

# VERN L. GLASER

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## EDUCATION

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- University of Southern California, PhD, Management and Organization (2014)
- Duke University, MBA (2000)
- University of California at Los Angeles, BA, Economics (1992)

## RESEARCH

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### **Research Interests:**

I study the question: How do organizations strategically change practices and culture? Most of my research involves understanding how organizations use algorithms, arguments, and analogies to change routines and to create new capabilities.

- Topics of Interest: *Algorithms, Artificial Intelligence and Analytics; Framing, Arguments, and Analogies; Routines and Capabilities; Strategic Management; Cultural Entrepreneurship; Decision-Making; Strategy-as-Practice; Family Business; Governance; Institutional Logics; Technology, Innovation and Entrepreneurship*

### **Journal Articles:**

- Joel Gehman, Vern L. Glaser, and Paul Merritt. *An Assemblage Perspective on Hybrid Agency: A Commentary on Raisch and Fomina's Combining Human and Artificial Intelligence*. Academy of Management Review. (forthcoming)
- Vern L. Glaser, Jennifer Sloan, and Joel Gehman. *Organizations as Algorithms: A New Metaphor for Advancing Management Theory*. Journal of Management Studies. (forthcoming)
- Christine Moser, Vern L. Glaser, and Dirk Lindebaum. *Taking Situatedness Seriously in Theorizing about Competitive Advantage through AI—A Response to Kemp's "Competitive Advantages Through Artificial Intelligence"*. Academy of Management Review. **49**(3) (2024)
- Vern L. Glaser and Joel Gehman. *Chatty Actors: Generative AI and the Reassembly of Agency in Qualitative Research*. In M. Kulkarni (ed.), *The Future of Research in an Artificial-Intelligence Driven World*. Journal of Management Inquiry. **33**(3) (2024)

- Dirk Lindebaum, Christine Moser, Mehreen Ashraf, and Vern L. Glaser. *Reading The Technological Society to Understand the Mechanization of Values and its Ontological Consequences*. Academy of Management Review. **48**(3) 575-592. (2023)
- Vern L. Glaser, Omid Omidvar, and Mehdi Safavi. *Predictive Models Can Lose the Plot. Here's How to Keep Them on Track*. MIT Sloan Management Review. **64**(4) 20-25. (2023)
- Omid Omidvar, Mehdi Safavi, and Vern L. Glaser. *Algorithmic Routines and Dynamic Inertia: How Organizations Avoid Adapting to Changes in the Environment*. Journal of Management Studies. **60**(2) 313-345. (2023)
- Dirk Lindebaum, Vern L. Glaser, Christine Moser, and Mehreen Ashraf. *When Algorithms Rule, Values Can Withers*. MIT Sloan Management Review. **64**(2) 66-69. (2022)
- Vern L. Glaser and Michael Lounsbury. *Designing Legitimacy: Expanding the Scope of Cultural Entrepreneurship*. Journal of Business Venturing Design. **1**(1) 1-11. (2021)
- Vern L. Glaser, Neil Pollock, and Luciana D'Adderio. *The Biography of an Algorithm: Performing Algorithmic Technologies in Organizations*. Organization Theory. **2** 1-27 (2021)
- Vern L. Glaser, Mariam Krikorian-Atkinson, and Peer C. Fiss. *Goal-Based Categorization: Dynamic Classification in the Display Advertising Industry*. Organization Studies. **41**(7) 921-943. (2020)
- Timothy Hannigan, Richard F. J. Haans, Keyvan Vakili, Hovig Tchaljian, Vern L. Glaser, Milo Wang, Sarah Kaplan, and P. Devereaux Jennings. *Topic Models in Management Research: Rendering New Theory from Textual Data*. Academy of Management Annals. **13**(2) 586-632. (2019)
- Luciana D'Adderio, Vern L. Glaser, and Neil Pollock. *Performing Theories, Transforming Organizations: A Reply to Marti and Gond*. Academy of Management Review. **44**(3) 676-679. (2019)
- Joel Gehman, Vern L. Glaser, Kathleen M. Eisenhardt, Dennis A. Gioia, Ann Langley, and Kevin G. Corley. *Finding Theory-Method Fit: A Comparison of Three Qualitative Approaches to Theory-Building*. Journal of Management Inquiry. **27**(3) 284-300. (2018)

- Vern L. Glaser. *Design Performances: How Organizations Inscribe Artifacts to Change Routines*. Academy of Management Journal. **60**(6) 2126-2154. (2017)
- Vern L. Glaser, Peer C. Fiss, and Mark T. Kennedy. *Making Snowflakes Like Stocks: Stretching, Bending, and Positioning to Make Financial Market Analogies Work in Online Advertising*. Organization Science. **27**(4) 1029-1048. (2016)

#### **Edited Books:**

- Christopher W.J. Steele, Timothy R. Hannigan, Vern L. Glaser, Madeline Toubiana, and Joel Gehman (ed.), *Macrofoundations: Exploring the Institutionally Situated Nature of Activity*. Research in the Sociology of Organizations. **68**. Emerald Publishing (2021)

