

PATRICIA (TRISH) REAY
Curriculum Vita

Professor and TELUS Chair

Vice-Dean

School of Business, University of Alberta

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ACADEMIC APPOINTMENTS

CURRENT APPOINTMENTS

2023 - Current

Vice-Dean, Alberta School of Business

2019 - 2023

Associate Dean PhD and Research

Professor and TELUS Chair

University of Alberta School of Business

Department of Strategy, Entrepreneurship and Management

2017 - Current

Professor

University of Alberta School of Business

Department of Strategic Management and Organization

2013 - Current

Professor (Visiting)

Entrepreneurship and Innovation Group

Warwick Business School, Warwick University

PRIOR APPOINTMENTS

2009 – 2017 **Associate Professor**
University of Alberta School of Business
Department of Strategic Management and Organization

2003 – 2009 **Assistant Professor**
University of Alberta School of Business
Department of Strategic Management and Organization

2000 – 2003 **Post-Doctoral Fellow & Research Associate**
University of Alberta School of Business

AWARDS and DISTINCTIONS

- **Telus Chair in Management (2019 to present):** Awarded by the Alberta School of Business to support ongoing research in managerial contexts, particularly in the public sector.
- **Fellow of the Academy of Social Sciences, UK. (2018):** Induction December 2018.
- **McCalla Professorship (2017 – 2018):** Awarded by the University of Alberta in recognition of significant research, teaching and learning accomplishments, and designed to encourage initiatives that combine research and teaching.
- **Myron Fottler Exceptional Service Award (2017):** Awarded by the Academy of Management Health Care Management Division for exceptional service to the division.
- **Best Paper Award (2015):** Sustaining the Family Business with Minimal Financial Rewards: How do Family Firms Continue? Selected as the winner of the *Family Business Review* Best Article Award. (Co-author, Jane Glover)
- **Finalist for 2022 Academy of Management OMT Division Best Paper Award:** Awarded by the OMT Division as assessed by a committee of peer reviewers, for publication in *Administrative Science Quarterly* (2021), titled, "Maintaining Places of Social Inclusion: Ebola and the Emergency Department". Authors: Wright, Meyer, Reay

& Staggs

- **Finalist for 2021 Responsible Research in Management Award:** Awarded by the Academy of Management Fellows for a published article contributing to Responsible Research, for paper published in *Administrative Science Quarterly* (2021), titled, "Maintaining Places of Social Inclusion: Ebola and the Emergency Department". Authors: Wright, Meyer, Reay & Staggs.
- **Best Essay Award (2020):** Qualitatively Capturing Institutional Logics. Selected as the most highly-cited essay in *Strategic Organization*. (Co-author, Candace Jones)
- **Academy of Management Journal Excellence in Reviewing Award (2020; 2016; 2014):** For exemplary reviewing by a member of the AMJ Editorial Review Board.
- **Best Papers Award (2015):** Realizing the Dream of Pharmaceutical Care. Selected for the Best Papers Proceedings (OMT Division) at Academy of Management. (Co-authors: E. Goodrick & L. Jarvis)
- **Academy of Management Discoveries Excellence in Reviewing Award (2015):** For exemplary reviewing by a member of the AMD Editorial Review Board.
- **Citations of Excellence Awards (2013):** For "*Managing the rivalry of competing institutional logics*" (Reay & Hinings, *Organization Studies*, 2009), chosen as one of the top 50 articles with proven impact since its publication date. Chosen from the top 300 management journals in the world by Emerald Insight. Awarded at Academy of Management, 2013.
- **Best Paper Award (2013):** Identity struggles in merging organizations: Renegotiating the Sameness-Difference Dialectic. Langley, A., Golden-Biddle, K., Reay, T., Denis, J-L., Hebert, Y., Lamothe, L. & Gervais, J. The 2012 Douglas McGregor Memorial Award for best paper published in *The Journal of Applied Behavioral Science*. Awarded at Academy of Management.
- **Best Paper Award (2008):** Building a Foundation for Organizational Learning: Innovation in primary health care. Reay, T., Germann, K., Golden-Biddle, K., Casebeer, A. & Hinings, C.R. Best paper in Healthcare Division, Administrative Sciences Association of Canada.
- **Best Paper Award (2007):** Multiple Logics and Strategic Approach: Family Firms in the

Canadian Wine Industry. First author with C.R. (Bob) Hinings. Presented at Family Enterprise Research Conference. Monterrey Mexico.

- **Postdoctoral Fellowship (2001-2003):** Geddes / AHFMR Postdoctoral Fellow in Health Organization Studies. Term of appointment: August 1, 2001 to July 31, 2003.
- **Best Dissertation Award (2000):** Physicians and Government: Key Actors in an Organizational Field. Best Paper Based on a Dissertation for Health Care Management Division of Academy of Management.
- **Best Paper Award (1997):** The Relationship Between Alberta Physicians and the Provincial Government: A Study of Agency Theory Modified by Institutional Factors. Honourable mention for best student paper in the Organizational Theory Division, Administrative Sciences Association of Canada.
- **Exemplary Reviewer Award (2000; 2001; 2004; 2006; 2007; 2012; 2013; 2014; 2015):** Academic Reviewer Award for completion of appropriate and developmental reviews for Health Care Management Division of Academy of Management, 2000; 2001; 2004; 2006; 2007; 2012; 2013; 2014; 2015.
- **Doctoral Studentship (1997-1999):** Alberta Heritage Foundation for Medical Research Doctoral Student Award for research in Health Services.
- **American Ambassador's Prize (1981):** University of Alberta, Department of History: Academic Studies award in American History.

