

Klaus Weber

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Northwestern University
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ACADEMIC POSITIONS

Kellogg School of Management, Northwestern University

Department of Management and Organizations.

Affiliations: Ford Center for Global Citizenship, Social Interaction and Organizing at Northwestern, Initiative for Sustainability and Energy at Northwestern, Sociology.

Associate Professor (with tenure) 2010 -

Assistant Professor 2003 - 10

EDUCATION

University of Michigan, Ann Arbor 2003

Ph.D. in Organization & Management Theory

London School of Economics and Political Science, London, UK 1995

M.S. in Industrial Relations

Middlesex University and ESB Reutlingen, London, UK / Reutlingen, Germany 1994

B.A. (hons) in European and Business Studies; Diplom-Betriebswirt (FH)

HONORS AND AWARDS

Clifford Geertz Best Article Prize, American Sociological Association, Section on Culture 2009

Prix Académique SYNTEC Conseil en Management Best Article Award 2009

Sidney J. Levy Award for Teaching Excellence in MBA Electives, Northwestern 2006, 2008

Renis Likert Prize for Best Paper from a Dissertation in Organization Studies, U Michigan 2005

Barry M. Richman Best Dissertation Award, International Management Division, AOM 2004

Finalist for the INFORMS/Organization Science Dissertation Competition 2002

Rackham Predoctoral Fellowship, Social Science Division, U Michigan 2002

Dykstra Fellowship for Teaching Excellence, University of Michigan 2001

Prize for best M.Sc. Thesis in Industrial Relations, London School of Economics 1995

RESEARCH AREAS

Cultural and institutional theory; sensemaking, social movements and organizations, environmental sustainability, globalization and development.

JOURNAL ARTICLES

- De Bakker, F., den Hond, F., King, B.G., Weber, K. 2013. "Social movements, civil society and corporations." *Organization Studies*. 34(5-6): 573–593.
- Weber, K., Dacin, T. 2011. "The cultural construction of organizational life." *Organization Science*. 22(2): 286-298.
- Plambeck, N., Weber K. 2010. "When the glass is half full and half empty: CEOs' ambivalent interpretations of strategic issues." *Strategic Management Journal*. 31: 689-710
- Weber, K., Rao, H., Thomas, L.G. 2009. "From streets to suites: How the anti-biotech movement affected German pharmaceutical firms." *American Sociological Review*. 74(2): 106-127
- Weber, K., Davis, G. F., Lounsbury, M. 2009. "Policy as myth and ceremony: The global spread of stock markets, 1980-2005." *Academy of Management Journal*. 52(6):1319-1347.
- Plambeck, N., Weber K. 2009. "CEO ambivalence and responses to strategic issues." *Organization Science*. 20(6): 993-1010
- Winner of the Prix Académique SYNTEC Conseil en Management Best Article Award (Management, HR, and Organization section).
- Weber, K., Heinze, K., DeSoucey, M. 2008. "Forage for thought: Mobilizing codes in the movement for grass-fed meat and dairy products." *Administrative Science Quarterly*. 53(3): 529-567.
- Winner of the Clifford Geertz Best Paper Prize of the Section on Cultural Sociology at the American Sociological Association.
- Weber, K., Glynn, M A. 2006. "Making sense with institutions: Context, thought and action in Karl Weick's theory." *Organization Studies*. 27(11): 1639-1660
- Weber, K. 2006. "From nuts and bolts to toolkits: On theorizing with mechanisms." *Journal of Management Inquiry*. 15(2): 119-123
- Weber, K. 2005. "A toolkit for analyzing corporate cultural toolkits." *Poetics*. 33: 227-252.
- Walsh, J.P., Weber, K., Margolis, J. 2003. "Social issues and management: Our lost cause found." *Journal of Management*. 29(6): 859-881
- Sutcliffe, K.M., Weber, K. 2003. "The high cost of accurate knowledge." *Harvard Business Review*. 81:74-82

CHAPTERS, ESSAYS

- Weber, K, Soderstrom, S. forthcoming. "Sustainability discourse and capitalist variety: A comparative institutional analysis." *Corporate Social Responsibility in a Globalizing World*. K. Tsutsui, A. Lim (eds.) Cambridge University Press.
- Whitson, J., Weber, K. Hirsch, P., Bermiss, Y.S. forthcoming. "Chemicals, companies, and countries: The concept of diffusion in management research." *Research in Organizational Behavior*. Vol. 33.

