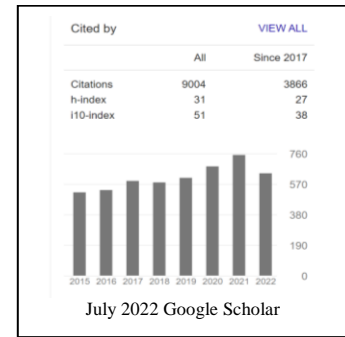


---

## 2022 Curriculum Vitae (CV) P Devereaux (Dev) Jennings

University of Alberta, Faculty of Business,  
Department of Strategy, Entrepreneurship &  
Management (SEM)  
Edmonton AB T6G 2R6 Canada  
Phone (780) 289-7919 (cell),  
E-mail dev.jennings@ualberta.ca



---

### **ACADEMIC POSITIONS**

- 2021-22 Visiting Professor (during sabbatical) at University of British Columbia’s Sauder School of Business
- 2018- Co-Coordinator of the Interpretive Data Science (IDeaS) Group, Alberta School of Business
- 2016-2022 Thornton A. Graham Professor of Strategy and Organization, Alberta School of Business
- 2014-2021 Director (Coordinator) of the Canadian Center for Corporate Social Responsibility (CCCSR).
- 2003- Professor of Strategy and Organization, University of Alberta, Alberta School of Business.
- 1998-2003 Affiliated Professor, Shanghai Jiao Tong – UBC International MBA Program
- 1996-2002 Tenured Associate Professor of Organization Theory and Behavior, University of British Columbia, Faculty of Commerce.
- 1992-2002 Research Associate of Institute of Resource, Environment and Sustainability (IRES), University of British Columbia.
- 1988-1995 Untenured, Assistant Professor of Organization Theory and Behavior, University of British Columbia, Faculty of Commerce.
- 1982-1988 Research Assistant, Stanford Graduate School of Business, for Professors Donald Palmer and James Baron.

### **EDUCATION**

- 1989 Ph.D. (Sociology – Organization Theory; Political Sociology), Stanford University
- 1983 M.A. (Sociology, General), Stanford University
- 1980 A.B. (History Major-High Honors; Math Minor), Cum Laude, Dartmouth College

### **CURRENT RESEARCH INTERESTS**

Interpretive data science methods and the high tech sector (IDeaS); clean technology innovation and financing as part of the ONE & Future Energy Systems (FES) groups; institutions and the Anthropocene; family dynamics.

### **CURRENT TEACHING INTERESTS**

Innovation and entrepreneurship, mixed methods, interpretive approaches to data and analytics, clean technology, strategy and organizations.

## **POST-2010 AWARDS AND HONORS**

2021	Finalist for Business & Society Best Paper Award for “Institutional-Political Scenarios for Anthropocene Society.”
2021, '19, '18	Finalist for MBA Non-Core Course Teaching Award
2020-	University of Alberta’s FES Advisory Board
2020-	Elected Member to the Macro-Organizational Behavior Society (MOBS)
2019	Academy of Management, Social Issue in Management (SIM) Division Best Book Award for <i>Re-Engaging with Sustainability in the Anthropocene Era</i>
2018	Board Member for <i>Journal of Business Venturing</i>
2016-	Appointed Thornton A. Graham Chair
2016-17	Chair, Organization and Natural Environment Division, Academy of Management.
2016-17	McCalla Teaching Fellowship, University of Alberta
2015-2019	Re-Appointed, Associate Editor, <i>Administrative Science Quarterly</i> .
2015-	Finalist for AMJ 2014 Best Paper Award (Wry, Lounsbury, and Jennings. 2014)
2014-	Coordinator for the Canadian Centre on Corporate Social Responsibility (CCCSR)
2014	MBA Teaching Excellence Award for Non-Core Courses
2013-14	PDW Chair, Organization and Natural Environment Division, Academy of Management
2012-2019	Associate Editor, <i>Administrative Science Quarterly</i> (2 terms)
2009-2013	Field Editor, <i>Journal of Business Venturing</i> (1 term)
2010-2013	Winspear Professor of Business (Fellowship)
2012	Business Policy Studies (BPS) Best Paper Award Nominee, 2012 AoM, for “Competing Imitation Strategies in the U.S. Video Game Market.”
2012	“Breaking the Frame” Award, Best paper in 2011 in the <i>Journal of Management Inquiry</i> paper for A.E. Hoffman and P.D. Jennings’ “The BP Oil Spill as a Cultural Anomaly? Institutional Context, Conflict, and Change.”
2012	Best Paper Award, Entrepreneurship and Gender section, Diana-ACERE Conference, Perth, Australia for M. Sharifian, P.D. Jennings, and J.E. Jennings’ “Entrepreneurship as Emancipation: Dream or Reality for Female Entrepreneurs.”
2001-2011	Co-Editor, <i>Strategic Organization</i>
2007-2010	ONE Division Program Team (elected), AoM

Earlier career awards available later in my CV.

## **PUBLICATIONS BY AREAS OF INTEREST**

### **Entrepreneurship, Innovation & Interpretive Data Science**

Hannigan, T.R., Park, Y., & Jennings, P.D. (2022, forthcoming). “A cultural cartographic approach to field possibilities: Capturing the multiverse opened by the entrepreneurial moment.” *Research in the Sociology of Organizations*.

Hannigan, T., Briggs, A., Valadao, R., Seidel, MD, & Jennings, P.D. (2021). “Mapping Material and Cultural Possibilities in an Emergent Entrepreneurial Ecosystem.” *Research Policy*, 104315.

Jennings, P.D., Hannigan, T.R. & Jennings, J.E. (2021, forthcoming). “Reversing Entrepreneurship’s Arrow’: The Metaphor’s Model and Some Research Implications.” *Research in the Sociology of Organizations*.

Hannigan, T., Wang, M.S., Steele, C., Seidel, MD., Cervantes, E. & Jennings, P.D. (2020). “Seven Suggestions from a Cultural Network Approach for Amending COVID-19 Policy.” *Behavioral Science & Policy*. Covid-19 Special Issue. Pp. 1-14.

Hannigan, T., Haans, R. F. J., Vakili, K., Tchalian, H., Glaser, V., Wang, M., Kaplan, S. & Jennings, P. D. (2019). Topic modeling in management research: Rendering new theory from textual data. *Academy of Management Annals*, (ja). 2<sup>nd</sup> highest downloaded paper for 2019 at the Annals.

