



2024-25

SCANCOR

sustaining organizational
scholarship across boundaries

Annual Report

July 1, 2024 - June 30, 2025

Dear Friends,

SCANCOR-Stanford had a successful and eventful year in 2025! Our visiting scholar program continued to flourish, welcoming a diverse and intellectually vibrant cohort from around the globe. And in the midst of on-going regular activities, we navigated finding a new physical home in Wallenberg Hall, in concert with the Graduate School of Education's transition to new buildings. We are delighted to share highlights from our scholars' research, postdoctoral contributions, and the programs that support SCANCOR's mission of fostering international scholarship in organizational and social science research.

This year we hosted 24 scholars, including 10 visiting scholars and 14 visiting student researchers, along with 2 postdoctoral fellows. Their research spanned a remarkable range of topics, including climate policy in agriculture, corporate sustainability transitions, cross-cultural management, digital transformation in employment relations, organizational philanthropy, and the evolving role of women entrepreneurs. Our scholars demonstrated a high level of research productivity during their visits, and participated in a broad spectrum of seminars, workshops, research groups, and conferences across campus and beyond.

Postdoctoral fellows Angelos Kostis and Tuomas Vesterinen contributed substantially to SCANCOR's intellectual life. Angelos' research on AI in agriculture, and Tuomas' work at the intersection of mental health, AI, and ethics have advanced important global debates. Both have presented widely in the U.S. and Europe, collaborated with Stanford faculty and visiting scholars, and actively mentored early-career researchers. Their work exemplifies SCANCOR's commitment to building a vibrant, collaborative scholarly community.

This year, we also celebrated several important milestones. Former SCANCOR Faculty Director and current Postdoc Program Director Woody Powell was elected to the American Academy of Arts and Sciences, former SCANCOR Faculty Director Sarah Soule became Dean of Stanford's Graduate School of Business, and the SCANCOR PhD Workshop on Institutional Theory marked its 20th anniversary in Hamburg. In addition, two GSE doctoral students—Daniela Ganlin and Leon Marbach—received small research grants, totaling \$5,000, to support their innovative projects. Two additional GSE doctoral students—Minju Choi and Heitor Santos—each received a travel award to join the PhD Workshop in Hamburg. Our Monday and Thursday seminars provided critical forums for discussion and scholarly exchange, strengthening the ties among visiting scholars, postdocs, and Stanford faculty.

The intellectual energy and collegiality of our visiting scholars remain at the heart of SCANCOR. Beyond advancing individual research projects, their engagement enriches the broader Stanford community and nurtures interdisciplinary collaboration. Scholars' reflections underscore the value of SCANCOR's environment for fostering creativity, offering feedback, and building lasting connections with peers and mentors.