EDUCATION

2001 – 2003

Post Doctoral Fellowship

Health Organization Studies Group

University of Alberta School of Business

Strategic Management and Organization Department

1996 – 2000

PhD (Organizational Analysis)

School of Business, University of Alberta, Edmonton AB

Dissertation topic: Restructuring the Alberta Health Care System

1988 – 1991	Master of Business Administration University of Alberta, Edmonton, Alberta
1981 – 1985	Extended Care Nursing Certificate Grant MacEwan Community College, Edmonton, Alberta
1981	Bachelor of Arts (Economics) University of Alberta, Edmonton, Alberta
1976	Diploma in Nursing (Registered Nurse) University of Alberta Hospital, Edmonton, Alberta

RESEARCH

CURRENT GRANTS

- Co-Investigator, Social Sciences and Humanities Research Council of Canada (SSHRC - IDG). Project titled: Canadian Public Sector's Response to COVID-19 Pandemic: Conflicting Logics, Emotions and Rhetoric. Principal Investigator: Maxim Voronov (York U.) (\$281,111 over 5 years: 2022 – 2027).

COMPLETED GRANTS

- Co-Investigator, Social Sciences and Humanities Research Council of Canada (SSHRC - IDG). Project titled: *The Role of Place in Organizational Dynamics*. Principal Investigator: Asma Zafar (Brock U.) (\$65,006 over 2 years: 2021 – 2024).
- Co-Investigator. Social Sciences and Humanities Research Council of Canada (SSHRC). Project titled: *Inter-Organizational Communities of Practice*. Principal Investigator: Samia Chreim (U. Ottawa). (\$98,566 over 3 years: 2019 – 2023).
- Co-Investigator. Canadian Institutes for Health Research (CIHR). Project titled: *Academic health centers in Canada: Prospects and challenges for learning health systems*. Principal Investigator: Jean-Louis Denis (U. Montreal). (\$474,301 over 4 years: 2018 – 2023).

- Principal Investigator. Social Sciences and Humanities Research Council of Canada (SSHRC). Project titled: *Change in a complex mature organizational field: The case of addictions services*. Co-Investigator: Royston Greenwood (U. Alberta). (\$208,276 over 4 years & extended: 2013-2020).
- Co-Investigator. Canadian Institutes for Health Research (CIHR). Project titled: *Partnering for Change: Understanding the Contribution of Social Entrepreneurship to Primary Health Care Transformation* Principal Investigator: Martha Macleod (U Northern British Columbia). (\$802,000 over 4 years, extended: 2011 – 2018) [Sub-grant \$15,000].
- Co-Investigator. Social Sciences and Humanities Research Council of Canada (SSHRC). Project titled: *Inter-professional collaboration in Health Care*. Principal Investigator: Samia Chreim (U. Ottawa) & Co-investigator: Ann Langley (HEC Montreal) (\$140,850 over 4 years: 2009 – 2014).
- Principal Investigator. Alberta Centre for Child, Family & Community Research. Project titled: *Social Enterprise Opportunity at YESS*. Research project with three MBA students. (\$5,000 over 5 months, June to October 2013).
- Principal Investigator. University of Alberta, Office of the Vice-President (Research) (SSHRC 4A). Project title: *Change in complex mature fields: The case of addiction services*. (\$7,500 over 18 months: 2012 to 2013).
- Principal Investigator. *Organizational Learning in Primary Health Care Innovation*. Funded by Canadian Institutes for Health Research and Alberta Heritage Foundation for Medical Research. Investigative team: Reay, Golden-Biddle, Casebeer and Hinings, and decision-making partners from 6 health regions. Research project investigates how organizational learning occurs in different context. (\$200,000 over 3 years: 2005-2008).
- Co-Investigator. Canadian Institutes for Health Research Team Grant. Project titled: *CIHR Team in Reconfiguration of Health Care Organizations and Systems*. Principal investigator: Jean-Louis Denis (U. Montreal). (\$2.6 million over 5 years: 2008-2013).

- Co-Investigator. Social Sciences and Humanities Research Council of Canada (SSHRC) International Opportunities Fund (IOF) Project. Project titled: *Understanding Institutional Influences on Cancer Care Management*. Principal investigator: Yolande E. Chan (Queen’s U). (\$50,000 over 2 years: 2007-2009).
- Co-Investigator. Research Award. *Family as an Organizing Principle: The Canadian Wine Industry*. Funded by the Centre for Entrepreneurship and Family Enterprise, University of Alberta School of Business. Research team: C.R. (Bob) Hinings and Trish Reay. Research investigating how the institutional logic of family business (traditional and life-style) impacts on strategic approaches in the Canadian wine industry.
- Co-Investigator. Program Grant, *Organizational Change in Health Care*. Funded by CHSRF and the AHFMR. Investigative Team: Golden-Biddle, Hinings, Casebeer, Reay, and Pablo, with collaborators at U Lethbridge and U Montreal, regional health authority decision makers, and provincial policy makers. Research on implementing and sustaining change is coupled with researcher-decision maker linkages that facilitate learning for both the theory and practice of change. (\$1.0 million over 5 years: 2000 – 2005).
- Co-Applicant, International Opportunity Program, Developing and Testing of Research Implementation Strategies in Complex Health Care Organizations in Canada and Sweden. Funded by CIHR. Investigative Team: Estabrooks, Wallin, Nilsson-Kajermo, Tyden, Reay and Denis. The initiation of a research collaboration that aims to broaden the perspective on research utilization in health care using a cross-national and cross-disciplinary approach. (\$25,000 over 1 year: 2005-2006).

PUBLICATIONS

REFEREED ARTICLES

Lu, C., Zhang, R., & Reay, T. (2026). Emancipatory entrepreneurship by a stigmatized social group. *Journal of Business Venturing*, 41(3).