- Zhao, E. Y., Ishihara, M., & Jennings, P. D. (2019). Strategic entrepreneurship's dynamic tensions: Converging (diverging) effects of experience and networks on market entry timing and entrant performance. *Journal of Business Venturing*.
- Han, Q., Jennings, J. E., Liu, R., & Jennings, P. D. (2019). Going home and helping out? Returnees as propagators of CSR in an emerging economy. *Journal of International Business Studies*, 50(6), 857-872.
- Zhao, E. Y., Ishihara, M., Jennings, P. D., & Lounsbury, M. (2018). Optimal distinctiveness in the console video game industry: An exemplar-based model of proto-category evolution. *Organization Science*, 29(4), 588-611.
- Markman, G.D., Russo, M., Lumpkin, G.T., Jennings, P.D., and Mair, J. (2016). Entrepreneurship as a Platform for Pursuing Multiple Goals: A Special Issue on Sustainability, Ethics, and Entrepreneurship. *Journal of Management Studies*, 53(5): 673–694.
- Jennings, J.E., Edwards, T., Jennings, P.D., & Delbridge R. (2015). Emotional arousal and entrepreneurial outcomes: Generating elaborated theory by combining qualitative methods. *Journal of Business Venturing*, 30 (1): 113-130.
- Jennings, J. E., Jennings, P. D., & Sharifian, M. (2014). Living the dream? Assessing the “entrepreneurship as emancipation” perspective in a developed region. *Entrepreneurship Theory and Practice*, 40(1), 81-110.
- Wry, T., Lounsbury, M., & Jennings, P. D. (2014). Hybrid vigor: securing venture capital by spanning categories in nanotechnology. *Academy of Management Journal*, 57(5), 1309-1333. Finalist for AoM Best Paper Award of 2014.
- Lefsrud, L., and Jennings, P.D. (2014.) “Being Entrepreneurial in Your Storytelling: An Institutional Tale,” in Newbert SL. *Small businesses in a global economy: Creating and managing successful organizations*, two-volume set. Westport, CT: Praeger.
- Jennings, P.D., Lounsbury, M.L., and Sharifian, M. (2014). “Entrepreneurial Agency and Institutions,” in Baker, T. and Welter, F. *Routledge Companion on Entrepreneurship*, London: Routledge.
- Jennings, P.D., Greenwood, R., Lounsbury, M., and Suddaby, R. (2013). “Institutions, Entrepreneurs, and Communities: A Special Issue on Entrepreneurship.” *Journal of Business Venturing*, 28 (1): 1-9.
- Jennings, J.E., Edwards, T., Jennings, P.D. and Delbridge, R. (2012). "Elaborating theory about entrepreneurial passion: Insights from innovators within the superyacht industry." *The Academy of Management Proceedings*.
- Wry, T., Greenwood, R., Jennings, P.D. and Lounsbury, M. (2010). “Institutional sources of technological knowledge: A community perspective on nanotechnology emergence.” *Technology and Organization: Essays in Honour of Joan Woodward. Research in the Sociology of Organizations*. 29: 149-176.
- Shepherd, D., McMullen, J. and Jennings, P.D. (2007). “The Formation of Opportunity Beliefs: A Coherence Theory View.” *Strategic Entrepreneurship Journal*. Vol. 1-2 (1): 75-95.

Martens, M.L., Jennings, J.E. and Jennings, P.D. (2007). "Do the Stories They Tell Get Them the Money They Need? The Role of Entrepreneurial Narratives in Resource Acquisition at IPO." *Academy of Management Journal*. 50(5): 1107- . (Authorship is stated in article as co-equal.)

Martin L.M., Jennings, J.E., and Jennings, P.D. (2007). "Entrepreneurial Strategy Narratives and Resource Acquisition in IPOs." *Academy of Management Annual Meeting Proceedings*.

Jennings, J.E., Jennings, P.D. and Greenwood, R. (2007). "Novelty and firm performance. The case of employment systems in knowledge-intensive service organizations." *Journal of Business Venturing*. 24(4): 338-359.

Cliff, J.E., Jennings, P.D. and Greenwood, R. (2006). "Outside the core and questioning the rules: Organizational founders who act as innovators rather than imitators." *Journal of Business Venturing*. 21(5): 633-663.

Jennings, J.E., Jennings, P.D. and Greenwood, R. (2006). "The strategic positioning of professional service firm start-ups: Balance beguiles but purism pays." *Research in the Sociology of Organizations*. 24: 45-68.

### **Organization and the Natural Environment**

Jennings, P.D., Hoffman, A.J., and Cascadden, M. (2022, forthcoming). Sustainability Science and Corporations within Communities: Translation, Resistance and Integration. Chapter in G. George et. al. *Handbook on the Business of Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*. Edward Elgar.

Hoffman, A.J., Jennings, P.D., & Poggioli, N. (2021, in press). "Institutional policies for a healthy Anthropocene society." *Behavior Science & Policy*.

Dhar, A., Naeth, M. A., Jennings, P. D., & El-Din, M. G. (2020). Geothermal Energy Resources: Potential Environmental Impact and Land Reclamation. *Environmental Reviews*, 28(4), 415-427

Jennings, P. D., Hoffman, A., & Sharifian, M. (2020). "Does a Common Mechanism Engender Common Results?" by Rawhouser, Cummings and Hiatt—Some Carry Forwards for Studies of the Paris Agreement. *Academy of Management Discoveries*, 6(4), 691-695. [doi.org/10.5465/amd.2020.0016](https://doi.org/10.5465/amd.2020.0016).

Dhar, A., Naeth, M. A., Jennings, P. D., & El-Din, M. G. (2020). Perspectives on Environmental Impacts and a Land Reclamation Strategy for Solar And Wind Energy Systems. *Science of the Total Environment*, 134602. [doi.org/10.1016/j.scitotenv.2019.134602](https://doi.org/10.1016/j.scitotenv.2019.134602).

Cascadden, M., Heales, K., Block, E. S., & Jennings, P. D. (2020). What's in a Name? Impact of Community Power, Identity, and Logics on Cross-Sector Agreement Quality. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 18065). Briarcliff Manor, NY 10510: Academy of Management.

Jennings, P. D., & Hoffman, A. J. (2019). Three Paradoxes of Climate Truth for the Anthropocene Social Scientist. *Organization & Environment*, 1086026619858857.

Hoffman, A. J., & Jennings, P. D. (2018 online/2021). Institutional-Political Scenarios for Anthropocene Society. *Business & Society*, 0007650318816468.

Hoffman, A.J. and Jennings, P.D. (2018). *Re-Engaging with Sustainability in the Anthropocene Era: An Institutional Approach*. Cambridge, England: Cambridge University Press. SIM Best Book Award, 2019.

