business, and the environment.” In *Oxford Handbook of Business and the Environment*, eds. Andrew J. Hoffman and Tima Bansal.
- Mark Rivera, Sara Soderstrom and Brian Uzzi. (2010) “Evolving structures of social relations: The dynamics of attachment and detachment.” *Annual Review of Sociology*, 36:91-115.
- Sara Soderstrom, Angela Lueking, and Walter J. Weber, Jr. (2002) “The effects of soil/sediment organic matter on mineralization, desorption, and immobilization of phenanthrene.” In *Chemicals in the Environment: Fate, Impacts, and Remediation*, 95-112.
- Angela Lueking, Weilin Huang, Sara Soderstrom-Schwarz, Minsun Kim, and Walter J. Weber, Jr. (2000) “Relationship of soil organic matter characteristics to organic contaminant sequestration and bioavailability.” *Journal of Environmental Quality*, 29:317-323.

PRACTITIONER-FOCUSED PUBLICATIONS

- Sara Soderstrom and Klaus Weber (2011) “Corporate sustainability agendas from the bottom up.” *The European Business Review*, March-April: 6-9.

GRANTS

- Environmental Defense Fund and Graham Sustainability Institute. \$20,000 for study of sustainability issue sellers in organizations, 2016-2017.
- University of Michigan Office of Research. \$15,000 for study on community development within community gardens, 2014-2015
- Diversity Center, University of Michigan, \$6,800 for study on student inclusion on campus, 2014-2015
- MCubed Program, University of Michigan, with Wayne Baker and Kathryn Heinze. \$60,000 for study on the emergence of a local food economy in Detroit, 2013-2015
- Barger Leadership Institute, University of Michigan, \$5,000 for study on leadership in community gardens, 2013-2014
- Interdisciplinary Committee on Organizational Studies Small Grants, University of Michigan, \$3,000 for study on climate change discourse in sustainability reports, 2011-2013

CONFERENCE PRESENTATIONS (Presenting Author Underlined)

- Todd Schifeling and Sara Soderstrom, “Building a corporate movement: Environmental Defense Fund and corporate engagement with climate change” Workshop on Social Movements and Private Environmental Governance, May, 2017; Sustainability, Ethics & Entrepreneurship Conference, March, 2018
- Sara Soderstrom and Kathryn Heinze, “Cultivating Detroit: Building a diverse collective of good food entrepreneurs.” European Group for Organizational Studies, July, 2017; Academy of Management, August, 2017
- Todd Schifeling and Sara Soderstrom, “Empowering issue sellers: Environmental Defense Fund’s Climate Corps program” European Group for Organizational Studies, July, 2017; Academy of Management, August, 2017
- Sara Soderstrom and Todd Schifeling, “At the Interface of Academia and Practice: Corporate Engagement with Climate Change,” Academy of Management, August, 2017
- Sara Soderstrom and Kathryn Heinze, “Movements, Markets, and Sense of Place: Cultivating a Diverse Collective of Entrepreneurs in Detroit.” Alliance for Research on Corporate Sustainability Annual Conference, May 2016
- Kathryn Heinze, Sara Soderstrom, Landy Lu, “Examining the Effect of Status and Organizational Context on the Salience of College Student-Athletes’ Identities,” NASSM Annual Conference, June 2016
- Kathryn Heinze, Sara Soderstrom and Justin Heinze. “Translating Institutional Change to Local Communities,” Academy of Management, August 2014
- Kathryn Heinze*, Sara Soderstrom*, and Jennifer Zdroik. “Toward Strategic and Authentic Corporate Social Responsibility in Professional Sport: A Case Study of the Detroit Lions.” Academy of Management, August 2014
- Sara Soderstrom, Kathryn Heinze, and Paola Mendez, “Emergence of a Local Food Economy in Detroit,” Feature Presentation during 2013 MCubed Symposium, November 2013
- Sara Soderstrom and Krista Badiane, “Climate Change Discourse and Corporate Responses: Evolution of Multiple Institutional Logics,” Paper presented at European Group for Organizational Studies, July 2011, Academy of Management, August 2013
- Sara Soderstrom, Jason Jay, and Gabrial Grant, “Conversations in Authentic Sustainability” Professional Development Workshop, Academy of Management, August 2013