#### **Edited Book Chapters and Conference Publications:**

- Giuseppe Criaco, Vern Glaser, and Joel Gehman. *Becoming Minoritarian: How De Novo Associations Change Institutional Fields from the Inside Out*. Academy of Management Proceedings. (2022)
- Henrik Berglund and Vern L. Glaser. *The Artifacts of Entrepreneurial Practice*. In Neil Thompson, Orla Byrne, Bruce Teague, and Anna Jenkins (ed.), Research Handbook on Entrepreneurship as Practice. Edward Elgar Publishing, Inc. 168-186. (2022)
- Vern L. Glaser, Rodrigo Valadao, and Timothy R. Hannigan. *Algorithms and Routine Dynamics*. In Luciana D’Adderio, Katharina Dittrich, Martha S. Feldman, Brian Pentland, Claus Rerup, and David Seidl (ed.), Cambridge Handbook of Routine Dynamics. Cambridge University Press. 315-328. (2021)
- Frithjof Wegener and Vern L. Glaser. *Design and Routine Dynamics*. In Luciana D’Adderio, Katharina Dittrich, Martha S. Feldman, Brian Pentland, Claus Rerup, and David Seidl (ed.), Cambridge Handbook of Routine Dynamics. Cambridge University Press. 301-314. (2021)
- Christopher W.J. Steele, Timothy R. Hannigan, Vern L. Glaser, Madeline Toubiana, and Joel Gehman. *Introduction: Macrofoundations: Exploring the Institutionally Situated Nature of Activity*. Research in the Sociology of Organizations. **68** 3-16. Emerald Group Publishing Limited. (2021)
- Evelyn Micelotta, Vern L. Glaser, and Gabrielle Dorian. *Qualitative Research in Family Business: Methodological Insights to Leverage Inspiration, Avoid Data Asphyxiation, and Develop Robust Theory*. In Alfredo De Massis and Nadine

Kammerlander (ed.), Handbook of Qualitative Research Methods for Family Business. 25-47. Edward Elgar Publishing, Inc. (2020)

- Nina Eliasoph, Jade Lo, and Vern L. Glaser. *Navigation Techniques: How Ordinary Participants Orient Themselves in Scrambled Institutions*. In Patrick Haack, Jost Sieweke, Lauri Wessel (ed.), Microfoundations of Institutions, Research in the Sociology of Organizations. **65B** 143-168. Emerald Group Publishing Limited. (2019)
- Trish Reay, Asma Zafar, Pedro Monteiro, and Vern L. Glaser. *Presenting Qualitative Research Findings: A Typology of Styles*. In Tammar B. Zilber, John M. Amis, Johanna Mair (ed.), The Production of Managerial Knowledge and Organizational Theory: New Approaches to Writing, Producing and Consuming Theory, Research in the Sociology of Organizations. **59** 201-216. Emerald Group Publishing Limited. (2019)
- Vern L. Glaser. *Enchanted Algorithms: How Organizations Use Algorithms to Automate Decision-Making Routines*. Academy of Management Proceedings. (2017)
- Vern L. Glaser, Nathanael J. Fast, Derek J. Harmon, and Sandy E. Green, Jr. *Institutional Frame Switching: Institutional Logics and Individual Action*. In Joel Gehman, Michael Lounsbury, Royston Greenwood (ed.), How Institutions Matter! Research in the Sociology of Organizations. **48A** 35-69. Emerald Group Publishing Limited. (2016)
- Vern L. Glaser, Peer C. Fiss and Mark Thomas Kennedy. *Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions*. Academy of Management Proceedings. (2011).

#### **Published Cases:**

- Jennifer Sloan and Vern L. Glaser. *Scandinavian Building Services: Preserving the Past and Ensuring the Future*. Ivey Publishing. Case W35309 and Teaching Note W35310. (2024)

#### **Dissertation:**

- Vern L. Glaser. *Enchanted Algorithms: The Quantification of Organizational Decision-Making*. Marshall School of Business, University of Southern California. Los Angeles. (2014)

#### **TEACHING EXPERIENCE**

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- Instructor, KIN Summer School. *Algorithmic Organizing*. VU Amsterdam. (Summer 2024)

- Instructor, Transforming Family Business with AI. Alberta Business Family Institute. University of Alberta. (*Winter 2024*)
- Instructor, Data Analysis and Decision Making. MGTSC 820. University of Alberta. (*Winter 2022, Winter 2023, Winter 2024*)
- Instructor, Corporate Strategy. SEM 870. University of Alberta. (*Winter 2023, Winter 2024*)
- Instructor, Manager as Strategist: Understanding How to Think and Act Strategically. UAcademy BEARS Program. University of Alberta. (*Fall 2023*)
- Instructor, Organization Strategy/Managing Organizations. SEM 502. University of Alberta. (*Fall 2015, Winter 2016, Fall 2016, Winter 2017, Fall 2017, Fall 2019, Fall 2021, Winter 2022, Fall 2022, Winter 2024*)
- Instructor, Manager as Strategist. SEM 810. University of Alberta. (*Fall 2023*)
- Instructor, PhD Seminar in Strategic Management. (*Fall 2018, Fall 2022*)
- Instructor, Strategic Consulting for Family Business. SEM 427/627. University of Alberta (*Fall 2017, Fall 2018, Fall 2019, Fall 2022*)
- Instructor, Foundations of Sociological Theory. (*Summer 2020*) (with Christopher W.J. Steele)
- Instructor, An Executive Perspective on Analytics: Using Data and Algorithms to Generate Value for Your Organization. SEM 686. (*Summer 2020*)
- Instructor, European Study Tour: Competitive Dynamics and Cultural Differences – Family Business and Entrepreneurship in European Governance Systems. University of Alberta. BUEC 444/SEM 686. (*Winter 2015, Winter 2016, Winter 2017, Winter 2018, Winter 2019, Winter 2020*)
- Instructor, Technology and Sociomateriality in Organizations. (*Fall 2019*) (with Timothy R. Hannigan)
- Instructor, Quantitative Methods II: Networks, Topic Models, and QCA. (*Fall 2019*) (with P. Devereaux Jennings and Timothy R. Hannigan)
- Instructor, Advising Family Business. SEM 427/627. University of Alberta (*Fall 2014, Fall 2015*)