- Hoffman, A.J., and P.D. Jennings. (2017). "Institutional Theory and the Natural Environment: Building Research through Tensions and Paradoxes," in Greenwood et al., (Eds.). *The Sage Handbook of Organizational Institutionalism*, 2<sup>nd</sup> Edition. London: Sage. Pp. 759-785.
- Greenwood, R., P.D. Jennings, and E. Block. (2017). "Decoupling Rape" by Gail Whiteman and William H. Cooper: Two Comments View Original Article. *Academy of Management Discoveries*, 3(1), 95-98.
- Hoffman, A.J., and P.D. Jennings. (2015). "Institutional Theory and the Natural Environment Research in (and on) the Anthropocene." *Organization and Environment*, 28(1): 8-31.
- Greenwood, R.G., Hinings, C.R., and Jennings, P.D. (2015). "Sustainability and Organizational Change: An Institutional Perspective," in Henderson R., Gulati, R., & Tushman, M., (Eds) *Leading Sustainable Change*. Oxford: Oxford University Press. Pp. 323-355.
- Misutka, P., Coleman, C., Jennings, P.D., and Hoffman, A.J. (2015). "Processes for Retrenching Logics: The Alberta Oil Sands Case, 2008-2011," in Lounsbury, M.L. and Boxenbaum, E.' *Institutional Logics in Action. Research in the Sociology of Organizations*: Emerald Press.
- Hoffman, A., and Jennings, P.D. (2012). "The Social and Psychological Foundations of Climate Change" *Solutions*, 4: 3-10.
- Hoffman, A.J. and Jennings, P.D. (2011). "The BP Oil Spill as a cultural anomaly? Institutional context, conflict and change." *Journal of Management Inquiry*, 20 (2): 20, No. 2, pp. 100-112
- Jennings, P.D., Zandbergen, P.A. & Martins, M.L. (2011). "An Institutional View of Process Strategy in the Public Sector". In *Handbook of Strategy Process Research*. Edited by Pietro Mazzola and Franz Kellermann. Pp. 492-517.
- Schulz, M., Jennings, P.D. and Patient, D. (2008). "Cleaning Up the Water Act: A Problemistic Approach Rule Change." *Academy of Management Annual Meeting Proceedings*.
- Jennings, P.D., Schulz, M., Patient, D., Gravel, C. and Yuan, K., (2005). "Weber and legal rule evolution: The closing of the iron cage?" *Organization Studies*. 26(4): 621-653.
- Jennings, P.D., Zandbergen, P.A. and Martins, L.M. (2002). "Complications in Compliance: Variations in Enforcement in British Columbia's Lower Fraser Basin, 1985-1996." In *Organizations, Policy, and the Natural Environment: Institutional and Strategic Perspectives*. Edited by Andrew Hoffman and Marc Vantresca. Stanford University Press: Palo Alto, 2001. (Referred and externally edited.)
- Jennings, P.D., Zandbergen, P.A. and Martins, L.M. (1999). "The Role of Organizations in the Lower Fraser Basin's Water Quality: An Institutional Approach", in *Sustainability Issues and Choices in the Lower Fraser Basin: Resolving Dissonance*. Edited by Michael Healey. Westwater Research Center, UBC.
- Jennings, P.D. (1999). "From Heresy to Dogma: An Institutional History of Corporate Environmentalism", by Andrew Hoffman. *Organization and Environment*. 12(2): 223-225.
- Clark, V. and Jennings, P.D. (1997). "Talking about the natural environment: A means for deinstitutionalization?" *American Behavioral Scientist*, 40(4): 454-464.

Jennings, P.D. and Zandbergen, P. (1996). "Jennings and Zandbergen Reply." *Academy of Management Review*. 21(4): 917-918.

Jennings, P.D. and Zandbergen, P. (1995). "Ecologically Sustainable Organizations: An Institutional Approach." *Academy of Management Review*. 20 (4): 1015-1052.

### **Strategy and Organization**

Davis, G. F., Anteby, M., Briscoe, F. S., Jennings, P. D., Karim, S., Kaul, A., ... & Tsui, A. S. (2019). Politics, Governance, and Leadership: What Can We Learn From the Academy of Management's Response to EO13769? *Journal of Management Inquiry*, 28(3), 283-290.

Zhou, E. Y, Ishihara, M. and Jennings, P.D. (2012). "Competing imitation strategies in the U.S. video game market." *The Academy of Management Proceedings*. (for other work on this line, see listings under entrepreneurship)

Baum, J.A.C., Greenwood, R., Jennings, P.D. and Langely, A. (2011). "Excelsior – Onward and Upward." *Strategic Organization*, 9(1):

Jennings, P.D. (2010). "David Strang. Learning by Example: Imitation and Innovation at a Global Bank." *Administrative Science Quarterly*, 55 (4): 680-683.

Jennings, P.D. (2010). "Growing Up on the Farm." Stanford Legacies for Organization Theory. Research in the Sociology of Organizations. 28: 339-350.

Baum, J.A.C., Greenwood, R., Jennings, P.D. and Langely, A. (2010). "Movin' on up." *Strategic Organization*, 8(1): 5-9.

Baum, J.A.C., Greenwood, R. Jennings, P.D. and Langely, A. (2009). "The seven year itch." *Strategic Organization*. 7(1): 5-10.

Baum, J.A.C., Greenwood, R. and Jennings, P.D. 2008. "Up, Up and Away?" *Strategic Organization*. 6(1): 5-11.

Baum, J.A.C., Greenwood, R. and Jennings, P.D. 2007. "Fifth anniversary So!apbox special issue: editorial introduction." *Strategic Organization*. 5: 195-196.

Baum, J.A.C., Greenwood, R. and Jennings, P.D. 2007. "Fighting the Good Fight." *Strategic Organization*. 5(1): 5-11. .

Baum, J.A.C., Greenwood, R. and Jennings, P.D. 2006. "Three Years Out and Running Hard!" *Strategic Organization*. 4: 5-10.

Jennings, P.D. 2005. "Patricia H. Thornton. 2004. *Markets from Culture: Institutional Logics and Organizational Decisions in Higher Educational Publishing*. Stanford: Stanford University Press." Book review for *Administrative Science Quarterly*, 49: 661-665.

Jennings, P.D. and Greenwood, R. 2002. "Enactment as an Institutional Change Mechanism: A Counterpoint to Weick." In *Paradigm Wars*. Edited by Robert Westwood and Stewart Clegg. London: Blackwell Publishing, 2002.

Lawrence, T, Winn, M. and Jennings, P.D. 2001. "The Temporal Dynamics of Institutionalization." *Academy of Management Review*. 26(4): 624-644.

Jennings, P.D. 1999. "Power Plays: Critical Events in the Institutionalization of the Tennessee Valley Authority", by Richard A. Colignon. Albany, NY: State University of New York. 1999. *Administrative Science Quarterly*. 44(2): 425-427.

Palmer, D.A, Jennings, P.D. and Zhou, X. 1993. "Politics and Institutional Change: Late Adoption of the Multi Divisional Form by Large U.S. Corporations." In *Organizational Sociology*, edited by W.R. Scott. Palo Alto, CA: Stanford University Press, 1995.

Palmer, D.A., Jennings, P.D. and Zhou, X. 1993. "Politics and Institutional Change: Late Adoption of the Multidivisional Form by Large U.S. Corporations." *Administrative Sciences Quarterly*. 38(1): 100-131.

Jennings, P.D. 1991. "Robert Ross and Kent Trachte's *Global Capitalism: The New Leviathan*." *Contemporary Sociology*. 20(5): 710-711.

Jennings, P.D. 1990. "Miriam Dornstein: Boards of Directors under Public Ownership." *Administrative Science Quarterly*. 35(3): 576-577

Palmer, D.A., Friedland, R., Roussel, A. and Jennings, P.D. 1990. "Corporations and Advanced Business Services." *Social Forces*. 69(1): 115-138.

Palmer, D.A., Friedland, Jennings, P.D. and Powers, M. 1987. "The Economics and Politics of Structure: The Multidivisional Form and the Large U.S. Corporation." *Administrative Science Quarterly*. 32: 25-48.

### **Work-Family Interface and Human Resource Management**

James, A. E., Jennings, J. E., & Jennings, P. D. (2017). Is it better to govern managers via agency or stewardship? Examining asymmetries by family versus nonfamily affiliation. *Family Business Review*, 30(3), 262-283.