- Klaus Weber and Sara Soderstrom. “What it means to be sustainable: A cross-cultural analysis of media texts” Paper presented in Environment and Technology Section, American Sociological Association, August 2012
- Sara Soderstrom and Klaus Weber, “Organizational Sustainability Agendas: An Interaction Ritual Perspective on Issue Mobilization,” Paper presented in Economic Sociology Division, American Sociological Association, August 2011
- Sara Soderstrom, “The Stratification of Organizational Attention: A Simulation Model,” Paper presented in Organization and Management Theory Division, Academy of Management, August 2011
- Klaus Weber and Sara Soderstrom, “What it Means to be Sustainable: A Comparative Analysis of the Lay Models of Sustainability,” Paper presented as part of a Showcase Symposium, Academy of Management, August 2011
- Sara Soderstrom and Klaus Weber, “Sustaining Issue Sellers in Sustainability,” Research sketch and poster presented at Alliance for Research on Corporate Sustainability, May 2011
- Sara Soderstrom and Klaus Weber, “The Evolution of Corporate Sustainability Agendas: An Interaction Ritual Perspective,” Paper presented at Alliance for Research on Corporate Sustainability, May 2010; European Group for Organizational Studies, July 2010; Organization and Management Theory Division, Academy of Management, August 2010
- Brian Uzzi, Sara Soderstrom, James Fowler, and Daniel Diermeier, “Consumption of Cultural Products: Buzz as a Social Influence Mechanism,” Paper presented in Organization and Management Theory Division, Academy of Management, August 2010
- Brian Uzzi, Sara Soderstrom, James Fowler, and Daniel Diermeier, “Buzz and the Consumption of Cultural Products,” Paper presented in Economic Sociology Division, American Sociological Association, August 2010
- Sara Soderstrom and Klaus Weber, “Internal Activists and Movement Dynamics in Corporate Sustainability,” Paper presented at Northwestern Institute for Sustainable Practices, November 2009
- Sara Soderstrom and Klaus Weber, “Sustainable Implementation of Environmental Initiatives,” Paper presented at European Group for Organizational Studies, July 2009
- Sara Soderstrom and Klaus Weber, “Optimal Satisficing: Sustainable Implementation of Environmental Initiatives.” Symposium paper presented at Academy of Management, August 2008
- Brian Uzzi, Sara Soderstrom, and Daniel Diermeier, “Hollywood Buzzonomics: From What’s Heard to What’s Seen.” Paper presented in Organization and Management Theory Division, Academy of Management, August 2008
- Sara Soderstrom and Klaus Weber, “Balancing Multiple Goals: The Role of Organizational Congruence on the Efficacy of Environmental Initiatives.” Symposium paper presented at Academy of Management, August 2007

TEACHING EXPERIENCE

University of Michigan

- Advanced Research Methods in Organizational Studies, OS 410, Fall 2012-2016
- Applied Research in Organizations and the Environment, PitE 448, Fall 2013, 2014
- Business and the Natural Environment, PitE/OS 208, Winter 2014-present
- Leadership and Environmental Stewardship in Organizations, PitE/OS 418, Winter 2013-2015, Fall 2016

Sustainability on Campus, PitE 391, Winter 2017-present
Sustainability Academy, Executive Education, Ross School of Business, 2017-present

Northwestern University

Lecturer, Kellogg School of Management
MORS 470: Negotiation Strategies, Fall 2009
MORS 430: Leadership in Organizations, Fall 2009, Co-Instructor with Victoria Medvec
Co-instructor, Masters in Learning and Organizational Change
MSLOC 455: Social Network Analysis in Learning and Organizational Change, 2008

ACADEMIC SERVICE & AFFILIATIONS

Membership in Professional Associations

Academy of Management
American Sociological Association
European Group for Organizational Studies

Reviewing

Academy of Management Journal, ad hoc reviewer since 2011
Administrative Science Quarterly, ad hoc reviewer since 2015
American Sociological Review, ad hoc reviewer since 2016
Organization Science, ad hoc reviewer since 2007
Organization Studies, ad hoc reviewer since 2011
Academy of Management Annual Conference

University of Michigan

Winter 2016 Guest Curator for ICOS Seminar
2011-2012 Erb Institute Colloquium Coordinator
2011-2012 Positive Organizational Scholarship Incubator Series Coordinator

PROFESSIONAL DEVELOPMENT

University of Michigan

Center for Research on Learning and Teaching (CRLT) and Intergroup Relations, Faculty Dialogues Institute, 2014
CRLT, Large Course Initiative, 2013

Academy of Management

Organizations and Management Theory Division, Junior Faculty Consortium, 2014
Organizations and the Natural Environment/Social Issues in Management Divisions, Junior Faculty Consortium, 2011
Organizations and the Natural Environment Doctoral Consortium Coordinator, 2010
Organization and Management Theory Division, Dissertation Workshop, 2008
Organizations and the Natural Environment Division Doctoral Consortium, 2008

PhD Sustainability Academy, Ivey School of Business, September 2009