

Thomas J. ROULET

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ACADEMIC APPOINTMENTS

Since Aug 2018 *Associate Professor in Organisation Theory*, Judge Business School
Deputy Director (since January 2020), Cambridge MBA
Fellow in Sociology & Director of Studies in Management, Girton College
Bye-Fellow & Co-director of King's Entrepreneurship Lab (since June 2021), King's College
College Affiliate (since 2021), Department of Sociology
University of Cambridge

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

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

Aug. 2014-
2015 *Lecturer*
University of Bath

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

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

EDUCATION

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)*

University of Cambridge

Master of Arts (Honorary)

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

- **Research interests:** Organization Theory, Negative Social Evaluations (Stigma, Disapproval),

Misconduct, Scandals, Failure Learning, Institutional, Stakeholder and System Theory.

- **Contexts studied:** Historical Contexts, Professional Service Firms (Investment Banks, Audit Firms), Cultural Industries (Theatres, Museums), Migration.

RESEARCH

Book

Roulet T. (2020). *'The Power of Being Divisive: Understanding Negative Social Evaluations'*

Stanford University Press. Subject area: Sociology, Business & Economics

- Reviewed in the *Financial Times*, *Organization Studies*
- *George R. Terry Award* (Runner up), Academy of Management
- *Axiom Book Award* (Silver Medal) in the category Media and Network

Research Articles

Roulet, T. & Bothello J. (Forthcoming) *'An Event-System Perspective on Disruption: Theorizing the Pandemic and Other Discontinuities through Historical and Fictional Accounts of the Plague'*

Academy of Management Review.

Pichler, R., Roulet, T. J. & Paoletta, L. (Forthcoming) *A Bailout for the Outlaws: Interactions Between Social Control Agents and the Perception of Organizational Misconduct.*

Research in the Sociology of Organizations.

Lander, M., Roulet, T., Heugens, P. (Forthcoming) *'Tempering Temperance? A Contingency Approach to Social Movements' Entry Deterrence in Scottish Whisky Distilling, 1823 - 1921.'*

Academy of Management Journal.

Shymko, Y., Roulet, T. & Pimentel, B. (Forthcoming) *'The Façade, the Face and the Sympathies: Unpacking the Black Box of Symbolic Capital as a Source of Philanthropic Attractiveness.'*

Organization Science.

Roulet, T. & Bothello, J. (Forthcoming) *Tackling grand challenges beyond dyads and networks: Developing a stakeholder systems view using the metaphor of ballet.*

Business Ethics Quarterly

Gumusay, A., Raynard, M., Albu, O., Etter, M. & Roulet T. (2022) *Digital technology and voice: How platforms shape institutional processes through visibilization.*

Research in the Sociology of Organizations

Lebrument, N., Zumbo-Lebrument, C., Rochette, C. & Roulet, T. (2021) *Triggering participation in smart cities: Political efficacy, public administration satisfaction and sense of belonging as drivers of citizens' intention*

Technological Forecasting & Social Change

Okazaki, S., Plangger, K., Roulet, T. and Menéndez, H.D. (2021) *Assessing stakeholder network engagement.*

European Journal of Marketing

Roulet, T. and Pichler, R. (2021) *Blame game theory: scapegoating, whistleblowing and discursive struggles following accusations of organizational misconduct.*

Organization Theory

Cristofini, O. and Roulet, T. (2020) *Playing with trash: how gamification contributed to the bottom-up institutionalization of zero waste practices.*

Academy of Management Best Paper Proceedings

Rodner V., Roulet, T. Kerrigan F., & Vom Lehn D. (2020) *Making Space for Art: A Spatial Perspective of Disruptive and Defensive Institutional Work.*
Academy of Management Journal

Roulet, T. Paoletta, L., Gabionetta, C. & Muzio D. (2019) *Up or Aside: Microfoundations of Institutional Change in the Career Structure of UK Elite Law Firms*
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

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. & Kerridge S (2018) *Mentoring for Mental Health: Unveiling the Benefits of Formal Mentoring Programs for Mentors in the English Police Force.*
Journal of Vocational Behavior

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

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.

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

Practitioner publications

Roulet, T. & Laker, B. (2022) *Your Career Needs a bit of Luck and That’s How to Cultivate It*
Harvard Business Review

Jaser, Z. & Roulet, T. (2022) *How Hyperflexibility can Benefit – Or Burn Out- Your Team*.
MIT Sloan Management Review

Laker, B. & Roulet, T. (2021) *Organizational Strategies for Employee Wellbeing and Mental Health – Now and After the Pandemic*.

MIT Sloan Management Review

Roulet, T. and Laker, B. (2020) *Now is the time to reconnect with your dormant social network*.

MIT Sloan Management Review

Roulet, T. & Bothello, J. (2020). *Why De-Growth Shouldn’t Scare Businesses*.

