

SARA B. SODERSTROM

ASSOCIATE PROFESSOR ♦ ORGANIZATIONAL STUDIES & PROGRAM IN THE ENVIRONMENT
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ACADEMIC POSITIONS

University of Michigan, Ann Arbor, Michigan

Director, Program in the Environment, 2023 – present

Associate Professor, with tenure, 2020 – present

Organizational Studies, Program in the Environment, Management & Organizations

College of Literature, Science, and the Arts (with tenure)

School for Environment and Sustainability (courtesy)

Ross School of Business (courtesy)

Assistant Professor, September 2012 – 2020

Organizational Studies & Program in the Environment

The Erb Institute: Business for Sustainability

Faculty Director, Undergraduate Fellows Program, July 2020 - Present

Core Faculty, September 2017 – Present

Post-Doctoral Research Fellow, September 2010 – August 2012

EDUCATION

Northwestern University, Evanston, Illinois

PhD in Management and Organizations, Kellogg School of Management, December 2010

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

Academy of Management, Organizations and the Natural Environment Division, Distinguished Educator Award, 2023

Harold R. Johnson Diversity Service Award, U of M, 2022

Class of 1923 Memorial Teaching Award for Outstanding Teaching of Undergraduates, U of M, 2020

Inaugural Services for Students with Disabilities Student Advisory Board: Adam Miller

Faculty Appreciation Award, U of M, 2018

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 contribute an organizational perspective on how solutions to sustainability challenges emerge and develop by focusing on the role of business as an actor for societal benefit. I study individual and organizational responses to sustainability, such as making sense of emergent issues, prioritizing and agenda setting, and translating field level understandings locally. This work addresses long-standing questions in organizational studies about how individuals and organizations make sense of ambiguity and uncertainty during times of change. I draw on multiple theoretical areas and use multiple methods.

PUBLICATIONS

- Katrin Heucher, Elisa Alt, Sara Soderstrom, Maureen Scully, and Ante Glavas, (2024) "Catalyzing action on social and environmental challenges: An integrative review of insider social change agents," *Academy of Management Annals*. 18(1), 295-347.
- Kathryn Heinze* and Sara Soderstrom*, (2024) "Practicing dialogue: How an organization can facilitate diverse collaborative action" *Journal of Business Ethics*. 189(3), 453-478. <https://doi.org/10.1007/s10551-023-05348-6> *Both authors contributed equally.
- Kathryn Heinze and Sara Soderstrom, (2023) "Leveling the playing field: Exploring how community embeddedness shapes institutional translation in sport" *European Sport Management Quarterly*. <https://doi.org/10.1080/16184742.2023.2185273>
- Todd Schifeling and Sara Soderstrom. (2022) "Advancing reform: Embedded activism to develop climate solutions." *Academy of Management Journal*. 65(6), 1775-1803.
- Sara Soderstrom and Kathryn Heinze. (2021) "From paradoxical thinking to practicing sustainable business: The role of a business collective organization in supporting entrepreneurs" *Organization & Environment*. 34(1), 74-98.
- Sara Soderstrom and Klaus Weber. (2020) "Organizational structure from interaction: Evidence from corporate sustainability efforts." *Administrative Science Quarterly*. 65(1), 226-271.
- Grace Augustine*, Sara Soderstrom*, Daniel Milner, Klaus Weber. (2019) "Constructing a Distant Future: Imaginaries in geoengineering." *Academy of Management Journal*. 62(6), 1930-1960. *First two authors contributed equally.
- Landy Lu, Kathryn Heinze, and Sara Soderstrom (2018) "Playing multiple positions: Student-athlete identity salience and conflict." *Journal of Intercollegiate Sport*. 11(2), 214-241.
- 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.
- 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). * First two authors contributed equally.
- Klaus Weber and Sara Soderstrom (2012) “Social movements, business, and the environment.” In *Oxford Handbook of Business and the Environment*, eds. A.J. Hoffman and T. 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 AND PEDAGOGY FOCUSED PUBLICATIONS