- Birkinshaw, J., Healey, M.P., Suddaby, R., Weber, K. forthcoming. "Debating the future of management research." *Journal of Management Studies*. 51(1).
- Weber, K., King, B.G. forthcoming. "Social movements and organizations." *International Encyclopedia of Social and Behavioral Sciences*. J.D. Wright (ed.)
- Weber, K., King, B.G. forthcoming. "Social movement theory in organization studies." *Oxford Handbook of Sociology, Social Theory and Organization Studies*. P. Adler, P. du Gay, G. Morgan, M. Reed (eds.) Oxford University Press.
- Weber, K., Patel, H., Heinze, K. 2013. "From cultural repertoires to institutional logics: A content-analytic method" *Research on the Sociology of Organizations*. Vol. 39B: 351-382.
- Weber, K., Soderstrom, S. 2012. "Social movements." *Oxford Handbook of Business and the Environment*. Bansal, P., Hoffman, A. (eds.): 248-265. Oxford University Press.
- Weber, K. 2012. "Book Review of 'Institutions and entrepreneurship.'" *Administrative Science Quarterly*. 57(2): 356-358.
- Soderstrom, S., Weber, K. 2011. "Corporate sustainability agendas from the bottom up." *European Business Review*. March/April: 6-9.
- Weber, K. 2009. "Book Review of 'NGOs and Organizations: Conflict and collaboration.'" *Administrative Science Quarterly*. 54(4):668-670.
- Walsh, J. P., Weber, K. 2002. "The prospects for critical management studies in the American Academy of Management." *Organization*. 9(3):402-410.

MANUSCRIPTS UNDER REVIEW

- Heinze, K., Weber, K. "Institutional change and intrapreneurship in integrative medicine." R&R
- Giorgi, S., Weber, K. "Everyday framings: Analysts' framing repertoires in the context of investment advice." R&R
- Weber, K. "Organizational fields and corporate cultural repertoires." R&R
- Giorgi, S., Weber, K. "Out of place? The situated role of framing in institutional analysis." Under review
- Soderstrom, S., Weber, K. "From interaction to organizational action: Sustainability agendas in formal organizations." Under review.

WORKING PAPERS

- Weber, K., Heinze, K., Patel, H. "Theorizing an emergent field: The case of alternative agriculture."
- Weber, K. "Converging orders of worth: Adaptive and demographic mechanisms of cultural globalization."
- Soderstrom, S., Weber, K. "What it means to be sustainable: A comparative analysis of the sustainability concept in public discourse."
- Lungeanu, R., Weber, K. "Corporate elites' influence on philanthropic and CSR priorities."
- Jung, W., Weber, K. "Responses to institutional ambivalence: Conformity, decoupling and change."

Voronov, M., Weber, K., Glynn, MA. "A relational perspective on institutional inequalities in organizations."

Voronov, M., Weber, K. "Emotional capital and institutional reproduction."

Uparna, J., Weber, K. "When's the next bus? The impact of culture and infrastructure on micro-entrepreneurship in rural India."

CONFERENCE PRESENTATIONS AND ORGANIZED SESSIONS

2013

"When's the next bus? Influences of mobility footprints and infrastructure on micro-entrepreneurship in rural India." (with J Uparna), *Society for the Advancement of Socio-Economics*, Milan; *Academy of Management*, Orlando, FL.

"Emotional capital and institutional reproduction." (with M. Voronov), *American Sociological Association*, New York; *Academy of Management*, Orlando, FL.

"Talking out an organization: Communication creating organizations." (with C Ziliberberg), *European Group of Organization Studies (EGOS)*, Montreal.

"Bridging North American and European institutionalisms." (with Royston Greenwood, Marie-Laure Djelic), Keynote Plenary, *EGOS*, Montreal.