Jennings, J. E., Eddleston, K., Jennings, P. D., and Sarathy, R. (Eds). (2015). *Firms within families: Enterprising in diverse country contexts*. Cheltenham/Northampton: Edward Elgar.

See Jennings et al. (2014). ET&P article on emancipation co-listed above under entrepreneurship.

Sharifian, M., P.D. Jennings and Jennings, J.E. (2012). "Should women go into business with their husbands? Exploring the effects of copreneurship on business and family outcomes." In J.E. Jennings and C. Brush (eds.), *DIANA Handbook on Women's Entrepreneurship*. Edward Elgar.

Cliff, J.E. and Jennings, P.D. (2005). "Commentary on the multidimensional degree of family influence construct and the F-PEC measurement instrument." *Entrepreneurship Theory & Practice*. 29: 341-347.

Moore, L.F. and Jennings, P.D. (editors). (1995). *Human Resources Management on the Pacific Rim: Institutions, Practices and Attitudes*. Berlin, Germany: Walter de Gruyter Press.

Bu, Nailin, Jennings, P.D. and Jiliang Xu. 1995. "Managerial Values, Workplace Attitudes and HR Practices: The Case of Shanghai." In *Canada-China Business Linkages: Growth and Sustainability*. Edited by V.H. Manek Kirpalani. Ottawa, Canada: Canadian Federation of Deans of Management and Administrative Studies.

Jennings, P.D. (1994). "Viewing Macro HRM From Without: Political and Institutional Perspectives." *Research in Personnel and Human Resources Management*. Volume 12, Pages 1-40.

Moore, L.F. and Jennings, P.D. (1993). "Human Resources Management at the Crossroads." *Asia Pacific HRM*. Volume 31(2): 12-25.

Jennings, P.D., Egri, C., Langton, N. and Frost, P. (1993). "Teaching a Class on Gender Issues in Introductory OB Courses: Exercises and Theory." *Journal of Management Education*. 17(3): 315-331.

Jennings, P.D., Dobbin, F. and Baron, J.N. "Making War and Peace", in *Doing Exemplary Organizational Research*. Edited by Peter Frost and Ralph Stablein. Sage Publications: Beverly Hills,

Baron, J.N., Jennings, P.D. and Dobbin, F. 1988. "Rome Wasn't Built in a Day: A Reply to Denk." *American Journal of Sociology*. 93: 1231-1234.

Baron, J.N., Jennings, P.D. and Dobbin, F. 1988. "Mission Control? The Development of Personnel Systems in U.S. Industry." *American Sociological Review*. 53: 497-514.

Baron, J.N., Dobbin, F. and Jennings, P.D. 1986. "War and Peace: The Evolution of Modern Personnel Administration in U.S. Industry." *American Journal of Sociology*. 92(2): 350-383.

### **Work under Review or in Development**

Available upon request. Omitted due to journal rules about not posting indications of article and authorship online.

### **Referred Presentations and Invited Talks**

Jennings, P.D. & Hannigan, T.R. "Computational Text Analysis with Structured Topic Modeling". Workshop organizer and co-presenter. Alberta Institutions Conference (AIC), June, 2022.

Jennings, P.D. Panelist for "Reversing the Arrow" wrap up. Stanford Lake Tahoe Entrepreneurship Conference Retreat, June 2022.

Eng, N., Pak, Y, Hannigan, T.R., & Jennings, P.D. "A sociocultural approach to covid-19 contagion: Narratives around mask wearing and gatherings in two countries." Presented at UBC in the OBHR Division's Seminar Series by P.D. Jennings in March or 2022.

Jennings, P.D. & Hannigan, T.R. (organizers) "Computational Text Analysis: Value Added to Strategy and Organization Research." A symposium for the RM, OMT and ENT Divisions. Presented in the 2021 AoM meetings.

Arjaliès, D., Banerjee, B., Hoffman, A.J., Jennings, P.D., Jorgenson, K., Peredo, A.M., Waddock, S. "Decolonizing Meanings of Nature: Indigenous Perspectives on the Anthropocene and Gaia." A symposium for the ONE, CM, SIM Divisions and the Indigenous & Aboriginal Caucus. Presented in the 2021 AoM meetings.

Adler, P., Bansal, T., Banerjee, B., Boskovic, Z., Jennings, P.D. Jermier, J., Shrivastava, P. "System Change, Not Climate Change: Opportunities and Constrains in Current and Alternatives Systems." Academy of Management Professional Development Workshop (PDW), 2021 AoM Annual Meetings.



Eng, N., Pak, Y, Hannigan, T.R., and Jennings, P.D. "Covid Masks as Evolving Boundary Objects In Two Contrasting Cultural Fields." Presented at 2021 EGOS Theme 53: Organizations, Social Relations, and their Meanings: Exploring the Potentials of Natural-language and Image-processing Tools for Big Data Analyses. Hannigan & Jennings presented.

Cascadden, M., Block, E., & Jennings, P.D. "Eldorado's End? Late Adoption of Mining Agreements by Indigenous Canadian Communities." Paper presented at the 2021 AoM, SIM Division.

Cascadden, M., Block, E., & Jennings, P.D. "Eldorado's End? Late Adoption of Mining Agreements by Indigenous Canadian Communities." Paper presented at the Emerging Themes in Indigenous Business Conference, March, 2021, University of Manitoba.

Pogioli, N., P.D. Jennings, and A.J. Hoffman. 2020. "Building a Research Agenda and Community for the Anthropocene Epoch." Academy of Management Professional Development Workshop, August, 2020.

P.D. Jennings and Charpadar, H. 2020. "Governance systems for implementing CE in the absence of cost/market drivers to foster the required innovation." In "Theorizing for Circular Economy: Broadening Our Sight of Organizations and Resources." Academy of Management Professional Development Workshop, August, 2020.

Cascadden, M., Block, E., & Jennings, P.D. "What's in a Name? The Impact of Disadvantaged Community Power, Logics, and Identity on Cross-Sector Collaborative Agreement Quality." Paper presented by Maggie Cascadden at the 2020 AoM.

Hannigan, T., Haans, R., Glaser, V, Tchalian, H., Valadao, R, & Jennings, P.D. 2020. "Topic Modeling Advances: Curating Corpora, Using Structured Models, and Theorizing with Visuals." Academy of Management Professional Development Workshop, August, 2020

Jennings, P.D. "Digital Society Issues." Presentation. Also co-organizer of the IDEaS Workshop, Edmonton, AB, Oct. 2019.

Heales, K., Cascadden, M., Block, E., and Jennings, P.D. "Great expectations: Stakeholder engagement when lead firms fail to deliver." Presented by K. Heales and M. Cascadden. AOM, August, 2019.

Heales, K., Cascadden, M., Block, E., and Jennings, P.D. "Not without you: The impact of logics and power differentials among indigenous groups and Canadian mining firms on negotiations." Presented by K. Heales and M. Cascadden. EGOS. July, 2019.

Jennings, P.D. Organizer & Moderator. "Sub-Plenary on "Organizations and the Anthropocene." EGOS. Edinburgh, Scotland. July, 2019.