- Jonathan Newman, Sarah Mills, and Sara Soderstrom (2023). “Training leaders to facilitate an energy transition: Retrospective evaluation of course design.” *Sustainability*. 15(13), 9910
- Sara Soderstrom & Kathryn Heinze (2022). Measuring Sustainable Development Goal 8. In *The Routledge Handbook of Sport and Sustainable Development* (pp. 205-210). Routledge.
- Kathryn Heinze & Sara Soderstrom (2022). An overview of Sustainable Development Goal 8. *The Routledge Handbook of Sport and Sustainable Development*, 197-204.
- 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 and Klaus Weber (2011) “Corporate sustainability agendas from the bottom up.” *The European Business Review*, March-April: 6-9.

GRANTS

- Carbon Neutrality Acceleration Program, University of Michigan, \$50,000 for study of circular economy for biomass waste, 2022-2023.
- Sport and Climate Change Adaptation, Research Council of Norway, with Ørnulf Seippel, \$10,000 for study on role of sport in driving climate mitigation and adaptation strategies, 2022-2025.
- MCubed Program, University of Michigan, with Jeremy Semrau and Christian Lastoskie. \$15,000 for study on geoengineering technology and policy, 2019-2021.
- Environmental Defense Fund and Graham Sustainability Institute. \$20,000 for study of sustainability issue sellers in organizations, 2016-2017.
- MCubed Program, University of Michigan, with Kathryn Heinze and Wayne Baker. \$60,000 for study on the emergence of a local food economy in Detroit, 2013-2015
- Diversity Center, University of Michigan, \$6,800 for study on student inclusion on campus, 2014-2015

University of Michigan Office of Research. \$15,000 for study on community development within community gardens, 2014-2015
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 (Since 2016, additional upon request; Presenting Author Underlined)

Elisa Alt*, Katrin Heucher*, Maureen Scully*, Sara Soderstrom*, Ante Glavis, “Catalyzing Action on Social and Environmental Challenges: An Integrative Review of Insider Social Change Agents” AOM 2023.
Sukanya Roy and Sara Soderstrom. “Going Above and Beyond? Examining Firms’ Sustainability Disclosures” AOM 2023.
Todd Schifeling* and Sara Soderstrom*. “Beyond Incremental vs. Radical: Multi-sectoral Organizing to Expand the Business Case for Climate” AOM 2023.
Art Uprety, Jill Paine, and Sara Soderstrom. “Senior Leaders’ Experience of Transformational Change: A Process Model.” AOM 2022, Best ODC Division Paper.
Todd Schifeling* and Sara Soderstrom*. “Mobilizing an Organizational Field: Network Activism for Expanding Cross-Sectoral Climate Action.” GRONEN, 2020; Academy of Management, 2020
Maria Farkas and Sara Soderstrom, “Gender impacts on the experience of organizational justice and respect for business school faculty,” Academy of Management, August, 2019
Sara Soderstrom and Kathryn Heinze, “The role of dialogue in building collective identity among diverse movement participants,” Academy of Management, August, 2019
Todd Schifeling and Sara Soderstrom, “Empowering climate leaders: An open resourcing approach to issue selling,” Alliance for Research on Corporate Sustainability Annual Conference, June, 2019; Academy of Management, August 2019
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
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 Kathryn Heinze, “Cultivating Detroit: Building a diverse collective of good food entrepreneurs.” European Group for Organizational Studies, July, 2017; Academy of Management, August, 2017
Grace Augustine, Daniel Milner, Sara Soderstrom, and Klaus Weber, “A future (im)perfect: the case of geoengineering.” Academy of Management symposium, 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