"A relational perspective on institutional inequalities in organizations." (with M Voronov, MA Glynn), *Inequality, Institutions and Organizations Conference*, Vancouver, BC.

2012

"Theorizing an emergent field: The case of alternative agriculture." (with H. Patel, K. Heinze), *Organizing Institutions*, Banff; *EGOS*, Helsinki; *Macro-Organizational Behavior Conference*, Harvard.

"What it means to be sustainable: A comparative analysis of the sustainability concept in public discourse." (with S. Soderstrom) *American Sociological Association*, Denver.

"Institutional ambivalence." (with W. Jung), *EGOS*, Helsinki.

"Emotional capital and inequality." (with M. Voronov), *EGOS*, Helsinki.

"An institutional theory of management." (with M. Voronov), *Society for the Advancement of Management Studies Conference*, Oxford.

2011

"What does it means to be sustainable? A comparative analysis of the sustainability concept in public discourse." (with S. Soderstrom) *Academy of Management Meeting*, San Antonio, TX; and *Energy, Organizations, and Society Workshop* at UC Davis, Davis, CA.

"The evolution of corporate sustainability agendas: An interaction ritual perspective." (with S. Soderstrom) *American Sociological Association*, Las Vegas, NV.

"Janus-faced do-gooders? Philanthropic giving and corporate social responsibility practices." (with R. Lungeanu) *Academy of Management Meeting*, San Antonio, TX.

"Issue selling in corporate sustainability." (with S. Soderstrom) *3rd Annual Alliance for Research on Corporate Sustainability (ARCS) Conference*, Philadelphia, PA.

2010

"Converging orders of worth: Adaptive and demographic mechanisms of cultural globalization." *Institutions Justified Conference*, Vienna.

"The influence of news characteristics on market response times." (with N. Switanek) *Strategic Management Society Conference*, Rome, Italy.

"From fame to fame: Framing repertoires of star analysts." (with S. Giorgi) *Academy of*

Management Meeting, Montreal.

“Janus-faced do-gooders? Philanthropic giving and corporate social responsibility practices.” (with R. Lungeanu) *European Group of Organization Studies (EGOS)*, Lisbon.

“The evolution of corporate sustainability agendas: An interaction ritual perspective.” (with S. Soderstrom) *European Group of Organization Studies (EGOS)*, Lisbon; and *2nd Annual Alliance for Research on Corporate Sustainability (ARCS) Conference*, Boston, MA.

“Corporations and the environmental movement: Global and local contestations, and institutional change.” (with S. Soderstrom) *European Group of Organization Studies (EGOS)*, Lisbon; and *Conference on Corporate Social Responsibility in a Globalizing World*, U of Michigan.

“The construction of insurgent logics in alternative agriculture.” (with K. Heinze) *Conference on Institutions and Work*, Vancouver, BC.

2009

“The construction of insurgent logics in alternative agriculture.” (with K. Heinze) *University of Alberta Conference on Institutions, Innovation and Space*; and Symposium on The Modification of Modern Agricultural Processes and Systems. *Academy of Management Meeting*, Chicago, IL.

“Integrating environmental sustainability into organizations.” (with S. Soderstrom) *European Group of Organization Studies (EGOS)*. Barcelona.

“Trading in good(s) and evil(s)? Challenges and opportunities of market solutions to environmental problems.” (with S. Giorgi, S. Soderstrom, R. Meissen). Symposium at the *Academy of Management Meeting*, Chicago, IL.

“Organizational fields and corporate cultural repertoires.” *HBS International Research Conference*.

2008

“The construction of insurgent logics in alternative agriculture.” (with K. Heinze) *Academy of Management Meeting*, Anaheim, CA.

“Worthy rhetorics: Analyst discourse and the valuation and trading of biotech stocks.” (with S. Giorgi) *Academy of Management Meeting*, Anaheim, CA.

“Optimal satisficing: Sustainable implementation of environmental initiatives” (with S. Soderstrom) *Academy of Management Meeting*, Anaheim, CA.

“Put in place, held in place: Inequality and the relational basis of institutions.” (with M.A. Glynn) *European Group of Organization Studies (EGOS)*. Amsterdam, NL.

