

## **SARAH KAPLAN**

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### **ACADEMIC APPOINTMENTS**

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#### **Rotman School of Management and Graduate Department of Management, University of Toronto**

- Distinguished Professor of Gender and the Economy (2016-present)
- Institute for Gender and the Economy (GATE): Director (2016-2023), Founding Director (2023-present)
- Professor of Strategic Management (2015-present)
- Senior Fellow, Massey College (2020-present)
- Fellow, Lee Chin Family Institute for Corporate Citizenship (2020-present)
- Associate Professor of Strategic Management (2009-2015)

#### **Sloan School of Management, Massachusetts Institute of Technology**

- Visiting Scholar (2013-2014)

#### **The Wharton School, University of Pennsylvania**

- Senior Fellow, Mack Institute for Innovation Management (2009-present)
- Assistant Professor of Management (2004-2009)

### **EDUCATION**

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#### **Ph.D. in Management**

Massachusetts Institute of Technology, Sloan School of Management, 2004

- Thesis: "Framing the Future: Cognitive Frames, Strategic Choice and Firm Response to the Fiber-Optic Revolution." Thesis committee: Charles Fine, Rebecca Henderson (chair), Wanda Orlikowski

#### **M.A. in International Relations and International Economics** (with distinction)

Johns Hopkins University, School of Advanced International Studies (SAIS), 1990

#### **B.A. in Political Science** (with departmental highest honors, *summa cum laude*, *Phi Beta Kappa*)

University of California, Los Angeles, 1986

- Honors Thesis: "French Policy Towards Europe in the Fourth Republic"

### **TEACHING**

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#### **Rotman School of Management, University of Toronto**

- Inclusive Business Innovation online Executive Program from the Rotman School of Management
- Gender Analytics: Gender Equity Through Inclusive Design 5-course specialization on Coursera
- The 360° Corporation online course on Coursera

- The 360° Corporation (RSM 2019), MBA elective
- Strategic Change and Implementation (RSM 2023), MBA elective
- Corporate Strategy (RSM 2021), MBA elective
- Strategic Management and Stakeholder Theory (RSM 3090), PhD seminar
- Strategy Process and Practice: Theory and Methods (RSM 3009), PhD seminar
- Strategy and Organizations/Organization Theory (RSM 3002), PhD seminar
- Strategy Proseminar (RSM 3005), PhD seminar

#### **Wharton School, University of Pennsylvania**

- Competitive Strategy (MGMT 654), MBA core course (Course Head, 2008)
- Proseminar: Qualitative and Field Methods (MGMT 932), PhD seminar
- Business Policy and Strategy (MGMT 223), undergraduate elective

### **RESEARCH AND PUBLICATIONS**

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#### **Books**

1. Kaplan, Sarah (2019). *The 360° Corporation: From Stakeholder Trade-offs to Transformation*, Stanford, CA: Stanford University Press. (Also in Brazilian, Italian and Indian editions).
2. Gans, Joshua & Sarah Kaplan, eds. (2017), *Survive and Thrive: Winning Against Strategic Threats to Your Business*, Toronto, ON: Dog Ear Publishing.
3. Foster, Richard N. & Sarah Kaplan (2001). *Creative Destruction: Why Companies that are Built to Last Underperform the Market -- And How to Successfully Transform Them*. New York: Currency (Doubleday). (Also in Chinese, Dutch, German, Italian, Japanese, Polish, Portuguese, Russian, & UK editions.)

#### **Academic publications**

1. Kaplan, Sarah (2023), The Promises and Perils of Corporate Purpose, *Strategy Science*, 8(2): 288-301.
  - Reprinted in *Rotman Management Magazine* (Winter 2024)
2. Dhir, Aaron, Sarah Kaplan and Maria Arabella Robles (2023), Corporate Governance and Gender Equality: A Study of Comply-or-Explain Disclosure Regulation, *Seattle University Law Review* 46:523-576.
  - Reprinted in *Securities Law Review* 2024
3. Vakili, Keyvan & Sarah Kaplan (2021). Organizing for Innovation: A contingency view on innovative team configuration. *Strategic Management Journal*. 42(6): 1159-1183.
4. Kaplan, Sarah (2020), Beyond the Business Case for Social Responsibility, *Academy of Management Discoveries*, 6(1): 1-4.
5. Pratt, Michael G., Sarah Kaplan & Richard Whittington (2020), The Tumult over Transparency: Decoupling Transparency from Replication in Establishing Trustworthy Qualitative Research, *Administrative Science Quarterly*, 65(1): 1-19.
6. Goodman, Rachael & Sarah Kaplan (2019), Work-Life Balance as a Household Negotiation: A New Perspective from Rural India, *Academy of Management Discoveries*, 5(4): 465–486.
7. Hannigan, Tim, Richard F. J. Haans, Keyvan Vakili, Hovig Tchaljian, Vern L. Glaser, Milo Wang, Sarah Kaplan, and P. Devereaux Jennings (2019), Topic Models in Management Research: Rendering New Theory from Big Textual Data, *Academy of Management Annals*, 13(2) 586-632.

8. Kang, Sonia K. & Sarah Kaplan (2019) Working Toward Gender Diversity and Inclusion in Medicine: Lessons From Management, *The Lancet*, 393(10171): 579-586.
  - Reprinted in *Rotman Management Magazine* (Spring 2020)
9. Fernandez-Mateo, Isabel & Sarah Kaplan (2018), Gender and Organization Science, *Organization Science*, 29(6): 1229–1236.
10. Kaplan, Sarah, Jonathan Milde & Ruth Schwartz Cowan (2017). Symbiotic Practices in Boundary Spanning: Bridging the Cognitive and Political Divides in Interdisciplinary Research. *Academy of Management Journal*. 60(4) 1387-1414.
11. Jarzabkowski, Paula, Sarah Kaplan, David Seidl & Richard Whittington (2016). If you aren't talking about practices, don't call it a practice-based view: Rejoinder to Bromiley and Rau. *Strategic Organization*. 14(3) 270-274.
12. Jarzabkowski, Paula, Sarah Kaplan, David Seidl & Richard Whittington (2016). On the Risk of Studying Practices in Isolation: Linking What, Who and How in Strategy Research. *Strategic Organization*. 14(3) 248-259.
13. Arora, Ashish, Michelle Gittelman, Sarah Kaplan, John Lynch, Will Mitchell, & Nicolaj Siggelkow (2016). Question-Focused Innovations in Research Methods. *Strategic Management Journal*, 37(1), 3-9.
14. Kaplan, Sarah & Keyvan Vakili (2015). The Double-Edged Sword of Recombination in Breakthrough Innovation. *Strategic Management Journal*. 36(10), 1435-1457.
  - Earlier version published in *Academy of Management Best Paper Proceedings 2012* (as "Identifying Breakthroughs: Using Topic Modeling to Distinguish the Cognitive from the Economic")
15. Kaplan, Sarah (2015). Truce Breaking and Remaking: The CEO's Role in Changing Organizational Routines. *Advances in Strategic Management* (Cognition and Strategy), Vol. 32, 1-45.
16. Jarzabkowski, Paula & Sarah Kaplan (2015). Strategy Tools-in-Use: A Framework for Understanding 'Technologies of Rationality' in Practice. *Strategic Management Journal*. 36(4), 537-558.
  - Earlier version published in *Academy of Management Best Paper Proceedings 2008* (as "Using Strategy Tools in Practice: An Exploration of 'Technologies of Rationality' In Use")
17. Kaplan, Sarah (2015). Mixing Qualitative and Quantitative Research Methods, *Handbook of Qualitative Organizational Research: Innovative Pathways and Methods*, K. Elsbach and R. Kramer, eds., Taylor & Francis, pp. 423-433.
18. Kaplan, Sarah & Wanda Orlikowski (2013). Temporal Work in Strategy Making. *Organization Science*, 24(4), 965-995.
19. Eggers, JP & Sarah Kaplan (2013). Cognition & Capabilities: A Multi-Level Perspective. *Academy of Management Annals*, Vol. 7, 295-340.
20. Kaplan, Sarah & Joanna Radin (2011). Bounding an Emerging Technology: Para-Scientific Media and the Drexler-Smalley Debate about Nanotechnology. *Social Studies of Science* 41(4), 457-486.
  - Earlier version published in *Academy of Management Best Paper Proceedings 2009* (as "Bounding Nanotechnology: Deconstructing the Drexler-Smalley Debate")
21. Kaplan, Sarah (2011). Cognition and Strategy: Reflections on Two Decades of Progress and a Look to the Future. *Journal of Management Studies*. 48(3) 665-695.
  - Reprinted in *JMS Classic Articles: Celebrating 50 Years of Groundbreaking Research*, Part 2 (2015)