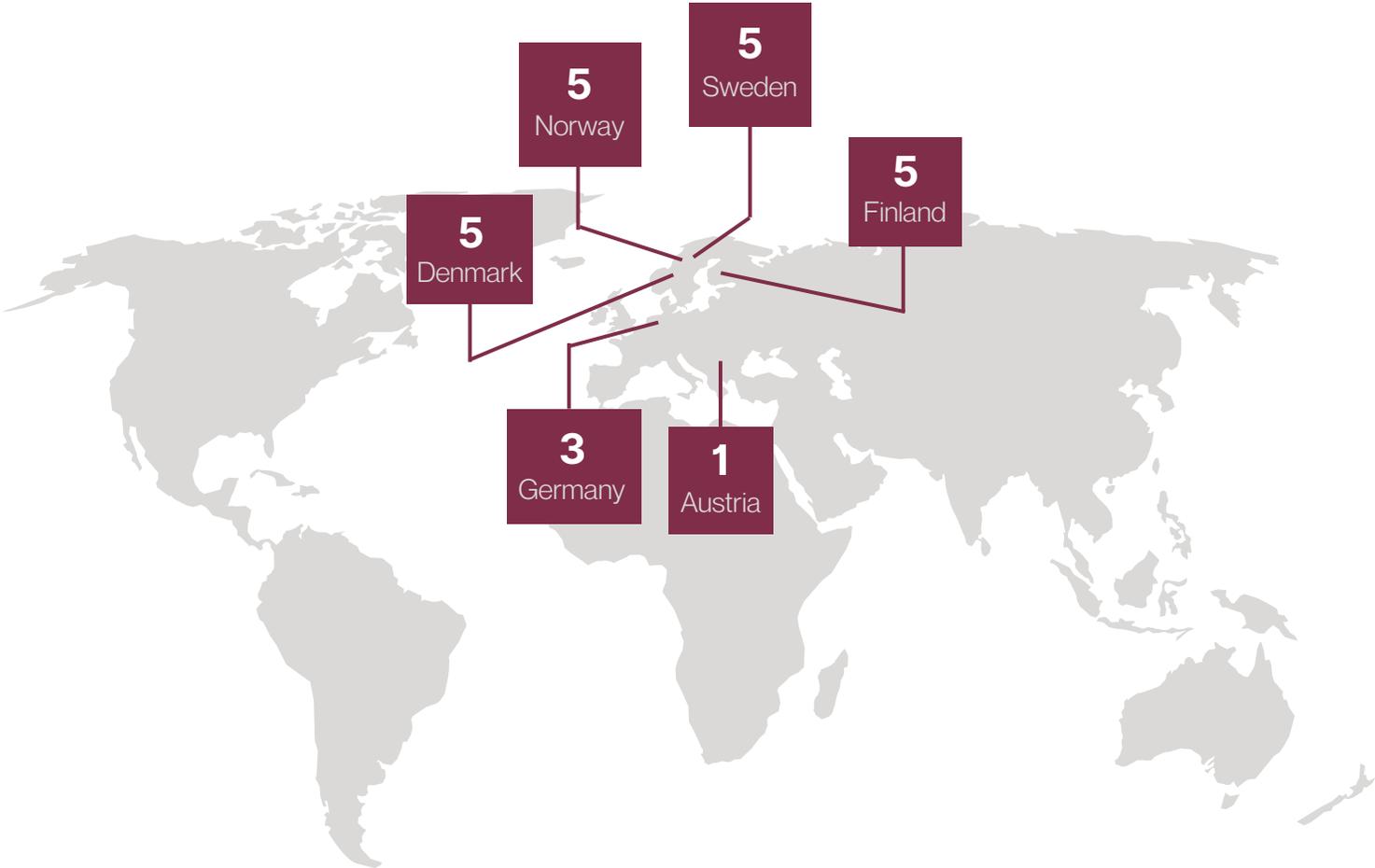
We are deeply grateful to our faculty, administrative team, and partners at the GSE, Copenhagen Business School, all member institutions in Scandinavia, and Harvard for their continued support and collaboration. The success of SCANCOR-Stanford depends on this extraordinary community, whose efforts ensure that our programs continue to inspire, challenge, and advance the field of organizational research.

Looking ahead, we remain committed to strengthening our connections with Stanford's broader research community and supporting the next generation of organizational scholars. We look forward to sharing our continued progress and achievements with you in the coming year.

Sincerely,



Patricia Bromley
Faculty Director



SCANCOR-Stanford by the Numbers

- 10** Visiting Scholars
- 14** Visiting Student Researchers
- 2** Postdoctoral Fellows
- 30+** Publications
- 44** Seminars Hosted
- 2** Travel \$1,000 Grant Recipients for PhD Workshop
- 2** Small Grant Recipients
- \$5,000** Awarded in Small Research Grants

SCANCOR- Stanford Highlights

SCANCOR-Stanford marked several significant milestones in 2025. Faculty Director Woody Powell was elected as a member of the American Academy of Arts and Sciences, reflecting the global impact of his scholarship. The semi-annual board meeting was convened in Finland, strengthening international governance and collaboration. In addition, the Hamburg PhD Workshop celebrated its 20th anniversary, underscoring SCANCOR's longstanding commitment to supporting emerging organizational scholars.



1

Woody Powell elected as a 2025 member of the American Academy of Arts and Sciences



2

SCANCOR's Board meeting in Finland (May 2025)



3

The SCANCOR PhD Workshop in Institutional Theory celebrated its 20th anniversary with a weeklong course in Hamburg

Small Grant Recipients



DANIELA GANELIN

PhD Candidate, Education Data Science, Stanford University

- * In an attempt to increase diversity after the end of affirmative action, selective universities are increasingly making policy changes like ending legacy preferences. Daniela's project aims to quantify the effects of ending legacy admissions on racial and socioeconomic diversity in university enrollment.



