

## MARC-DAVID L. SEIDEL

University of British Columbia  
Sauder School of Business  
2053 Main Mall  
Vancouver, BC V6T 1Z2  
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Phone: +1-604-827-5155

**Education** Ph.D. *Business Administration (Organizational Behavior and Industrial Relations)*.  
University of California at Berkeley, Haas School of Business. Dissertation:  
Competitive realignment in the airline industry: A dynamic analysis of generalist and  
specialist organizations under different route network structures. Committee: Glenn  
Carroll (Chair), John Freeman, and Michael Hout (Sociology).

M.S. *Business Administration (Organizational Behavior and Industrial Relations)*.  
University of California at Berkeley, Haas School of Business.

M.B.A. *Marketing and International Management Concentration*. Cornell University,  
Johnson Graduate School of Management.

B.A. *Economics (Law & Society Concentration)*. Cornell University, College of Arts  
and Sciences.

**Honors** HIBAR Research Alliance Fellow, awarded 2020

### Academic Experience

**University of British Columbia**, Vancouver, British Columbia  
*RBC Financial Group Professor of Entrepreneurship*, Spring 2017-present  
*Professorship of Innovation*, Fall 2016-Spring 2017  
*Associate Professor of Organizational Behaviour and Human Resources (tenured)*,  
Summer 2006-present  
*Assistant Professor of Organizational Behaviour and Human Resources*, Fall 2003-  
Summer 2006

**University of Michigan**, Ann Arbor, Michigan  
*Stephen M. Ross School of Business Visiting Scholar*, Fall 2014

**University of Texas at Austin**, Austin, Texas  
*Assistant Professor of Management*, Fall 1997-Spring 2003  
*Instructor*, Fall 1996-Spring 1997

**University of California at Berkeley**, Berkeley, California  
*Graduate Student Instructor*, Spring 1995 and 1996

### Current Research Interests

Distributed trust technologies (such as blockchain), Innovation and Entrepreneurship  
Social networks and organizational decision making  
Community Form (C-Form) of organization

Early life factors role in later life workplace outcomes  
Discrimination and networks in the employment relationship

## Publications<sup>1</sup>

Bhardwaj, Arjun, Sushanta Kumar Mishra, Israr Qureshi, Kunal Kamal Kumar, Alison M. Konrad, Marc-David L. Seidel, and Babita Bhatt (forthcoming). “Bridging Caste Divides: Middle-status Ambivalence, Elite Closure, and Lower-status Social Withdrawal” *Journal of Management Studies*.

Hannigan, Timothy, Anthony Briggs, Rodrigo Valadao, Marc-David L. Seidel, P. Devereaux Jennings (forthcoming) “A New Tool for Policymakers: Mapping Cultural Possibilities in an Emerging AI Entrepreneurial Ecosystem” *Research Policy*.

Seidel, Marc-David L. (forthcoming) "Open-Source Software" in Laurie A. Schintler, Connie L. McNeely (eds.) *Encyclopedia of Big Data*. Springer International Publishing, Switzerland.

Bahreini, Amir Fard, John Collomosse, Marc-David L. Seidel, Maral Sotoudehnia, Carson C. Woo (2021) “Distributing and Democratizing Institutional Power Through Decentralization” in Victoria L. Lemieux, Chen Feng (eds.) *Building Decentralized Trust: Multidisciplinary Perspectives on the Design of Blockchains and Distributed Ledgers*. Springer Nature, Switzerland(95-109).

Houshmand, Marjan, Marc-David L. Seidel, Dennis G. Ma (2020) “Engaging the Next Generation of Family Members Through Work: Adolescence and Beyond” in Andrea Calabro (ed.) *A Research Agenda for Family Business. A Way Ahead for the Field*. Edward Elgar, United Kingdom(61-72).

Seidel, Marc-David L., Lyle H. Schwartz, Gretchen B. Jordan (2020) “HIBAR Research: The Frontier Is Actually an Ecosystem” *Issues in Science and Technology*, Issue 20200814.

Hannigan, Timothy, Milo S. Wang, Christopher W.J. Steele, Marc-David L. Seidel, Ed Cervantes, P. Devereaux Jennings (2020). “A Community-based Sociocultural Network Approach to Controlling COVID-19 Contagion: Seven Suggestions for Improving Policy” *Behavioral Science & Policy*, COVID-19 Rapid Issue.

Lemieux, Victoria L., Chris Rowell, Marc-David L. Seidel, and Carson C. Woo (2020) “Caught in the Middle? Strategic Information Governance Disruptions in the Era of Blockchain and Distributed Trust” *Records Management Journal*, Volume 30:3(301-324).

Lam, Laura, and Marc-David L. Seidel (2020) “Hypergrowth Exit Mindset: Destroying Societal Wellbeing Through the Venture Capital Biased Social Construction of Value” *Journal of Management Inquiry*, Volume 29:4(471-474).

Kei, Wendy, Marc-David L. Seidel, Dennis G. Ma, and Marjan Houshmand (2019) “Results from the 2016 Census: Examining the Effect of Public Pension Benefits on the

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<sup>1</sup> Total citation count of 2705 (Google Scholar) as of August 2021.

Low Income of Senior Immigrants” *Statistics Canada Insights on Canadian Society*, Issue 2019001.