- Instructor, Strategic Management. University of Southern California. *(Spring 2013)*
- Teaching Assistant, Strategic Management (for Professor Peer C. Fiss). University of Southern California. *(Spring 2012)*

## **STUDENT SUPERVISION**

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### Doctoral Student Supervision

- Jennifer Sloan. Committee: Vern L. Glaser (co-supervisor), Christopher W.J. Steele (co-supervisor), Trish Reay. *(2019-)*
- Rodrigo Valadao. Committee: Timothy R. Hannigan (co-supervisor), Vern Glaser (co-supervisor), P. Devereaux Jennings. *(2018-2023)*

### Doctoral Dissertation Examination Committees

- Kylie Heales (University of Alberta). Committee: Angelique Slade Shantz (supervisor), Royston Greenwood, Vern L. Glaser, Karen Hughes, Jeffrey York (external examiner). *(2023)*
- Gabriel Huppé (Ivey School of Business). Committee: Glenn Rowe (supervisor), Mark Zbaracki, Krista Petit, Marlene Janzen Le Ber, Vern L. Glaser (external examiner). *(2021)*
- Mayur Joshi (Ivey School of Business). Committee: Ning Su (supervisor), Mark Zbaracki, Isam Faik, Nandita Biswas Mellamphy, Vern L. Glaser (external examiner). *(2021)*
- Abiodun Ige. (University of Alberta). Committee: Marvin Washington (supervisor), Michael Lounsbury, Vern L. Glaser, P. Devereaux Jennings, Vikas Mehrotra (external examiner). *(2019)*
- Búi Petersen (Memorial University of Newfoundland). Committee: Natalie Swalinski (supervisor), Gordon Cooke (co-supervisor), Diane Ford, Amy Warren, Vern L. Glaser (external examiner). *(2018)*

### Doctoral Dissertation Proposal Committees

- Michael Zheng (University of Alberta). Committee: Daniel Mason (Supervisor), Marvin Washington, Brian Soebbing, Michael Lounsbury, Vern L. Glaser. *(2021)*
- Asma Zafar (University of Alberta). Committee: Trish Reay (Supervisor), Michael Lounsbury, Royston Greenwood, Joel Gehman, Vern L. Glaser. *(2017)*
- Abiodun Ige (University of Alberta). Committee: Marvin Washington (Supervisor), Michael Lounsbury, P. Devereaux Jennings, Vikas Mehrotra, Vern L. Glaser. *(2015)*
- Onnolee Nordstrom (University of Alberta). Committee: Jennifer Jennings (Supervisor), Trish Reay, Lloyd Steier, Michael Lounsbury, Vern L. Glaser. *(2014)*

## HONORS AND AWARDS

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- **2021 James G. March Prize** for *The Biography of an Algorithm: Performing Algorithmic Technologies in Organizations*. The James G. March Prize is awarded bi-annually for the best article published in the EGOS online journal *Organization Theory*, published by SAGE. The prize pays tribute to the scholarship and legacy of Jim March who has been a great inspiration to many scholars within the EGOS community. The winning paper reflects the diversity of social science perspectives as they relate to organizations, organizing, and the organized. Furthermore, it offers a clear theoretical contribution to the scholarly debate, demonstrating impact, significance, critique, and novelty. The prize is sponsored by SCANCOR; the two co-awarding institutions are the journal *Organization Theory* and EGOS.
- Academic Director, Centre for Entrepreneurship and Family Enterprise. (2021-2026)
- Eric Geddes Professor of Business Faculty Fellowship, *The Biography of an Algorithm: Performing Algorithmic Technologies in Organizations*. (2021-2024)
- SSHRC Insight Grant, “*The Hidden Practices of Data Analytics*,” with Christopher W.J. Steele (2020-2023)
- EFF-SAS Grant, “*Cultural Strategy: Theorizing the Creation of Value-Added Industries*,” with Joel Gehman (2019-2020)
- Society for the Advancement of Management Studies Grant, “*Workshop on Data Analysis Methods for Management Research*,” with Timothy R. Hannigan (2019)
- MBA Association Excellence in Teaching Award (2018)
- H.E. Pearson Faculty Fellowship, “*Passing the Baton: How Family Firms Transfer Values across Generations*” (2018-2019)
- EFF-SAS Grant, “*Conference Ecologies: The Role of Key Events in the Evolution of Cultural Toolkits and Professions*,” with Christopher W.J. Steele (2017-2018)
- SSHRC Insight Development Grant, “*Big Data and the Rise of the Data Scientist*,” with Christopher Steele and Joel Gehman (2016-2018)
- Xerox Faculty Fellowship, “*Shifting Levels of Abstraction: The Role of Vertical Category Dynamics in Market Valuation*.” (2014-2015)
- Best Conference Paper Award Nomination, Strategic Management Society Annual International Conference, Madrid, Spain, “*Shifting Levels of Abstraction: The Role of*