<https://doi.org/10.1016/j.jbusvent.2026.106578>

Goštautaitė, B., Liubertė, I., Reay, T., Bučiūnienė, I., Blaževičius, M. D., & Moniz, A. (2026). “Matilda is Lazy Today”: How Mind Perceptions Trigger Relational Job Crafting With

- Industrial Robots. *Group & Organization Management*.
<https://doi.org/10.1177/10596011261428932>
- Motulsky A, Usher S, Gauvin L, Hébert P, Regis C, Lehoux P, Reay T, Baker R, Denis JL. Policy context and digital development: a comparative study of trajectories in four Canadian academic health centres over 30 years. *Journal of the American Medical Informatics Association*. Volume 32, Issue 8, August 2025, Pages 1286–1298, <https://doi.org/10.1093/jamia/ocaf077>
- Croft, C. & Reay, T. (2025). Breaching the professional social contract to drive system innovation: Nurse managers and the emergence of a new professional group. *Social Science & Medicine*. Volume 373, 2025, 118054, ISSN 0277-9536, <https://doi.org/10.1016/j.socscimed.2025.118054>
- Ahmadiani, S., Langley, A., Denis, J-L., Chreim, S., & Reay, T. (2025). Meta-Organizing on the Fly in Times of Crisis: The Emergence and Morphing of COVID-END. *Scandinavian Journal of Management*, Volume 41(3). <https://doi.org/10.1016/j.scaman.2025.101431>
- Jing, E. L., Goodrick, E., Reay, T., & Huq, J.-L. (2024). Issue Fields and Echo Chambers: Increasing Field Contestation Fueled by Moral Emotions. *Organization Studies*, 45(12): 1713-1740. <https://doi.org/10.1177/01708406241280004>
- Wright, A.L., Irving, G., Zafar, A. & Reay, T. 2022. The Role of Space and Place in Organizational and Institutional Change: A Systematic Review of the Literature. *Journal of Management Studies*. 60(4): 991-1026. doi.org/10.1111/joms.12868
- Wright, A.L., Meyer, A.D., Reay, T. & Staggs, J. 2021. Maintaining Places of Social Inclusion: Ebola and the Emergency Department. *Administrative Science Quarterly*. 66(1): 42-85. doi:10.1177/0001839220916401
- Chen, Y. & Reay, T. (2021). Responding to imposed job redesign: The evolving dynamics of work and identity in restructuring professional identity. *Human Relations*. doi:10.1177/0018726720906437
- Chreim, S., Langley, A., Reay, T., Comeau-Vallée, M. & Huq, J-L. 2020. Constructing and Sustaining Counter-institutional Identities. *Academy of Management Journal*. 63(3): 935-964.

doi:10.5465/amj.2017.0528

Goodrick, E., Jarvis, L. & Reay, T. 2020. Preserving a professional institution: emotion in discursive institutional work. *Journal of Management Studies*, 57(4): 735-774.

doi:10.1111/joms.12535

MacLeod, M., Hanlon, N., Reay, T., Snadden, D. & Ulrich, C. 2020. Partnering for Change: How a Health Authority, Physicians, and Communities Work Together to Transform Primary Healthcare Services. *Journal of Health Organization and Management*, 34(3): 255-272.

doi:10.1108/JHOM-02-2019-0032

Keijser, W., Huq, J.L. & Reay, T. 2020. Enacting Medical Leadership to Address Wicked Problems. *BMJ Leader*, 4:12–17. doi:10.1136/leader-2019-000137

Hewko, S.J, Reay, T, Estabrooks C.A, Cummings G.G. 2019. Retirement decision-making among Registered Nurses' and allied health professionals: A descriptive analysis of Canadian Longitudinal Study on Aging data. *Healthcare Policy*, 15(2) November: 20-27.

doi:10.12927/hcpol.2019.26074

Geary J, Reay T, Bubela T. 2019. The impact of heterogeneity in a global knowledge commons: Implications for governance of the DNA Barcode Commons. *International Journal of the Commons*, 13(2), pp. 909–930. doi:10.5334/ijc.861

Snadden D, Reay T, Hanlon N, Macleod, M. 2019. Engaging primary care physicians in system change – an interpretive qualitative study in a remote and rural health region in Northern British Columbia, Canada. *BMJ Open*; 9:e028395. doi:10.1136/bmjopen-2018-028395

Reay, T. 2019. Family Routines and Next-Generation Engagement in Family Firms. *Entrepreneurship Theory & Practice*, 43(2), 244-250.

Hanlon, N., Reay, T., Snadden, D. & MacLeod, M. 2019. Creating partnerships to achieve health care reform: Moving beyond a politics of scale? *International Journal of Health Services*, 49(1), 51-67.

- Zhang, Z. & Reay, T. 2018. Managing the Yin and Yang of Family Capital: A Study of Chinese Immigrant Entrepreneurs. *Entrepreneurship & Regional Development*, 30(7-8): 722 – 748.
- Hewko, S.J., Reay, T., Estabrooks, C.A., Cummings, G.G. 2018. Development and validation of conceptual models of early and involuntary retirement among Canadian Registered Nurses and allied health professionals. *Canadian Journal on Aging/La Revue Canadienne du Vieillessement*, 37(3): 294-308.
- Reay, T., Goodrick, E., Waldorff, S.B. & Casebeer, A. 2017. Getting Leopards to Change Their Spots: Co-Creating a New Professional Role Identity. *Academy of Management Journal*, 60(3): 1043-1070.
- Huq, J.L., Reay, T. & Chreim, S. 2017. Protecting the Paradox of Interprofessional Collaboration. *Organization Studies*, 38(3-4): 513-538.
- Nicolini, D., Delmestri, G., Goodrick, E., Reay, T., Lindberg, K. & Adolfsson, P. 2016. Look What's Back! Institutional Complexity, Reversibility and the Knotting of Logics. *British Journal of Management*, 27(2): 228-248.
- Bucher, S., Chreim, S., Langley, A. & Reay, T. 2016. Contestation about Collaboration: Discursive Boundary Work among Professions. *Organization Studies*, 37(4): 497-522.
- Jaskiewicz, P., Heinrichs, K., Rau, S.B., & Reay, T. 2016. To be or not to be: How family firms manage family and commercial logics in succession. *Entrepreneurship Theory and Practice*, 40(4): 781-813.
- Reay, T., Jaskiewicz, P. & Hinings, C.R. (Bob). 2015. How Family, Business and Community Logics Shape Family Firm Behavior and 'Rules of the Game' in an Organizational Field. *Family Business Review*, 28(4): 292-311.
- Champagne, F., Lemieux-Charles, L., Duranceau, M-F., MacKean, G., & Reay, T. 2014. Organizational impact of evidence-informed decision making training initiatives: a case study comparison of two approaches. *Implementation Science*, 9:53.
- Glover, J. & Reay, T. 2015. Sustaining the Family Business with Minimal Financial Rewards: How Do Family Farms Continue? *Family Business Review*, 28(2): 163-177.

