

# Thomas J. ROULET

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Cambridge Judge Business School  
Cambridge, United Kingdom  
[tr44o@cam.ac.uk](mailto:tr44o@cam.ac.uk)

<http://twitter.com/thomroulet>

## ACADEMIC APPOINTMENTS

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Aug 2018- *Senior Lecturer in Organization Theory, Judge Business School*  
*Fellow in Sociology & Management Studies, Girton College*  
**University of Cambridge**

Sep. 2014- *International Research Fellow, Center for Professional Service Firm*  
Sep. 2018 **University of Oxford**

Aug. 2015- *Senior Lecturer & Director of the Msc in International Management*  
Jul 2018 Faculty of Social Sciences & King's Business School, **King's College London**

Aug. 2014- *Lecturer (Assistant Professor) in Business Economics*  
2015 **University of Bath**

Sep. 2013- *Novak Druce Research Fellow, Saïd Business School*  
Aug. 2014 *Retained Lecturer in Economics and Management, Pembroke College*  
**University of Oxford**

2011-2012 *Chazen Visiting Scholar*  
**Columbia University, New York**  
*Sponsor: Paul Ingram*

## EDUCATION

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### HEC Paris, France

- *PhD in Management, Class of 2014*

*Committee: Eric Abrahamson (Columbia), Marc Ventresca (Oxford), Rodolphe Durand (HEC Paris), Bernard Leca (ESSEC), Jean-Pierre Helfer (Sorbonne). Supervisors: Kristina Dahlin & Bernard Garrette*

- *Certificate of Specialization (MA equivalent) (Class of 2011)*

### Sciences Po (Institut d'Etudes Politiques, Paris) - Sorbonne Paris Cité, France

*MPhil (Master Recherche) in Economic Governance, with honors*

### Audencia Nantes, School of Management, France

*Master in Management, Concentration in Finance, Grande Ecole Programme*

## AREAS OF SPECIALIZATION

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- **Research interests:** Economic Sociology, Organization Theory, Negative Social Evaluations (Stigma, Disapproval), Misconduct, Scandals, Social Innovation.
- **Contexts studied:** Professional Service Firms (Investment Banks, Audit Firms), Cultural Industries (Theatres, Museums), Migration.

## RESEARCH

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### *Book*

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Roulet T. (2020). *'The Power of Being Divisive: Understanding Negative Social Evaluations'* in preparation for **Stanford University Press**. Subject area: Sociology, Business & Economics

### *Research Articles*

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Rodner V., Roulet, T. Kerrigan F., & Vom Lehn D., *Making Space for Art: A Spatial Perspective of Disruptive and Defensive Institutional Work*.  
**Forthcoming at the Academy of Management Journal**

Roulet, T. Paoella, L., Gabionetta, C. & Muzio D. *Up or Aside: Micro-foundations of institutional change in the career structure of UK elite law firm*  
**Forthcoming at Research in the Sociology of Organizations**

Roulet T. (2019) *Sins for Some, Virtues for Other? Media Reporting of Misconduct and the Investment Banking Industry during the Financial Crisis*.  
**Human Relations**

Laker B. & Roulet, T. (2019) *Will the 4-day work week take hold in Europe?*  
**Harvard Business Review**

Bothello, J. & Roulet T. (2019) *The Imposter Syndrome and The Mis-Representation of Self in Academic Life*.  
**Journal of Management Studies** (JMS Says section)

Gill, M. & Roulet T. (2018) *Mentoring for Mental Health: Unveiling the Benefits of Formal Mentoring Programs for Mentors in the English Police Force*.  
**Journal of Vocational Behavior**

⇒ Corresponding practitioner publication: Gill, M. & Roulet, T. (March 2019). *'Stressed at Work? Mentoring a Colleague Could Help'* **Harvard Business Review**.

Harmon, D., Haack, P., Roulet T. (2019) *Microfoundations of institutions: A matter of structure vs. agency or level of analysis?*  
**Academy of Management Review** (Dialogue section)

Daudigeos, T. Roulet, T., Valiorgue B., (2019) *How Publicized Scandals Act as Catalysts of Fringe Stakeholders' Collective Action against Multinational Corporations*  
**Business & Society**

Daudigeos, T. & Roulet, T. (2018). *Open-access Management Research at a Turning Point: Giving Relevance to a Stigmatized Object*  
**M@n@gement** (editorial for the 20 year anniversary issue)

Gill, M. Gill J. & Roulet, T. (2018) *Constructing Trustworthy Historical Narratives: Criteria, Principles, and Techniques*.  
**British Journal of Management**