LEON MARBACH

PhD student in Education Data Science, Stanford University

- * Selective admissions have long been a focal point of political debate globally, and the growing reliance on computational tools to manage expanding applicant pools introduces new complexities to these discussions. Léon's research investigates the impact of algorithmic admissions on organizational practices and social equity, probing critical questions: What social values are encoded within these algorithms, and how do institutions navigate the tension between standardization and fairness?

SCANCOR-Stanford Scholars

During 2024–2025, 10 visiting scholars and 14 visiting student researchers conducted research across diverse organizational and social science topics, from climate and sustainability to digital labor, cross-cultural management, and entrepreneurship. Over the course of their stay, they participated in 44 SCANCOR seminars as well as other events around campus, engaged with Stanford faculty and peers in labs and research groups, and produced multiple publications. These accomplishments highlight not only the depth and rigor of their research, but also the collaborative and globally connected community that makes SCANCOR a hub for advancing organizational scholarship.



SCANCOR SCHOLARS
2024-25

The SCANCOR residency has been the most transformative academic experience of my career so far. It provided the time, space, and community necessary to make substantial progress on my research. Equally important, it expanded my academic network and reshaped my understanding of scholarship as a collaborative, socially engaged endeavor.

Elisabeth Bethge, Friedrich Schiller University Jena

2024-25 SCANCOR- Stanford Scholars

Fall 2024

Betina Slagnes

Norwegian Defence Research Establishment

David Wunder

Aalto University

Jieyu Ruan

Nord University

Katrine Skagen

CICERO Center for International Climate Research

Magdalena Winkler

Vienna University of Economics and Business

Manuel Romagnoli

Friedrich Schiller University

Megan Chan

Stockholm School of Economics

Muhammad Sufyan

Jyväskylä University

Olli Vigren

KTH Royal Institute of Technology

Salma Mahamed

Copenhagen School of Business

Stine Haakonsson

Copenhagen School of Business

2024-25 SCANCOR- Stanford Scholars

Winter 2025

Aleksi Niittymies

Aalto University

Elisabeth Bethge

Friedrich Schiller University of Jena

Jane Bjørn Vedel

Copenhagen School of Business

Lana Sabelfeld

University of Gothenburg

Manuel Romagnoli

Friedrich Schiller University

Megan Chan

Stockholm School of Economics

Muhammad Sufyan

Jyväskylä University

Olli Vigren

KTH Royal Institute of Technology

Reda Hassan

Nord University

Reza Toorajipour

Copenhagen School of Business

Sachin Kumar Raut

University of Agder

Sanna Wong-Toropainen

University of Helsinki

Sina Großkopf

Mannheim University

2024-25 SCANCOR- Stanford Scholars

Spring 2025

Aleksi Niittymies

Aalto University

Emilia Erapolku

Aalto University

Ingrid Koivisto

Stockholm School of Economics

Jane Bjørn Vedel

Copenhagen School of Business

Kurt Klausen

University of Southern Denmark

Megan Chan

Stockholm School of Economics

Olli Vigren

KTH Royal Institute of Technology

Quynh Le

Umeå University

Reza Toorajipour

Copenhagen School of Business

Sachin Kumar Raut

University of Agder

Sanna Wong-Toropainen

University of Helsinki

SCANCOR-Stanford Impact on Scholars

* **David Wunder** (Visiting Student Researcher, Fall 2024) advanced three interrelated dissertation projects on corporate venture capital and sustainability by submitting papers to journals and conferences, collecting supplementary data, and receiving structured feedback from senior scholars and peers. The visit also enabled participation in the 17th Ivey-ARCS PhD Sustainability Academy, engagement with Silicon Valley startups, and integration into SCANCOR's active cohort community, strengthening international research networks and practitioner connections.

* **Elisabeth Bethge** (Visiting Student Researcher, Winter 2025) advanced key dissertation manuscripts, saw a paper accepted in *Work, Employment and Society*, submitted another to *Organization Studies*, and conceptualized a new postdoctoral project on academic publishing cultures.

Betina Slagnes (Visiting Student Researcher, Fall 2024) celebrates a career milestone as she joins the Norwegian Defence Staff College, shaping curriculum on Ukraine and contributing to vital defense research.