- Reay, T., Chreim, S., Golden-Biddle, K., Goodrick, E., Williams, B.E. (Bernie), Casebeer, A., Pablo, A. & Hinings, C.R. (Bob). 2013. Transforming New Ideas into Practice: An Activity Based Perspective on the Institutionalization of Practices. *Journal of Management Studies*, 50(6): 963-990.
- Jaskiewicz, P., Uhlenbruck, K. Balkin, D. & Reay, T. 2013. Is Nepotism Good or Bad? Types of nepotism and implications for knowledge management. *Family Business Review*, 26(2): 121-139.
- Reay, T., Goodrick, E., Casebeer, A. & Hinings, C.R. 2013. Legitimizing New Practices in Primary Health Care. *Health Care Management Review*, 38(1): 9-19.
- Chreim, S., Langley, A., Comeau-Vallée, M., Huq, J-L., & Reay, T. 2013. Leadership as boundary work in health care teams. *Leadership*, 9(2): 201-228.
- Dixit, D., Hagdtved, R., Reay, T., Ballerman, M. & Forgie, S. 2012. Attitudes and beliefs about hand hygiene among paediatric residents: a qualitative study. *BMJ Open*. 2012;2:e002188 doi:10.1136/bmjopen-2012-002188
- Langley, A., Golden-Biddle, K., Reay, T., Denis, J.L., Hebert, Y., Lamothe, L., & Gervais, J. 2012. Identity struggles in merging organizations: Renegotiating the sameness-difference dialectic *Journal of Applied Behavioral Science*, 48: 135-167.
- Squires, J., Reay, T., Moralejo, D., LeFort, S., Hutchinson, A. & Estabrooks, C. 2012. Designing strategies to implement research-based policies and procedures: A set of recommendations for nurse leaders based on the PARIHS framework. *The Journal of Nursing Administration*, 42(5): 293-297.
- Goodrick, E. & Reay, T. 2011. Constellations of Institutional Logics: Changes in the Professional Work of Pharmacists. *Work and Occupations*, 38(3): 372-416.
- Goodrick, E., & Reay, T. 2010. Florence Nightingale Endures: Legitimizing a New Professional Role Identity. *Journal of Management Studies*. 47(1): 55-84.
- Reay, T., Berta, W. & Kohn, M. 2009. What's the evidence on evidence-based management? *Academy of Management Perspectives*, 23(4): 5-8.

- Reay, T. 2009. Family business meta-identity, institutional pressures and ability to respond to entrepreneurial opportunities. *Entrepreneurship Theory & Practice*, 33(6): 1265-1270.
- Reay, T. & Hinings, C.R. 2009. Managing the rivalry of competing institutional logics. *Organization Studies*, 30(6): 629-652.
- Golden-Biddle, K. & Reay, T. 2009. Gendered Work: Negotiating value and boundaries for a new role. *Negotiation and Conflict Management Research*, 2(1): 31-41.
- Pablo, A., Reay, T., Dewald, J. & Casebeer, A. 2007. Identifying, enabling and managing dynamic capabilities. *Journal of Management Studies*, 44(5): 687-708.
- Golden-Biddle, K., Locke, K., & Reay, T. 2006. Using knowledge in organizational studies: An investigation of how we cite prior work. *Journal of Management Inquiry*, 15(3): 237-254.
- Reay, T, Golden-Biddle, K., & GermAnn, K. 2006. Legitimizing a new role: Small wins and micro-processes of change. *Academy of Management Journal*, 49(4): 977-998.
- Casebeer, A., Reay, T., Golden-Biddle, K., Pablo, A., Wiebe, E. & Hinings, C.R. 2006. Experiences of Regionalization: Assessing multiple stakeholder perspectives across time. *Healthcare Quarterly*, 9(2): 32-43.
- Reay, T., Patterson, E., Halma, L., & Steed, W. 2006. Introducing a nurse practitioner into a rural physician clinic. *Canadian Journal of Rural Medicine*, 11(2): 101-107.
- Reay, T & Hinings, C.R. 2005. The recomposition of an organizational field: Health care in Alberta. *Organization Studies*, 26(3): 351-384.
- Thomson, D., Bzdel, L., Golden-Biddle, K., Reay, T., & Estabrooks, C. A. 2005. Central questions of anonymization. A case study of secondary use of qualitative data. *Forum Qualitative Sozialforschung/Forum: Qualitative Social Research*, 6(1): Art. 29.
- Casebeer, A., & Reay, T. 2004. Reinventing primary health care: Physicians have a pivotal part to play. *Canadian Family Physician*, 50: 1345-1347.
- Reay, T., & Steier, L. 2004. The case of the prodigal daughter, In J.H. Astrachan, P. Poutziouris, & K. Soufani. (Eds.) *Family Business Casebook Annual*. Kennsaw, Georgia: Cox Family Enterprise Center.

- Devine, K., Reay, T., Stainton, L., & Collins-Nakai, R. 2003. The stress of downsizing: Comparing survivors and victims. *Human Resource Management*, 42(2): 109-124.
- Golden-Biddle, K., Reay, T., Petz, S., Witt, C., Pablo, A., Casebeer, A., & Hinings, C.R. 2003. The researcher-decision maker partnership: Some observations from experience. *Journal of Health Services Research and Policy*, 8(supplement 4): 20-25.
- Hinings, C.R., Casebeer, A., Reay, T., Golden-Biddle, K., Pablo, A., & Greenwood, R. 2003. The regionalization of healthcare in Alberta: Legislated change, loose coupling and uncertainty. *British Journal of Management*, 14: S15-S30.
- Reay, T., Golden-Biddle, K., & Germann, K. 2003. Challenges and leadership strategies for managers of nurse practitioners. *Journal of Nursing Management*, 11: 1-8.
- Reay, T. 1999. Allocating scarce resources in a publicly funded health system: Ethical considerations of a Canadian managed care proposal. *Nursing Ethics: An International Journal for Health Care Professionals*, 6(3): 240-249.