Hannah, David R., Alan D. Meyer, and Marc-David L. Seidel (2018) “Escape From Abilene: The Developmental Opportunity of the Review Process” *Journal of Management Inquiry*, Volume 27:2(140-143).

Seidel, Marc-David L. (2018) “The Role of Conferences in the Emergence of Developmental Professional Culture” *Journal of Management Inquiry*, Volume 27:2(149-153).

Hannah, David R., Alan D. Meyer, Marc-David L. Seidel, and Richard Stackman (2018) “The Backstory” *Journal of Management Inquiry*, Volume 27:2(176-177).

Seidel, Marc-David L. (2018) “Questioning Centralized Organizations in a Time of Distributed Trust” *Journal of Management Inquiry*, Volume 27:1(40-44).

Konrad, Alison M., Marc-David L. Seidel, Eiston Lo, Arjun Bhardwaj, and Israr Qureshi. (2017) “Variety, Dissimilarity, and Status Centrality in MBA Networks: Is the Minority or the Majority More Likely to Network Across Diversity?” *Academy of Management Learning & Education*, Volume 16:3(349-372).

Houshmand, Marjan, Marc-David L. Seidel, and Dennis G. Ma (2017) "The Impact of Adolescent Work in Family Business on Child-Parent Relationships and Psychological Well-being" *Family Business Review*, Volume 30:3(242-261).

Seidel, Marc-David L. (2017) “Network Opportunity Emergence and Identification” *Research in the Sociology of Organizations*, Volume 50 (141-168).

Seidel, Marc-David L., and Henrich R. Greve (2017) “Emergence: How Novelty, Growth, and Formation Shape Organizations and Their Ecosystems” *Research in the Sociology of Organizations*, Volume 50 (1-27).

Greve, Henrich R., and Marc-David L. Seidel. (2015) "The Thin Red Line Between Success and Failure: Path Dependence in the Diffusion of Innovative Production Technologies" *Strategic Management Journal*, Volume 36:4(475-496).

- Featured in *Harvard Business Review* "Defend Your Research: Being Early Beats Being Better", June 2014(30-31).

Houshmand, Marjan, Marc-David L. Seidel, Dennis G. Ma. (2014). "Beneficial 'Child Labor': The Impact of Adolescent Work on Future Professional Outcomes" *Research in the Sociology of Work*, Volume 25(191-220).

Greve, Henrich R. and Marc-David L. Seidel (2014). "Adolescent Experiences and Adult Work Outcomes: Connections and Causes" *Research in the Sociology of Work*, Volume 25(1-10).

Seidel, Marc-David L. (2014) "Click-Through Rate" in Kerric Harvey and Geoffrey J. Golson (eds.) *Encyclopedia of Social Media and Politics*. Sage Publications, Newbury Park, CA, Volume 1(280-282).

Seidel, Marc-David L. (2013) "Open Source Movement" in Vicki Smith and Geoffrey J. Golson (eds.) *Sociology of Work*. Sage Publications, Newbury Park, CA (645-647).

Roth, Wendy D., Marc-David L. Seidel, Dennis G. Ma, and Eiston Lo (2012). "In and Out of the Ethnic Economy: A Longitudinal Analysis of Ethnic Networks and Pathways to Economic Success Across Immigrant Categories" *International Migration Review*, Volume 46:2(310-361).

Seidel, Marc-David L. and Katherine Stewart (2011). "An Initial Description of the C-form," *Research in the Sociology of Organizations*, Volume 33(37-72).

Seidel, Marc-David L. (2011) "Homophily" in George Barnett (ed.) *Encyclopedia of Social Networks*. Sage Publications, Newbury Park, CA (382-384).

Seidel, Marc-David L. (2008) "Wage Inequities" in Stewart Clegg and James R. Bailey (eds.) *International Encyclopedia of Organizational Studies*. Sage Publications, Newbury Park, CA (1627-1628).

Barsness, Zoe I., Kristina A. Diekmann, and Marc-David L. Seidel (2005). "Motivation and Opportunity: The Role of Remote Work, Demographic Dissimilarity, and Social Network Centrality in Impression Management." *Academy of Management Journal*, Volume 48:3(401-419).

Petersen, Trond, Ishak Saporta, and Marc-David L. Seidel (2005). "Getting Hired: Sex and Race." *Industrial Relations*, Volume 44(416-443).

Seidel, Marc-David L., and James D. Westphal (2004). "Research Impact: How Seemingly Innocuous Social Cues in a CEO Survey Can Lead to Change in Board of Director Network Ties" *Strategic Organization*, Volume 2:3(227-270).

Westphal, James D., Marc-David L. Seidel, and Katherine Stewart (2001). "Second-Order Imitation: Uncovering Latent Effects of Board Network Ties." *Administrative Science Quarterly*, Volume 46:4(717-747).

Seidel, Marc-David L., Jeffrey T. Polzer, and Katherine Stewart (2000). "Friends in High Places: The Effects of Social Networks on Discrimination in Salary Negotiations." *Administrative Science Quarterly*, Volume 45:1(1-24).

- Reprinted in Koput, Ken W., and Joseph P. Broschak, eds. *Social Capital in Business*. Edward Elgar Publishing, Northampton, MA, 2011.

Petersen, Trond, Ishak Saporta, Marc-David L. Seidel (2000). "Offering a Job: Meritocracy and Social Networks." *American Journal of Sociology*, Volume 106:3(763-816).