*Vertical Category Dynamics in Market Valuation Processes,*” with Mariam Krikorian and Peer C. Fiss. (2014)

- James S. Ford/Commerce Associates Ph.D. Fellowship, *“The Commensuration of Conflicting Logics: Competing Concepts of Rationality in the Online Display Advertising Industry.”* (2012)
- National Science Foundation Grant, *“Rhetoric and Resonance: Framing, Casuistry, and the Institutionalization of New Market Conceptions,”* PhD Students’ Research Development Workshop at the Atlanta Competitive Advantage Conference. (2012)
- Greif Entrepreneurial Research Award, *“The Commensuration of Conflicting Logics: Competing Concepts of Rationality in the Online Display Advertising Industry.”* (2012)
- Provost’s Fellow Travel Award, *University of California at Davis Qualitative Methods Workshop*, Davis, California. (2012)
- Best Conference Paper Award Nomination, Strategic Management Society Annual International Conference, Miami, Florida, *“The Role of Institutional Identities and Frames in Contracting,”* with Derek J. Harmon and Libby Weber. (2011)
- Best Paper Proceedings, Academy of Management Meeting, San Antonio, Texas, *“Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions,”* with Peer C. Fiss and Mark T. Kennedy. (2011)
- Faculty Research Award, Lloyd Greif Center for Entrepreneurship, *“Strategic Discourse and the Structuring of New Markets,”* with Peer C. Fiss and Mark T. Kennedy. (2011)
- Provost’s Fellow Travel Award. *“The Influence of Institutional Logics on the Effects of Incentives.”* 27<sup>th</sup> EGOS Colloquium, Gothenburg, Sweden. (2011)
- Provost’s Fellowship, University of Southern California. (2009)
- Fuqua Scholar, Duke University, Fuqua School of Business. (2000)
- Summa Cum Laude, University of California at Los Angeles. (1992)

## **CONFERENCE PAPERS AND PRESENTATIONS**

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- *Problematizing AI in AI Assemblages.* 40<sup>th</sup> EGOS Colloquium, Milan, Italy. (2024). (with Mohammad Jarrahi)



- *Temporality in Algorithmic Assemblages: Understanding How Algorithms Shape Organizational Time*. 15<sup>th</sup> International Process Symposium. Paphos, Cyprus. (2024). (with Omid Omidvar)
- *AI's Impact on Business Family Values*. Family Business Symposium. Calgary, Alberta. (2024). (with Jennifer Sloan and Matt Knight)
- *AI: Promise or Peril*. Edmonton Rotary Club. (2024)
- *The AI Frontier: Upholding Family Business Values in a Digital World*. University of Hawaii. (2024) (with Jennifer Sloan, Rodrigo Valadao and Evelyn Micelotta)
- *Strategic Governance: How Family Firms Can Leverage Decision Architecture to Improve Strategic Decision-Making*. FFI Global Conference: Evolving the Conversation—The Future of Family Business Advising and Research. New York, New York. (2023). (with Jennifer Sloan and Matt Knight)
- *AI: Promise or Peril?* Family Enterprise Foundation's Families Summit of Minds. Mont Tremblant, Quebec. (2023)
- *Venture Proofing: How Entrepreneurs Use Arguments to Persuade Investors of the Viability of Their Innovation*. Strategic Management Society Annual International Conference, Toronto, Ontario. (2023). (with Matthew Grimes and Joel Gehman)
- *Organizations as Algorithms*. Academy of Management Annual Meeting, Boston, Massachusetts. (2023). (with Joel Gehman and Jennifer Sloan)
- *Algorithmic Organizing*. 2023 IDEaS Workshop: Interpretive Approaches to Data Science in Management Research. (2023)
- *How AI Will Impact Family Firms*. Family Enterprise Foundation's Families Summit of Minds. Banff, Alberta. (2022) (with David Beatty and Jordan Allen)
- *Analytics, AI, and Family Business*. FFI Global Conference: Family Enterprise and the 4<sup>th</sup> Economy—Internal and External Pressures to Change and Adapt. Boston, Massachusetts. (2022) (with Rodrigo Valadao and Jennifer Sloan)
- *Topic Modeling Advances: Curating Corpora, Using Structured Models, and Theorizing with Visuals*. Academy of Management Annual Meeting, Virtual. (2020). (with Timothy R. Hannigan, Richard Haans, Hovig Tchalian, Rodrigo Valadao, and P. Devereaux Jennings)