SCANCOR-Stanford Impact on Scholars

* **Betina Slagnes** (Visiting Student Researcher, Fall 2024) refined her survey design, revised a previously rejected article, and built valuable connections, including with Stanford Professor Rose Goettemoeller, who offered to facilitate a future meeting with NATO Secretary General Jens Stoltenberg, and with Margarita Šešelgytė, Director of the Institute of International Relations and Political Science at Vilnius University, who connected her with Baltic scholars for a Finnish-Baltic EU grant project that she subsequently joined.

* **Lana Sabelfeld** (Visiting Scholar, Winter 2025) participated in a short research visit and seminar presentation at Harvard, delivered online presentations to institutes in Tokyo, and engaged in conferences, seminars, and social activities with SCANCOR fellows.

* **Katrine Skagen** (Visiting Student Researcher, Fall 2024) created a unique dataset mapping climate policy measures across 189 countries, expanding both the theoretical and empirical scope of her research.



My time at SCANCOR was invaluable for reflecting on my academic identity and goals, reading deeply, and expanding my network. Importantly, during this period, I secured funding for a permanent position as a Researcher at KTH Royal Institute of Technology.

Olli Vigren, Visiting Scholar, Fall 2024

SCHOLAR VOICES

“

SCANCOR enriched me both personally and professionally. Being part of the SCANCOR seminars, where inclusion, curiosity, engaging and friendly academic dialogue, and generous feedback are at the core, has truly changed my view of how to be a good researcher, colleague and teacher.

Lana Sabelfeld, Visiting Scholar,
Winter 2025

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Lana Sabelfeld after her presentation at a comparative sociology seminar



Scholars attend the Civil Society and Sustainability Conference (March 2025)

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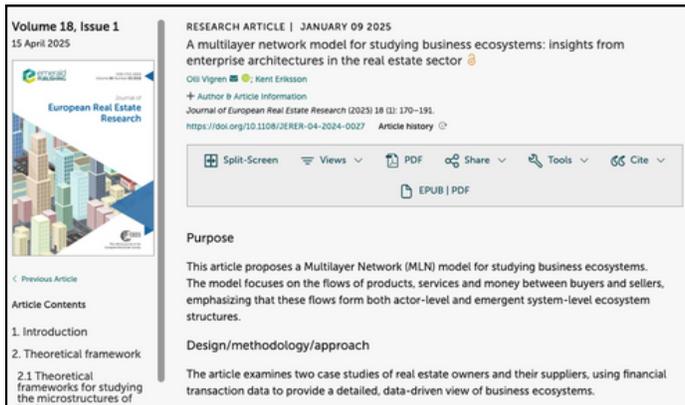
SCANCOR offered unparalleled access to elite scholars, high-quality courses and seminars, and thriving Bay Area startup ecosystems. Those learning opportunities would have been difficult to replicate elsewhere.

David Wunder, Visiting Student
Researcher, Fall 2024

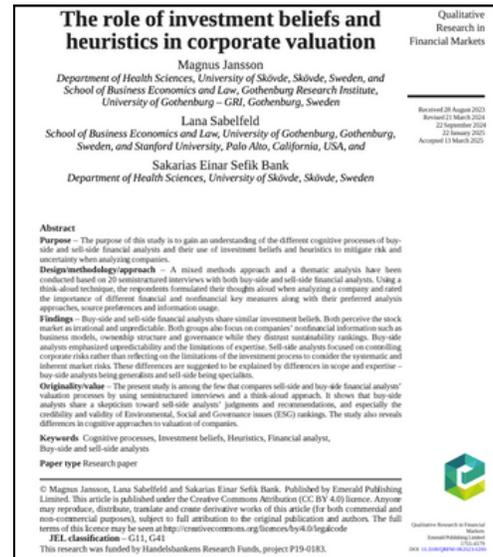
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Publications

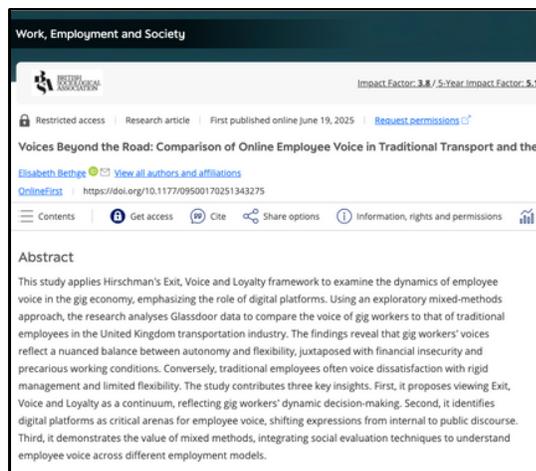
SCANCOR scholars turned inspiration into impact, collectively producing and submitting more than 30 publications to top journals during their time at Stanford. These works reflect not only individual achievement but also the collaborative, idea-rich environment that defines SCANCOR. Together, they showcase the global reach and intellectual vibrancy of our community.