Harvard Business Review

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

Harvard Business Review

Gill, M. & Roulet, T. (March 2019). ‘*Stressed at Work? Mentoring a Colleague Could Help*’ **Harvard Business Review**.

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. (August 2016). ‘*When Corporate Philanthropy Makes the Recipients Look Bad*’ **Harvard Business Review**.

CONFERENCES, INVITED PRESENTATIONS & ENGAGEMENT

- 2022 **U. of Edinburgh** (invited seminar), **U. of Tilburg**
- 2021 **SKEMA** (invited seminar), **London Business School** (invited seminar – Organisational behavior department), **ESSEC** (invited seminar – Management department), **McGill University** (invited seminar – Organisational behavior department), **Business & Society conference** (Keynote), **NEOMA** (invited seminar), **Dauphine University** (invited seminar), **UCL Bartlett School** (guest teaching on social evaluations), **EFMD conference** (talk on diversity)
- 2020 **U. of Glasgow** (invited seminar), **U of Southampton** (invited seminar), **OTREG, EGOS, AOM.**
- 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), **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

Professional – American Sociological Association, British Sociological Association, Academy of

Affiliations	Management, European Group of Organizational Studies (EGOS), Strategic Management Society. Trustee and Council Member for the Society for the Advancement of Management Studies (SAMS) , the charity supporting the Journal of Management Studies Fellow of the British Higher Education Academy
Editorial activities	- Previous Co-Editor in chief: M@n@gement , open access journal of the French Academy of Management (2017-2019) - Associate editor for Business & Society (since 2020), Journal of Management Studies JMS Says (since December 2021) - Editorial board: Organization Science (since 2021), Journal of Management (since 2020), Journal of Management Studies (since 2019), Organization Studies (since 2021), European Management Review (since 2015), - Ad-hoc reviewer: American Sociological Review (since 2017), Administrative Science Quarterly (since 2018), Academy of Management Journal (since 2018), Academy of Management Review (since 2013), Organization Studies (since 2013), Journal of Organizational Behavior (since 2016), Strategic Management Journal (since 2014), Journal of Business Ethics (since 2015), IJHRM (since 2015), Business Ethics Quarterly (since 2016), Business Ethics: A European Review (since 2014).

GRANTS, AWARDS & RECOGNITION

Aug. 2021	George Terry Book Award, Runner up, Academy of Management
Jun. 2021	Teaching Award, Cambridge Judge Business School
Aug. 2020	Runner Up, OMT Responsible Research Award, Academy of Management
April 2020	Among the 40 under 40 Best Business School Professors, Poets&Quants
Jan. 2020	MBA Professors to look for, Business because
Sep. 2019	Shortlisted, Bracken Bower Prize for the Best Business Book Proposal by an author under 35, Financial Times & McKinsey
May 2019	Listed in the London50, the top 50 management professors in the London Area, London Business School
Aug 2018	Best paper in Organizational Research Methods for 2017, Research Methods Division, Academy of Management
June 2018	ABCD Reviewer Award, OMT Division, Academy of Management
May 2018	University-Wide Teaching Excellence Award (Category: Student Support), King's College London
Apr. 2018	Ranked 9 on the thinklist of social influencers on Business & Society, Centre for Business, Organizations & Society U. of Bath
Mar. 2017	British Academy/Leverhulme Small Grant (GBP 10,000)
Aug. 2016	Best paper nomination, Research Methods division, Academy of Management . Nominated for the university wide teaching awards, King's College London ,
May 2016	Shortlisted, Bracken Bower Prize for the Best Business Book Proposal by an author under 35, Financial Times & McKinsey
Dec. 2015	Top 2014 Professor on Twitter, LDRLB (Leader Lab)
Aug. 2014	Runner-up, Grigor McClelland Best Dissertation Award, EGOS
July 2014	Roland Calori award (Best young scholar in strategy), AIMS (French Association for Management)
May 2014	
Jan 2014	Research funding award, Saïd Foundation (GBP 2,000)
Sept. 2013	Finalist and speaker, "Liking to be Disliked", Falling Walls Lab, AT Kearney
2013-2014	Postdoctoral Scholarship, Novak Druce Centre
Apr. 2013	Runner up, Best dissertation award, HEC Foundation .
Mar. 2013	Best paper award, Business PhD in France (BPF) Camp (€200)

2010-2013 PhD scholarship, HEC Paris (€12,000 per year)
2009-2010 Pre-PhD Grant, HEC Paris (€15,000)

MEDIA OUTREACH

- Selected Articles and Op-eds

Regular Column for Forbes

<https://www.forbes.com/sites/thomasroulet/?sh=129b695c2ba9>

[To combat conspiracy theories, teach critical values - and community thinking](#)

The Conversation, November 2020

[Degrowth will accelerate as consumers change: Companies should adapt now.](#)

The Economic Times, December 2020

[Coronavirus : « Qui aurait cru que les discussions autour de la machine à café manqueraient tant ? »](#)