Roulet T. & Clemente, M. (2018) *Let's Open Media's Black Box: Media as a Set of Heterogeneous Actors and not only as a Homogeneous Ensemble*,  
**Academy of Management Review** (Dialogue section)

Dahlin, K., Chuang Y-T, & Roulet T. (2018) *Opportunities, Motivation and Ability to Learn from Failure and Errors.*

**Academy of Management Annals**, Volume 11, 2018

Stenger, S. & Roulet, T. (2018) *Pride against Prejudice? The Stakes of Concealment and Disclosure of a Stigmatized Identity for Gay and Lesbian Auditors.*

**Work, Employment & Society**

⇒ Corresponding practitioner publication: Roulet, T. & Stenger, S. (March 2017). ‘*What a Study of French Auditors Tells us About Homophobia at Work*’ **Harvard Business Review**.

Shymko, Y. & Roulet, T. (2017). ‘*When does Medici hurt DaVinci? Mitigating the Signaling Effect of Extraneous Stakeholder Relationships in the Field of Cultural Production.*’

**Academy of Management Journal**. August 2017.

⇒ Corresponding practitioner publication: Shymko, Y. & Roulet, T. (August 2016). ‘*When Corporate Philanthropy Makes the Recipients Look Bad*’ **Harvard Business Review**.

Roulet, T. (2017) *Good to be disliked? The Impact of Disapproval of Organizations on Job Satisfaction.*

**Journal of General Management**. July 2017.

Roulet T., Gill M., Stenger S. & Gill, J. (2017) *Reconsidering the Value of Covert Research: The Role of Ambiguous Consent in Participant Observation.*

**Organizational Research Methods**, August 2017, 20(3)

- *Awarded Best Paper in ORM in 2017 by the Research Methods Division at the AOM*

Clemente, M. Durand, R. & Roulet, T. (2017) (alphabetical order). ‘*The Recursive Nature of Institutional Change: An Annales School Perspective*’.

**Journal of Management Inquiry**, January 2017, 26(1) 17–31

Roulet, T., Gill, M. & Stenger, S. (2016). ‘*Cloak-and-Dagger Organizational Research: Benefits, Ethics and Challenges of Covert Participant Observation*’.

**Academy of Management Best Paper Proceedings**. Summer 2016.

Roulet, T. (2015) ‘*What Good is Wall Street? Institutional Contradiction and the Stigma over the Finance Industry*’

**Journal of Business Ethics**, August 2015, 130(2), 389-402

Roulet, T. & Touboul, S. (2015) ‘*The Intentions with which the Road is Paved: Attitudes to Liberalism as an Antecedent of Greenwashing.*’

**Journal of Business Ethics**, May 2015, 128(2), 305-320

Clemente, M. & Roulet T. (alphabetical order) (2015) ‘*Public Opinion as a Source of Deinstitutionalization: A ‘Spiral of Silence’ Approach*’,

**Academy of Management Review**, January 2015, 40(1), 96-114

## CONFERENCES AND INVITED PRESENTATIONS

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2019 U. of Bath (CBOS roundtable on the Imposter Syndrome), Lancaster U. (Strategic Management Seminar Series), HEC Paris (Master class on social media), Concordia U. (Management Seminars), UMass Boston (Presentation of M@n@gement), Societe Francaise de Management

- 2018 **U. of Cambridge, Judge Business School** (Organization Theory Seminar Series), **Erasmus University** – Rotterdam (Invited Seminar, Business & Society department), **U. of Amsterdam** (Invited seminar, Entrepreneurship, Innovation & Cultural industries seminar), **Cass Business School, City U.** (ETHOS seminar), **RMUTP Bangkok**, **U. of Sophia Antipolis** (Research seminar), **University of Liverpool** (Invited Seminar, School of Management).
- 2017 **Villa Finaly** - Sorbonne University in Florence (Running a CEFAG doctoral Seminar), **University of Exeter** (Invited seminar at the Business School), **University of Lausanne** (Invited seminar at HEC Lausanne), **Imperial College Business School** (OTREG seminar), **U. Paris Dauphine** (Invited seminar, Management & Organisation), Academy of Management Conference (Atlanta).
- 2016 **Warwick University** (Invited Seminar – Interdisciplinary Bourdieu Café), **Newcastle University** (Invited seminar at the Business School), **Birmingham University** (Invited Seminar at the School of Law), **KnowledgeBrief** (Invited seminar for executives), Strategic Management Society Conference (Berlin), Academy of Management Conference, (Anaheim), Oxford PSF Conference.
- 2015 **Imperial College** (OTREG Seminar), **London Business School** (Ghoshal Symposium), **London School of Economics** (Psychology Department), **University of Oxford**, **HEC Paris** (Society & Organizations Research Center), **ESCP Europe**, **Grenoble School of Management**, Academy of Management Conference (Philadelphia), French Academy of Management (AIMS).
- 2014 **King’s College London**, Lady Margaret Hall at the **University of Oxford**, **University of Bath** (School of Management), Academy of Management Conference (Orlando), European Group of Organization Studies (EGOS), French Academy of Management (AIMS).
- 2013 **Saïd Business School** at the University of Oxford, Academy of Management Conference (Boston), European Group of Organization Studies (EGOS).
- 2012 **New York University** (NYU-Columbia consortium), **Columbia University** (Research Methods Seminar), Strategic Management Society Conference, Academy of Management Meeting, European Group of Organization Studies (EGOS).
- 2011 European Group of Organization Studies (EGOS)