[A multilayer network model for studying business ecosystems: insights from enterprise architectures in the real estate sector](#) Open Access by Olli Vignen



[The role of investment beliefs and heuristics in corporate valuation](#) by Lana Sabelfeld



[Comparison of Online Employee Voice in Traditional Transport and the Ride-Sharing Industry](#) by Elisabeth Bethge



[Advancing an organizational research agenda within Transformative Innovation Policy](#) by Jane Bjørn Vedel

Postdoctoral Fellows

SCANCOR Postdoctoral Fellows are a vital part of the community, contributing fresh perspectives, mentoring visiting scholars, and advancing high-impact research. This year, Angelos Kostis and Tuomas Vesterinen continued to strengthen SCANCOR's intellectual life through publications, seminars, and collaborations that connect Stanford with global debates on technology, organizations, and society.



ANGELOS KOSTIS

* Now in his second year at Stanford, Angelos combines ethnographic fieldwork with cutting-edge organizational theory to study how big data is transforming everyday work on dairy farms. Alongside collecting and analyzing data, he has presented at Stanford, UMASS Amherst, and international conferences, while publishing multiple papers on AI, organizational resilience, and digital innovation. Angelos also plays a key role in the SCANCOR community, co-organizing seminars and mentoring early-career researchers.



TUOMAS VESTERINEN

* Working at the intersection of philosophy, psychiatry, and AI, Tuomas explores the ethical challenges of using artificial intelligence in mental healthcare. Over the past year, he has presented widely in the U.S. and Europe, consulted for the American Academy of Arts and Sciences on AI ethics, and joined Stanford's Mental Health Technology and Innovation Hub as a collaborator. His forthcoming publications highlight how SCANCOR postdocs contribute not just to scholarly debates, but also to pressing global conversations about responsible technology.

2024-25 Seminar Speakers

Fall 2024

October 14 Chiqui Ramirez, Education, Stanford GSE

October 21 Angèle Christin, Communications, Stanford
Follow Me: Influencers, Platforms, and the Rise of the Follower Economy

November 4 Jared Furuta, Postdoc, Stanford PACS
Meritocratic stratification, individual personhood, and standardized testing

November 11 Mitchell Stevens, Psychology Stanford GSE
Sacralization Struggles: A Syncretic Theory of Diversity Culture and Controversy in the United States

November 18 Julie Guthman, Sociology, UCSC
Silicon Valley's Speculative Fictions and the Political Economy of Ecological Collapse

Winter 2025

January 13 Hilary Faxon, Environmental Social Science, University of Montana
Smallholders & Speculation: digital transformations in land & agriculture

January 30 Ed Walker, Sociology, UCLA

February 3 Amanda Sharkey, Management & Organization, University of Notre Dame

2024-25 Seminar Speakers

Winter 2025 (cont.)

February 24 Elizabeth Pontikes, Management, UC Davis

March 3 David Frank, Sociology, UC Irvine
The University: Exalted Institution and Ruined Organization

March 10 Cindy Lin, Interactive Computing, Georgia Tech

Spring 2025

April 14 Ann Owens, Sociology, USC
The Changing Relationship between School and Residential Segregation

April 21 Janet Xu, Sociology, Stanford GSB
Race and the Signaling Effects of Diversity Scholarships in the Labor Market

April 28 Arvind Karunakaran, Management Science and Engineering, Stanford
"The Best Defense is a Good Offense:" How Occupational Members Use Moral Offense to Navigate a Shadow of Suspicion about their Work

May 5 Stine Grodal, Entrepreneurship and Innovation, Northeastern University
When Market-Makers and Market-Takers Diverge: The Role of Perceived Product Substitution in Market Evolution

May 12 Ari Kelman, Sociology, Stanford GSE
Academics, Apologetics, and Advocacy: Producing Jewish Studies in the American Academy

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