“Forge for thought: Mobilizing codes in the movement for grass-fed meat and dairy products.” (with K. Heinze, M. DeSoucey) *Conference on Institutions and Entrepreneurship*, Montreal, CA

“From streets to suites: How the anti-biotech movement affected German pharmaceutical firms.” (with H. Rao, L G Thomas) *American Sociological Association Meeting*, Boston, MA; and *Wisconsin Conference on Technology Entrepreneurship*, Madison, WI.

2007

“Forge for thought: Mobilizing codes in the movement for grass-fed meat and dairy products.” (with K. Heinze, M. DeSoucey) *MIT BPS Mini Conference*, Boston, MA; and *Workshop on Symbolic Value Creation*, Milano, Italy.

“Marks of distinction: Style as a source of status among security analysts.” (with S. Giorgi) *American Sociological Association Meeting*, New York, NY.

“Implementation of environmental initiatives” (with S. Soderstrom) *Academy of Management Meeting*, Philadelphia, PA.

“A temporal perspective on balancing exploitation and exploration.” (with M. Piao) *Academy of Management Meeting*, Philadelphia, PA.

“Computer-assisted and computer-automated analysis of textual data.” Professional Development Workshop ‘The Power of Richness III’, *Academy of Management Meeting*, Philadelphia, PA.

“Ambivalence and action responses to strategic issues” (with N. Plambeck) *Strategic Management*

Society Meeting, San Diego, CA.

2006

“Culture, language, and institutions” (Session Chair with T. Dacin and A. Nigam) *Organization Science Cluster at the INFORMS Meeting, Pittsburgh, PA.*

“The war of the words: Repertoires of valuation and the status of security analysts.” (with S. Giorgi) *Academy of Management Meeting, Atlanta, GA.*

“Antecedents of ambivalent evaluations of strategic issues” (with N. Plambeck) *Academy of Management Meeting, Atlanta, GA.*

“Culture and language in market and field processes” (Organizer, with M.T. Kennedy) Professional Development Workshop, *Academy of Management Meeting, Atlanta, GA.*

2005

“Code violation: The anti-biotechnology movement and German pharmaceutical firms.” (with L.G. Thomas and H. Rao) Part of Showcase Symposium, *Academy of Management Meeting, Honolulu.*

“Language in organization and strategy: Theoretical and empirical advances.” (Organizer, with W. Ocasio and P. Fiss) Professional Development Workshop, *Academy of Management, Honolulu.*

“Context and content: Textual analysis for qualitative research.” Professional Development Workshop on Qualitative Methods, *Academy of Management Meeting, Honolulu, HI.*

“Globalization and cultural convergence: Adaptive and demographic change mechanisms” *European Group of Organization Studies (EGOS), Berlin, Germany.*

“Markets for cultural repertoires: Cultural repertoires of markets” (with S. Giorgi) Presented at the *Midwestern Conference for Culture, Language, and Cognition. Evanston, IL.*

2004

“Social boundaries and cultural toolkits in the international pharmaceutical industry” *American Sociological Association Meeting, San Francisco, CA.*

“Within-country variation and international convergence in corporate cultural toolkits” *Society for the Advancement of Socio-Economics (SASE) Meeting, Washington, DC.*

“Making sense of institutional dynamics” (with M.A. Glynn) *Academy of Management Meeting, New Orleans, LA.*

2003

“Organizing contested terrains: The dynamics of organizational settlements.” (Organizer, with T. Vogus) Symposium at the *Academy of Management, Seattle, WA.*

“The global spread of stock markets, 1960-2000.” (with G.F. Davis) *Society for the Advancement of Socio-Economics (SASE), Aix-en-Provence, France.*

2002

“Emergent organization and social movements: a sensemaking perspective.” (with T. Vogus) *European Group of Organization Studies (EGOS), Barcelona, Spain.*

“Brain circulation’, international capital flows, and the world system: A computer simulation of migrant economic activity.” (with M Yoo) *Academy of International Business, Sydney, Australia.*

2001

“Institutional isomorphism in IPO firms’ top teams: The role of venture capitalists in creating industry standards”. *Academy of Management, Washington, DC.*

2000

“The global spread of stock markets, 1980-1998.” (with G.F. Davis) *Academy of Management, Toronto, Canada. (Part of Showcase Symposium)*

“Financing new ventures: a computer simulation of industry level learning and evolution.” *Academy of Management*, Toronto, Canada.

