

**Bryan Spencer**  
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### Academic Appointments

**University of Alberta** 2024 – Present  
Assistant Professor, Strategy, Entrepreneurship and Management, Alberta School of Business

**City University of Hong Kong** 2022 – 2024  
Assistant Professor, Management, College of Business

### Education

**Frankfurt School of Finance & Management** 2017 – 2022  
Ph.D., Management

- Summa cum laude
- **Finalist:** 2021 INFORMS/Organization Science Dissertation Proposal Competition

**Nanjing University** 2015  
M.A., China Studies, Social & Economic Research

**The University of Kansas** 2011  
B.A., Communication Studies

### Research Interests

Work and Occupations; Technology and Innovation; Ethnography; Organization Theory

### Publications

**Spencer, Bryan\*** and Bomi Kim\* (\*equal contributions). “Interpreting the Inscrutable: Ethnographic approaches to studying the development of machine learning models.” *Research in the Sociology of Organizations*, 95: 167-180. <https://doi.org/10.1108/S0733-558X2025000095008>

**Spencer, Bryan** and Claus Rerup. 2024. “The Dynamics of Inferential Interpretation in Experiential Learning: Deciphering Hidden Goals from Ambiguous Experience.” *Administrative Science Quarterly*, 69(4): 962-1005. <https://doi.org/10.1177/00018392241273301>

- **Nominated:** EGOS Best Student Paper Award 2021
- **Nominated:** 2020 Strategic Management Society Annual Conference: Conference Best Paper Prize; Best PhD Paper Prize; Strategy Practice Interest Group Best Paper Prize
- Feature interviews on *Radio Active (CBC Radio)* and *Midday on 880 CHED with Courtney Theriault (Global News)*
- Article covered in *Süddeutsche Zeitung*

Rerup, Claus and **Bryan Spencer**. 2024. “Learning and interpretation in a world of disinformation: Footnotes on ignorance, conflict, and ambiguity.” *Scandinavian Journal of Management*, 40(3): 101358. <https://doi.org/10.1016/j.scaman.2024.101358>

**Spencer, Bryan**, Claus Rerup, and Carlo Salvato. 2023. “Routine Regulation as a Source for Managing Conflict within Alliances: An Integrative Framework.” *Industrial and Corporate Change*, 32(6), 1333-1351. <https://doi.org/10.1093/icc/dtad059>

## Working Papers

Spencer, Bryan. [Title Withheld] AI Development and Expertise (Under review)

- **Winner:** EGOS That's Interesting! Paper Award 2022

Spencer, Bryan. [Title Withheld] AI Development and Occupational Heterogeneity (Revising manuscript)

## Other Publications

Yang, Yahan, ..., **Bryan Spencer**, et al. "Green Space Morphology and School Myopia in China." 2024. *JAMA Ophthalmology*, 142(2): 115-122. <https://doi.org/10.1001/jamaophthalmol.2023.6015>

## Book Chapters

Rerup, Claus and **Bryan Spencer**. 2021. "Carnegie School Experiential Learning and Routine Dynamics" In Feldman M. S., Pentland B. T., D'Adderio L., Dittrich K., Rerup C., & Seidl D. (Eds.) *The Cambridge Handbook of Routine Dynamics* (pp. 445–459). Cambridge, UK: Cambridge University Press.

## Honors, Awards, and Grants

- 2025 OMT Division ABCD Reviewing Award
- Winner: EGOS That's Interesting! Paper Award 2022 (July 2023) 2,000€ (~\$2,975 CAD)
- City University of Hong Kong Early Career Scheme Grant Reward: \$37,360 HKD (~\$6,450 CAD) (2023-2026)
- Early Career Scheme Grant, Hong Kong Research Grants Council: \$747,213 HKD (~\$129,000 CAD) (2023-2026)
- Finalist: 2021 INFORMS/Organization Science Dissertation Proposal Competition
- Nominated: EGOS Best Student Paper Award 2021
- SAP Division Outstanding Reviewer Award, Academy of Management Annual Meeting (2020)
- Nominated: Strategic Management Society Annual Conference: Conference Best Paper Prize; Best PhD Paper Prize; Strategy Practice Interest Group Best Paper Prize (2020)
- Hanban Joint Research PhD Fellowship: ¥132,500 (~\$26,250 CAD) (2019-2020)

## Refereed & Invited Presentations

[Title Withheld] AI Development and Expertise

- City St George's, University of London, Bayes Business School (Faculty of Management) 10/2025
- University of Cambridge, Judge Business School (OTIS Group) 10/2025
- 21<sup>st</sup> West Coast Research Symposium on Technology Entrepreneurship. Eugene, OR. 9/2024
- Academy of Management Annual Meeting. Boston, MA. 8/2023
- 38<sup>th</sup> EGOS Colloquium. Vienna, AT. 7/2022

"Interpreting the Inscrutable: Ethnographic approaches to studying the development of machine learning models."