Le Monde, April 2020

[Coronavirus: five ways to be a better manager when working from home](#)

The Conversation, March 2020

[Trade War: How firms on both sides of the rift can react](#)

with Ben Laker, Sky News, September 2019

[Busting three myths of diversity in the workplace.](#)

with Ben Laker, Washington Post, July 2019

[« Voyager en avion, c'est aujourd'hui prendre le risque d'être labellisé comme "pollueur" »](#)

with Paul Chiambaretto, Le Monde, June 2019

[Three lessons for leadership from the Brexit mess.](#)

with Ben Laker, The Conversation UK, April 2019

[« L'incertitude due au Brexit est la seule constante du paysage économique britannique depuis 2016 »](#)

Le Monde, Avril 2019

[Malaise dans l'Agriculture Française.](#)

with Bertrand Valiorgue, La Vie des Idées, Mars 2019

[Research: Bad Press Brings Big Banks More Business](#)

Barron's, February 2019

[« Gilets jaunes » : « Le recours à des hackathons citoyens constitue une piste d'action locale »](#)

with Emilie Barges & Bertrand Valiorgue, Le Monde, December 2018

["Gilets jaunes" : Macron pris au piège d'un mouvement social délibérément désorganisé](#)

with Bertrand Valiorgue, La Tribune + The Conversation, December 2018

[Voters just want Brexit done, so Remainers should be wary of trying to stop it in another vote](#)

The Telegraph, December 2018

[Why management academics matter](#)

with Joel Bothello, The Conversation, June 2018

[How companies must approach sexual harassment in 2018](#)

HR Zone, March 2018

[Le rôle du président du Medef est de protéger les entreprises des excès de la finance mondialisée](#)

Le Monde, Co-signed op-ed, February 2018

[EU citizens in Britain are already being stigmatised – and it's likely to get worse](#)

LSE Politics Blog, January 2018

[Brexit : le retour à la réalité va être brutal](#)

Le Cercle / Les Echos, March 2017

[Pious progressives have created a spiral of silence which could yet conceal a Donald Trump victory](#)
The Telegraph, November 2016

[Brexit: La peur en dernière ligne droite](#)
L'Humanité, Juin 2016

[Pourquoi les banquiers ont intérêt à enfreindre les normes sociales](#)
The Conversation (France) - September 2015

[Unpicking the link between laissez-faire economics and corporate greenwashing](#)
The Guardian, Sustainable Business - May 2014

- [Hate the peer review? Einstein did too](#)

- [What is peer review?](#)
with *André Spicer*, The Conversation - June 2014

- **Selected Media Mentions**

[How to write the perfect cover letter](#)
FoxBusiness, July 2022

[What is the Gig Economy](#)
BusinessBecause, June 2022

[Does power really corrupt?](#)
The Telegraph, April 2022

[Will workers pay the price of flexibility?](#)
BBC, January 2022

[Why some work environments breed toxic cultures.](#)
BBC, December 2021

[New frontiers beckon for Amazon as Bezos heads up and away.](#)
The Telegraph, July 2021

[On Conspiracy Theories](#)
Bored Panda, April 2021

[Making digital MBA learning add up.](#)
Financial Times, February 2021

[Covid: Cambridge ou la révolution de l'enseignement en ligne](#)
Les Echos, November 2020

[Working from home: will this mean the end of the office?](#)
Video interview for ITV News, July 2020

[How Brexit prepared supermarkets for our coronavirus stockpiling](#)
WIRED, March 2020

[Leadership needs more diversity and less supremacy](#)
Forbes, February 2020

[MBA Professors to Look out for in 2020](#)
Business Because, February 2020

[Only in the tech industry can you be written off as a dinosaur at the age of 29](#)
The Telegraph, December 2019

[Filthy colleagues are here to stay, in even the best offices](#)
Financial Times, November 2019

[Un ambassadeur sacrifié sur l'autel d'une guerre de pouvoir](#)
Le Devoir, July 2019

[The lessons of Notre Dame: Don't rely on billionaires](#)
The Guardian, July 2019

[It's good to be bad if you are a bank](#)
Bloomberg, November 2018

[Naughty investment banks win more IPO business](#)

The Economist, November 2018

[The real reasons why mentors change your life](#)

The Financial Times, October 2018

[Les groupes français auraient intérêt à dire stop à l'homophobie](#)

Le Monde, May 2017.

[L'Article 5o engendre une double incertitude](#)

Forbes (fr), March 2017

[O efeito da 'espiral do silêncio' nas eleições americanas](#)

Folha de S Paulo (Brazilian newspaper), November 2016

[After Trump's victory, the world is left to wonder: What happened to America?](#)

Washington Post, November 2016

[Why are polls so wrong?](#)

BBC Radio London - Drivetime, November 2016

[Business as usual for Trump partners in Dubai, Istanbul](#)

AlJazeera, December 2015