“Environmental misperceptions and firm performance.” (with K.M. Sutcliffe) *Academy of Management*, Toronto, Canada.

1999

“Positive mindsets and exaggerated beliefs: Interpretive frames as key determinants of firm performance.” (with K.M. Sutcliffe) *Academy of Management*, Chicago, IL

INVITED PRESENTATIONS

2013: Boston College (Business), Uppsala University (Business)

2012: Alberta (Business), UCLA (Anderson), Cambridge (Judge), Harvard (HBS), Texas-Austin (McCombs), U Zurich (Business)

2011: Cambridge (OTREG), Imperial College London (AIM), Cornell (Johnson), McGill (Desautels), Northwestern (Graduate School)

2010: Chicago (Booth), Michigan (Ross), Brock University (Business), HEC Paris

2009: Western Ontario (Ivey), Northwestern (Environmental Engineering, NISP, Graduate Faculty)

2008: Dartmouth (Tuck), Vanderbilt (Owen), Cornell (Johnson/ILR), UIUC (Business), INSEAD, Berkeley (Haas)

2007: Columbia (GSB), Pennsylvania (Wharton), Northwestern (Sociology)

2006: Chicago (Booth), Michigan (ICOS), MIT/Harvard (Economic Sociology), Stanford (Scancor)

2003: Harvard (HBS), Emory (Goizueta), NYU (Stern), Queen’s University (Business), UIUC (Business), Western Ontario (Ivey), Pennsylvania (Wharton), Northwestern (Kellogg)

2002: UCLA (Anderson), Cornell (ILR, Johnson), College of William & Mary (Management), Minnesota (Carlson), Washington University (Olin)

TEACHING INTERESTS

MBA: Managing Environmental Sustainability, Social Innovation and Intrapreneurship, Enterprise Models for Social Change, CSR, Power & Influence, Managing Change.

PhD: Organization Theory, Economic Sociology, Cultural Theory, Text Analysis, Methods.

TEACHING AWARDS

Sidney J. Levy Award for Teaching Excellence in MBA Electives, Northwestern 2006, 2008

Dykstra Fellowship for Teaching Excellence, Michigan 2001

TEACHING EXPERIENCE

MBA/BBA

Social Intrapreneurship*

MBA elective at the Kellogg School of Management. 2011-2013
Module in Kellogg Executive Programs, 2011

Enterprise Models for Social Change*

MBA elective at the Kellogg School of Management. 2011-2013

Environmental Management and Strategy*

MBA elective at the Kellogg School of Management, 2012-2013

Sustainability Lab*

Project-based experiential learning course at the Kellogg School of Management, 2009-2013

Power and Influence in Organizations

MBA elective at the Kellogg School of Management. 2004 - 2011

Leadership in Organizations

MBA core class at the Kellogg School of Management. 2005- 2006

Managing Organizational Change

BBA elective at the Michigan Business School. 2001

Modules in Kellogg Executive Programs, 2007-2009, 2011

** New courses, self-developed*

Doctoral**Research Methods in Organizational Analysis**

PhD seminar at the Kellogg School of Management, 2011-2013

Social Movements and Organizations

PhD seminar at USI Lugano, 2012

Method and Applications of Structured Text Analysis

PhD workshop at Imperial College London, 2011

PhD seminar at the Kellogg School of Management, 2009

Cultural and Meaning-Based Theories of Organization

PhD seminar at the Kellogg School of Management, 2007

SERVICE**Editorial**

Senior Editor, *Organization Science*. 2010 - 2013

Guest Editor (with Frank de Bakker, Frank den Hond, Brayden King), *Organization Studies*.
Special Issue on "Social Movements, Civil Societies, and Corporations" (Vol. 34(5), 2013)

Guest Editor (with Tina Dacin), *Organization Science*. Special Issue on "The Cultural
Construction of Organizational Life" (Vol. 22(2), 2011)

Reviewing

Editorial Review Board, *Administrative Science Quarterly*, 2009 - 2013

Editorial Review Board, *Organization Studies*, 2009 - 2013

Editorial Review Board, *Organization Science*, 2008 - 2010

Ad hoc reviewing (past 2 years): *Academy of Management Journal*, *Academy of Management*

Review, American Journal of Sociology, American Sociological Review, Journal of Management Studies, National Science Foundation, Social Forces, Sociological Theory.