Siegel, D., Waldman, D. and Jennings, P.D. ASQ/JMS Workshop on "Innovation, Entrepreneurship, and Sustainability: Bridging the Micro/Macro Organizational Divide." Feb., 2019.

Zhao, E.Y., Ishihara, M., and Jennings, P.D. "Strategic Paradox in Market Entry: Divergent Drivers of Entry and Performance in the U.S. Console Video Game Industry." Paper presented at UBC, April, 2018.

Joo, Y., Sharifian, M., and Jennings P.D. "The Worldwide Transition to Renewable Energy Production and Innovation: How Financial Markets and Policies Matter." Paper presented by P.D. Jennings at U. of Manitoba, March 12<sup>th</sup>, and at U. of Calgary, March, 23<sup>rd</sup>, 2018.

- Jennings, P.D., Jan., 2018. "Behavioral Success Indicators." Presented to FES Theme Meetings. UofAlberta.
- Jennings, Pandey, and colleagues. March, 2018. "Behavioral Success Indicators: A Review and Application." Poster presentation to FES Annual Meeting. UofAlberta.
- Jennings, P.D. "Reclamation Success" Talk on Sustainability Awareness to the UofA Interdisciplinary Science Student Program. UofAlberta, February, 2018.
- Hoffman, A.J. and Jennings, P.D. "Imagining Archetypal Possible Anthropocene Societies: An Institutional Perspective." Paper presented at UMass Amherst, Nov. 2017.
- Jennings, P.D. Nov. 2017. "Resilient Climate Implementation: Weathering Political Shocks." FES Meetings. Uof Alberta.
- Jennings, P.D., Kaplan, S.K., Hannigan, T., Haans, R., K. Vakali, Tchalian, H., V. Glaser, and Wang, M. 2017. Topic Modeling in Quant and Qual Research: A Hands-On Approach. Academy of Management, Atlanta, Professional Development Workshop. Co-Organizer.
- Hoffman, A.J., Jennings, P.D., and Jermier, J. 2017. After Climate Denying? Possibilities for / in the Anthropocene. Academy of Management, Atlanta, Professional Development Workshop. Co-Presenter.
- Hoffman, A.J., Jennings, P.D., and Jermier, J. 2017. Organizing in /for the Anthropocene: Radical and Transdisciplinary Thinking. Academy of Management, Atlanta, Symposium. Co-Presenter.
- Joo, Y., Sharifian, M. and Jennings, P.D. 2018 "Green Innovation: Market and Non-Market Strategies." Paper to be presented at the 2018 Academy of Management.
- Jennings, P.D.. Presentation to the NSF workshop on Organizational Issues in Technology Transfer at Federal Laboratories. ASQ and insights for publishing Fed Tech Transfer work. Phoenix, AZ, Nov., 2017.
- Markman, G.D., Russo, M., Lumpkin, G.T., Jennings, P.D., and Mair, J. 2016. Entrepreneurship as a Platform for Pursuing Multiple Goals: A Symposium. Academy of Management, Anaheim.
- Fan, G. and Shu, E. 2016. Synthesizing Institutional and Social Movement Analysis with Identity Work and Cultrual Dynamics in Explaining Environmental Sustainability. A symposium at Academy of Management, Anaheim. I was the discussant, and ended up having to step in for Grace Fan as co-organizer.
- Hoffman, A.J., and P.D. Jennings. (2015)." Institutional Theory and the Natural Environment Research in (and on) the Anthropocene." Presented at the University of Michigan, Oct. 2015.
- Zhao, E.Y., Ishihara, M., Jennings, P.D. & Lounsbury, M.L. "Gaming a fashion: Strategic differentiation and performance in the U.S. video console game market." Presented at the 2015 West Coast Research Symposium.
- Sharifian, M., Joo Y., & Jennings, P.D., Competing Logics and Innovation in Nation-States: Policy and Patenting in Renewable Energy, 1980-2012. Presented at the 2015 Academy of Management.
- Zhao, E.Y., Ishihara, M., Jennings, P.D. & Lounsbury, M.L. Gaming a Fashion: Strategic Differentiation and Performance in the U.S. Video Console Game Market. Presented by P.D. Jennings at Boston College, May, 2015.

- Jennings, J.E., Jennings, P.D., & Sharifian, M. Living the dream? Exploring the 'entrepreneurship as emancipation' notion in a developed region. Presented at Northeastern University as part of Global Entrepreneurship Week, Nov. 2014.
- Sharifian, M., Jennings, P.D., & Jennings, J.E. Clean and green? The importance of identity for attracting investment in clean technology. Presented at the Academy of Management, 2014.
- Zhou, E. Y, Ishihara, M. and Jennings, P.D. "Speed vs. quality: Fast following in the U.S. Video Game Industry, 1985-2003." Presented at the Wharton Business School, October, 2013.
- Jennings, J.E., Edwards, T., Jennings, P.D. and Delbridge. "Elaborating theory about entrepreneurial passion: Insights from innovators within the superyacht industry." Presented at the Academy of Management Meetings, Boston, 2012.
- Zhou, E. Y, Ishihara, M. and Jennings, P.D. "Speed vs. quality: Fast following in the U.S. Video Game Industry, 1985-2003." Presented at the Academy of Management Meetings, Boston, 2012.
- Jennings, P.D., Coleman, C., Misutka, P., and Hoffman, A. "Institutional maintenance of logics in Alberta's Oil Sands." Presented at the Academy of Management Meetings, Boston, 2012.
- Shepherd, D., Jennings, J.E., and Jennings, P.D. 2012. "JBV as a Multidisciplinary Forum for Research on the Informal Economy. AoM ENT-OMT Division Professional Development Workshop.
- Jennings, P.D. and Jennings, J.E., "Managing Your Academic Career: Work-Life Balance." AoM ENT-Careers Division Professional Development Workshop.
- Sharifian, M., Jennings, P.D. and Jennings, J.E. "Entrepreneurship as Emancipation: A dream or reality for female entrepreneurs?" Diana-ACERE Conference, Perth, Australia. Feb. 2012.
- Jennings, P.D., Misutka, P., Coleman, C, and Hoffman, A. 2011. Retrenchment in logics: Environmental management in Alberta's Oil Sands" Paper to be presented at the ABC Institutions Conference, Boston, MA.Sept. 2011.
- Lounsbury, M., Wry, T. and Jennings, P.D. "Into the void: Institutional sources of de novo organizational identities in nanotechnology exploration." Presented by M. Lounsbury and P.D. Jennings at the West Coast Research Symposium on Technology Entrepreneurship. Seattle, WA. Sept., 2011.
- Chair, ONE Division Session, "Critical Events." Academy of Management Meetings, San Antonio, TX. August, 2011.
- Co-Organizer and Co-Chair.Building East-West Bridges between OMT and Entrepreneurship. OMT-ENT joint PDW, Academy of Management Meetings, San Antonio, TX. August, 2011.
- Sharifian, M., Jennings, P.D. and Jennings, J.E. "Entrepreneurship as Emancipation? The antecedents and consequences of times spent at home vs. work for female and male entrepreneurs.." Paper presented at the 2011 Academy of Management Meetings, San Antonio, TX, August, 2011.
- Panelist – "What Thinking about Family Business has Made Me Think About"  
Family Enterprise Research Conference Doctoral Consortium, Grand Rapids (May 2011)
- Panelist – "From the Editor's Desk: Thoughts on Publishing Family Business Research"  
Family Enterprise Research Conference Doctoral Consortium, Grand Rapids (May 2011)

Jennings, J.E., Edwards, T., Jennings, P.D. and Delbridge, R. "Evoking entrepreneurial passion: Jon Bannenberg and the creative destruction of the superyacht industry. Presented by J. and D. Jennings at the Global Entrepreneurship Conference, Northeastern University, Nov. 18, 2010.