22. Kaplan, Sarah (2011). Strategy & PowerPoint: The Epistemic Culture and Machinery of Strategy Making. *Organization Science* 22(2), 320-346.
23. Jarzabkowski, Paula & Sarah Kaplan (2010). Taking Strategy-as-Practice Across the Atlantic. *Advances in Strategic Management* (Globalization of Strategy Research), 27, 51-71.
24. Kaplan, Sarah & Fiona Murray (2010). Entrepreneurship and the Construction of Value in Biotechnology. *Research on the Sociology of Organizations* (Technology and Organization: Essays in Honour of Joan Woodward), 29, 107-147.
25. Eggers, JP. & Sarah Kaplan (2009). Cognition and Renewal: Comparing CEO and Organizational Effects on Incumbent Adaptation to Technical Change. *Organization Science*, 20(2), 461-477.
26. Kaplan, Sarah (2008). Framing Contests: Making Strategy Under Uncertainty. *Organization Science*. 19(5), 729–752.
27. Kaplan, Sarah (2008). Cognition, Capabilities and Incentives: Assessing Firm Response to the Fiber-Optic Revolution. *Academy of Management Journal*. 51(4), 672-695.
  - Earlier version published in *Academy of Management Best Paper Proceedings* 2005 (as “Seeing the Light: Cognitive Frames and Firm Response to the Fiber-Optic Revolution”)
28. Kaplan, Sarah & Mary Tripsas (2008). Thinking about Technology: Applying a Cognitive Lens to Technical Change. *Research Policy*, 37(5), 790-805.
29. Kaplan, Sarah & Rebecca Henderson (2005). Inertia and Incentives: Bridging Organizational Economics and Organizational Theory. *Organization Science*, 16(5), 509-521.
30. Kaplan, Sarah, Fiona Murray & Rebecca M. Henderson (2003). Discontinuities and Senior Management: Assessing the Role of Recognition in Pharmaceutical Firm Response to Biotechnology. *Industrial and Corporate Change*, 12(4), 203-233.
  - Earlier version published in DRUID Nelson and Winter Conference Proceedings 2001
31. Kaplan, Sarah (2003). The Seduction of Best Practice: Commentary on "Taking Strategy Seriously." invited commentary in *Journal of Management Inquiry*, 12(4), 410-413.

#### Articles and chapters for practitioners

32. de Laet, Kim, Sarah Kaplan & Lechin Lu, Accelerating progress towards gender equity in health and science *The Lancet* (March 2024)
33. Kaplan, Sarah (2024, in press), Achieving the Promise of Corporate Purpose, *Rotman Management Magazine*, Fall 2023, 50-55.
34. Ravanera, Carmina and Sarah Kaplan (2023), AI bias must move to accountability to address inequity, *Policy Options*, October 2023.
35. Ravanera, Carmina, Kim de Laet & Sarah Kaplan (2023), Remote Work and Inequality: Lessons for Leaders, *Rotman Management Magazine*, Spring, 43-47.
  - Republished in Portuguese as “O desafio das várias experiências de trabalho híbrido” in *HSM management* (Brazil), June 2023.
36. de Laet, Kim, Carmina Ravanera & Sarah Kaplan (2023), Make remote work a plus instead of a penalty for gender equality, *Policy Options*, January 2023.
37. Fang, David, Sonia K. Kang & Sarah Kaplan (2022), We need to make sure telecommuting does not exacerbate gender disparity, *The Lancet*, July.
38. Lam, Laura, Carmina Ravanera and Sarah Kaplan (2022), Creating Value in the Care Economy, *Rotman Management Magazine*, (Fall), 42-47.
39. Lam, Laura, Carmina Ravanera and Sarah Kaplan (2022), Towards a Caring Economy, *Policy Options*, May 2022

40. Ravanera, Carmina and Sarah Kaplan (2022), Disrupting the Disruptor: An Equity Lens on Artificial Intelligence, *Rotman Management Magazine*, (Winter).
41. Dey, Peter and Sarah Kaplan (2021), 360° Governance: Where are the Directors in a World in Crisis? *Rotman Management Magazine* (Fall)
42. Kaplan, Sarah (2021), Gender Analytics: How Gender-Based Insights Create Value, *Rotman Management Magazine* (Spring)
43. Kaplan, Sarah (2020), How the Caring Economy Can Revive Us, *Corporate Knights*, cover story, (Fall)
44. Ravanera, Carmina and Sarah Kaplan (2020), Canada's economic stability hinges on an equitable recovery for women, *Policy Options*, September 2020.
45. Kaplan, Sarah (2020), How to 'Build Back Better' after COVID-19, *Rotman Management Magazine* (Fall)
46. Kaplan, Sarah (2020), Why Social Responsibility Leads to More Resilient Organizations, *Sloan Management Review* (Fall)
47. Kang, Sonia & Sarah Kaplan (2020). Gender Diversity and Inclusion in Medicine: Lessons from Management. *Rotman Management Magazine* (Spring)
48. Kaplan, Sarah (2020). The Upside of Trade-offs, *strategy+business*, January.
49. Gans, Joshua & Sarah Kaplan (2017). Strategic Threats to Survival. *Survive and Thrive: Winning Against Strategic Threats to Your Business*, Joshua Gans & Sarah Kaplan, eds. Toronto, ON: Dog Ear Publishing., pp. 1-12.
  - Adapted as, "Structured Anticipation: Anticipating Strategic Threats to Survival," *Rotman Magazine* (Winter 2017).
50. Kaplan, Sarah (2017). The Gender Diversity Challenge. *Survive and Thrive: Winning Against Strategic Threats to Your Business*, Joshua Gans & Sarah Kaplan, eds, pp. 51-68.
51. Kaplan, Sarah (2017). Gender Equality as an Innovation Challenge. *Rotman Magazine* (Fall, pp. 7-12).
  - Reprinted as "Vamos inovar em diversidade de gênero?" in *Revista HSM* (Brazil) (December 2017)
52. Kaplan, Sarah & Natassia Walley (2016). The Rhetoric of Female Risk Aversion. *Stanford Social Innovation Review*, Spring 2016, Vol. 14(2), 48-54.
53. Kaplan, Sarah (2015). Meritocracy: From Myth to Reality. *Rotman Magazine* (Spring: 48-53)
  - Reprinted in the *Education Post* (South China Morning Post), July 14, 2015
54. Kaplan, Sarah & Jackie VanderBrug (2014). The Rise of Gender Capitalism. *Stanford Social Innovation Review*, Fall 2014, 36-41
55. Kaplan, Sarah & Wanda Orlikowski (2014). Beyond Forecasting: The Importance of Constructing Strategic Narratives. *Sloan Management Review*. Fall 2014, 23-28.
  - Reprinted as "Más allá de las predicciones: crear nuevas narrativas estratégicas," *Harvard Deusto Business Review*, March 2015, 6-14.
  - Included in Sloan Management Review's "Sloan Select" series of the most popular/ downloaded articles
56. Kaplan, Sarah & Eric D. Beinhocker (2003). The Real Value of Strategic Planning. *Sloan Management Review*, 44(2), 71-76.



67. Kaplan, Sarah (2018), What's Right with Kansas: Review of No Place Like Home by CJ Janovy, *Stanford Social Innovation Review*.
68. Kaplan, Sarah (2016), biographical entry on Joan Woodward, in David Teece and Mie Augier, eds. *Palgrave Encyclopedia of Strategic Management*.
69. Kaplan, Sarah (2016), Cognition and Strategy, in David Teece and Mie Augier, eds. *Palgrave Encyclopedia of Strategic Management*.
70. Kaplan, Sarah (2016), Cognition and Technical Change, in David Teece and Mie Augier, eds. *Palgrave Encyclopedia of Strategic Management*.
71. Kaplan, Sarah (2012). Review of Instrumental Community: Probe Microscopy and the Path to Nanotechnology, by Cyrus C.M. Mody. *Administrative Science Quarterly*, 57, 348-352.
72. Kaplan, Sarah (2009). Review of Knowledge, Options and Institutions, by Bruce Kogut. *Contemporary Sociology*, 38(4), 377-379.
73. Choi, Hyungsub, Sarah Kaplan, Cyrus C. M. Mody & Jody A. Roberts (2008). *Setting an Agenda for the Social Studies of Nanotechnology: A Summary of the Joint Wharton-Chemical Heritage Foundation Symposium on Social Studies of Nanotechnology*. Wharton-CHF joint publication.
74. Kaplan, Sarah (2007). Review of Strategy as Practice: An Activity-Based Approach, by Paula Jarzabkowski. *Academy of Management Review*, 32(3), 986-990.
75. Kaplan, Sarah (2004). *Framing the Future: How Worldviews Affect Technology Strategies*. MIT Microphotonics Center, Communications Technology Roadmap Whitepaper.
76. Kaplan, Sarah, Andrew Schenkel, Georg von Krogh & Charles Weber (2001). Knowledge-Based Theories of the Firm in Strategic Management. MIT Sloan Working Paper 4216-01.