Bigelow, Lyda, Glenn R. Carroll, Marc-David L. Seidel, and Lucia Tsai (1997). "Legitimation, Geographical Scale, and Organizational Density: Regional Patterns of Foundings of American Automobile Producers, 1885-1981." *Social Science Research*, Volume 26(1-22).

Carroll, Glenn R., Lyda Bigelow, Marc-David L. Seidel, and Lucia Tsai (1996). "The Fates of De Novo and De Alio Entrants in the U.S. Automobile Industry 1885-1982." *Strategic Management Journal*, Volume 17(117-137).

- Reprinted in Audretsch, David B., and Steven Klepper, eds. *Innovation, Evolution of Industry and Economic Growth*. Edward Elgar Publishing Limited, United Kingdom, 1999.

### **Edited Volume**

Seidel, Marc-David L., and Henrich R. Greve (Eds.) (2017) "Emergence" *Research in the Sociology of Organizations*, Volume 50.

Greve, Henrich R., and Marc-David L. Seidel. (Eds.) (2014) "Adolescent Experiences and Adult Work Outcomes: Connections and Causes" *Research in the Sociology of Work*, Volume 25.

Seidel, Marc-David L. (Ed.) (2005) *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada – Organizational Theory Division*, Volume 26(1).

### **Refereed Conference Proceedings**

Lee, Myunghwan, Gene M. Lee, Marc-David L. Seidel, and Hasan Cavusoglu (2019) "Opportunity Structure: Tensions in Strategic Posture Identification and Positioning of IPOs" *Korean Association for Information Systems Workshop Proceedings*.

Rowell, Christopher, and Marc-David L. Seidel (2018) "The future is meritocratic: Platform ecosystem strategies in a time of distributed trust" *Administrative Sciences Association of Canada Organizational Theory Division Conference Proceedings*, Volume 39(1).

- Awarded Organizational Theory Division Best Paper.

Turner, Anthony, and Marc-David L. Seidel. (2013) "Acting Against Authority, Amended: Toward A Modernized Model of Inequality Attenuation" *Administrative Sciences Association of Canada Organizational Theory Division Conference Proceedings*, Volume 34(1).

- Awarded Organizational Theory Division Best Paper Honorable Mention.

Turner, Anthony, and Marc-David L. Seidel. (2012) "Predicting (Pro)social Action" *Administrative Sciences Association of Canada Organizational Theory Division Conference Proceedings*, Volume 33(1).

- Awarded Organizational Theory Division Best Paper Honorable Mention.

Barsness, Zoe I., Marc-David L. Seidel, Kristina A. Diekmann, and Judd H. Michael. (2008) "Mirror, Mirror on the Wall: The Implications of Status for Overestimation of Network Ties" *Administrative Sciences Association of Canada Organizational Theory Division Conference Proceedings*, Volume 29(1).

Seidel, Marc-David L., Zoe I. Barsness, Eiston Lo, Josephine Wong. (2007) "The Role of the Ethnic Network Portfolio in Discrimination for Canadian Immigrants and Minorities" *Administrative Sciences Association of Canada Organizational Theory Division Conference Proceedings*, Volume 28(1).

Seidel, Marc-David L., and James D. Westphal. (2002) "Research Impact: Social Network Research, Framing, and Change in Board Network Ties" *Academy of Management OMT Division Best Paper Conference Proceedings*.

Seidel, Marc-David L., and Katherine J. Stewart. (2000) "The C-Form: Emergence of a Post-Industrial Organizational Form." *Administrative Sciences Association of Canada Information Technology Division Conference Proceedings*, Volume 21(1).

Seidel, Marc-David L., Jeffrey T. Polzer, and Katherine Stewart (1998). "Friends in High Places: Structural Discrimination in Salary Negotiations." *Academy of Management OB Division Best Paper Conference Proceedings*.

Bigelow, Lyda, and Marc-David L. Seidel (1997). "Geographic and Technological Co-Development in the U.S. Automobile Industry." *Administrative Sciences Association of Canada Organizational Theory Conference Proceedings*, Volume 18(1).

- Awarded Organizational Theory Division Best Paper Honorable Mention.

Seidel, Marc-David L. (1996) "Competitive Realignment in the Airline Industry: Proposal of a Dynamic Analysis of Generalism and Specialism Under Different Route Network Structures." *Administrative Sciences Association of Canada Organizational Theory Conference Proceedings*, Volume 17(1).

- Awarded Organizational Theory Division Best Student Paper.

## Technical Reports

Seidel, Marc-David L., Lorne Whitehead, Michele A. Mossman, and Creso Sá (2017) "The Distributed Network of Cooperating Teams (DNCT): A Multi-Level Initiative for Organizational Change." UBC Circle Open Collection.

Roth, Wendy D., Marc-David L. Seidel, Dennis G. Ma, and Eiston Lo. (2011) "Immigrant Category, Social Networks, and Ethnic Workplaces Over Time: A Longitudinal Analysis of Immigrants' Economic Integration in Canada." Metropolis British Columbia Centre of Excellence for Research on Immigration and Diversity Working Paper Series 11-10.

Carroll, Glenn, Michael T. Hannan, Lyda Bigelow, Marc-David L. Seidel, Albert Teo, and Lucia Tsai. (1994) "Before Production: Organizing Activities and Founding Events in the American Automobile Industry from 1885-1981." Consortium on Competitiveness and Cooperation No. 94-14, University of California at Berkeley.