## PROFESSIONAL ACTIVITIES & DEVELOPMENT

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**Professional Affiliations** American Sociological Association, British Sociological Association, Academy of Management, European Group of Organizational Studies (EGOS), Strategic Management Society.  
Fellow of the **British Higher Education Academy**

**Editorial activities** - Co-Editor in chief: **M@n@gement**, open access journal of the French Academy of Management (since 2017)  
- Editorial board: **Journal of Management Studies** (since 2019), **European Management Review** (since 2015), **Work Employment & Society** (since 2016)  
- Ad-hoc reviewer: **American Sociological Review** (since 2017), **Academy of Management Journal** (since 2018), **Organization Science** (since 2017), **Academy of Management Review** (since 2013), **Organization Studies** (since 2013), **Journal of Organizational Behavior** (since 2016), **Strategic Management Journal** (since 2014), **Journal of Management** (since 2016), **Journal of Management Studies** (since 2016), **Journal of Business Ethics** (since 2015), **IJHRM** (since 2015), **Business Ethics Quarterly** (since 2016),

## **GRANTS, AWARDS & RECOGNITION**

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<b>May 2019</b>	Listed in the London50, the top 50 management professors in the London Area, <b>London Business School</b>
<b>Aug 2018</b>	Best paper in Organizational Research Methods for 2017, <b>Research Methods Division, Academy of Management</b>
<b>June 2018</b>	ABCD Reviewer Award, <b>OMT Division, Academy of Management</b>
<b>May 2018</b>	University-Wide Teaching Excellence Award (Category: Student Support), <b>King's College London</b>
<b>Apr. 2018</b>	Ranked 9 on the thinklist of social influencers on Business & Society, <b>Centre for Business, Organizations &amp; Society U. of Bath</b>
<b>Mar. 2017</b>	<b>British Academy/Leverhulme</b> Small Grant (GBP 10,000)
<b>Aug. 2016</b>	Best paper nomination, Research Methods division, <b>Academy of Management.</b>
<b>May 2016</b>	Nominated for the university wide teaching awards, <b>King's College London,</b>
<b>Dec. 2015</b>	Shortlisted, Bracken Bower Prize for the Best Business Book Proposal by an author under 35, <b>Financial Times &amp; McKinsey</b>
<b>Aug. 2014</b>	Top 2014 Professor on Twitter, <b>LDRLB (Leader Lab)</b>
<b>July 2014</b>	Runner-up, Grigor McClelland Best Dissertation Award, <b>EGOS</b>
<b>May 2014</b>	Roland Calori award (Best young scholar in strategy), <b>AIMS (French Association for Management)</b>
<b>Jan 2014</b>	Research funding award, <b>Saïd Foundation</b> (GBP 2,000)
<b>Sept. 2013</b>	Finalist and speaker, "Liking to be Disliked", <b>Falling Walls Lab, AT Kearney</b>
<b>2013-2014</b>	Postdoctoral Scholarship, <b>Novak Druce Centre</b>
<b>Apr. 2013</b>	Runner up, Best dissertation award, <b>HEC Foundation.</b>
<b>Mar. 2013</b>	Best paper award, <b>Business PhD in France (BPF) Camp</b> (€200)
<b>2010-2013</b>	PhD scholarship, <b>HEC Paris</b> (€12,000 per year)
<b>2009-2010</b>	Pre-PhD Grant, <b>HEC Paris</b> (€15,000)

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