BOOK CHAPTERS

- Reay, T. (2024). Section Summary: The Clinical Workforce. In Aoife M. McDermott, Paula Hyde, Louise Fitzgerald and Ariel C. Avgar (Eds.), *The Research Handbook on Contemporary Human Resource Management for Health Care*. Edward Elgar Publishing Ltd.
- Reay, T. (2023). Integrated and Networked Healthcare Systems: The Canadian Example. In Burgess, N. & Currie, G. (Eds.), *Shaping High Quality, Affordable and Equitable Healthcare: Meaningful Innovation and System Transformation*, Springer International Publishing.
- Reay, T., Goodrick, E. & Lu, C. (2020). Institutional Settlements and Organizational Hybridity: The Rise and Fall of Supervised Consumption Sites. In Besharov, M. & Mitzinneck, B. (Eds.), *Research in the Sociology of Organizations, 'Organizational Hybridity: Perspectives, Processes, Contexts'*, Vol. 67. Elgar.

- Reay, T., Zafar, A., Monteiro, P. & Glaser, V. 2019. Presenting Findings from Qualitative Research: One Size Does Not Fit All!! In Zilber, T., Amis, J. & Mair, J. (Eds.). ***Research in the Sociology of Organizations, 'The Production of Managerial Knowledge and Organizational Theory: New Approaches to Writing, Producing and Consuming Theory***, pp. 201-216.
- Latuszynska, A., Reay, T. & Oborn, E. (2019). Managing Risk in Healthcare Settings. In Miller, Gephart & Svedberghelgesson (Eds.), ***Routledge Companion to Risk, Crisis and Emergency Management***. Routledge.
- Reay, T., Germann, K., Casebeer, A., Golden-Biddle, K. & Hinings, C.R. (Bob). 2016. Creating and Sustaining the Right Kind of Space for Organizational Learning in Primary Healthcare. In Swan, J., Nicolini, D. & Newell, S. (Eds), ***Mobilizing Knowledge in Healthcare***. Oxford University Press.
- Reay, T., Goodrick, E. & Hinings, C.R. (Bob). 2016. Institutionalization and Professionalization. In Ferlie, E., Montgomery, K. & Pederson, A. (Eds.), ***The Oxford Handbook of Health Care Management***.
- Reay, T. & Zhang, Z. 2014. Qualitative Methods in Family Business Research. In Melin, L., Nordqvist, M. & Sharma, P. (Eds.), ***The SAGE Handbook of Family Business***.
- Reay, T. 2012. Positive Social Change in Health Care. In Golden-Biddle, K. & Dutton, J. (Eds.), ***Using a Positive Lens to Explore Social Change in Organizations***, 341-350. Erlbaum.
- Casebeer, A. & Reay, T. 2012. Taking the Gaps Seriously: The Experience of Primary Health Care Networks in Western Canada. In Dickinson, H. & Mannion, R. (Eds.), ***The reform of health care: shaping, adapting and resisting policy developments...***
- Langley, A., Golden-Biddle, K., Denis, J.L. & Reay, T. 2011. Chapter 7: Managing and Sustaining Change. In, Sullivan, T. & Denis, J.L. (Eds.), ***Implementing Evidence: Building Better Healthcare Leadership for Canada***. McGill – Queens University Press.
- Casebeer, A., Reay, T., Dewald, J. & Pablo, A. (2010). Knowing through Doing: Unleashing latent dynamic capabilities in a public sector context. In K. Walshe, G. Harvey, E. Spencer, C. Skelcher, & P. Jas (Eds.), ***Connecting knowledge and performance in public services: From Knowing to Doing***, 251-275.

- Casebeer, A., Reay, T., Golden-Biddle, K., Hinings, B. & GermAnn, K. 2010. Primary Health Care Innovation Sites: Learning to Create New Cultures of Care. In Braithwaite, J., Hyde, P. & Pope, C. (Eds.), *Culture and Climate in Health Care Organizations*. London: Palgrave Macmillan.
- Reay, T. & Golden-Biddle, K. 2008. Institutionalising Nurse Practitioners in Alberta. In E. Ferlie, P. Hyde & L. McKee (Eds.), *Organising and Reorganising – Power and Change in Health Care Organisations*.
- Golden-Biddle, K., GermAnn, K., Reay, T., & Procyshen, G. 2005. Anchoring while moving forward in organizational change. In J.E. Dutton and B.R. Ragins (Eds.), *Exploring positive relationships at work: Building a theoretical and research foundation*. Lawrence Erlbaum Press.
- Hinings, C.R., Greenwood, R., Reay, T., & Suddaby, R. 2004. Dynamics of change in organizational fields. In M.S. Poole, & A.H. Van de Ven (Eds.), *Handbook of organizational change and innovation*. New York: Oxford University Press.
- Casebeer, A., Besner, J., Golden-Biddle, K., & Reay, T. 2003. The researcher decision maker partnership: A collaborative journey. In *Multi-organizational partnerships and collaborative strategies*. Calgary: University of Calgary.

BOOKS AND MONOGRAPHS

- Reay, T., Goodrick, E., & D'Aunno, T. (2021). *Healthcare Management and Organization Theory*. Cambridge.
- Reay, T., Zilber, T.B., Langley, A., & Tsoukas, H. (2019). Eds., *Institutions and Organizations: A process view*. Oxford: Oxford University Press.
- Sturdy, A., Heusinkveld, S., Reay, T. & Strang, D. (2019). Eds., *Oxford Handbook of Management Ideas*. Oxford: Oxford University Press.
- Reay, T. 2000. *Making managerial health care decisions in complex, high velocity environments*. Alberta Heritage Foundation for Medical Research, HTA Initiative #2 (Monograph).

