

Molly Weinstein

Kellogg School of Management | Northwestern University
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EDUCATION

Northwestern University, Kellogg School of Management

Ph.D., Management and Organizations

2027 (Expected)

M.S., Management and Organizations

2023

Dissertation: The Cultural Politics of Meaningful Work: Ideology, Motivation, and Constraint

Dissertation Committee: Dr. Klaus Weber (Chair), Dr. Hatim Rahman, Dr. Eli Finkel, Dr. Jennifer Tosti-Kharas (External Member)

Tufts University

B.A., History & Political Science, *Summa Cum Laude*

2014

RESEARCH SUMMARY

I study how cultural ideals about meaningful work shape individuals, organizations, and labor markets. My research treats meaningful work as both a personal aspiration and an organizational resource—one that can make work fulfilling yet also leave workers open to exploitation. Across two streams, I examine how workers negotiate the moral demands of this ideal over a career, and how organizations and labor-market intermediaries influence both workers' aspirations and opportunities. I am primarily an interview-based researcher and ethnographer.

PUBLICATIONS

Editorials and Commentaries

Weinstein, M. L. & Hirsch, P. M. (2022). For Love and Money: Rethinking Motivations for the “Great Resignation.” *Journal of Management Inquiry*, 32 (2): 174-176,
<https://doi.org/10.1177/10564926221141595>.

MANUSCRIPTS UNDER REVIEW

(Manuscript name altered to protect blind peer-review)

Weinstein, M. L. & Finkel, E. J. A Theory of Work as a Cultural Ideal. *Under review at Research in Organizational Behavior*.
(Dissertation Paper 1)

WORKING PAPERS AND SELECT RESEARCH IN PROGRESS

Weinstein, M. L. Pragmatic Choices, Passionate Signals: Market-Compatible Motivation in Workforce Intermediation. *Completed manuscript. Available upon request.* Target: *Administrative Science Quarterly*.
(Dissertation Paper 2)

Weinstein, M. L. & King, B. G. Responsible for What? The Structural Foundations of CSR Variability. *Completed manuscript. Available upon request.* Target: *Organization Studies*.
(An earlier version appears in Academy of Management Proceedings, OMT Division, 2023)

Weinstein, M. L. & Rahman, H. A. Making Talent Legible: Selective Transformation and Market Alignment in Reskilling Intermediaries. *Data analysis.* Target: *Administrative Science Quarterly*.

Weinstein, M. L. Called to the Career or Called to the Call? An Examination of Specificity in Narratives of Calling. *Data collection.*

Weinstein, M. L. Hanging Up the Call: Leaving Meaningful Work Behind. *Preparing for data collection.*

ACADEMIC FELLOWSHIPS, AWARDS, AND HONORS

2025 – 2026	Graduate Writing Fellowship, Northwestern Writing Place (\$3,000)
2024	AOM Managerial and Organization Cognition (MOC) Outstanding Reviewer
2024	The Buffett Institute for Global Affairs, Travel Award (\$1,000)
2023	AOM Managerial and Organization Cognition (MOC) Outstanding Reviewer
2023	The Graduate School Conference Travel Grant, Northwestern University (\$800)
2022	The Buffett Institute for Global Affairs, Travel Award (\$1,000)
2022	The Graduate School Conference Travel Grant, Northwestern University (\$800)
2014	Gerald R. Gill Prize, Best History Research Paper, Tufts University
2014	Tisch Library Undergraduate Research Award, Tufts University (\$250)
2014	<i>Honos Civicus</i> , Tufts University
2014	<i>Summa Cum Laude</i> , Tufts University
2011	Tisch Library Undergraduate Research Award, Tufts University
2011 – 2014	Tisch Scholarship for Civic Life, Tufts University

CONFERENCE PRESENTATIONS

Weinstein, M. L. & Finkel, E. J. The Ideology of Meaningful Work.

- *Society for the Advancement of Socio-Economics (SASE)*. Montreal Canada, July 2025.
- *East Coast Doctoral Conference*. New York NY, May 2025.
- *Kellogg-Booth Student Symposium*. Chicago IL, May 2025.
- *Academy of Management Conference*, MOC Division, Meaningful Work Symposium. Chicago IL, August 2024.

Weinstein, M. L. & King, B. G. Responsible for What? The Organizational Determinants of Occupational Heterogeneity in CSR.

- *East Coast Doctoral Conference*. New York NY, April 2024.
- *Academy of Management Conference*, OMT Division. Boston MA, August 2023.
- *American Sociological Association Conference*, Organizations Division (co-author presented). Philadelphia PA, August 2023.
- *Alliance for Research on Corporate Sustainability*. Washington DC, June 2023.

ORGANIZED CONFERENCE SYMPOSIA

“Mirror, Mirror, Tell Me Who I Am: A PDW About the Challenges of Crafting an Academic Identity,” *Academy of Management Conference* (co-organizer), August 2025.

“Who am I and What am I doing? How to Craft and Communicate a Compelling Academic Identity Narrative,” *Academy of Management Conference* (co-organizer), August 2024.

INVITED WORKSHOPS, CONSORTIA, AND SEMINARS

May Meaning Meeting, *Wharton, Penn State University and Colorado State University*, May 2026.

Medici Summer School in Management Studies, *MIT, HEC Paris, and the University of Bologna*, June 2024.

Impact Scholar Mentorship Program, *Impact Scholar Community*, 2023 – 2024.

Nonmarket Strategy PhD Seminar, *Nonmarket Strategy Research Community*, 2023 – 2024.

PhD Workshop, *Alliance for Research on Corporate Sustainability*, June 2023; June 2022.

Qualitative Methods Workshop, *NOVA Business School*. July 2022.