## Cases, Simulations, and Other Media

Lam, Laura, and Marc-David L. Seidel. (2020) "COVID-19 is an opportunity to challenge problematic VC culture." *LSE Business Review*, July 3, 2020. Article illustrates

how the hypergrowth exit mindset is holding back innovation that can solve societal problems.

Seidel, Marc-David L. (2019) "Is Facebook today's Compuserve? How Libra could hasten its demise." *The Conversation*, Science + Technology, June 24, 2019. Article highlights my research on the power struggle created as distributed trust technologies shift power away from centralized institutions.

Seidel, Marc-David L., Dennis Ma, Marjan Houshmand. (2017) "Why teenage jobs are good for your kid." *The Conversation*, Business + Economy, October 26, 2017. Article highlights the connection between adolescent work and later life outcomes demonstrated in our research program.

Whitehead, Lorne, Creso Sá, Daniel Sarewitz, Marc-David L. Seidel, and Michele A. Mossman. (2017) "Co-operative research revolution could answer call to transform science and society." *The Conversation*, Education, October 3, 2017. Article highlights the HIBAR Alliance and distributed co-operative methods of achieving academic cultural change.

Seidel, Marc-David L. (2017) "Beyond Bitcoin: The power struggle over trust-based technology." *The Conversation*, Science + Technology, October 1, 2017. Article highlights my research on the power struggle created as distributed trust technologies shift power away from centralized institutions. Reprinted in the *World Economic Forum Emerging Technologies Industry Agenda*, October 6, 2017.

Seidel, Marc-David L. (2011) "Non-profits capitalize on daily deals trend." *Globe and Mail*, Your Business Case Study, February 6, 2011. Case highlights the role of central actors in the daily deal marketing industry using the example of a Vancouver based daily deal aggregator.

Seidel, Marc-David L. (2010) "Company installs temporary art galleries in offices." *Globe and Mail*, Your Business Case Study, August 13, 2010. Case highlights the strategic opportunities for central actors bridging sectors using the example of a Montreal based pop-up art gallery organization.

Seidel, Marc-David L. (2009) "Isaac Ashton." Designed and wrote a complex three day capstone behavioral management simulation which puts students into an upper management team where they are faced with multiple realistic issues covering a wide range of business disciplines.

## **Teaching Interests**

Innovation Leadership  
Management Capstone Behavioral Simulation  
Managing Change  
Organizational Analysis  
Organizational Behavior  
Organizational Consulting  
Organizational Theory and Design  
Research Methods  
Strategic Implementation

## Evaluated Teaching Experience

### **University of British Columbia, Vancouver, British Columbia**

*RBC Financial Group Professor of Entrepreneurship, Spring 2017-present*

*Professorship of Innovation, Fall 2016-Spring 2017*

*Associate Professor of Organizational Behaviour and Human Resources (tenured), Summer 2006-present*

*Assistant Professor of Organizational Behaviour and Human Resources, Fall 2003-Summer 2006*

Taught Organizational Behaviour core undergraduate class, Organizational Analysis Management Simulation undergraduate elective, Managing Change undergraduate elective, Organizational Consulting undergraduate elective, Innovation Leadership undergraduate elective, Commerce Scholars Research Methods undergraduate required course, Managing Change MBA elective, Organizational Consulting IMBA elective, Strategy DBA elective, Organizational Behaviour Ph.D. Colloquium, undergraduate Managing Diversity Student Directed Seminar Faculty Sponsor, undergraduate Dramaturgy in Business Student Directed Seminar Faculty Sponsor

- Commerce Undergraduate Society Teaching Excellence Nominee, 2015-2016
- Killam Teaching Award, 2011-2012
- Commerce Undergraduate Society Teaching Excellence Award, 2010-2011
- UBC Alma Mater Society Just Desserts Award, 2009
- Len Henriksson Award Nominee, 2009
- Commerce Undergraduate Society Teaching Excellence Nominee, 2008-2009
- Commerce Undergraduate Society Teaching Excellence Nominee, 2006-2007

### **University of Texas at Austin, Austin, Texas**

*Assistant Professor of Management, Fall 1997 to Spring 2003*

*Instructor, Fall 1996 to Spring 1997*

Taught Organizational Behavior core evening MBA class, Organizational Behavior core MBA class, Strategic Implementation MBA elective, Organizational Behavior Honors core undergraduate class, Organizational Behavior core undergraduate class, Strategic Implementation executive elective, Management Department Colloquium

- TEMBA Evening MBA Faculty Honor Roll (Core Teaching), 2003
- MBA/MPA Faculty Honor Roll (Elective Teaching), 2003
- MBA/MPA Faculty Honor Roll (Elective Teaching), 2001
- Trammell/CBA Foundation Teaching Award, 2000

### **University of California at Berkeley, Berkeley, California**

*Graduate Student Instructor, Spring 1995 and 1996*

Taught Organizational Behavior core undergraduate class

- UC Berkeley Outstanding Graduate Student Instructor Award, 1996



## Other Teaching Experience

**UBC Sauder Alumni Community in Hong Kong**, Hong Kong, China  
*Featured Speaker*, Spring 2019

**Sauder Development and Alumni Engagement**, Vancouver, British Columbia  
*Featured Speaker*, Summer 2018

**Sauder Business Career Centre**, Vancouver, British Columbia  
*Featured Speaker*, Summer 2018

**Blockchain@UBC Summer Open Knowledge Building Initiative**, Vancouver, British Columbia  
*Featured Speaker*, Summer 2018