#### **Edited volumes/special issues**

77. *Strategic Management Journal*, Special Issue on Question-Focused Innovations in Research Methods (2016, Volume 31, Issue 1), eds. Ashish Arora, Michelle Gittelman, Sarah Kaplan, John Lynch, Will Mitchell, Nicolaj Siggelkow
78. *Organization Science*, Virtual Special Issue on Gender and Organizations (2018), with Isabel Fernandez-Mateo

#### **Case studies**

79. Lee, Hyeun & Sarah Kaplan, "SheEO: A transformative paradigm for entrepreneurial funding," Case number GATE-017, November 2021.
80. Fosbrook, Bretton & Sarah Kaplan, "The Work of Trans Inclusion: A Case Study of Amazon's Trans-Affirmative Action Program on the Set of Transparent," Case number GATE-003, August 2019
81. Riolino, Alicia, Sarah Kaplan & Camilla Sutton, "Capital Markets: Why So Few Women?" Case number GATE-002, June 2019
82. Goodman, Rachael & Sarah Kaplan, "Doing Gender Analysis: A case study of Root Capital's Women in Agriculture Initiative," Case number GATE-001, October 2018
83. Dawson, Deva & Sarah Kaplan, "Marilyn Hamilton, Founder of Motion Designs, Inc.: 'If you can't stand up, stand out,'" Wharton School Case, 2008

#### **Working papers**

84. Dutt, Nilanjana & Sarah Kaplan. Overcoming Barriers? The Mixed Results of Innovation Accelerator Programs for Women Entrepreneurs.

- Earlier version published in *Academy of Management Best Paper Proceedings 2018* (as “Acceleration as Mitigation: Whether and When Process Solutions Can Address Gender Bias in Entrepreneurship”)
85. Rooney, Patrick, Sarah Kaplan and András Tilcsik, Money, Morals, and Mandates: The Effectiveness of Economic, Ethical, and Legal Justifications for Promoting Diversity in Personnel Decisions
  86. Baldassari, Daphné, Sarah Kaplan and Aaron Dhir, Hiding in plain sight: Firm Strategic Responses to Diversity Disclosure Requirements
  87. Chown, Jillian & Sarah Kaplan. Task Segregation and the Gender Earnings Gap.
  88. Essue, Beverley M., Cyndirela Chadambuka, Amaya Perez-Brumer, Isabel Arruda-Caycho, Danielle Toccalino, Rebecca Balasa, Prossy-Kiddu Namyalo, Carmina Ravanera, Sarah Kaplan, Women’s experiences of gender-based violence support services: A global intersectional scoping review.
  89. Essue, Beverley, Sharon Matthew, Hector Arreola Ornelas, Renzo Calderon, Xiaoxiao Kwete, Sarah Kaplan & Felicia Knaul, The gendered value of health work in Canada: toward a feminist pandemic recovery that promotes women, equality and health.
  90. Kaplan, Sarah, The problematics of the business case, working paper 2018

### **Work in progress**

- Are Women Moving to Family Friendly Firms? Evidence from Canadian Administrative Data (with Michael Baker, April Franco, Dionne Pohler, Shannon Potter)
- Gender and breakthrough innovation (with Keyvan Vakili and Eric Jeong)
- WNBA project (with Keyvan Vakili and Eric Jeong)

### **Conference and seminar presentations**

#### **2024**

- Innovation and Entrepreneurship seminar, Yale SOM, New Haven, CT, December 2024
- Workshop on innovation and inequality, Bocconi University, Milan, Italy, October 2024
- Academy of Management Annual Meeting, Chicago, IL, August 2024
- ISOI-HEC Paris Conference on Corporate Purpose and Sustainable Capitalism, Chicago, IL, August 2024
- EGOS Colloquium sub plenary speaker, Milan, Italy, July 2024
- Stakeholder Conference, HEC Paris, May 2024
- Strategy Seminar, London Business School, May 2024
- BSPA Behavioral Science and Policy Association Online Conference, May 2024

#### **2023**

- Study of Business in Global Society (BiGS) seminar series, Harvard Business School, November 2023
- Strategy seminar, Carlson School of Management, University of Minnesota, October 2023
- Ethnography Atelier, online, September 2023
- Strategic Management Society Conference, Toronto, Canada, September 2023
- Academy of Management Annual Meeting, Boston, MA, August 2023
- Sumantra Ghoshal Conference on Managerially Relevant Research, London, UK, June 2023
- Bocconi Non market strategy workshop, Milan, Italy, June 2023
- Stakeholder Conference, University of Utah, Park City, UT, May 2023
- AoM STR Division Virtual Conversation on STR and SAP, April 2023



## **2022**

- Ivey Sustainability conference, Western University, London, ON, November 2022
- Ethnography Atelier Workshop, EM Lyon, October 2022
- Uppsala Lectures in Business, Uppsala, Sweden, October 2022
- Keynote Speaker, Carnegie School Organizational Learning (CSOL) conference, August 2022
- Academy of Management Annual Meeting, Seattle, WA, August 2022
- ISOI Corporate Purpose Conference, University of Illinois, Urbana-Champaign, June 2022
- 13th annual Berle Symposium, Berle XIII—Inclusive Corporate Leadership, McGill University, Montreal, May-June 2022
- Gender & Work Symposium, Harvard Business School, Cambridge, MA, May 2022

## **2021**

- Practice and Process Reading Group, HEC Montreal, Virtual, October 2021
- Strategy seminar, London Business School, October 2021
- 3rd Annual Conference of Entrepreneurship and Society, Lake Tahoe, CA, August 2021
- Academy of Management Annual Meeting, August 2021
- Seminar on Qualitative Methods, HEC Montréal, June 2021
- Strategic Human Capital SMS seminar series, May 2021
- Gender & Work Research Symposium: Virtual Edition, Harvard Business School, May 2021
- Research seminar, Institute of Economics, Scuola Superiore Sant'Anna, Pisa, Italy, April 2021
- Strategy Seminar, UC Irvine, Virtual, April 2021
- Distinguished Speaker, Illinois Strategic Organizations Initiative (ISOI), University of Illinois, Urbana-Champaign, March 2021
- Lee-Chin Institute Sustainable Finance Research Roundtable, Rotman School, Toronto, February 2021

## **2020**

- GROWINPRO research conference on the socio-economic consequences of the COVID-19 pandemic, December 2020
- People and Organizations Conference, Wharton School, November 2020
- Global Business School Network Conference, Online, November 2020
- SMS Stakeholder Interest Group conference, October 2020
- Department of Management and Technology Seminar series, Bocconi, Milan, Italy September 2020
- Academy of Management Annual Meeting, August 2020
- PhD seminar, Sloan School of Management, Cambridge, MA, May 2020
- Strategy Science virtual conference, Wharton School, Philadelphia, PA, May 2020
- Strategy & Innovation Research Seminar, Questrom School, Boston University, Boston, MA, Feb. 2020

## **2019**

- “Diversity and Inclusion Now” Conference, Ryerson University, Toronto, ON, November 2019
- Strategy Seminar, Ivey Business School, Western University, London, ON, November 2019
- Organization Science mini-conference at INFORMS, Seattle, WA, October 2019
- Academy of Management Annual Meeting, Boston, MA, August 2019
- EGOS Colloquium, Edinburgh, UK, July 2019
- DRUID conference, Copenhagen, Denmark, June 2019

- Canadian Economics Association, Banff, Alberta, June 2019
- Research seminar, George Washington University, Washington DC, April 2019
- Davis Conference on Qualitative Research, UC Davis, Davis, CA, March 2019
- Research seminar, Drexel University, Philadelphia, PA, March 2019
- Research seminar, McGill University, Montreal, QC, January 2019

#### **2018**

- Strategy seminar, Harvard Business School, Cambridge, MA, November 2018
- Research seminar, ESSEC, Paris, France, October 2018
- Research seminar, EM Grenoble, Grenoble, France, October 2018
- Strategic Management Society pre-conference, "Integrating Performance and Progress," Paris, France, September 2018
- Academy of Management Annual Meeting, Chicago, IL August 2018
- Corporate and Commercial Law Workshop, University of Toronto Faculty of Law, April 2018
- Dean's Research Lecture, University of California, Santa Barbara, April 2018