TEACHING EXPERIENCE

University of Michigan

Advanced Research Methods in Organizational Studies, OS 410, Fall 2012-2016, 2019
Applied Research in Organizations and the Environment, PitE 448, Fall 2013, 2014
Building Board Expertise on Sustainability, Executive Education, Ross School of Business
& Ceres, 2023
Business and the Natural Environment, PitE/OS 208, Winter 2014-present
Business, Sustainability, and Justice, SEAS 501, Fall 2022
Leadership and Environmental Stewardship in Organizations, PitE/OS 418, Winter 2013-
2015, Fall 2016
Negotiations, OS 405, Winter & Fall 2020, Fall 2021
Sustainability, Business, and Diversity, Equity, Inclusion & Accessibility, PitE 462, Fall
2020, 2021
Sustainability and the Campus, PitE 391, Winter 2017-present
Sustainability Academy, Executive Education, Ross School of Business, 2017-2019, 2022

Northwestern University

Lecturer, Kellogg School of Management
Negotiation Strategies, Fall 2009
Leadership in Organizations, Fall 2009, Co-Instructor with Victoria Medvec
Social Network Analysis in Learning and Organizational Change, Fall 2008

ACADEMIC SERVICE & AFFILIATIONS

Membership in Professional Associations

Organizations and the Natural Environment Leadership Track, Academy of Management,
2022-2027, elected position
All Academy Professional Development Workshop Co-Chair, “And Yet She Persisted:
Tools for Succeeding as a Woman Academic,” 2018 - present
Organizations and the Natural Environment Doctoral Consortium Coordinator, 2010, 2020,
2021, 2022
Academy of Management
American Sociological Association
European Group for Organizational Studies

Reviewing

Editorial Boards and Leadership Roles

Organization & Environment, ad hoc reviewer since 2019, Editorial Board since 2022

Strategic Organization, ad hoc reviewer since 2020, Editorial Board since 2023

GRONEN, reading group core member since 2020

Ad hoc Reviewer

Academy of Management Review, *Academy of Management Journal*, *Administrative*

Science Quarterly, *Organization Science*, *Organization Studies*

Academy of Management Annual Conference

University of Michigan

2022-present Advisory Board on Intercollegiate Athletics

2022 Future of Work Steering Group

2021-present Faculty Senate

2021-2023 Center for Research on Learning and Teaching Faculty Advisory Board

2021-2023 Program in the Environment Executive Committee

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

CRLT, Large Course Initiative, 2013, 2021

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

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

Earth Leadership Program, 2022-2023

NSF Workshop, Fostering Gender and Work-Life Inclusion for Faculty in Understudied Contexts: An Organizational Science Lens. Purdue University, October 2018

Diversity Scholars Network, National Center for Institutional Diversity, Member, 2019-present

Center for Positive Organizations, Faculty Affiliate

INDUSTRY EXPERIENCE

The Auto Club Group, Dearborn, Michigan

Senior Program Manager, Corporate Business Transformation, 2003-2005

- Directed and managed call center and processing consolidation
 - Successfully designed and implemented consolidation effort over 18 months resulting in nearly \$11 million annual savings
 - Developed and managed \$14.5 million budget
 - Led and provided direction, guidance, and oversight to 6 team leads, over 40 internal resources across 6 workstreams, and 15 person external consulting resources

- Directed and managed business transformation analysts and consultants as they worked on improvement efforts across the organization

McKinsey & Company, Detroit, Michigan

Business Analyst, 2001-2003

- *CRM strategy*: Developed a CRM process for a financial institution, including customer prioritization rules and product hierarchy, to effectively cross-sell to existing customers
- *Inventory management*: Led a 5 person client team to improve capital productivity at a mall-based retailer by overhauling inventory management and in-store merchandising
- *Supply chain*: Designed a supply chain network optimization plan for a regional grocery distributor that led to savings of over \$10 million annually
- *Service delivery alignment*: Developed a strategy for a financial institution to economically segment customers and align them with the appropriate service delivery.