NON-REFEREED ARTICLES

- Jing, E., Goodrick, E., Huq, J-L., & Reay, T. (2025). How discussion becomes discord: Three avoidable steps on the path to polarization. *The Conversation*.
<https://theconversation.com/how-discussion-becomes-discord-three-avoidable-steps-on-the-path-to-polarization-257709>
- Roulet, T., Wright, A., Fainshmidt, S., & Reay, T. (2025). Essays in Management and Organization Studies: Past, Present, and Future of a Generative Genre. *Journal of Management Studies*, 62(1), 518-525.
- Creed, W.E.D., Gray, B., Hoellerer, M., Karam, C.M. & Reay, T. (2022). Organizing for Social and Institutional Change in Response to Disruption, Division, and Displacement: Introduction to the Special Issue. *Organization Studies*, 43(10): 1535-1687.
- Hjorth, D. & Reay, T. (2022). Organizational and Institutional Entrepreneurship: Introduction to the Special Issue. *Organization Studies*, 43(2): 159-177.
- Malhotra, N. & Reay, T. (2019). Hybridity and power in the microfoundations of professional work. In Haack, P., Sieweke, J., & Wessel, L. (Eds.) *Microfoundations of Institutions (Research in the Sociology of Organizations, Vol. 65B)*, Emerald Publishing Limited, Bingley, pp. 241-255. <https://doi.org/10.1108/S0733-558X2019000065B017>
- Hjorth, D., Meyer, R., & Reay, T. (2019). Happy 40th Birthday, Organization Studies! Looking Back and Looking Ahead. *Organization Studies*, 40(12), 1779–1783.
- Hjorth, D. & Reay, T. 2018. (Editorial) Entrepreneurially Moving Ahead. *Organization Studies*, 39(1): 7-18.
- Holt, R., Den Hond, F. & Reay, T. 2016. X and Organization Studies. *Organization Studies*, 37(7): 901-902.
- Reay, T. & Jones, C. 2016. Qualitatively Capturing Institutional Logics. *Strategic Organization*.
- Lu, C. & Reay, T. 2016. Preserving a Settlement Despite Ongoing Challenges: The Case of Native Indian Gaming. *Research in the Sociology of Organizations*.

- Goodrick, E. & Reay, T. 2016. An Institutional Perspective on Accountable Care Organizations. *Medical Care Research and Review*.
- Jennings, J., Reay, T. & Steier, L. 2015. Book Review: The SAGE Handbook of Family Business. *Academy of Management Learning and Education*.
- Reay, T. 2014. Publishing Qualitative Research. *Family Business Review*, 27: 95-102.
- Sharma, P., Salvato, C. & Reay, T. 2014. (Editorial Introduction for Special Issue). Temporal Dimensions of Family Enterprise Research. *Family Business Review*, 27: 7-9.
- Waldorff, S.B., Reay, T. & Goodrick, E. 2013. A tale of two countries: How different constellations of logics impact action. *Research in the Sociology of Organizations*. Emerald.
- Reay, T., Pearson, A.W. & Dyer, W.G. 2013. (Editorial Introduction for Special Issue). Advising family enterprise: Examining the role of family firm advisors. *Family Business Review*, 26: 209-214.
- Ashworth, R., Ferlie, E., Hammerschmid, M., Moon, J. & Reay, T. 2013. (Editorial Introduction for Special Issue). Theorizing contemporary public management: International and comparative perspectives. *British Journal of Management*, 24(S1): S1-S17.
- Zaugg, M., Gattiker, A., Moneta, C. & Reay, T. 2012. Effective leadership in hospital management: How a CEO can lead a hospital towards more 'competitiveness,' the GZO case in Switzerland. *Online Journal of International Case Analysis*.
http://ojica.fiu.edu/index.php/ojica_journal
- Reay, T. & Whetten, D.A. 2011. What constitutes a theoretical contribution in family business? *Family Business Review*, 24(2): 105-110.
- Champagne, F., Lemieux-Charles, L., McKean, G., Reay, T., Herrera, J.C., Anderson, M. & Dubois, N. 2011. Knowledge Creation in Healthcare Organizations as a Result of Individuals' participation in the EXTRA and SEARCH programs. Commissioned Report to *Canadian Health Services Research Foundation*.
- Golden-Biddle, K, Reay, T., & Thomson, D. 2003. Implementing change: The crucial role of middle managers. www.healthorgchange.com

Reay, T., Golden-Biddle, K., & Hinings, C.R. 2001. *Cost pressures in Alberta health regions: The regions' perspectives with organizational commentary*. Background paper for “Cost Pressures” committee of Alberta Health and Wellness.

PRESENTATIONS at PROFESSIONAL CONFERENCES (Past 5 years)

2025

- Sullivan, S., Voronov, M., Soubliere, J-F., & Reay, T. Disruption into Production: How the Clean Air Movement Created its own Expertise. Academy of Management. Copenhagen, Denmark. 2025-07-28.
- Reay, T. & Goodrick, E. How place-based communities interact with a field level organization in an institutional change initiative. EGOS, Athens, Greece. 2025-07-03.

2024

- Chen, Yaru, Kirkpatrick, Ian, & Reay, Trish. Doing professional jurisdiction work. Academy of Management. Chicago Illinois. 2024-08- 12.
- Zafar, Asma, Reay, Trish, & Wright, April. What doesn't kill us makes us stronger: Place disruption and the evolution of organizational identity. Academy of Management. Chicago Illinois. 2024-08-12.
- Reay, Trish. My knowledge, your knowledge or both? Navigating the interplay between experiential and professional knowledge for social change in mental health care services. EGOS, Milan Italy. 2024-07-05.