TEACHING

Instructor

Leadership in Organizations (MBA core class, face-to-face modality) Summer 2025

Instructor Rating: 5.7 / 6 (above cross-Kellogg average of 5.26)

Guest Lectures

Leadership in Organizations (Undergraduate); “Influence” class Winter 2024, Spring 2024

Code Nation Professional Training Program; “Negotiations” class Spring 2023

Teaching Assistantships

Leadership in Organizations (MBA) with Dr. Lauren Rivera Fall 2023, 2024, Winter 2024

Leadership in Organizations (Undergrad) with Dr. Brayden King Spring 2023

Leading the Strategic Change Process (MBA) with Dr. Jillian Chown Winter 2022

Negotiations (MBA) with Dr. Victoria Medvec Fall 2021

Teaching Certifications

Teaching Negotiations the Kellogg Way, Kellogg Dispute Resolution Center	Fall 2025
Reflective and Effective Teaching, The Searle Center at Northwestern University	2023-2024
Center for the Integration of Research, Teaching, and Learning	Winter 2024

Teaching Materials and Cases

Case study writing experience with Klaus Weber. Case (*GlobalCom: Embedding Corporate Citizenship in a Decentralized Organization*) is completed, not yet published.

Tutoring

Graduate Writing Fellow, Northwestern Writing Place	Fall 2025
Lumiere Research Mentor	Summer 2023

SERVICE

Service to the Profession

Student Appointee, MOC Executive Committee, *Academy of Management* (2025 – present)

AMR Bridge Reviewer, *Academy of Management Review* (2024 – Present)

Completed the journal's competitive reviewer-development program, which includes mentored ad hoc reviewing for AMR.

Ad Hoc Reviewer, *Socius* (2024 – Present)

Annual Reviewer, *Academy of Management Conference* (2023 – Present)

- MOC Division; ***MOC Outstanding Reviewer Awards***, 2023; 2024
- Careers Division
- Social Issues in Management Division

Mentor, MOC-UP Peer Student Mentoring Program (2024 – Present)

Mentor, Impact Scholar Community (Upcoming)

Service to Kellogg

Ran inter-student mentoring program (2021 – 2025)

Led new student orientation (2022 – 2023)

Served on PhD admissions committee (2022)

AFFILIATIONS

Northwestern University Workshop and Labs

MORS Qualitative Research Workshop, Kellogg School of Management (2020 – present)

MORS Micro Research Workshop, Kellogg School of Management (2021 – present)

Eli Finkel's Relationships and Motivation Lab (2022 – present)

Brayden King's Social Movements and CSR Lab (2020 – present)

Dan McAdams' Study of Lives Research Group (2020 – 2023)

Professional Affiliations

Academy of Management

- Managerial and Organizational Cognition Division
- Careers Division

- Organizational Behavior Division
- Organization and Management Theory Division
- Social Issues in Management Division

Impact Scholar Community

Alliance for Research on Corporate Sustainability

Nonmarket Strategy Research Community

INDUSTRY EXPERIENCE

Employment

Common Impact

Associate Director of Field Building and Head of Research	2018 – 2020
Consultant	2016 – 2018
Associate Consultant, Strategy	2015 – 2016
Associate Consultant	2014 – 2015

- Designed, managed, and scaled skills-based volunteering and pro bono programs that match nonprofit operating needs with corporate expertise, 450+ projects with Fortune 500 clients, \$3.5M in value
- Led Common Impact’s research function, publishing industry reports on corporate social responsibility, skills-based volunteering, and nonprofit trends
- Delivered invited talks, keynote, and commissioned trainings for corporate and nonprofit audiences including Fortune 500 companies

United South End Settlements

Program Consultant	2013
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- Conducted an organizational needs assessment and designed a new social services program, including operational systems and evaluation infrastructure

Professional Fellowships

Americorps Fellowship; New Sector Alliance	2013
Nonprofit Fellowship; Forest Foundation	2011; 2012

Industry Publications

- “[COVID-19 Nonprofit Impact Report](#),” *Common Impact* (2020)
- “[Disaster Response: Moving from Relief to Resilience](#),” *Common Impact* (2019)
- “[Capacity Commons](#)” website content, copy, and design, *Common Impact* (2019)

Selected Industry Conference Presentations, Invited Talks, Webinars, and Podcasts

- “Building Nonprofit Capacity with Pro Bono Service,” Podcast, *Pro Bono Perspectives*, 2019.
- “Leveraging Service to Build Community Disaster Resiliency and Achieve Business Outcomes,” *Points of Light National Conference on Volunteerism and Service*, 2019.
- “Learn, Connect, and Build Capacity: A New One-Stop Shop for Skills-Based Volunteering,” *Points of Light National Conference on Volunteerism and Service*, 2019.

“The Capacity Commons: Use Pro Bono to Strengthen Your Organization,” *Massachusetts Service Alliance Bi-Annual Conference*, 2019.

“The Long-Term Impact of Skills-Based Volunteerism: Pro Bono as a Tool for Sustained Impact,” *Points of Light National Conference on Volunteerism and Service*, 2018.

“Building Women’s Leadership through Corporate-Nonprofit Partnerships,” *3BL Forum: Brands Taking Stands Conference*, 2017.

Skills-based volunteering training series for nonprofits and corporations, *Grantmakers Council and United Way of Rhode Island*, 2017.

Keynote address, *VolunteerMatch Summit*, 2016.

“Demystifying Skills-Based Volunteering: Make it Work for You,” *Massachusetts Service Alliance Bi-Annual Conference*, 2015.

REFERENCES

Klaus Weber

Thomas G. Ayers Chair in Energy Resource Management
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Hatim Rahman

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Lauren Rivera

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