**Sauder Faculty Advisory Board**, Vancouver, British Columbia  
*Featured Speaker*, Spring 2018

**NSF HIBAR Research Alliance Initiation Workshop**, San Diego, California  
*Facilitator*, Spring 2018

**Blockchain@UBC Meetup**, Vancouver, British Columbia  
*Featured Speaker*, Fall 2017

**APLU HIBAR Research Alliance Workshop**, Vancouver, British Columbia  
*Facilitator*, Fall 2017

**University of British Columbia Dialogues**, Palo Alto, California  
*Panelist*, Summer 2017

**Blockchain@UBC Summer Open Knowledge Building Initiative**, Vancouver, British Columbia  
*Featured Speaker*, Summer 2017

**Sauder After Dark**, Toronto, Ontario  
*Featured Speaker*, Spring 2017

**Sauder After Dark**, Vancouver, British Columbia  
*Featured Speaker*, Spring 2017

**Rotary Club of Vancouver**, Vancouver, British Columbia  
*Featured Speaker*, Spring 2017

**Sauder One Journey in Learning Lunch**, Vancouver, British Columbia  
*Inaugural Speaker*, Fall 2016

**University of British Columbia Dialogues**, Vancouver, British Columbia  
*Panelist*, Fall 2016

**United Way Talent Over Poverty**, Vancouver, British Columbia  
*Guest Speaker*, Fall 2015

**University of British Columbia Developing Innovative Applications Seminar,**  
Vancouver, British Columbia  
*Seminar Speaker, Spring 2013*

**Hong Kong Poly/UBC DBA Program,** Hong Kong, China  
*Instructor, Summer 2007, 2008, 2009, 2010, 2011, 2012*

**Sauder Business Club of Hong Kong,** Hong Kong, China  
*Inaugural Speaker, Summer 2011*

**University of British Columbia Sociology Social Networks Seminar,** Vancouver,  
British Columbia  
*Seminar Speaker, Spring 2009, 2011*

**University of British Columbia International MBA Program,** Shanghai, China  
*Instructor, Summer 2007*

**University of British Columbia Global Academics Program,** Vancouver, British  
Columbia  
*International Business with Internship Instructor, Fall 2006*

**University of British Columbia Entrepreneurship 101,** Vancouver, British Columbia  
*Seminar Speaker, Spring 2006*

**Celebrity Cruises,** Miami, Florida  
*Celebrity Discoveries Enrichment Series Featured Lecturer, Summer 2005*

**University of British Columbia Celebrate Research Week,** Vancouver, British  
Columbia  
*Sauder School of Business Featured Lecturer, Spring 2005*

**University of British Columbia Executive Education,** Vancouver, British Columbia  
*Business Families Centre Breakfast Workshop Instructor, Fall 2003*

**University of Texas Motorola Executive Program,** Austin, Texas  
*Instructor, Fall 1999*

**University of California at Berkeley,** Berkeley, California  
*Guest Instructor, Fall 1995*

**Herricks GEMINI (Gifted and talented program),** New Hyde Park, New York  
*Mentor, 1985 to 1987*

**Herricks Union Free School District,** New Hyde Park, New York  
*Instructor, 1984 to 1985*

## **Program Development**

**EMBA-Mining,** 2013-2014. Co-designed EMBA program targeting the Mining Industry.

**Commerce Scholars Program, 2007.** Co-designed and launched program for outstanding undergraduate students with an interest in research. The program provides research methods coursework, faculty mentorship matching, RA stipends, multidisciplinary research colloquiums, and an annual thesis presentation conference. Scholars receive a designation on their transcripts for successful completion of all program requirements.

## **Curriculum Development**

Designed Innovation Leadership Elective, 2015  
Oversaw development of Improvisation for Leaders Elective, 2014  
Oversaw redesign of Undergraduate Organizational Behaviour Core Class, 2013-2014  
Designed Organizational Analysis Management Simulation Elective, 2008-2009  
Designed Introduction to Organizational Consulting Elective, 2007  
Designed Organizational Change Elective, 2007  
Designed Hong Kong Poly DBA Strategy Implementation Module, 2007  
Designed IMBA Consulting Module, 2007  
Designed Commerce Scholars Program Core Research Methods Class, 2007  
Designed Organizational Analysis Elective, 2006  
Designed Texas Evening MBA Organizational Behavior Core Class, 2001  
Redesigned Action Skills for Managers MBA Elective, 2000  
Redesigned Honors Organizational Behavior Core Class, 1999  
Redesigned MBA Organizational Behavior Core Class, 1999  
Redesigned Undergraduate Organizational Behavior Core Class, 1998

## **Business Foundings**

**Airlines of the Web, Inc.** Founded the first internet airline portal in 1994.

**A Bell Tolls, Inc.** Co-founded a consumer oriented telecommunications watchdog in 1997.

## **Advisory Roles**

**UBC Vice-Provost and Associate Vice-President Academic Affairs Strategic Scenario Advisory Committee, 2020-2021.** Advised on strategic scenario planning exercise for senior leadership.

**United States House of Representatives Committee on Science, Space and Technology, 2020-2021.** Advised staff on the National Science Foundation for the Future Act.