Lounsbury, M., Wry, T. and Jennings, P.D. "Into the void: Institutional sources of de novo organizational identities in nanotechnology exploration." Presented by T. Wry at the Academy of Management Presentation, Montreal, August, 2010.

Sharifian, Manely, Jennings, P.D. and Jennings, J.E. "Should women go into business with their husbands? Exploring the effects of copreneurship on business and family outcomes." Paper presented by M. Sharifian at the DIANA Women's Entrepreneurship International Conference, Banff, AB, August, 2010.

Lounsbury, M., Wry, T. and Jennings, P.D. "Into the void: Institutional sources of de novo organizational identities in nanotechnology exploration." Invited presentation to P.D. Jennings to Brown University's BIARI Conference, June 2010.

Lounsbury, M., Jennings, P.D. and Wry, T. "Innovation and Institutions: Exploring Nanotechnology Emergence." Presented by T. Wry at the Academy of Management, Chicago, 2009.

Jennings, P.D. and Palmer, D.A. "There's No Place Like Home: The Geographic Expansion and Financial Performance of Large Family vs. Non-Family Firms, 1964 – 1991." Paper Presented at Theories of Family Enterprises Conference, Boston, MA, 2009.

M. Schulz, Jennings, P.D. and Patient, D. "Cleaning Up the Water Act: A Problemistic Approach Rule Change." Academy of Management, Anaheim, CA, 2008.

Martin, M.L., Jennings, J.E., and Jennings, P.D. "Entrepreneurial Strategy Narratives and Resource Acquisition in IPOs." Academy of Management, Philadelphia, 2007.

Jennings, J.E., and Jennings, P.D. "Do the Stories They Tell Get Them the Money They Need? The Role of Entrepreneurial Narratives in Resource Acquisition at IPO." Presentation at the IMPRESSA, Madrid, Spain. June, 2007.

Jennings, J.E., and Jennings, P.D. "Do the Stories They Tell Get Them the Money They Need? The Role of Entrepreneurial Narratives in Resource Acquisition at IPO." Presentation at the Catholica University, Lisbon, Portugal. June, 2007.

M. Schulz, P.D. Jennings, D. Patient, C. Gravel and K. Yuan. "A Problemistic Approach to Institutional Rule change: The Evolution of British Columbia Water Law, 1914 to 2003." Paper presented at the Academy of Management, Atlanta, 2006.

M. Schulz, P.D. Jennings, D. Patient, C. Gravel and K. Yuan. "A Problemistic Approach to Institutional Rule change: The Evolution of British Columbia Water Law, 1914 to 2003." Paper presented by M. Schulz at the Stanford Business School, April 2006.

Jennings, P. D., M. Schulz, D. Patient, C. Gravel and K. Yuan. "The Ecology of Legal Rule Revision." Joint paper presentation in the OMT Division, Academy of Management, New Orleans, 2004.

Cliff, J.E. and Jennings, P.D. "The Closing of the Male-Female Performance Gap? New Canadian New Ventures in Restricted and Unrestricted Capital Environments." Joint presentation at the 2<sup>nd</sup> Annual Conference of the International Diana Project, Stockholm Sweden, 2004.

Jennings, P.D., Cliff, J.E. and Martens, M.L. 2003. "Cops, robbers, suspects and model citizens: The dynamics of enforcement in a regulated field." Paper presented at the annual meetings of EGOS, Copenhagen, 2003 and at SCANCOR, Stanford University, 2004.

Jennings, P.D., M. Schulz, D. Patient, C. Gravel and K. Yuan. "When laws are not revised or enforced." Paper presented by P.D. Jennings in the Eric Geddes Lecture Series, University of Alberta, January, 2004.

Jennings, P.D., M. Schulz, D. Patient, C. Gravel and K. Yuan. "Discovering the Dynamics of Institutional Environments: Modeling Legal Rule Revisions." P.D. Jennings presentation to ICOS (Interdisciplinary Consortium on Organization Studies), University of Michigan, Oct. 2003.

Schulz, Martin, P. Devereaux Jennings, et al. "The Institutional Dynamics of Legal Rule Revisions." Joint paper presentation at 2003 Academy of Management Meetings, Seattle, WA, 2003.

Cliff, J.E., Jennings, P.D. and Greenwood, R. "Morally outraged and institutionally unconstrained: Organizational founders who break with precedent in the legal profession." Paper presented at the Professional Service Firm conference, Oxford, 2003.

Martin, M.L. and Jennings, P.D. "Follow the Recipe or Improvise? Performance Implications for IPO Risk-Strategy Cognitive Maps in Three Fields." Working paper completed and submitted to the Academy of Management. Accepted for presentation in Summer of 2002.

Branzei, O., Jennings, P.D. and Vertinsky, I. "A Knowledge-Based View of Environmental Performance in Different Cultural Contexts: Canada, Japan, and China." Working paper completed and submitted to the Academy of Management. Accepted for presentation in Summer of 2002.

Martin, M.L. and Jennings, P.D. 2002. "Follow the Recipe or Improvise? Performance Implications for IPO Risk-Strategy Cognitive Maps in Three Fields." Working paper completed and submitted to the Academy of Management. Jointly presented in the summer of 2002.

Presentations prior to 2002 available upon request.

### ***RESEARCH GRANTS***

2020 – FES Grant on Wetland Design and FES Grant on LCA Creation both approved by FES Resilient Water & Land Theme, \$28,500 & \$38,000, as a continuation of the FESRI Grant of 2017.

2019- CFI-JEFL Grant. "Targeted Analyses Using Triple Quadruple Mass Spectrometry to Assess the Performance of Land/Water Reclamation." Joint grant with science depts. to measure land/water biophysical success indicators, which will be combined with social science indicators. \$232,000, most of which will go to the ALES and Civil Engineering the lab.

2017- Future Energy Systems Research Initiative (FESRI): Land & Water Remediation (Theme). Joint grant with science departments at the University of Alberta. \$3.6 million for three years for combined group of theme co-leads. (Renewed in April of 2018 for the year.) My portion per year, of course, is only a small portion – around \$40k/ year for 7 years.

2016- T.A. Graham Chair, \$75,000 for a period of five (5) years, \$15,000/year, extended to Dec. 2022.

2016 Mitacs-AB Tech Council Grant. "Alberta's Economic Diversification and Organizational Resilience" \$30,000 for a postdoc, \$15,000 for a Ph.D. student, but money from corporate side fell through due to economic climate, so Mitacs could not match it under Mitacs rules.