#### **2017**

- Strategy seminar, Washington University in St. Louis, November 2017
- Organisational Theory & IS seminar, Judge School, Cambridge University, UK, October 2017
- Organizations, Careers, and New Elites Research Centre seminar, EMLyon, Lyon, France, October 2017
- Academy of Management Annual Meeting, Atlanta, GA, August 2017
- European Group on Organization Studies (EGOS), Copenhagen, Denmark, July 2017
- Harvard Gender and Work Symposium, Boston, MA, April, 2017
- Strategy & Organization seminar, Singapore Management University, Singapore, January 2017
- Strategy seminar, INSEAD, Singapore, January 2017
- Strategy seminar, National University of Singapore Business School, Singapore, January 2017

#### **2016**

- Economic Sociology Conference, Chicago, IL, October 2016.
- Academy of Management Annual Meeting, Anaheim, CA, August 2016
- Strategy and Entrepreneurship Seminar, London Business School, London, UK, May 2016
- Organization Studies Seminar, University of Edinburgh Business School, Edinburgh, UK, May 2016
- Qualitative Methods Mini-Conference, Ivey School, London, ON, April 2016
- Pluralism Project Conference, Pierre Trudeau Foundation, Rotman School, Toronto, ON, April 2016
- Toronto Theory Workshop, Sociology Department, University of Toronto, Canada, February 2016

#### **2015**

- California Theory Workshop on Organizations and Organizing, USC, Los Angeles, CA, November 2015
- Strategic Management Society workshop, "Stakeholder Theory at a Crossroads," Zion, UT, October 2015
- Academy of Management Annual Meeting, Vancouver, BC, August 2015
- Joint Princeton-Columbia-NYU "Texts Analysis Conference II," Princeton University, Princeton, May 2015
- Montreal-Ontario Qualitative Research Symposium, Montreal, QC, May 2015

- Strategy seminar, Ross School of Business, University of Michigan, Ann Arbor, MI, February 2015

#### **2014**

- “Innovation, Organizations and Society” conference, Dartmouth/Tuck, Hanover, NH, November 2014
- “Capitalizing on Performativity” conference, Mines ParisTech, Paris, France, October 2014
- American Sociological Association Annual Conference, San Francisco, CA, August 2014
- NSF-Mack Institute Workshop on Knowledge Creation and Transfer, Philadelphia, PA, August 2014
- Academy of Management Annual Meeting, Philadelphia, PA, August 2014
- European Group on Organization Studies (EGOS), Rotterdam, The Netherlands, July 2014
- International Symposium on Process Organization Studies, Rhodes, Greece, June 2014
- CCC Faculty Research day, Boston University, Boston, MA, April 2014
- Strategic Management Society Conference, Tel Aviv, Israel, March 2014
- Organizations & Markets seminar, Booth School, University of Chicago, Chicago, IL, February 2014
- Management & Organization Department seminar, Boston College, Chestnut Hill, MA, February 2014
- Organization Science Winter Conference, Steamboat Springs, CO, February 2014

#### **2013**

- Strategy seminar, Wharton School, University of Pennsylvania, Philadelphia, PA, December 2013
- Organization Studies Group seminar, MIT Sloan School, Cambridge, MA, November 2013
- Organizational Behavior seminar, Yale School of Management, New Haven, CT, November 2013
- Strategy & Entrepreneurship seminar, University of Illinois, Urbana-Champaign, IL, November 2013
- The College of Liberal Arts & Sciences, University of North Carolina, Charlotte, NC, September 2013
- Academy of Management Annual Meeting, Orlando, FL, August 2013
- NSF Research Collaboration Network conference on “Facilitating the Creation and Transfer of Knowledge,” Wharton School, Philadelphia, PA, July 2013
- Workshop on Attention, ETHZ, Zurich, Switzerland, June 2013
- Sumantra Ghoshal Conference on Managerially Relevant Research, LBS, London, UK, May 2013\*
- UC Davis Conference on Qualitative Research, Davis, CA, March 2013
- AAAS Annual Meeting, Boston, MA, February 2013
- Darden/McIntire CORE seminar, University of Virginia, Charlottesville, VA, February 2013

#### **2012**

- Strategic Management Society Conference, Prague, Czech Republic, October 2012
- American Sociological Association Annual Conference, Denver, CO August 2012
- Academy of Management Annual Meeting, Boston, MA, August 2012
- DRUID conference, Copenhagen, Denmark June 2012
- Strategy Seminar, Queen’s School of Business, Kingston, ON, April 2012
- KITeS conference, Bocconi University, Milan, Italy, March 2012
- Wharton Annual Emerging Technologies conference, Philadelphia, PA, February 2012
- CMA-Beedie Innovation Conference, Simon Fraser University, Vancouver, BC, January 2012

## **2011**

- Strategic Management Society Annual Conference, Miami, FL, November 2011
- Chicago-Northwestern Conference on Innovation, Organizations and Society, Chicago, IL, October 2011
- West Coast Research Symposium, Seattle, WA, September 2011
- Academy of Management Annual Meeting, San Antonio, TX, August 2011
- European Group on Organization Studies (EGOS), Gothenburg, Sweden, July 2011
- Wharton Annual Technology Conference, University of Pennsylvania, Philadelphia, PA, April 2011\*
- MIT Sloan School 50th Anniversary Research Conference, Cambridge, MA, April 2011
- Saïd Business School Strategy workshop, Oxford University, Oxford, UK, March 2011
- Technology, Innovation, Entrepreneurship & Strat. seminar, MIT Sloan School, Cambridge, MA, Feb. 2011
- Social Science and Technology Seminar Series (SIEPR), Stanford University, Palo Alto, CA, Feb. 2011

## **2010**

- Strategic Management seminar, HEC, Montréal, Canada, December 2010
- Strategic Management & Organization seminar, University of Alberta, Edmonton, Canada, Nov. 2010
- Strategic Management Society Annual International Conference, Rome, Italy, September 2010
- Strategy and Business Policy seminar, HEC, Paris, France, June 2010.
- Workshop on the Emergence of Industries, Bocconi University, Milan, Italy, June 2010

## **2009**

- Israel Strategy Conference, Be'er Sheeva, Israel, December 2009
- Workshop on Capacity Building for Translational Research, MIT, Cambridge, MA, November 2009
- Strategy seminar, Harvard Business School, Cambridge, MA, September 2009
- Academy of Management Annual Meeting, Chicago, IL, August 2009
- Strategy and International Management seminar, London Business School, London, UK, June 2009
- Judge School seminar, Cambridge University, Cambridge, UK, June 2009
- Sumantra Ghoshal Conference on Managerially Relevant Research, LBS, London, UK, May 2009\*
- Wharton Bowman Brownbag seminar, University of Pennsylvania, Philadelphia, PA, April 2008

## **2008**

- Strategy Seminar, Rotman School, University of Toronto, Toronto, Canada, December 2008
- Conference on Nanotechnology & Society, University of Massachusetts, Amherst, MA, October 2008
- University of Southern California, Marshall School Greif/MOR seminar, Los Angeles, CA, Sept. 2008
- Academy of Management Annual Meeting, Anaheim, CA, August 2008\*
- Society for the Advancement of Socio-Economics (SASE) Conference, San Jose, Cost Rica, July 2008
- McGill-Cornell Conference on Institutions and Entrepreneurship, Montreal, Canada, June 2008

- Workshop on Cognitive Framing & Strategy, Helsinki School of Economics, Helsinki, Finland, May 2008
- Sumantra Ghoshal Conference on Managerially Relevant Research, LBS, London, UK, May 2008
- History and Sociology of Science seminar, University of Pennsylvania, Philadelphia, PA, Feb. 2008

## **2007**

- Kellogg School, Northwestern University, Chicago, IL, December 2007
- Society for the Social Studies of Science Annual Meeting, Montreal, Canada, October 2007
- Workshop on Uncertainty, Columbia University, New York, NY, September 2007
- American Sociological Association annual conference, New York, NY, August 2007
- European Group on Organization Studies (EGOS), Vienna, Austria, July 2007
- Joan Woodward Memorial Workshop, Imperial College, London, UK, June 2007
- MIT Sloan School junior faculty conference, Cambridge, MA, May 2007
- SPRU (Science Policy Research Unit), University of Sussex, March 2007
- Imperial College, London, UK, March 2007
- Said Business School, Oxford University, Oxford, UK, March 2007

## **2006**

- Academy of Management Annual Meeting, Atlanta, GA, August 2006
- European Group on Organization Studies (EGOS), Bergen, Norway, July 2006
- Organization Studies Summer Workshop, Mykonos, Greece, June 2006
- Organization Learning and Knowledge Conference, University of Warwick, UK, March 2006