**United States Department of Energy Office of Strategic Planning and Interagency Coordination, 2020.** Advised Director on the Laboratories of the Future Initiative.

**Business Innovation Advisory Board Member, 2011.** Advised senior management of a Fortune 50 company on fostering an innovative research and development environment.

**Irving K. Barber Learning Centre Director Advisory Group, 2009-2010.** Advised the centre director on fostering academic and community engagement in the integration of campus and community wide learning.

**Leader of Education Innovation's LEAD Catalyst Group**, 2007-2010. Advised on methods to start and manage large scale pedagogical change initiatives focused on improving critical thinking, teamwork, communication, disciplinary and interdisciplinary knowledge.

**UBC Faculty of Pharmaceutical Sciences Governance Structure Advisor**, 2008. Advised faculty on governance structure change options to enhance both research and teaching outcomes.

**Business Families Centre Advisory Board Member**, 2003-2007. Advised centre management on establishment of research and education initiatives.

**UBC Provost's Deputy University Librarian Advisory Group**, 2006. Advised the Provost and Library management on large scale organizational change.

## **University Service**

UBC HIBAR Alliance, Founding Member, 2013-present  
Blockchain@UBC, Management Board, 2018-2020  
Blockchain@UBC, Academic Partner, 2016-2020  
Entrepreneurship Faculty Search Committee, 2015-2016  
UBC Student Directed Seminars Faculty Advisory Committee, 2014  
Women in Leadership Faculty Search Committee, 2013-2014  
Business Family Faculty Search Committee, 2013-2014  
Supervised AUCC Students for Development Masters Student (Ceasar Mafaabi), 2013  
Dramaturgy in Business Student Directed Seminar Faculty Sponsor, 2011  
Irving K. Barber Learning Centre Director Selection Committee, 2008  
Business Family Centre Faculty Search Committee, 2008  
Managing Diversity Student Directed Seminar Faculty Sponsor, 2007  
Multidisciplinary Undergraduate Research Program Faculty Mentor 2006-2007  
UBC Human Resources People Plan, Review Committee, 2006

## **School Service**

W. Maurice Young Centre for Entrepreneurship & Venture Capital Research, Director 2015-  
Sauder Commerce Scholars Program Co-founder/Steering Committee, 2006-present  
Sauder School of Business Appointments, Promotion, & Tenure Committee, 2020  
Sauder Jr. Faculty Mentor (Adam Saunders), 2013-2018  
Sauder Academic Programs Teaching and Learning Committee Co-Chair, 2012-2014  
Sauder Organizational Behaviour and Human Resources Division Chair, 2011-2014  
Sauder Faculty Wide Ph.D. Admin Committee, 2007-2009, 2010-2011  
Sauder School of Business New Building Technology Committee Chair, 2006-2009  
Sauder Director of Learning Technologies and Strategy Search Committee, 2008  
Sauder School of Business Appointments, Promotion, & Tenure Committee, 2006-2007  
Sauder School of Business Dean's Entrepreneurship Program Committee, 2006-2007  
Sauder School of Business Library Committee, 2004-2006  
Texas Plus Spring Program Planning, 2002, 2003  
Herb Kelleher Entrepreneurship Center Faculty Delegation, 2001  
Australian Graduate School of Management Sister School Visit, 2001  
CBA/GSB Student Services Award Selection Committee, 2000

CBA/GSB Staff Excellence Award Selection Committee, 2000  
Kobe University Sister School Visit, 1999

### **Departmental Service**

Supervised Undergraduate Research Opportunity project (Alex Nguyen), 2015-2016  
OBHR MBA Internship Coordinator, 2011-2014  
OBHR MBA Industry Project Coordinator, 2011-2014  
Management & Organizations Colloquium Coordinator, 2011-2014  
Supervised Undergraduate Independent Studies, 2006-2008, 2011-2014  
Supervised Commerce Scholars Thesis (Nancee Zhang), 2011-2012  
Supervised EMBA Industry Project, 2011  
Inter-Collegiate Business Competition Sauder HRM Team Coach, 2011  
Supervised Commerce Scholars Thesis (Dennis G. Ma), 2008-2009  
OB Undergraduate Core (292) Course Coordinator, 2007-2009  
Supervised MBA Independent Studies, 1997-2000, 2002-2003, 2005-2008  
Business Family OBHR Faculty Search Chair, 2006-2007  
OB Undergraduate Core (292) Assistant Course Coordinator, 2006-2007  
OBHR Colloquium Co-coordinator, 2006-2007  
JDC West Case Competition HR Team Coach, 2006  
UBC Academy of Management Reception Planning Committee, 2004-2006  
Ph.D./Faculty Joint Project Speaker Series Coordinator, 2002, 2003  
Ph.D. exam committee, 2002  
Theory Ph.D. exam committee, 1999, 2001  
Promotion & Tenure Committee (James D. Westphal)  
Promotion Committee (Alison Davis-Blake)  
Management Department Executive Committee, 1999-2000  
Ph.D. Comprehensive Exam Redesign Committee, 2000  
Research Methods Ph.D. exam committee, 1997, 1998, 2000