Conference Convening

2013 2nd COSI Workshop on “Social Innovation Research” (with T. Dacin, GF Davis). Queen’s University.

2012 1st COSI Workshop on “Social Innovation Research” (with J. Battilana, T. Dacin, A. Ebrahim). Harvard Business School.

2012 EGOS Conference Stream: “Values, value and valuation.” (with J. Reinecke, H. Willmott). Helsinki, Finland.

2010 *Organization Studies* Summer Workshop: “Social movements, civil societies, and corporations.” (with F. de Bakker, F. den Hond, B. King). Margaux, France.

2006 *INFORMS* Conference Organization Science Cluster: “Culture, language, and institutions.” (with T. Dacin, A. Nigam). Pittsburgh, PA.

Professional Associations

Representative-at-Large (elected), *Academy of Management, OMT Division*, 2010 - 2013

Co-Organizer, *OMT Paper Development Workshop*, Sabanci University. 2013

Kellogg and Northwestern University

Director of Graduate Studies, MORS and MORS-Sociology Doctoral Programs, 2010 -

Admissions Chair, MORS and MORS-Sociology Doctoral Programs, 2009-2013

Faculty fellow, Northwestern Residential College Program, 2011-

Kellogg MBA curriculum review committee, 2012

Kellogg building sustainability committee, 2011-2012

Kellogg task force on MBA admissions, 2011

MORS faculty recruiting committee, 2004-2007, 2010-2011

Co-organizer, Business Roundtable on Sustainability at Kellogg, 2009-2011

Doctoral Education

Faculty Advisory Council on Academic Affairs, *The Graduate School, Northwestern*, 2012-

Guest Faculty, *2012 oikos/UNDP Young Scholars Development Academy*, Nairobi, Kenya.

Guest Faculty, *2011 Medici PhD Summer School*, Florence, Italy.

Guest Faculty, *2010 ARCS PhD Sustainability Academy*, London, ON.

Dissertation Committees

Jay Uparna (co-chair), MORS, Northwestern, present

Wooseok Jung (chair), MORS, Northwestern, present

Clarissa Chai (member), MORS, Northwestern, present

Chris Steele (member), MORS, Northwestern, present

Koen van Bommel (external examiner), Warwick, 2013

Anna Tyllström (opponent), Uppsala, 2013

Daniel Wäger (external member), Lausanne, 2013 (U Amsterdam)

Razvan Lungeanu (member), MORS, Northwestern, 2013 (Penn State)

Vanessa Pouthier (member), MORS, Northwestern, 2013 (Bocconi)

Mary-Hunter McDonnell (member), MORS, Northwestern, 2013 (GWU)

Lindsay Fullerton (member), Communications, Northwestern, 2012

Jeff Treem (member), Communications, Northwestern, 2012 (U Texas, Austin)

Kate Heinze (chair), MORS, Northwestern, 2010 (U Michigan, Ann Arbor)
Sara Soderstrom (member), MORS, Northwestern, 2010 (U Michigan, Ann Arbor)
Simona Giorgi (member), MORS, Northwestern, 2010 (Boston College)
Sekou Bermiss (member), MORS, Northwestern, 2009 (U Texas, Austin)
John Joseph (member), MORS, Northwestern, 2008 (Duke)
Ming Piao (member), MORS, Northwestern, 2007 (U of Utah)
Jim Oldroyd (member), MORS, Northwestern, 2007 (KAIST)

INDUSTRY EXPERIENCE

Several years of work in change management and organization strategy with Andersen Consulting, Eastman Kodak, Glaxo-Wellcome, and the German Armed Forces.