2023

- Chen, Y., Reay, T., & Kirkpatrick, I. Custodian work in the Renewal of Community Health Centres in China. Academy of Management Conference, Boston, MA. August 2023.
- Reay, T., Wright, A. & Goodrick, E. How Can you Manage Huge Volumes of Qualitative Data in Ways that Lead to Strong Theoretical Contributions?. EGOS, Cagliari, Italy, July 2023.
- Reay, T., Hanlon, N., Snedden, D., Goodrick, E. & MacLeod, M. Reimagining the Rules of the Game. Organization Studies Summer Workshop, Athens, Greece, May 2023.

2022

- Wright, A., Irving, G., Zafar, A., & Reay, T. Managing Public Places in Organizational and Institutional Change. Academy of Management Conference, Seattle, Washington. August 2022.

- Ahmadiani, S., Denis, J-L., Langley, A., Chreim, S., & Reay, T. Meta-organizing on the Fly: The Emergence and Morphing of COVID-END. EGOS, Vienna, Austria, July 2022.
- Reay, T., Jing, E., & Goodrick, E. A Tale of Two Crises: Re-Constructing the Crisis of Addiction. Organization Studies Summer Workshop, Chania, Greece, May 2022.

2021

- Jing, E., Reay, T., & Huq, J.L Battling Over the Harm Reduction Logic in Addiction Services: The Role of Emotions. Academy of Management Conference, Virtual. August 2021.
- Reay, T., Ahmadiani, S., Denis, J-L., Langley, A., & Chreim, S. Covid-END: A Shape-Shifting Organization to Make Evidence Available in a world where evidence is unclear. Academy of Management Conference, Virtual. August 2021.
- Croft, C. & Reay, T. Managing Multi-level Paradox: The Case of Nurse Managers in the UK. EGOS, Virtual, July 2021.

INVITED PRESENTATIONS

2025

- How place-based communities interact with a field level organization in an institutional change initiative. University of Birmingham. March 2025.

2024

- Inhabited Institutionalism and Multi-Level Change: Re-imagining Community Healthiness. Judge Business School, Cambridge University. March 2024

2022

- Altering the Rules of the Game: Dynamics of Institutional Change in Healthcare. University of Edinburgh. December 2022

2021

- Partnering Across Field Boundaries: Field Change in Primary Healthcare. Desautels Faculty of Management, McGill University. April 2021

2018

- Taking a Commons Approach to Understand Field Change in Primary Health Care. Oxford University. November 2018.

2017

- Creating and Sustaining the Right Kind of Space for Organizational Learning in Primary Healthcare. University of Manchester. April 2017.
- Appeals For A Professional Tomorrow: The Role Of Emotion In Discursive Institutional Work. Cambridge University. May 2017.

2016

- Recombining Institutional Logics in Attempts to Innovate Workplace Practice. Hanken School of Economics, Helsinki, Finland. June 2016.
- Publishing in Organization Studies: Tips from the Editor. Asper School of Business, University of Manitoba. May 2016.
- Publishing Qualitative Research. MacEwan University. April 2016.

2015

- Professional Role Identity and Institutional Logics. Hebrew University, Jerusalem. April 2015.

2013

- Reconceptualizing Institutional Logics: A Study of Change in Physician Identity. McGill University, Montreal. November 2013.
- How Can You Get a Leopard to Change Its Spots? Changing Physician Identity. Warwick Business School. Coventry, UK. November 2013.

2010

- Organizational Learning in Primary Health Care. University of Ottawa. Ottawa. November 2010.

2008

- Diffusing New Ways of Working in Health Care Settings. Brandeis University. Boston. November 2008.
- Organizational Learning in Primary Health Care. Copenhagen Business School. October 2008.
- Building a Foundation for Organizational Learning: Innovation in Primary Health Care. Knowledge Utilization Studies Program (KUSP), University of Alberta. June 2008.
- Organizational Learning in Primary Health Care Innovation. Capital Health iCare Invited Speaker Series. Edmonton, May 2008.
- Co-Production Research: Experiences from Canadian Health Care Research. AIM Workshop and Conference. Aston University, Birmingham, UK, March 2008.

2007

- A Comparative Study of Pharmacy Practice in Italy, UK, Sweden and USA. Association of Pharmacists. Bergamo, Italy, October 2007.
- Organizational Learning and Knowledge Utilization. Knowledge Utilization Conference, August 2007. Stockholm Sweden.

GRADUATE STUDENT SUPERVISION and COMMITTEE PARTICIPATION

PhD Students

SUPERVISOR (UNIVERSITY OF ALBERTA STUDENTS)

Teddy Carter	School of Business	2019 -
Joseph Owusu	School of Business	2014 - 2023
Asma Zafar	School of Business	2014 - 2019
Chang Lu	School of Business	2013 - 2019
Shilo Hills	School of Business	2012 - 2022
Maxim Ganzin	School of Business	2011 - 2019
Onolee Nordstrom*	School of Business	2011 - 2016
Jo-Louise Huq	School of Business	2009 - 2015
Ellen Crumley	School of Business	2010 - 2012
Zhen Zhang	School of Business	2011 - 2014
Kathy Belton*	School of Public Health	2007 - 2016
Yasmeen Krameddine*	Faculty of Medicine (Psychiatry)	2010 - 2014

*Co-Supervisor

SUPERVISORY COMMITTEE MEMBER (UNIVERSITY OF ALBERTA STUDENTS)

Masters Students (University of Alberta)

Carolyn Trumper	Faculty of Extension	2010 - 2011
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External Examiner for PhD Defense

Kam Phung	York University	March 2022
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Liora Moskovitz	LSE London	June 2018
Marco Bottura	EM Lyon, France	June 2018
Irina Liuberte	IST Vilnius	May 2018
Marlieke Van Grinsven	VU Amsterdam	November 2017
Michael Nixon	U of Copenhagen	February 2015
Juli Findlay	U of Calgary	September 2014
Laerke Christensen	Copenhagen Business School	September 2013
Franz Bevort	Copenhagen Business School	June 2012
Laura Ierfino	McGill University	September 2010
Josie Stomp	York University	April 2008