### **External Professional Service**

HIBAR Research Alliance Management Group, 2020-  
HIBAR Research Alliance Nomination & Governance Committee, Ex-officio Member  
2020-  
Responsible Research in Business & Management Summit, Delegate, 2021  
Academy of Management, OMT Best Published Paper Award Committee, 2021  
IIMB Management Review Doctoral Conference, Keynote Speaker, 2021  
HIBAR/RRBM Joint Webinar, Co-Organizer 2021  
Responsible Research in Business & Management Summit, Delegate, 2020  
Organizing Decentralization for Societal Benefit Workshop, Co-Organizer, 2020  
University of Michigan/Aspen Institute BSP Igniting Impact Summit, Delegate, 2020  
Academy of Management, OMT Best Published Paper Award Committee, 2020  
EGOS and *Organization Studies* Kyoto Workshop, Scientific Committee, 2019  
Interpretive Approaches to Data Science in Management Research Workshop Co-  
Organizer, 2019  
ASQ-OMT-Indian Institute of Management Bangalore Paper Development Workshop  
Co-Organizer, 2019  
Academy of Management Governance and Engagement for Members (GEM) Task Force,  
2018-2019  
Academy of Management, OMT Past Division Chair, 2018-2019

*Organization Science* Dissertation Proposal Finalist Competition Judge, 2019  
 Responsible Research in Business & Management Summit, Delegate, 2019  
 Academy of Management, Diversity & Inclusion Theme Committee Award Committee, 2019  
 Academy of Management, OMT Dissertation Proposal Workshop Organizer, 2018  
 University of Michigan/Global Silicon Valley Impact Summit, Delegate, 2018  
 Academy of Management, OMT Winter Executive Retreat Organizer, 2018  
 Academy of Management, OMT Winter Paper Development Workshop Co-Organizer, 2018  
 Academy of Management, OMT Division Chair, 2017-2018  
 Academy of Management, OMT Division Chair Elect, 2016-2017  
 Academy of Management, OMT Program Chair, 2015-2016  
*Administrative Science Quarterly* Editor Selection Task Force, 2015-2016  
 Academy of Management, OMT Program Chair Elect, 2014-2015  
*Organization Science* Dissertation Proposal Competition Judge, 2005, 6, 8, 10, 11, 13, 14  
*Administrative Science Quarterly* Web Presence Task Force, Chair, 2009  
 Academy of Management, OMT Representative at Large, 2005-2008  
 Administrative Sciences Association of Canada OT Division Chair, 2006-2007  
 Academy of Management, OMT Jr. Faculty Consortium Organizer, 2007  
 Academy of Management, OB Best Paper Award Committee, 2006  
 Academy of Management, OMT Editor's Panel Organizer, 2006  
 Academy of Management, OMT Winter Executive Retreat Organizer, 2006  
 World Urban Forum, Delegate, 2006  
 Administrative Sciences Association of Canada, OT Program Chair, 2005-2006  
 Administrative Sciences Association of Canada OT Academic Reviewer, 2004-2005  
 Academy of Management, OMT Research Committee, 2004-2005  
 Academy of Management, OMT Best Paper Award Committee, 2005  
 Academy of Management Review, Best Paper Award Committee, 2004  
 City of Austin Kwangmyong, Korea Sister City Delegation, 2002  
 Organizational Issues Clearinghouse Editor, 1993-2000  
 AACSB/Keizai Koho Center Japan Study Tour Delegate, 1999  
 Academy of Management, Electronic Publishing Committee, 1996  
 Interdisciplinary Students of Organizations Board of Directors, 1994-1996

## **Editing**

*Administrative Science Quarterly* Associate Editor, 2016-present

## **Editorial Boards**

*Academy of Management Learning & Education* Editorial Board, 2017-present  
*Research in the Sociology of Organizations* Editorial Board, 2021-present  
*Administrative Science Quarterly* Editorial Board, 2007-2016  
*Handbook of Organization Studies* Editorial Board, 2004-2005  
 Open Directory Project, Editor 2004-2005 Meta Editor, 2005-2010

## **Ad-Hoc Reviewer**

*Academy of Management Journal*  
*Academy of Management Review*  
*American Journal of Sociology*  
*American Sociological Review*  
*California Management Review*

*Canadian Journal of Administrative Sciences*  
*Canadian Journal of Development Studies*  
*Computational and Mathematical Organization Theory*  
*Economics of Innovation and New Technology*  
*Human Relations*  
*ILR Review*  
*Industrial and Corporate Change*  
*Industrial Relations*  
*Journal of Air Transport Management*  
*Journal of Business Venturing*  
*Journal of Management Inquiry*  
*Journal of Management Studies*  
*Management Science*  
*Organization Science*  
*Organization Studies*  
*Oxford University Press*  
*Social Forces*  
*Social Problems*  
*Strategic Management Journal*  
*Strategic Organization*  
*Work and Occupations*

*Academy of Management OMT Division*  
*Administrative Sciences Association of Canada OT Division*  
*Workshop Organizzazione Aziendale*

*Alberta Innovates*  
*Israel Science Foundation*  
*New Frontiers in Research Fund*  
*Social Sciences and Humanities Research Council of Canada*  
*Research Council of Universiteit Antwerpen*  
*Research Grants Council of Hong Kong*

## **External Referee**

*Seoul National University, Full Professor promotion & tenure referee*  
*INSEAD, Full Professor promotion referee*  
*University of California at Davis, Full Professor promotion referee*  
*Fordham University, Full Professor promotion referee*  
*Ryerson University, Full Professor promotion referee*  
*University of California at Davis, Associate Professor tenure referee*  
*University of Massachusetts, Associate Professor tenure referee*  
*Hong Kong Polytechnic, Associate Professor referee*  
*National University of Singapore, Research Fellowship referee*  
*University of Toronto, Ph.D. committee external appraiser*  
*University of British Columbia, Interdisciplinary Ph.D. external examiner*