- 2014- SSHRC-IDG.” Culture and Politics in Action: The Discourse on Water in British Columbia,” with Grace Fan (PI). We were awarded \$31,600 in year one, and \$42,200 in year two, for a total award of \$73,800.
  - 2013 Alberta Innovates – Energy and Environment Solution (AI-ESS). “Inclusive Innovation Dialogues” Proposal with Patricia Misutka and Lianne Lefsrud. Phase 1. Approved. \$30,000 for 1.5 years, but released back to the funder to due changes in parameters.
  - 2010. Winspear Faculty Fellowship Grant. Environmental Management and Clean Technology. \$20,000/yr for 3 years.
  - 2008. SSHRC Grant. Negotiating Control Changes: An Embeddedness Perspective on the Strategies of Professional Managers in Family Firms. \$96,000.
  - 2006. SAS Grant. The Role of Storytelling in IPO Valuation: A Presentation to the Academy of Management. \$1,100.
  - 2005. J.D. Muir Fund. University of Alberta. \$5,000 to use in 2006-2007 academic year.
  - 2005. SAS Grant Continuing Work at the Western Academy of Management. \$1,250.
  - 2004. SSHRC Extension and Transfer of 2002 UBC SSHRC grant to the University of Alberta. \$20,000.
  - 2003. University of Alberta Business School New Faculty Hire Start-Up Grant. \$5,000.
  - 2002. SSHRC Grant. An Institutional Ecology of Regulatory Rules, with Co-PI, Martin Schulz of UBC. \$72,190
- Grants prior to 2000 available on request.

### ***TEACHING***

- 2020- Developed an online version of the SMO 601 Cleantech, to be taught spring semester, 2020. Taught SMO 704 Quant Ph.D. Methods, SMO 502 (Dynamic Strategy) and SMO 601 (Cleantech) in 2020-21.
- 2019 - Created, with Tim Hannigan and Vern Glaser, a Quantitative Methods II Ph.D. course for the SMO Dept.
- 2018- Transformed part of the Tips & Topics Seminar into research done by the Data Analytics Group (DAG) at the U. of A., now renamed the IDeaS (Interpretive Data Science) group.
- 2017- Sponsored and help deliver “Teaching & Tips Seminars in Research Methods” for the SMO Dept. So far this includes “Qualitative Methods” (delivered by Trish Reay), and “Topic Modeling” (delivered by Tim Hannigan and Richard Haans).
- 2016 McCalla Fellowship Award, Continued Coordination of MBA Sustainability Specialization, Taught SMO 601 (Cleantech), SMO 502 (Strategy), and two directed studies (Advanced Strategy, Power and Politics)
- 2015- Academic Coordinator of the MBA Sustainability Specialization
- 2015- SMO 704, Quantitative Research Methods., a data-intensive, analysis (lab) course overviewing leading quant methods in OT and Strat that covers panel models with endogeneity corrections, count models, event history and network analyses, as well as some simple SEMs. Designed and taught.
- 2012- SMO 686/ SMO 601, Sustainability and Innovation: The Clean Technology Revolution and Beyond. MBA Elective. Designed and taught.
- 2011- SMO 502, Business Strategy (Strategy and Organization). MBA Elective. Co-designed with Andrew Luchak, delivered and taught by me and other instructors (e.g., Roy Suddaby).
- 2007- SMO 703 – Ph.D. Strategy, taught every second year (except, 2011)
- 2007- SMO 441, Capstone Undergraduate Strategy. Designed and taught.
- 2003-11 SMO 641, Capstone MBA Strategy. Co-designed and taught.
- 2001-03 UBC International MBA Core. Shanghai Jiao Tong University. Organization and Human Resources. Co-designed. Taught every year.
- 1999-02 UBC MBA CORE, Organization and Human Resources. Co-designed. Taught every other year.
- 1990-02 Power and Politics. UBC MBA Elective. Designed. Taught each year.
- 1996-02 Research Methods, UBC Ph.D. Program. Co-designed. Taught every other year.
- 1997 Organizational Change Management, UBC MBA Program. Designed and taught.

- 1995 Ph.D. Organizational Behavior, UBC Ph.D. Program. Co-designed and taught.  
 1994 UBC MBA/UG Summer Program, Hong Kong. Organization and human resources.  
 Co-designed and taught.  
 1988-02 Organizational Behavior, UBC Undergraduate Required Course. Co-designed. Taught  
 each year.

## ***PROFESSIONAL SERVICE***

### **Academic Community**

- Jennings, Seidel, Hannigan et al. Workshop II on Interpretive Data Science, May, 2022. University of British Columbia.  
 Hannigan, Glaser, Jennings, Seidel et al. Workshop I on Interpretive Data Science. Oct., 2020. University of Alberta.  
 Siegel, D., Waldman, D. and Jennings, P.D. (Organizers.) ASQ/JMS Workshop on “Innovation, Entrepreneurship, and Sustainability: Bridging the Micro/Macro Organizational Divide.” Feb., 2019.  
 Divisional and Interest Group Rep (DIGR) for the Academy of Management, Board of Governors Leadership Track (from PDW Program to Past Chair) for the Academy of Management’s Organization and Natural Environment (ONE) Division (2013-2018)  
Administrative Science Quarterly, Associate Editor (2012-19) ; board member (2006-)  
 Awards Committee Chair, ONE Division (2012-13).  
Journal of Business Venturing, Field Editor (2010-2013)  
Strategic Organization, Co-Editor (2000-2010)  
Academy of Management Review, Field Editor (1999-20002), board member (1996-1999)  
Academy of Management Journal, outside reviewer  
Organization Studies, outside reviewer  
 Member of the ONE Division, Academy of Management  
 Member of the OMT Division, Academy of Management  
 Member of the Research Methods Division, Academy of Management  
 Member of the Canadian Business Sustainability Network  
 2008-2010, 2013-. Leadership Track and/or Executive Officer for Programs, ONE Division, Academy of Management  
 Western Academy of Management Leadership Track. 2001-2004.  
 Western Academy of Management Representative-at-Large. 1998.

Professional service prior to 1998 available upon request.

### **University and School Level Activities**

- 2019- Informal coordinator for the Interpretive Data Science (IDeaS) Group  
 2016- Co-Theme Lead for Resilient Land & Water Systems, Future Energy Systems (FES)  
 2015- Director (“Coordinator” is the preferred term) of the Canadian Centre for CSR (CCCSR)  
 2015 RAC Committee  
 2013-15 Co-Coordinator of SMORG Speaker Series  
 2013 Dean’s Selection Committee  
 2011-13 RAC Member  
 2011 – CAIP Chair Committee Member  
 2007-08 RAC Business School Member  
 2007 Member of the hiring committee for NRE/Econ fellow  
 2006 Chair of Faculty Resource and Strategic Policy EE/LL Committee  
 2006 Ph.D. Advisor for SMORG Department  
 2004. University of Alberta, ESERC Committee Member  
 2003. Research Ethics Board Member, University of Alberta Business School  
 2002-03 UBC University Committee on Policy and Curriculum Formation

Committee work prior to 2000 available upon request.