## **2005**

- Wharton School Strategy Seminar, Philadelphia, PA, November 2005 (joint with R. Henderson)
- Harvard Business School, Strategy Seminar, Boston, MA, September 2005
- Academy of Management Annual Meeting, Honolulu, HI, August 2005
- European Group on Organization Studies (EGOS), Berlin, Germany, July 2005
- INSEAD joint Strategy and Entrepreneurship Seminar, Fontainebleau, France, April 2005
- Universitat Pompeu Fabra Strategy Seminar, Barcelona, Spain, April 2005
- Institute of International Business, Stockholm School of Economics, Stockholm, Sweden, April 2005
- BYU/University of Utah Winter Strategy Conference, March 2005

## **2004**

- Strategic Management Society Annual International Conference, San Juan, Puerto Rico, November 2004
- Prince Bertil Symposium, Stockholm, Sweden, June 2004
- Job talks: Harvard Business School (TOM, Organizational Behavior, Entrepreneurship), London Business School, NYU (Stern), University of California (Irvine), University of Minnesota (Carlson), University of Pennsylvania (Wharton), University of Toronto (Rotman), January-February 2004

## **2003**

- NBER Productivity Seminar, Cambridge, MA, December 2003
- SPRU Conference in Honor of Keith Pavitt, Brighton, UK, November 2003
- INFORMS/Organization Science dissertation proposal competition, Philadelphia, PA, Nov. 2003
- Academy of Management Annual Meeting, Seattle, WA, August 2003
- European Group on Organization Studies (EGOS), Copenhagen, Denmark, July 2003

- Society for the Advancement of Socio Economics, Aix en Provence Conference, France, June 2003
- CCC conference, Toronto, Canada, April 2003

### **2001**

- NBER Productivity Seminar, Cambridge, MA, December 2001
- Strategic Management Society Annual International Conference, Vancouver, BC, October 2001
- Academy of Management Annual Meeting, Washington DC, August 2001
- European Group on Organization Studies (EGOS), Lyon, France, July 2001
- DRUID Nelson & Winter Conference, Aalborg, Denmark, June 2001

### **1999**

- Keynote, Strategic Management Society Annual International Conference, Berlin, Germany, October 1999 (joint with Richard Foster)

## **PROFESSIONAL ACTIVITIES**

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### **University service**

- Founding Director, Institute for Gender and the Economy (GATE), Rotman School of Management (2016-present)
- Mentor, Afghan Women's Fellowship Program at Massey College (2023-2024)
- Advisory Committee on Equity, Diversity, and Inclusion, University of Toronto Data Sciences Institute (2022-2024)
- Member, Institute for Pandemics, University of Toronto (2022-present)
- Faculty Affiliate, School of Cities, University of Toronto (2022-present)
- Grants review panel, University of Toronto Data Sciences Institute (2022-2023)
- Recruiting Committee, Rotman School, Strategy Area (2023-2024)
- Recruiting Committee, UT Scarborough, Strategy Area (2022-2023)
- Mentor, Massey College "Meeting of the Minds" mentorship program, (2020-2021)
- Participant, U of T National Dialogues and Action for Inclusive Higher Education and Communities (2020)
- Judge, U of T PridePitch competition for LGBTQ+ entrepreneurs (2020)
- Outreach Advisory Committee, School of Cities, University of Toronto (2019-present)
- Vice Dean Consultative Committee, Rotman School, University of Toronto (2020)
- University of Toronto Canadian Research Chairs Review College (2018-2019)
- Steering Committee, Bonham Centre for Sexual Diversity Studies, University of Toronto (2018-2020)
- Equity and Diversity in Research and Innovation (EDRI) Working Group, University of Toronto, Chaired VP Research, U of T (2017-2018)
- Advisory Committee, Person-Centred Care Initiative, U of T School of Medicine (2017-2018)
- Mentor, Lester B. Pearson International Scholarship Mentorship Program (2019-2020)
- Rotman DesignWorks grants review committee (2017)
- Interim PhD Coordinator, Strategy Area, Rotman School, and member of the Rotman School PhD Committee (2016-2017)
- Rotman-University of Toronto Press Advisory Board (2016-2018)
- Coordinator, MBA Consulting major, Rotman School (2011-2013)
- Executive Committee, Graduate Department of Management (elected), University of Toronto (2014-2016)

- University Reader, Convocation, University of Toronto, Rotman School of Management (2015)
- Advisory, Rotman Pride (2015-2020), WIMA/WiMen (2016-present)
- Michael Lee-Chin Institute grants review committee (2015)
- Speaker for the Faculty Council (elected), Rotman School, University of Toronto (2011-2013)
- Member, Connaught Review College, University of Toronto (assess applications for funding from Connaught grant programs for innovative research) (3-year term, 2010-13)
- Chair, PhD Final Oral Exam, University of Toronto: C. Powell, Law (2016); C. Greensmith, OISE (2014); I. Dan, Economics (2011)
- Rotman Strategy Area PhD Admissions Committee, Chair (2012, 2016), Member (2013, 2015, 2017)
- U. of Toronto Advisory Committee for the Appointment of a Dean, Rotman School (2010-11)
- Rotman School task force on new student orientation (2010)
- Rotman recruiting committees: Fell Chair in Health Sciences (2009, 2012), Strategy (2009)
- Faculty, Rotman Emerging Leaders and Back to Work programs (Initiative for Women in Business)
- Advisory Committee for establishment of University of Pennsylvania Master's degree in Nanoscale Science & Technology (2008-2009)
- Wharton Social Impact Consulting Group Faculty Advisory Board (2007-2009)
- Advisor and faculty member for Goldman Sachs 10,000 Women initiative joint between Wharton and American University of Cairo (2008-2009)
- Course head, Wharton MGMT 654 MBA strategy core course, coordinating 4 faculty, 12 sections (2008)
- Regular panelist or speaker at student events (Rotman: She-Biz, Student Orientation, Women In Management Association; Wharton: Women in Business Conferences; Management Club, etc.)

## **Academic advising**

### ***Post doctoral fellows***

- Jordyn Hrenyk (PhD, Simon Fraser University, Management) (2024-2026)
- Moyo Sogaolu (PhD, McMaster University, Economics) (2024-2026)
- Kourtney Koebel (PhD, University of Toronto, Centre for Industrial Relations and Human Resources) (2022-2024)
- Lucienne Talba Papité (PhD, University of Montréal, Economics) (2021-2024)
- Vic Marsh II, (PhD, University of Colorado, Management) (2021-2024)
- Hyeun Lee (PhD, University of Maryland, Business) (2020-2022)
- Fauzia Husain, (PhD, University of Virginia, Sociology) (2019-2021)
- Amanda Menking, (PhD, University of Washington, Information) (2019-2020)
- Kira Lussier (PhD, University of Toronto, History of Science) (2019-2020)
- Heather Sarsons (PhD, Harvard University, Economics) (2018-2019)
- Kim de Laat (PhD, University of Toronto, Sociology) (2017-2020)
- Bretton Fosbrook (PhD, York University, Science and Technology) (2018-2019)
- Rachael Goodman (PhD, University of Wisconsin, Anthropology) (2017-2019)

### ***Doctoral students***

- Pietro Bonaccorsi, Strategy Area, Rotman School (committee)
- Laura Lam, Centre for Industrial Relations and Human Resources, University of Toronto (committee)
- Amrita Saha, Strategy Area, Rotman School (committee)

- Manuela Collis, Strategy Area, Rotman School (committee)
- Daphné Baldassari, Strategy Area, Rotman School (chair) (graduating 2024, placed at Marshall School, University of Southern California)
- Leandro Pongeluppe, Strategy Area, Rotman School (committee) (graduated 2022, placed at the Wharton School, University of Pennsylvania)
- Chong (Joyce) He, Organizational Behavior & Human Resource Management Area, Rotman School (committee) (graduated 2021, placed at UCLA Anderson)
- Kelly Northridge, Saïd School, University of Oxford (external examiner, graduated 2020)
- Andy (Seungho) Back, Strategy Area, Rotman School (1st year advisor)
- Jillian Chown, Strategy Area, Rotman School (chair) (graduated 2016, placed at Kellogg School, Northwestern University)
- Marzieh Rostami, Strategy Area, Rotman School (co-advisor, 2nd year paper)
- Kenneth William Foster, Strategy Area, Rotman School (committee) (graduated 2015, placed at Dalhousie University, Rowe School of Business)
- Keyvan Vakili, Strategy Area, Rotman School (committee) (graduated 2013, placed at London Business School)
- Mikko Vesa, Hanken School of Economics (external examiner, graduated 2013)
- JP Eggers, Management Dept., Wharton (committee) (graduated 2008, placed at NYU Stern)
- Sevil N-Marandi, Strategy Area, Rotman School (1st year advisor)