- Academy of Management Annual Meeting. Copenhagen, DK. 7/2025
- Workshop on Recovering the Lost Mandate: Integrating the Study of Work, Organizations and Institutions. University of Alberta, Alberta School of Business (SEM Department). Edmonton, AB 9/2024

"The Dynamics of Inferential Interpretation in Experiential Learning: Deciphering Hidden Goals from Ambiguous Experience"

- University of Alberta, Alberta School of Business (SEM Department). Virtual. 12/2023
- University of Oregon, Lundquist College of Business (Management Department). Eugene, OR. 11/2023

- The Financial Services Development Council. Hong Kong SAR. 11/2022
- HEC Lausanne (Department of Strategy, Globalization and Society). Lausanne, CH.\* 5/2022
- Academy of Management Annual Meeting. Virtual. 8/2021
- 37<sup>th</sup> EGOS Colloquium. Virtual. 7/2021
- Strategic Management Society Annual Meeting. Virtual. 10/2020
- Academy of Management Annual Meeting, Symposium. Virtual. 8/2020

[Title Withheld] AI Development and Occupational Heterogeneity

- IDEaS 2024 Mini-Conference Program: Qualitative Studies of Algorithmic Organizing 3/2024
- Wharton Global Faculty Development Program. Virtual. 7/2023
- 39<sup>th</sup> EGOS Colloquium. Cagliari, IT. 7/2023
- Academy of Management Annual Meeting. Seattle, WA. Withdrawn 8/2022
- City University of Hong Kong (Management Department). Virtual. 4/2022
- ETH Zurich (MTEC Department). Virtual. 3/2022
- University of Hong Kong, HKU Business School (I&IM Area). Virtual. 3/2022
- Rotterdam School of Management (O&PM Department). Virtual. 2/2022
- Tilburg University (Management Department). Virtual. 2/2022
- University of Alberta, Alberta School of Business (SEM Department). Virtual. 1/2022
- MIT Sloan School of Management (WOS Group). Virtual. 12/2021
- Stanford University, School of Engineering (MS&E Department, WTO). Stanford, CA. 11/2021
- Boston University, Questrom School of Business (M&O Department). Virtual. 11/2021
- Stanford University, School of Engineering (MS&E Department, WTO). Changing Nature of Work (CNOW) 2021 PDW. Stanford, CA. 10/ 2021
- EGOS 2020 Colloquium, Algorithms and Organizing PDW. Virtual. 7/ 2020

“Routine Regulation as a Source for Managing Conflict within Alliances: An Integrative Framework”

- Academy of Management Annual Meeting. Boston, MA. 8/2019
- Warwick Business School, Strategy and International Business Group. Coventry, UK.\* 3/2019
- Routines.Research.Community at Oslo Business School. Oslo, NO. 10/2018
- Copenhagen Business School. Advances in Strategic Management PDW. Copenhagen, DK. 6/2018

“When We Kill: An Analysis of Capital Punishment Routine Dynamics in the U.S.”

- 36<sup>th</sup> EGOS Colloquium. Virtual. 7/2020

## Teaching Experience

### Instructor

#### University of Alberta\*

- **Strategic Decision Making with Management Analytics (SEM 420)** Scheduled Winter 2026
  - Undergraduate course
- **Seminar on Ethnographic Methods (SEM 704)** Fall 2025
  - Doctoral course
- **Ethics and Corporate Social Responsibility (BUS 505)** Winter 2025; Spring 2025; Scheduled Winter 2026
  - MBA core course

## City University of Hong Kong

- **CB2300 Management** Spring 2023; Spring 2024
  - Undergraduate core course for all students in the College of Business
  - Teaching rating: 4.21/5 (Department average: 4.04/5) Spring 2023

## Frankfurt School of Finance & Management

- **Evidence-based Management: Qualitative Methods** Fall 2020
  - Master in Management core course
  - Teaching rating: 1.5 (Based on the German grading scale, 1-6 scale with “1” being the best. Equivalent to 4.6/5)

## Teaching Assistant

- Leadership & Organizational Behavior, Master in Management Fall 2018; Spring 2019; Spring 2020
- Change Management, EMBA Spring 2019
- Organizational Behavior & Business Ethics, MBA Fall 2018; Fall 2019

*\*There is no aggregate quantitative score collected for course evaluations at the University of Alberta. Teaching evaluations are available upon request.*

## Service

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### Academic Community

- Faculty Mentor, PhD Consortium, Alberta Institutions Conference (June 2025)
- Faculty Mentor, Doctoral Consortium, West Coast Research Symposium (September 2024)
- Jury Member, EGOS That’s Interesting! Paper Award (2023)
- Reviewer, INFORMS/Organization Science Dissertation Proposal Competition (2023)
- Ad Hoc Reviewer: Academy of Management Review, Organization Science, Research in the Sociology of Organizations, Strategic Organization (2023–Present)
- Ad Hoc Reviewer: AOM Annual Meeting, ICIS
- Student Volunteer, SMS Special Conference, Frankfurt (2019)

### Institutional

- University of Alberta Alumni and Donor Reception in Toronto, Speaker May 2025
- University of Alberta, College of Health Science, Steering Committee Member, AI + Health Hub 2024 –
- University of Alberta, College of Health Science, Leader, AI + Health Hub: Equity of Care Working Group 2024 –
- CB2300 Management Course Leader, Department of Management, City University of Hong Kong Spring 2024
- EQUIS Reaccreditation Junior Faculty Representative, College of Business, City University of Hong Kong 2023
- Undergraduate Admissions Interviewer, Department of Management, City University of Hong Kong 2023
- PhD Admissions Interviewer, Department of Management, City University of Hong Kong 2022 – 2023
- PhD Proposal Dissertation Committee, Department of Management, City University of Hong Kong (x3) 2022 – 2024
- DBA Co-Supervision, Department of Management, City University of Hong Kong 2022 – 2024
- Frankfurt School PhD Student Representative, Management Department 2018 – 2021
- AACSB Reaccreditation Management PhD Representative, Frankfurt School 2019

- Second Supervisor, Master in Management, Thesis, Frankfurt School (x3)

2018; 2021

**Professional Affiliations**

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Member, Academy of Management (AOM)

Member, European Group for Organizational Studies (EGOS)