

MARC-DAVID L. SEIDEL

University of British Columbia
Sauder School of Business
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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

Publications¹

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

¹ Total citation count of 2672 (Google Scholar) as of June 2021.

- 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)