TEACHING EXPERIENCE

COURSES TAUGHT

University of Alberta (1997 – Present)

- Managing Organizational Change (MBA)
- International Family Enterprise (MBA and BComm)
- Implementing Public Policy (MBA)
- Qualitative Methods for PHD students
- Management and strategy/ organizational analysis (BComm)
- Executive MBA – Managing Organizational Change

COMMUNITY AND EXECUTIVE EDUCATION

- Organizational Change for Executive Education SEARCH educational program for health professionals throughout Alberta. Teaching area – Using evidence in health care organizations. (2001-2009)
- Team Member for “Managing Organizational Change” module. EXTRA Program of the Canadian Health Services Research Foundation –executive education program for health care executives. (2004-2005)
- Affiliate member at the Centre for Knowledge Transfer. (2002-2006)

PROFESSIONAL SERVICE

CENTRE FOR THE EFFECTIVE BUSINESS MANAGEMENT OF ADDICTION TREATMENT (CEBMAT)

- Academic Director, 2012-2018

UNIVERSITY OF ALBERTA COMMITTEE WORK

- PACSAA Committee, Vice-Provost Committee to evaluate Canada Research Chair applications (2021 to present).
- Policy Review Committee, Faculty of Graduate Studies and Research (2020 – 2022)
- Member of Research Ethics Board Oversight Committee, 2011 – 2020)
- Associate Chair of Research Ethics Board 1 – University of Alberta, 2011 – 2020.
- Chair of Research Ethics Board for University of Alberta School of Business, 2010-2011.
- Elected Faculty Representative, Faculty Evaluation Committee, 2013-2015.
- Member of Recruiting Committee for Marketing Business Economics and Law Department for Tier Two Research Chair, 2014-2015.
- Member of PhD Policy Committee, Organizational Analysis Representative, 2010-2013.
- Member of School of Business Undergraduate Re-Admissions Committee, 2009.
- Member of Recruiting Committee for Strategic Management and Organization Department in Technology Commercialization, 2008.
- Member of Recruiting Committee for Strategic Management and Organization Department in Entrepreneurship and Family Enterprise, 2007.
- Member of University of Alberta, Scientific Committee for the 7th Advances in Qualitative Methods Conference, 2006-2007.
- Member of committee to advance educational opportunities in family business. This committee developed structure and content for a major and minor focus of study for University of Alberta School of Business students.

EXTERNAL PROFESSIONAL SERVICE

- Member of Review Committee for Journal Editor Search, *Administrative Sciences Quarterly*, September to December 2024.

- External Member of Research Award Evaluation Committee, Haskayne School of Business, University of Calgary, 2023 – 25.
- Member of Susan E. French Advisory Committee, McGill University, Research Awardee: Professor Kelley Kilpatrick, Faculty of Nursing. (2020 – 2028).
- Chair, Career Awards Committee for the Academy of Management, 2018.
- Division chair for Academy of Management, Health Care Management Division, 2011-2012.
- Division Chair-Elect for Academy of Management, Health Care Management Division, 2011.
- Program Chair for Academy of Management, Health Care Management Division, 2010.
- Elected PDW Chair and Program Chair Elect for Academy of Management, Health Care Management Division. Term Commenced August 2008 and proceeds over five years to Division Chair.
- Member of National Review Panel for Canadian Institutes for Health Research, Open Grants Competition, Knowledge Translation and Exchange Committee. Three year term appointment, 2007-2010.
- Elected member (Academic-at-Large) for Health Care Management Division Executive of Academy of Management, 2006-2008.
- Member of Research Committee for Health Care Management Division of Academy of Management, 2002-2006.

LOCAL COMMUNITY SERVICE

- Planning committee member for Albert Family Wellness Initiative (Norlien Foundation) Symposium on Brain Development and Addictions, 2013-2014.
- Core member of SEARCH (Swift Efficient Application of Research in Community Health), Alberta Heritage Foundation for Medical Research 2000-2009. This organization provides innovative educational experiences for Alberta health care professionals – encouraging evidence based practice and the development of research and change management skills.
- Member of SEARCH Network Committee. 2002-2005. This committee is responsible for providing guidance and advice to Alberta Heritage Foundation for Medical Research personnel concerning the development and formalization of a network of former and present SEARCH participants, and affiliates of the SEARCH program in Alberta health regions and universities.

- Member of SEARCH Steering Committee, 2001-2005. This committee is responsible for providing guidance and advice to Alberta Heritage Foundation for Medical Research personnel in managing and developing an ongoing training program for health care professionals.

REVIEW WORK

Section Editor

- JMSSays (Essay Section), *Journal of Management Studies* (2019 – present)

Editor-in-Chief

- *Organization Studies* (2015 – 2019)

Associate or Senior Editor

- *Family Business Review* (2009 – 2014)
- *Organization Studies* (2013 – 2015)

Editorial Review Board

- *Administrative Science Quarterly* (2019 -
- *Academy of Management Journal* (2013 -
- *Organization Science* (2013 –
- *Academy of Management Discovery* (2013 -
- *Journal of Professions and Organization* (2013 -

Guest Editor

- Special Issue *British Journal of Management* on Public Sector Reorganizations

Ad hoc Journal Reviewer

- *Academy of Management Review*
- *Administrative Science Quarterly*
- *Journal of Management Studies*

- *Human Relations*
- *Social Science and Medicine*
- *British Journal of Management*
- *Health Care Management Review*
- *Work and Occupations*
- *Strategic Organization!*

Conference Reviewer

- *Academy of Management Conference (Health Care & OMT Divisions)*
- *Administrative Sciences Association of Canada*

PROFESSIONAL ASSOCIATIONS

- *Academy of Management – Health Care Management Division*
- *Academy of Management – Organization & Management Theory Division*
- *Administrative Sciences Association of Canada*