#### **Masters students**

- Supervised GATE MBA interns in the development of 20+ [GATE case studies](#): Ana Baseio, Anjalee Beri, Bashir Chalabi, Sonal Gupta, Momoko Ishida, Zachary Meager, Tanmay Padhye, Victoria Sahagian, Vania Sembiring, Stephanie Taylor
- Supervised 35+ [GATE MBA Fellows](#) in development of year-long research projects: Syed Ahmad Nafisul Abrar, Hashir Beg, Aleksandra Bogatinov, Laura Chavira Razo, Chantal Chizea, Zolzaya Erdenebileg, Ria Dutta, Alex Foty, Yinzi Gao, Bilal Habib, Christopher Hand, Veronica Hernandez, Celeste Jalbert, Vanessa Ko, Simone Lima, Lechin Lu, Robert Nanni, Pablo Naze, Wendy Nguyen, Aishwarya Nikam, Chinedum Nwaogwugwu, Dotun Ogunlela, Ann Olasa, Hilary Partner, Pritika Poddar, Narjis Premjee, Alicia Riolino, Kristina Roderos, Mauricio Sanchez Ramirez, Fatima Saya, Adil Sethi, Nishtha Taneja, Corrina Vali, Mark Vaz, Asli Zayim, Alison Zimmer

#### **Undergraduate students**

- Priscilla Layarda, Pearson Faculty Mentorship Program, University of Toronto (2019-2020)
- Lisa Jiang, Senior Thesis advisor in Wharton Research Scholars Program (2008)
- Dan Axelsen, Mentor for the Penn Provost's Undergraduate Research Mentoring Program (2007)

#### **Editorial leadership**

- *Journal of Management*, associate editor, special issue on creative qualitative methods (2024-2027)
- *Organization Science*, Senior Editor (2010-2020)
- *Organization Science*, Co-Editor, virtual special issue on gender and organizations (2018)
- *Strategic Management Journal*, Guest Editor, special issue on new research methods (2016)
- *The Academy of Management Annals*, Associate Editor (2010-2013)

#### **Reviewing and referee**

- Research in the Sociology of Organizations, Advisory Board (2020-present)
- Administrative Science Quarterly, Editorial Board (2009-2013)
- Organization Science, Editorial Review Board (2006-2010)



- Organization Studies, Editorial Review Board (2006-2020)
- Strategic Management Journal, Editorial Review Board (2013-2019)
- Ad hoc for: Academy of Management Journal, Industrial and Corporate Change, Social Studies of Science, Human Relations, Academy of Management Review, Management Science, Poetics, Advances in Strategic Management
- Academic presses: Cambridge University Press, Oxford University Press, University of Chicago Press
- Conference referee: Academy of Management; Strategic Management Society
- Grants referee: ad hoc reviewer for Social Sciences and Humanities Research Council of Canada (SSHRC); Swiss National Science Foundation
- Member, University of Toronto Connaught Review College (Social Sciences Review Panel) (2010-2013)
- Review committees: RRBM Dare to Care Dissertation Scholarship Selection Committee (2022); INFORMS Organization Science Dissertation Proposal competition (2005, 2006, 2007, 2008, 2009); TIM Best Dissertation Award, Academy of Management (2006, 2018); BPS Blackwell Outstanding Dissertation Award, Academy of Management (2010); BPS best paper awards, Academy of Management (2011); Co-Chair, SMS Best Student Paper Awards (2012-2015); TIM best paper, Academy of Management (2013); George R. Terry Book Award Committee member (2014); Viviana Zelizer Best Book in Economic Sociology Award Committee member (2018); Business Policy & Strategy (BPS) Awards Committee: chooses honorees for the Distinguished Scholar, Irwin Educator, and Emerging Scholar (2016-2018)

#### **Convening conferences, seminars, research groups**

- Co-Organizer, Care Collaboratory, University of Toronto (2024-present)
- Co-Organizer, Workshop on Gender-Based Violence, Rotman School, Toronto (2023)
- Organizer, Gender Analytics: Possibilities conference, Rotman School, Toronto (2023)
- Organizer, Care Work in the Recovery Economy virtual 4-day round table, Institute for Gender and the Economy, January-February 2022
- Co-organizer, Workshop series on Gender, Race and Entrepreneurship, Institute for Gender and the Economy and Women Entrepreneurship Knowledge Hub, October-November 2020
- Sponsor, G-Lab research group (2018-2024)
- Co-organizer, Ontario Working Group on Qualitative Methods (60+ members from York, Western, Queens, Laurier, Waterloo, U of Toronto, Brock, OCAD) (2011-present)
- Co-organizer, Behavioral Approaches to Diversity conference, Rotman School, Toronto (2018)
- Co-organizer, PDW on "Topic Modeling in Quant and Qual Research: A Hands-On Approach" Academy of Management Annual Meeting, Atlanta, GA (2017, 2018)
- Co-organizer, Research Roundtable on Budgeting for Equality, Rotman School, Toronto, ON (2017)
- Co-organizer, Research Roundtable on Gender and the Economy, Rotman School, Toronto, ON (2016, 2017, 2018)
- Co-organizer, Montreal-Ontario Qualitative Research Conference, Montreal, QC (2015)
- Co-organizer, 21<sup>st</sup> INFORMS *Organization Science* Winter Conference on "Projects and Organizations," Park City, Utah (2015)
- Co-organizer, Montreal-Ontario Qualitative Research Conference, Queens U., Kingston, ON (2013)
- Co-organizer of PDW on "Rethinking the Role of Technology in Institutional Theory," Academy of Management Annual Meeting, Anaheim, CA (2008)
- Co-convenor of track on "Institutions and Innovation" for EGOS conference, Vienna, Austria (2007)

- Co-organizer of the joint Wharton-Chemical Heritage Foundation Symposium on the Social Studies of Nanotechnology (2007)
- Co-organizer, Annual Wharton Technology Conference (2008, 2009)
- Co-organizer, Wharton Management Department Strategy Seminar series (2006-2008)
- Co-organizer, Philadelphia Area Nanotechnology and Society Reading Group (2005-2009)

#### **Board and advisory work**

- Institute for Corporate Directors/Rotman School Directors' Education Program (2023-2024), ICD.D Designation
- Board of Directors, GLAD (GLBTQ Legal Advocates and Defenders), Boston, MA, (2023-present)
- International Advisory Board (IAB) of Politecnico School of Management, Milan, Italy (2020-present)
- Advisory Board, New Power Labs (2023-present)
- Advisory Board on Financial Imagination, Criterion Institute (2023-present)
- External Advisory Committee: Women in the Economy: Removing Barriers to Employment, Employment and Social Development Canada (ESDC), Government of Canada, (2020-2022)
- Scientific Advisory Board, ISIGrowth: Innovation-fueled, Sustainable, Inclusive Growth (European Union Horizon 2020 (2015-2020)
- Scientific Advisory Board, GroWinPro (Growth Wealth Innovation Productivity) (2018-2023)

#### **Academic community and public policy service**

- Ontario Securities Commission, CSA consultations on diversity in corporate boards (2023)
- DEI Advancing Women in Leadership Award committee, Academy of Management (2023)
- INFORMS Organization Science Best Dissertation Proposal judge (2019)
- CIHR-Grand Challenges Canada, GCC/Stars in Gender Equality competition, Peer Review Committee (2018-2019)
- *Academy of Management Review* Best Article Committee (2018)
- Academy of Management, TIM division, Best Dissertation Award committee member (2018)
- Zelizer Book Award Committee, Economic Sociology Division, American Sociological Association (2018)
- Council of Canadian Academies (CCA) advisory to Steering Committee on innovation management skills and how these are best taught in business schools (for the Minister of Innovation, Science and Economic Development) (2018)
- Academy of Management, Business Policy & Strategy (BPS) Awards Committee; chooses honorees for the Distinguished Scholar, Irwin Educator, and Emerging Scholar awards (2-year term, 2016-2018)
- Academy of Management George R. Terry Book Award Committee member (2014)
- MIT Sloan Doctoral Research Forum, Thesis Prize Committee member (2014)
- Co-chair, Strategy Management Society Best Student Paper awards committee (4-year term, 2012-2015)
- Academy of Management, TIM division, Best Paper Award committee member (2013)
- Academy of Management, Business Policy & Strategy Division (BPS): Executive Committee (elected) (2010-2012); Research Committee (2009-2011), liaison to Strategizing Activities and Practice (SAP) Interest Group; BPS Program Track Chair for "Strategy Process" (2011, 2012)
- Faculty member for career development consortia: BPS "Managing Your Dissertation" Consortium, AOM (2006, 2010); BPS Doctoral Consortium, AOM (2008); CCC (Consortium for Cooperation and Competition) Colloquium (2008, 2009, 2010, 2011, 2012, 2014, 2015); Israel Strategy Conference Doctoral Consortium (2009); MOC "Cognition in the Rough" workshop, AOM (2011); OMT Doctoral Consortium, AOM (2011); West Coast Research Symposium PhD