- *Designing Algorithmic Assemblages*. Presentation for Debating Corporate Responsibility in the Era of Digitization and Digitalization Symposium. Academy of Management Annual Meeting, Virtual. (2020)
- *Conceptual Blending: The Emergence of New Business Models*. 36<sup>th</sup> EGOS Pre-Colloquium Paper Development Workshop. Hamburg, Germany. (2020). (with Carlos M. DaSilva)
- *An Executive Perspective on Analytics*. University of Alberta Alumni Event, Edmonton, Alberta. (2020)
- *Interpretive Data Science: Rendering in the Wild*. IDEaS Workshop: Interpretive Approaches to Data Science in Management, Edmonton, Alberta. (2019)
- *Discovering Data: Principles of Abductive Research*. Doctoral Student Workshop, 17<sup>th</sup> Annual West Coast Research Symposium on Technology Entrepreneurship, Palo Alto, California. (2019). (with Timothy R. Hannigan)
- *Using Topic Modeling to Theorize Strategic Concepts*. Presentation for the Using Topic Modeling, Visual Artifacts, and Ethnography to Understand Strategic Concepts PDW. Academy of Management Annual Meeting, Boston, Massachusetts. (2019)
- *Reworking the Truth Machine: Crafting Epistemic Practices in Business Analytics*. Presentation for the Understanding Analytics: Different Methods to Investigate the Relationship between Big Data, Algorithms, and Culture PDW. Academy of Management Annual Meeting, Boston, Massachusetts. (2019). (with Christopher W.J. Steele)
- *Workhorse or Unicorn: How Entrepreneurs Use Venture Proofing to Deal with Conflicting Pressures to Customize and Scale*. European Theory Development Workshop, London, United Kingdom. (2019). (with Matthew Grimes and Joel Gehman)
- *Workhorse or Unicorn: How Entrepreneurs Create Theories of Scalability*. Invited Presentation, Aston University, Birmingham, United Kingdom. (2019). (with Matthew Grimes and Joel Gehman)
- *Workhorse or Unicorn: How Entrepreneurs Acquire Diverse Resources through Category Cycling*. Invited Presentation, Leuphana University, Lüneberg, Germany. (2019). (with Matthew Grimes and Joel Gehman)

- *Institutional Attention: Cultural Entrepreneurship and the Dynamics of Category Construction*. 16<sup>th</sup> West Coast Research Symposium on Technology Entrepreneurship, Seattle, Washington. (2018). (with Hovig Tchalian, Jeff Green, and Michael Lounsbury)
- *Trends in Rendering Theory with Topic Modeling*. Presentation for the Topic Modeling: A Hands-On Approach to Analysis and Theory Building PDW, Academy of Management Annual Meeting, Chicago, Illinois. (2018)
- *The Generativity of the Experimental Theory-Method Package*. Showcase presentations for the Experiments in Institutional Theory and Strategy Research PDW, Academy of Management Meeting, Chicago, Illinois. (2018)
- *Audiences, Artifacts, and Routine Dynamics in Women's Hockey*. 34<sup>th</sup> EGOS Colloquium, Tallinn, Estonia. (2018). (with Patrick Reid, Daniel Mason, and Marvin Washington)
- *Entrepreneurial Worlding*. Invited Presentation at Technical University of Berlin, Berlin, Germany. (2018). (with Matthew Grimes and Joel Gehman)
- *Analytics and Organizational Culture*. Academy of Management Specialized Conference: Big Data and Managing in a Digital Economy, Surrey, United Kingdom. (2018). (with Christopher Steele and Jennifer Sloan)
- *Incubating Innovation: How Organizations Theorize and Enact Complex Ecologies of Routines*. 33<sup>rd</sup> EGOS Colloquium, Copenhagen, Denmark. (2017). (with Magdalena Cholakova)
- *Structured Ambiguity: How Meaning Emerges through the Faultlines of Institutional Logics*. European Theory Development Workshop, Zurich, Switzerland. (2017). (with Nina Eliasoph and Jade Lo)
- *Learning Institutional Logics*. American Sociological Association Annual Meeting, Seattle, Washington. (2016). (with Jochem Kroezen and Patricia Thornton)
- *Promoting Novel Analytic Methodologies: The Strategic Construction of Uncertainties*. Academy of Management Meeting, Anaheim, California. (2016). (with Matthew Grimes)
- *What We Don't Know Makes Us Stronger: A Performative Perspective on Uncertainty in Entrepreneurship*. 32<sup>nd</sup> EGOS Colloquium, Naples, Italy. (2016). (with Matthew Grimes)

- *Passing the Baton: How Family Firms Transfer Values across Generations*. 2016 Theories of Family Enterprise Conference, Edmonton, Alberta. (2016). (with Pursey Heugens)
- *Entrepreneurship in Action: Reducing the Uncertainty of Innovation*. 13<sup>th</sup> West Coast Research Symposium on Technology Entrepreneurship, Seattle, Washington. (2015). (with Matthew Grimes)
- *Categorical Evolution or Revolution? How Organizations Promote Emergent Categories*. 31<sup>st</sup> EGOS Colloquium, Athens, Greece. (2015). (with Hovig Tchalian and Mark Kennedy)
- *Entrepreneurship in Action: Reducing the Uncertainty of Innovation*. 7<sup>th</sup> International Process Symposium, Kos, Greece. (2015). (with Matthew Grimes)
- *Learning Institutional Logics*. 4<sup>th</sup> Triennial Alberta Institutions Conference, Banff, Alberta. (2015). (with Jochem Kroezen and Patricia Thornton)
- *Enchanted Algorithms: How Organizations Use Algorithms to Automate Decision-Making Routines*. Academy of Management Meeting, Philadelphia, Pennsylvania. (2014)
- *Iron Cage or Toolkit? Explaining Deviance from Dominant Institutional Logics*. 30<sup>th</sup> EGOS Pre-Colloquium Paper Development Workshop: Experimental Research in Institutional Theory: Opportunities and Challenges, Rotterdam, The Netherlands. (2014). (with Jochem Kroezen and Patricia Thornton)
- *Algorithms and the Automation of Routines: An Empirical Investigation into the Use of Algorithms*. Sixth International Symposium on Process Organization Studies, Rhodes, Greece. (2014)
- *Crafting Consistency from Complexity: Tension-Smoothing Strategies in Everyday Interaction*. Journal of Management Studies Conference: Managing Organizational Complexity within and across Organizational Boundaries, Cambridge, United Kingdom. (2014). (with Nina Eliasoph and Jade Lo)
- *Individual Reactions to Institutional Complexity*. Academy of Management Meeting, Orlando, Florida. (2013). (with Nathanael J. Fast, Derek Harmon, and Sandy Green)
- *Enchanted Algorithms: The Dis-embedding of Organizational Decision-Making into Abstract Algorithms*. SSWO 2013: The Structure and Structuring of Work within and across Organizations, Montreal, Canada. (2013)