## **Postdoctoral Supervision**

Christopher Rowell (UBC Postdoctoral supervisor, placed at Performance Frontiers)  
Chang Lu (UBC Postdoctoral co-supervisor, in progress)

## **Ph. D. Committees**

Joseph Broschak (placed at University of Illinois)  
Katherine Stewart (placed at University of Maryland)  
Pamsy Hui (placed at Nanyang Technological University)  
Oana Branzei (placed at York University)  
Ithai Stern (placed at Northwestern University)  
Graham Brown (placed at Singapore Management University)  
Poonam Khanna (placed at Arizona State University)  
Laurie Barclay (placed at Wilfrid Laurier University)  
Daniel Chng (placed at SKK Graduate School of Business)  
Qianqian Du (placed at SAIF Shanghai Jiao Tong University)  
Anthony Turner (chair, placed at Hult International Business School)  
Amanda Lenhardt (Integrated Studies PhD. exam committee, placed at Overseas Development Institute)  
Marjan Houshmand (placed at University of Hawaii)  
Dennis Ma (co-chair, in progress)

## **Grants**

SSHRC Insight Research Grant Co-PI (\$99849 CAD), 2021-2026  
SSHRC Insight Research Grant Co-PI (\$91090 CAD), 2020-2025  
CIDER Small Grants in Innovative Data Co-PI (\$12000 CAD), 2020  
Mitacs Accelerate Grant Co-PI (\$255000 CAD), 2019-2020  
Mitacs Accelerate Grant Co-PI (\$15000 CAD), 2019  
Mitacs Accelerate Grant Co-PI (\$60000 CAD), 2018  
Mitacs Accelerate Grant PI (\$45000 CAD), 2017-2018  
SSHRC Insight Research Grant PI (\$92405 CAD), 2017-2022  
Sauder Internal Grant Competition PI (\$17500 CAD), 2016-2017  
UBC SSHRC Re-application Grant PI (\$2500 CAD), 2016-2017  
Sauder Internal Grant Competition PI (\$15000 CAD), 2015-2016  
UBC SSHRC Re-application Grant PI (\$2500 CAD), 2015-2016  
Sauder Internal Grant Competition PI (\$9000 CAD), 2014-2015  
UBC SSHRC Re-application Grant PI (\$1500 CAD), 2014  
Sauder Internal Grant Competition PI (\$8000 CAD), 2013-2014  
Sauder Internal Grant Competition PI (\$7730 CAD), 2012-2013  
Sauder SSHRC Re-application Grant PI (\$10000 CAD), 2012-2013  
UBC SSHRC Re-application Grant PI (\$1500 CAD), 2012  
SSHRC Supplemental Research Grant Co-PI (\$30,447 CAD), 2011-2012  
SSHRC Standard Research Grant PI (\$71,990 CAD), 2009-2012  
SSHRC Management, Business and Finance Research Grant Co-PI (\$149,000 CAD), 2008-2011  
UBC Faculty of Management, Research Grant Co-PI (\$10,000 CAD), 2009  
Metropolis British Columbia, Research Grant PI (\$15,000 CAD), 2008-2010  
SSHRC Standard Research Grant PI (\$70,950 CAD), 2006-2009  
UBC SSHRC Bridging Grant PI (\$2,800 CAD), 2005  
University of Texas at Austin Summer Research Grant PI (\$25,000 USD), 1999

## **Ph.D. Grants and Scholarships**

Sloan Foundation Industry Travel Grant 1994, 1995  
Canadian Association for the Study of International Development Travel Grant, 1993



Irving Korb Memorial Fellowship for Doctoral Study, 1991-1992  
Ira Abraham, Sr. and Georgina Koenig Abraham Scholarship, 1991-1992

**Professional Affiliations**

Academy of Management  
Administrative Sciences Association of Canada

**Industry Expertise**

Airlines, Health Care, Telecommunications, and E-commerce

**Media**

Popular press mentions and/or quotes regarding research and industry expertise in outlets including Harvard Business Review, New York Times, Wall Street Journal, Washington Post, Los Angeles Times, International Herald Tribune, Globe & Mail, National Post, ROBTV, Montreal Gazette, Ottawa Citizen, San Jose Mercury News, Chicago Tribune, CFO, Chicago Daily Herald, Denver Post, Denver Rocky Mountain News, Miami Herald, New York Daily News, Newsday, Austin American Statesman, Houston Chronicle, Dallas Morning News, Fort Worth Star Telegram, San Antonio Express-News, Seattle Post-Intelligencer, Asia Week, Time Magazine, U.S. News and World Report, CBS Marketwatch, Christian Science Monitor, Kiplinger's Personal Finance, Entrepreneur, Red Herring, eCompany, Boston Globe, MBA Bullet Point, San Francisco Chronicle, Wired, Consumer Reports, CNET, AARP Modern Maturity, CBC News, Minnesota Public Radio, CNNfn, CNN, ABC, CBS, NBC, Fox, and other media outlets.

**Hobby**

Improv (substantial training and performance experience including ComedySportz, Theatresports, Heroes of Comedy Performance Troupe, and Instant Theatre)