Workshop (2011); SMS Competitive Strategy Junior Faculty workshop (2012); SMS Strategy Practice Paper Development Workshop (2012); OMT Junior Faculty workshop, AOM (2013); TIM Doctoral Consortium, AOM (2013, 2016); SMS Annual Conference Doctoral Consortium (2013); SMS Tel Aviv Doctoral Consortium (2014); OMT Dissertation Proposal Workshop, AOM (2014); OMT Doctoral Student Consortium, AOM (2014); Montreal-Ontario Qualitative Methods Conference Master Class (2015); OMT Jr. Faculty Consortium, AOM (2015); BPS Mid-Career Development Consortium, AOM (2015); STR Dissertation Consortium, AOM (2018, 2023); AOM New Doctoral Student Consortium (2019); STR Jr. Faculty Paper Development Workshop, AOM (2020); SMS Competitive Strategy Junior Faculty PDW (2021); Strategy, Innovation, and Entrepreneurship (SIE) doctoral speaker series (2022); Ivey-ARCS PhD Academy (2022); Collective Impact PhD development (2023, 2024)

- Regularly invited presenter and discussant in Practice Development Workshops, Symposia and Panels at Academy of Management, EGOS, Strategic Management Society and other conferences
- Visiting Fellow, CMA Centre, Segal Graduate School of Business, Simon Fraser University (2012)
- AIM (UK Advanced Institute of Management) International Visiting Fellow, Imperial College (2007)

### Professional affiliations and memberships

- Institute for Corporate Directors, ICD.D designation
- Academy of Management
- American Sociological Association
- European Group on Organization Studies (EGOS)
- INFORMS
- International Association for Feminist Economics
- Sociologists for Women in Society

## AWARDS, GRANTS AND OTHER HONORS

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### Awards

#### Research

- All-Academy Career Achievement Award for Distinguished Scholar-Practitioner, Academy of Management (2024)
- Responsible Research in Management Book Award, co-sponsored by the Academy of Management Fellows Group and the Community for Responsible Research in Business and Management (RRBM), for *The 360° Corporation* (2023)
- Selected as top law review paper for 2023 by *Securities Law Review* (Corporate Governance and Gender Equality: A Study of Comply-or-Explain Disclosure Regulation, *Seattle University Law Review*)
- Simmons Award for Advancing Women in Leadership, Gender and Diversity in Organizations Division, Academy of Management (2022)
- Finalist, Best Book award, Social Issues in Management Division, Academy of Management, for *The 360° Corporation* (2022)
- Service award for exemplary service as a Senior Editor for *Organizational Science* (2022)
- Distinguished Winner, Responsible Research in Management Award, co-sponsored by the Academy of Management Fellows Group and the Community for Responsible Research in Business and Management (RRBM), for "Work-Life Balance as a Household Negotiation" (2021)
- Finalist, Best Symposium, "Organizations' Responses and Narratives to Workplace Inequality," MOC Division, Academy of Management (with Mabel Abraham and Daphné Baldassari) (2021)

- Finalist, Association of American Publishers PROSE book awards for scholarly excellence for *The 360° Corporation* (2020)
- Selected as University of Toronto nominee for Social Sciences and Humanities Research Council of Canada (SSHRC) Connection Award (2019)
- Rotman Outstanding Research Impact Award (2019)
- Awarded University of Toronto Distinguished Professorship (2016-present)
- *Academy of Management Review* Award for Extraordinary Performance as an Editorial Board Reviewer (2019)
- Folio Magazine Eddie Award to *Stanford Social Innovation Review* (B-to-B – Series/Single Article – Government / Public Sector / Education) for “The Rise of Gender Capitalism” (2015)
- Best Paper Award, UC Davis Conference on Qualitative Research (for “Interdisciplinarity in Practice”) (with Jonathan Milde and Ruth Schwartz Cowan) (2013)
- Best Paper Award, DRUID conference (for “Breakthrough Innovations”) (with Keyvan Vakili) (2012)
- Emerald Management Reviews Citation of Excellence (for “Cognition and Renewal”) (with JP Eggers) (2010)
- Best Paper Award, Atlanta Competitive Advantage Conference (for “Incumbent entry into a radical new product arena,” retitled “Cognition and renewal”) (with JP Eggers) (2006)
- Papers selected for Best Paper Proceedings, Academy of Management Annual Conferences: “Seeing the light” (2005), “Using Strategy Tools in Practice” (2008), “Bounding Nanotechnology” (2009); “Breakthrough Innovations” (2012), “Acceleration as Mitigation” (2018).
- Award for extraordinary service to the Editorial Review Board, *Organization Science* (2008, 2009, 2010)
- Blackwell Outstanding Dissertation Award, Business Policy & Strategy Division, Academy of Management (2005)
- Finalist, Best Dissertation Award, Technology & Innovation Management Division, Academy of Management (2005)
- Finalist, Organization Science/INFORMS dissertation proposal contest (2003)
- Prize for Best Paper by an Upcoming Researcher, Conference in Honour of Keith Pavitt, SPRU, Sussex, UK (for “Framing Contests”) (2003)

### **Teaching**

- Ideas Worth Teaching Award, The Aspen Institute Business & Society Program (2020)
- Rotman School Excellence in Teaching Award, MBA program (2010, 2011, 2012, 2013, 2016, 2017, 2019, 2020, 2023)
- Wharton School Anvil award for outstanding teaching in the MBA program, finalist (2007, 2008)
- Wharton School MBA Core Teaching Award (2006, 2008)
- Wharton School Excellence in Teaching Award for the Undergraduate Division (2006)

### **Other honors and awards**

- Women Executive Network, Canada’s Most Powerful Women: Top 100 Award Winner (2022)
- Peter Dey Governance Achievement Award, Governance Professionals of Canada (2021)
- Appointed Senior Fellow to Massey College, University of Toronto (2020-present)
- Recognized by University of Toronto as a “media star” for being a “U of T Expert in the News” (2018)
- “Beyond Forecasting: Creating New Strategic Narratives” selected by *Sloan Management Review* as a top article in strategy and included in the *SloanSelect Strategy Collection* (2015)
- Selected by Women’s Media Center to be listed in Shesource female expert media database

- “The Real Value of Strategic Planning” selected by *Sloan Management Review* as a top article in strategy and included in the *SloanSelect Strategy Collection* (2003)
- *Creative Destruction* selected by *Harvard Business Review* as a “Top 10 Business Book” in 2001
- *Creative Destruction* selected by Amazon.com for “Editor’s Choice” list of best business books in 2001