- *Crafting Consistency from Complexity: Institutional Logics in Everyday Interaction*. 29<sup>th</sup> EGOS Pre-Colloquium Paper Development Workshop: Bridging Perspectives on Societal Systems: Logics, Orders of Worth, Leitideen, Montreal, Canada. (2013). (with Nina Eliasoph and Jade Lo)
- *What's Your Level (of Abstraction)? Vertical Category Dynamics and Valuation in the Online Advertising Industry*. 29<sup>th</sup> EGOS Colloquium, Montreal, Canada. (2013). (with Mariam Krikorian and Peer C. Fiss)
- *Situated Motivation: How Institutional Logics Shape Individual Behavior*. Academy of Management Meeting, Boston, Massachusetts. (2012). (with Nathanael J. Fast and Sandy Green)
- *Framing, Contestation, and Emergence: Analogies and Category Construction in Online Advertising*. Academy of Management Meeting, Boston, Massachusetts. (2012). (with Peer C. Fiss and Mark Kennedy)
- *Enchanted Algorithms: Establishing Valuation Regimes in the Online Advertising Industry*. 28<sup>th</sup> EGOS Colloquium, Helsinki, Finland. (2012). (with Peer C. Fiss)
- *Rhetoric and Resonance: Framing, Casuistry, and the Institutionalization of New Market Conceptions*. PhD Students' Research Development Workshop at the 2012 Atlanta Competitive Advantage Conference, Atlanta, Georgia. (2012.) (with Peer C. Fiss and Mark Kennedy)
- *The Role of Institutional Identities and Frames in Contracting*. Strategic Management Society Annual International Conference, Miami, Florida. (2011). (with Libby Weber and Derek Harmon)
- *Rhetoric and Resonance: Framing Strategies for Institutionalizing New Market Conceptions*. Academy of Management Meeting, San Antonio, Texas. (2011). (with Peer C. Fiss and Mark Kennedy)
- *The Influence of Institutional Logics on the Effects of Incentives*. 27<sup>th</sup> EGOS Colloquium, Gothenburg, Sweden. (2011)
- *The Adoption of Strategy Practices: A Micro-Perspective Situated in the Online Advertising Industry*. Paper Development Workshop, 27<sup>th</sup> EGOS Colloquium, Gothenburg, Sweden. (2011)
- *The Role of Cultural Artifacts in Strategy Implementation*. 26<sup>th</sup> EGOS Colloquium, Lisbon, Portugal. (2010)

- *Strategy Tools: The Hidden Influence Behind Strategic Decisions*. Strategy-as-Practice Workshop: Talk, Text, and Tools in the Practice of Strategy. (2010)
- *Does Status Influence Contracting Practices? An Empirical Analysis*. Southern California Management Doctoral Student Conference (University of Southern California, University of California at Los Angeles, University of California at Irvine), Los Angeles, California. (2010)

## OTHER ACTIVITIES

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- Convenor. “Digital Biographies: How Algorithms Travel Across Time and Space.” 40<sup>th</sup> EGOS Colloquium, Sub-Theme 33. Milan, Italy. (2024). (with Luciana D’Adderio and Marleen Huysman)
- Organizer. IDEaS Workshop: Qualitative Studies of Algorithmic Organizing. Edmonton, Alberta. (2024). (with Deborah Anderson, Jennifer Sloan, Christine Moser, and P. Devereaux Jennings)
- Organizer. IDEaS Workshop: Interpretive Approaches to Data Science in Management Research: Ethnographic Studies of Data, Algorithms, and Decision-Making. Edmonton, Alberta. (2023). (with Deborah Anderson, Jennifer Sloan, and P. Devereaux Jennings)
- Organizer. SAP Virtual Café Americas. Academy of Management Annual Meeting, Virtual. (2020). (with Seray Ergene and Katelynn Sell)
- Convenor. “Algorithms and Organizing: Drawing on Different Theoretical Perspectives to Explore Digital Phenomena.” Professional Development Workshop, 36<sup>th</sup> EGOS Pre-Colloquium Paper Development Workshop. Hamburg, Germany. (2020). (with Luciana D’Adderio and Kathrin Sele)
- Organizer. IDEaS Workshop: Interpretive Approaches to Data Science in Management. Edmonton, Alberta. (2019) (with Timothy R. Hannigan, P. Devereaux Jennings, Jennifer Sloan, Christopher W.J. Steele, and Rodrigo Valadao)
- Faculty Mentor. Doctoral Student Workshop, 17<sup>th</sup> Annual West Coast Research Symposium. Seattle, Washington. (2019)
- Organizer. “Using Topic Modeling, Visual Artifacts, and Ethnography to Understand Strategic Concepts.” Paper Development Workshop at the Academy of Management Annual Meeting. Boston, Massachusetts. (2019) (with Anna Plotnikova)