### **Theses Supervised as Chair or Committee Member**

Maggie Cascadden (2018-) Co-Chair, Ph.D. Thesis  
Kylie Heales (2018-2020) Co-Chair, Ph.D. Thesis, now moved completely to A. Slade Shanz.  
Bandita Kalita (2018-20) Committee Member, Ph.D. Committee  
Rodrigo Valado (2018-) Committee Member, Ph.D. Thesis  
Shandra Pandey (2017-18), External Chair for Master's Thesis on renewable energy.  
Alexandrino Lucas (2014-2018), Chair, but on returning from his leave Lucas now has a new chair.  
Youngbin Joo (2014- 2018), Chair as of 2015, committee member before – graduated, Jan. 2018.  
Zahid Rahman (2017), Committee Member - created new thesis and committee  
Milo Wang (2016-2021), Committee Member, graduated 2021  
J.F. Sebastian (2015-), Committee Member – graduated, August 2019  
Mia Reynard (2013-2018), Committee Member, graduated 2017  
Eric Zhao (2011-14), Committee Member, graduated 2014  
Lianne Lefsrud (2010-14), Committee Member, graduated 2014  
Tyler Wry (2009-12), Committee Member, graduated 2012  
Patricia Misutka (2009-), Chair, (she moved U. of Vic, so, now I am an outside Committee Member)  
Manely Sharifian (2009-15), Chair – graduated 2015  
Nick Fairclough (2010-14), Chair, moved universities  
Albert James (2008-), Co-Chair, graduated 2013  
Oana Branzei (2002-2004), Committee Member  
Martin Martens (1999-2002), Chair, graduated 2002  
Ke Yuan (2003-05), Chair, left university

### ***EARLIER CAREER AWARDS***

2008 Co-Author, Diana International Best Paper Award for the International Conference Submission, November, 2008, Belfast.  
2008 Co-Author, Best International Paper Award and Dexter Award Nominee by the OMT Division, AOM.  
2008 Part of Group Mentioned in the Entrepreneurship Division Recognition Award for University of Alberta's Research on Leading Edge Entrepreneurship Topics.  
2008-2015 Board Member, *Administrative Science Quarterly*.  
2007 Co-Author, Best Paper Award for High Potential/Fast Growth (Entrepreneurship Division), AoM.  
2004-2005 President, Western Academy of Management.  
2002 Graduate Teaching Excellence Award Nominee, UBC MBA Class.  
1999-2002 Associate Editor, *Academy of Management Review*.  
2001 Co-Awarded Blizzard Teaching Award, UBC's MBA Core Group.  
1996. "Ascendant Scholar" Recipient. Western Academy of Management. One of four recipients in Western North America of this research award.  
1996 "ABCD" Recognition Award, OMT Division, Academy of Management.  
1995 Commerce Undergraduate Society Teaching Excellence Award--"Nominee."  
1993 "ABCD" Recognition Award, OMT Division, Academy of Management.  
1993 Commerce Undergraduate Society Teaching Excellence Award--"Nominee."  
1992 Commerce Undergraduate Society Teaching Excellence Award--"Nominee."  
1983-88 Stanford Graduate School of Business Research Assistant Stipend  
1981-82 Stanford Dept. of Sociology Graduate Student Fellowship  
1980 Dartmouth High Distinction for AB Thesis on "Max Weber's Methodology for the Cultural Sciences"  
1978- Dartmouth History Honours Group



- 1978 Student Government (SGSG) Member, Coordinator & Programmer of Campus-Wide Computerized Election.
- 1978 Dartmouth College Special Citation for Excellence in Chinese History
- 1977 Dartmouth College Special Citation for Excellence in English Poetry
- 1975 U.S. National Merit Scholar Semi-Finalist
- 1975 Plymouth High School Salutatorian (#2 in Graduating Class)

***SELECTED CONSULTING, EXEC ED, AND EXTERNAL EXPOSURE***

- 2021 Moderator for Panel on Net Impact Careers (Jan. 20<sup>th</sup> Net Impact Speaker Series), Involved in other CCCSR / Net Impact activities (e.g., the Dragon’s Den), through the year.
- 2020 Moderator for Panel on Health Care & Technology, Net Impact, Winter Semester
- 2019 Panelist for the Sustainability Awareness Week Panel on Renewable Energy
- 2018 Panelist for Educating New Leaders in the Enlightened Economy, McEwan U., April.
- 2017 Moderator for Panel on Sustainability Careers, Net Impact, Alberta School of Business, Nov.
- 2017 West Coast Research Symposium (WCRS), held in Edmonton, August 30-Sept. 1, 2017; Co-Organizer and Presenter.
- 2017 Women’s Leadership Luncheon: A Communications Key Event, May 7, 2017. Co-Sponsor and Attendee.
- 2017 Women as Employees, Entrepreneurs and Leaders (WEEL) Workshop, April 28, 2107 Organizer.
- 2017 Sustainable Transportation: A Net Impact Event, Feb., 2017. U. of Alberta. Co-Sponsor and Panelist
- 2016 Cal-O2 Conference (on Organizations and Sustainability), Santa Barbara, October. Presenter on Organizations and Climate Change.
- 2015 CCCSR-ATB Sustainability Workshop Co-Organizer, November 25, 2015
- 2015 - Coordinator of CCCSR, which requires external liaising on many issues, plus an AGM.
- 2013 - Network for Business Sustainability, Research to Practice Award, press releases.
- 2013 Alberta School of Business Bulletin, overview of my co-preneuring endeavours with my partner Jennifer Jennings.
- 2011 Write ups on BP Oil Spill for Globe and Mail, for UofAlberta online forum, and for the **Tyee**.
- 2010- Feb., 2010, Involved in applied research regarding Oil Patch environmental standards.
- 2010- Law firm start-ups and research at the UofA. Interview for Law Society magazine with Jennifer Jennings.
- 2007 Two year involvement with ATCO Electric on one of their strategic alliances
- 2004- Six year University of Alberta Executive Education, Strategy Programs (Northern Program, CEP, MEP)
- 2001- Ten years, twice/ year, of Essential Management Skills (EMS), UBC Executive Education, coaching
- 2005. Co-Facilitator for Calgary Mayor’s Council
- 1998- Co-Taught & Co-Lead Shanghai Jiao Tong – UBC Exec and/or International MBA Programs (1998/99, 2001/02, 2002/03). Co-taught & co-lead UBC-Chinese U. 1995 Summer MBA/ UG Program in Hongkong.
- 1997- Supervisor of numerous MBA and undergraduate projects that assess strategic initiatives of local Companies

***OTHER WORK EXPERIENCE***

- 1995-2012 Operated two small consulting partnership organizations - DevKo Consulting and R.J. Rainbow Consulting – for exec education and consulting projects.
- 1990-1993 Part-time treasurer and manager for a large (300 unit) strata association, Steveston, B.C.
- 1978,’80,’82 Trail crew worker, U.S. National Forest Service, Town of Waterville Valley, N.H.
- 1978-80 Ski coach, Dartmouth Racing Association (DRA), Hanover, N.H.
- 1977 Night manager Pfosi’s Ski Lodge, Waterville Valley N.H.

1976,'77 Maintenance worker, Windsor Hill Condominium, Waterville Valley, N.H.  
1972-75 Part-time desk clerk, Village Condominium, Waterville Valley, N.H.