- Organizer. “Understanding Analytics: Different Methods to Investigate the Relationship between Big Data, Algorithms, and Culture.” Paper Development Workshop at the Academy of Management Annual Meeting. Boston, Massachusetts. (2019) (with Christopher W.J. Steele and Timothy R. Hannigan)
- Organizer and Faculty Mentor. Doctoral Student Workshop, 16<sup>th</sup> Annual West Coast Research Symposium. Seattle, Washington. (2018) (with Timothy R. Hannigan, Joe Raffie, Tiona Zuzul, Shon Hiatt, Chuck Eesley, Ralph Heidl, and David Tan)
- Organizer and Presenter. “Technologies of Truth: The Challenges, Tactics, and Repercussions of Cultural Authority in Business Analytics.” Panel Symposium at the Academy of Management Annual Meeting. Chicago, Illinois. (2018). (with Christopher W. J. Steele and Ryan Stice-Lusvardi)
- Organizer. “Advancing SAP Research—An Interactive Workshop for Doctoral & Early Career Scholars.” Professional Development Workshop at the Academy of Management Annual Meeting. Chicago, Illinois. (2018). (with Christina Wawarta)
- Presenter. “Topic Modeling: A Hands-On Approach to Analysis and Theory Building.” Professional Development Workshop at the Academy of Management Annual Meeting. Chicago, Illinois. (2018)
- Organizer. “Cultural Entrepreneurship and Strategy.” Showcase Symposium at the Academy of Management Annual Meeting. Chicago, Illinois. (2018). (with Joel Gehman, M. Paola Ometto, and Jean-François Soublière)
- Presenter. “Experiments in Institutional Theory and Strategy Research.” Showcase Presentation for the Professional Development Workshop at the Academy of Management Annual Meeting. Chicago, Illinois. (2018)
- Presenter. “Having a Successful Career: Getting a Job and Getting Started.” 33<sup>rd</sup> EGOS Pre-Colloquium Pre-Colloquium PhD Workshop. Tallinn, Estonia. (2018). (with Mélodie Cartel and Santi Furnari)
- Organizer. “What of Macro-Foundations? Re-discovering the Power of Institutions.” 5<sup>th</sup> Alberta Institutions Conference and PhD Workshop. Edmonton, Alberta. (2020)
- Organizer and Presenter. Doctoral Student Workshop, 15<sup>th</sup> Annual West Coast Research Symposium. Edmonton, Alberta. (2017) (with Joel Gehman, Shon Hiatt, Chuck Eesley, Ralph Heidl, and David Tan)
- Organizer. “Advances in Cultural Entrepreneurship: Looking Back and Moving Forward.” Showcase Symposium, Academy of Management Annual Meeting.

Atlanta, Georgia. (2017) (with Michael Mauskapf, M. Paola Ometto, and Jean-François Soublière)

- Organizer. "Strategy-as-Practice Meets Routine Dynamics." Professional Development Workshop, Academy of Management Annual Meeting. Atlanta, Georgia. (2017). (with Katharina Dittrich)
- Organizer. "Performativity and the Debate about the Relevance of Academic Theory for Practitioners." Professional Development Workshop, Academy of Management Annual Meeting. Atlanta, Georgia. (2017). (with Laure Cabantous)
- Organizer. "Experimental Research in Organization Studies." Professional Development Workshop, 33<sup>rd</sup> EGOS Pre-Colloquium Paper Development Workshop. Copenhagen, Denmark. (2017). (with Patrick Haack and Alex Bitektine)
- Presenter. "Having a Successful Career: Getting a Job and Getting Started." 33<sup>rd</sup> EGOS Pre-Colloquium Pre-Colloquium PhD Workshop. Copenhagen, Denmark. (2017). (with Sara Muhr and Mukti Khaire)
- Organizer and Faculty Mentor. Doctoral Student Workshop, 14<sup>th</sup> Annual West Coast Research Symposium. Seattle, Washington. (2016) (with Emily Cox Pahnke, Chuck Eesley, Joel Gehman, Benjamin Hallen, Shon Hiatt, Dan Olson, and David Tan)
- Presenter, "Being on the Market." OMT Doctoral Student Consortium, Academy of Management Annual Meeting. Anaheim, California. (2016)
- Organizer. "Theory-Method Packages: A Comparison of Three Qualitative Approaches to Theory Building." Showcase Symposium, Academy of Management Annual Meeting. Anaheim, California. (2016) (with Joel Gehman)
- Organizer. "Explorations in Performativity: Rationality in Action." Professional Development Workshop, Academy of Management Annual Meeting. Anaheim, California. (2016). (with Stella Pachidi and Christopher Steele)
- Organizer. "Experimental Research in Organization Studies: Pushing the Boundaries." Professional Development Workshop, 32<sup>nd</sup> EGOS Pre-Colloquium Paper Development Workshop. Naples, Italy. (2016). (with Magdalena Cholakova and Alexandre B. Bitektine)
- Organizer. "Developing a Research Agenda to Advance Perspectives on Performativity." Professional Development Workshop. Academy of Management Annual Meeting, Vancouver, British Columbia. (2015) (with Joel Gehman)



- Organizer. “Cultural Entrepreneurship in Action: Innovative Methods and Research Designs.” Professional Development Workshop, Academy of Management Annual Meeting. Vancouver, British Columbia. (2015) (with Jochem Kroezen and Joel Gehman)
- Discussant. “Take a Walk on the Wild Side: Social Ontologies and Post-Legitimacy Theorizing about Social Structure.” 31<sup>st</sup> EGOS Pre-Colloquium Paper Development Workshop, Athens, Greece. (2015)
- Discussant. “Experimental Research in Organization Studies: Pushing the Boundaries.” 31<sup>st</sup> EGOS Pre-Colloquium Paper Development Workshop. Athens, Greece. (2015)
- Discussant. “Experimental Research in Institutional Theory: Opportunities and Challenges.” 30<sup>th</sup> EGOS Pre-Colloquium Paper Development Workshop, Rotterdam, The Netherlands. (2014)

## ACADEMIC SERVICE

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- Academic Director, Alberta Business Family Institute and Centre for Entrepreneurship and Family Enterprise (2021-2026)
- Editorial Board
  - *Administrative Science Quarterly* (2021-2024)
  - *Strategic Organization* (2021-2025)
  - *Journal of Business Venturing Design* (2021-)
  - *Journal of Business Venturing* (2019-2021)
- Representative at Large, AOM Strategy-as-Practice Interest Group (2017-2018; 2018-2020)
  - Participated in developing the Strategy-as-Practice application for division status at the Academy of Management (2018)
  - Interim chair of the Membership Committee (2019-2020)
  - Active participant in the Membership Committee (2018-2020)
- Reviewing
  - *Academy of Management Journal*
  - *Academy of Management Learning & Education*
  - *Academy of Management Review*
  - *Administrative Science Quarterly*
  - *Cambridge University Press*
  - *Journal of Business Ethics*

- *Journal of Business Venturing*
  - *Journal of Business Venturing Design*
  - *Journal of Management*
  - *Journal of Management Inquiry*
  - *Journal of Management Studies*
  - *Long Range Planning*
  - *Management Information Systems Quarterly*
  - *Organization Science*
  - *Organizational Research Methods*
  - *Organization Studies*
  - *Organization Theory*
  - *Oxford University Press*
  - *Research in the Sociology of Organizations*
  - *SAGE Handbook of Process Organizational Studies*
  - *Strategic Entrepreneurship Journal*
  - *Strategic Management Journal*
  - *Strategic Organization*
  - Academy of Management Annual Meeting
- Member, Academy of Management (AOM)
  - Member, European Group for Organization Studies (EGOS)
  - Member, Strategic Management Society (SMS)
  - Member, Organization and Management Theory Division Communications Committee (2013-2015)
- University of Alberta
    - Member, Selection Committee for Department Chair, Strategy, Entrepreneurship and Management. (2024)
    - Member, Advisory Committee on BUS Courses. Alberta School of Business. (2023)
    - Member, SEM Teaching Restructuring Committee, Strategy, Entrepreneurship and Management Department. (2023-2024)
    - Supporting PhD Coordinator, Strategy, Entrepreneurship and Management Department. (2021)
    - Member, Selection Committee for Department Chair, Strategic Management and Organization. (2019)
    - Strategic Management and Organization, Organizer, Weekly Paper Development Workshop (2015-2016) (with Joel Gehman)
- University of Southern California
    - Management and Organization, Organizer, Weekly PhD Student Seminars. (2011-2012)

- Conference Coordinator, Southern California Management Doctoral Student Conference. (2011)
- Marshall School of Business, Student Ambassador for incoming doctoral students. (2011)

## **COMMUNITY SERVICE**

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- President, Alberta Water Polo Association, Edmonton, Alberta. (2019-2020)
- Board Member, Alberta Water Polo Association, Edmonton, Alberta. (2017-2018)
- President, Edmonton Water Polo Club, Edmonton, Alberta. (2016-2018)
- Chairman, Community Services Commission, City of Tustin Parks and Recreation Department, Tustin, California (2009)
- Community Services Commissioner, City of Tustin Parks and Recreation Department, Tustin, California. (2005-2008)
- Board Member, Tustin Dolphins Swim Team, Tustin, California. (2005-2006)

## **PROFESSIONAL EXPERIENCE**

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- Red Hill Advisors, Founder and President, Tustin, California. (2005-)
- Red Hill Technology Solutions, Co-Founder and Partner, Fullerton, California. (2005-)
- Roebuck Consulting Group, Vice President, Tampa, Florida. (2003-2004)
- Cemex, Inc., Production Manager, Los Angeles, California. (2002)
- Cemex, Inc., Post-Merger Integration Team and Director of Operations Support, Houston, Texas. (2001)
- Southdown, Inc., Controller, Houston, Texas. (2000)
- Southdown, Inc., Operations and Customer Service Manager, Panama City, Florida. (1998-1999)
- Southdown, Inc., Territory Manager, Tampa, Florida. (1995-1997)
- ARCO Products Company, Financial Analyst, Los Angeles, California. (1992-1995)