## Grants

- TD MDAL Research Grant for “AI Tools for Analyzing Diversity Disclosures” (2024)
- Johnston Centre for Corporate Governance grant for “Diversity Disclosures” (2024)
- Knowledge Partner, LGBTQ+ Entrepreneurship Knowledge Hub, grant from the Government of Canada through University of Alberta (2024-2027)
- SSHRC (Social Sciences and Humanities Research Council of Canada) Insight Grant for “Organizational Justifications for Diversity” (2024-2027)
- Institute for Pandemics Grant for Shedding Light on the “Shadow Pandemic”: Developing a Research Agenda on Gender-Based Violence During and After COVID-19 (2023)
- SSHRC (Social Sciences and Humanities Research Council of Canada) Knowledge Synthesis grant for “Exploring the experiences of navigating support services for racialized survivors of gender-based violence through an intersectional lens: A critical synthesis of evidence,” (2023-2024)
- David and Sharon Johnston Centre Innovation Grant for “Omission and obfuscation: unintended consequences of symbolic management strategies” (2022)
- Lee-Chin Family Institute for Corporate Citizenship fellowship grants (2020, 2021, 2022, 2023)
- SSHRC (Social Sciences and Humanities Research Council of Canada) Knowledge Synthesis grant for “The Intersectional Gendered Impacts of Hybrid Work in the Post COVID-19 Economy,” (2022-2024)
- SSHRC Connection Grant for “Care Work in the Recovery Economy,” 611-2021-0091 (2021-2022)
- SSHRC Institutional Grant (SIG) for “The Cases for Diversity and Inclusion Initiatives” (2020-2021)
- Department for Women and Gender Equality’s Feminist Response and Recovery Fund (2021-2023)
- SSHRC (Social Sciences and Humanities Research Council of Canada) Knowledge Synthesis grant for “An Equity Lens for Artificial Intelligence,” 872-2020-0011 (2020-2021)
- SSHRC (Social Sciences and Humanities Research Council of Canada) Insight Development Grant for “Organizational response to ‘comply or explain’ regulation for women on boards and executive leadership” 430-2020-00015 (2020-2022)
- Co-applicant, SSHRC Partnership Grant, Inclusive Innovation and Entrepreneurship Network (IEE-NET) (2020-2025)
- Statistics Canada Research Data Centre and Productivity partnership grant to support Pay Equity in Canada project (2020-2023)
- Knowledge Partner, Women’s Entrepreneurship Knowledge Hub (WEKH), grant from the Government of Canada through Ryerson University (2019-2021)
- Partner and Advisory Committee, Engendering Success in STEM SSHRC Partnership Grant, PG 895-2017-1025 (2018-2020)
- SSHRC (Social Sciences and Humanities Research Council of Canada) grant for research on “Working Beyond the Gender Binary: Designing Quantitative Research Strategies that Reflect Gender Identifies and Expressions in Workplace Data” (#435-2018-0467) (2018-2020)
- SSHRC Institutional Grant (SIG) award for research on “Working Beyond the Gender Binary” (2018-2019)

- SSHRC (Social Sciences and Humanities Research Council of Canada) grant for research on women's entrepreneurship: challenges and opportunities (#435-2017-0045) (2017-2020)
- Rotman Catalyst Fund Grant for Institute for Gender and the Economy (2016-2019, 2019-2022)
- SSHRC Institutional Grant (SIG) award for research on the emergence of a new field in gender and finance (2016)
- Ewing Marion Kauffman Foundation grant for "Examining Social Entrepreneur Acceleration through a Gender Lens" (joint with Peter Roberts, Emory University) (2015)
- Skoll Foundation grant for research on the emergence of a new field in gender and finance (2014)
- SSHRC (Social Sciences and Humanities Research Council of Canada) grant for research on the emergence of new technologies and markets: an exploration of the evolution of nanotechnology #410-2010-0219 (2010-2014)
- Rotman School Michael Lee-Chin Institute for Corporate Development, grants for research on building a new field in gender lens investing (2012, 2014) and corporate governance (2020, 2021)
- Center for Nanotechnology and Society at UC Santa Barbara (NSF funded), collaborating investigator grant (2012-2014)
- Rotman School Desautels Center for Integrative Thinking, course development grant (2009)
- Rotman School Michael Lee-Chin Institute for Corporate Development, course development grant (2009)
- Co-Principal Investigator (with R. Cowan), Nano-Bio Interface Center NSF grant on Nanotechnology & Society (4-year grant, full support for 1 doctoral student per year, NSEC DMR-0425780) (2009-2013)
- University of Pennsylvania Provost's Undergraduate Research Mentoring Program, research grant (2007)
- Wharton Center for Leadership and Change Management, grants for research on how managers project into the future (2005); CEO response to an industry crisis (2006)
- Wharton Mack Center for Technological Innovation, grants for research on firm strategies in the communications industry (2005); the emergence of the nanotechnology field (2006, 2008)
- MIT Industrial Performance Center (Sloan Foundation): Summer Research Grant (2001), Doctoral Fellowship (2002-2003)
- Research support from the MIT Communications Technology Roadmap (MIT Microphotonics Center) and the MIT Program on Internet and Telecoms Convergence (2002-2004)
- Society for Organizational Learning Research Grant (2001)
- Fellowship award from the MIT Special Provost's Fund (1999-2000)

## **OTHER PROFESSIONAL WORK**

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**McKinsey & Company**, 1990-1999  
New York, NY

**Theodore Barry & Associates** (strategy consultants), 1986-1988  
Los Angeles, CA

## **MAJOR PUBLIC EVENTS OR APPEARANCES**

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(does not include private speaking events)

- Keynote, Purpose Day, Politecnico di Milano, Milan, Italy (October 2024)
- Keynote, Misum (Mistra Center for Sustainable Markets) Forum, Stockholm School of Economics, October 2024
- Keynote, Engendering Success in STEM conference, Toronto, November 2023

- Featured Speaker, U of T Talks event, University of Toronto, October 2023
- Speaker, OSC Roundtable: Strengthening diversity in our capital markets, September 2023
- Speaker, Northwind 2022 Capital Markets Invitational Forum, November 2022
- Keynote, Reunite @ Rotman, University of Toronto, October 2022
- Witness, Standing Senate Committee on Social Affairs, Science and Technology regarding role of gender-based analysis plus in the policy process, September 2022
- Keynote, Women in Management event, Rotman School, University of Toronto, September 2022
- Keynote, U of T Where You Are (UTW), University of Toronto, February 2022
- Moderator, Women in Management conference, Rotman School, February 2022
- Panelist, Webcast: Women, Work and Financial Wellness, The Globe and Mail, January 2022
- Speaker, OSC's Roundtable to Discuss Broader Diversity on Boards and in Executive Officer Positions, October 2021
- Speaker, Governance Professionals of Canada Annual Conference, August 2021
- Speaker, Employment Equity Employer Recognition Event hosted by the Government of Canada, June 2021
- Speaker, "Women, the pandemic and the economic repercussions," Global Risk Institute, April 2021
- Speaker, Foro M conference hosted by Vice President of Colombia, March 2021
- Plenary speaker, Gender Equality Summit hosted by Minister Monsef and Women and Gender Equality Canada, March 2021
- Speaker, "360° Governance - The Way Forward?" Governance Solutions webinar, March 2021
- Speaker, "Governance of the Future: A New Paradigm" webinar Governance Professionals of Canada, March 2021
- Panelist, "360° Governance: Where are the directors in a world in crisis?" Rotman School of Management, February 2021
- Ontario Policy Forum on the She-covey, Business Climate Secretariat, Province of Ontario Ministry of Economic Development, Job Creation and Trade, February 2021
- Speaker, GenderSmart Summit, February 2021
- Speaker, 38<sup>th</sup> annual meeting of Federal-Provincial-Territorial Ministers responsible for the Status of Women, January 2021
- Moderator, Global Compact Network Canada's Business for Gender Equality virtual forum, December 2020
- Keynote, Bookcity Milan, Italy, November 2020
- Speaker, Ideas Worth Teaching, Global Business School Network Conference, October 2020
- Keynote, King's College Circle Heritage Society, University of Toronto, October 2020
- Speaker, Privy Council Office, Finance and Treasury Board, GBA+ and COVID Recovery, September 2020
- Speaker, Equity-Seeking Communities and COVID-19 Taskforce (ESACT) of Canada, an inter-departmental taskforce co-chaired by WAGE and the Anti-racism Secretariat at Canadian Heritage, September 2020
- Briefing with Toronto City Counselor Kristyn Wong-Tam on the feminist economic recovery plan for Canada, August 2020
- Keynote, The European House, Sustainability as a 360° Business, Virtual Event, Milan, Italy, June 2020
- Speaker, The World Ahead: Business Confronts the COVID-19 Challenge, AtlanticLive!, June 2020
- Speaker, Managing Uncertainty: Building Back Better, Rotman Webinar, Toronto, On, June 2020
- Keynote, We Make Future Innovation Festival, Italy, June 2020

- Webinar, Fireside Chat: What does COVID-19 mean for Gender and the Economy? Hosted by Equity Leaders, April 2020
- Keynote, CBC, International Women's Day Celebration, Toronto, ON March 2020
- Keynote, UofT in Your Neighborhood, Toronto, ON, February 2020
- Moderator, Workshop on Women and the Economy, Statistics Canada, Ottawa, ON, January 2020
- Speaker, Catalyst Canada Honours Conference, Toronto, November 2019
- Speaker, Northwind 2019 Investment Funds Invitational Forum, October 2019
- Keynote, QUTE (Queer University of Toronto Employees), October 2019
- TVO's The Agenda with Steve Paikin, September 2019
- Master of Ceremonies and Speaker, 2nd Annual Angela Hildyard Leadership Symposium Leadership and Equity at the University of Toronto, Rotman School, May 2019
- Keynote, Women and the Workplace Symposium, Hosted by Minister of Labour, The Honourable Patty Hajdu, Rotman School, University of Toronto, May 2019
- Webinar, Information Technology Association of Canada, "Diversity in the Workplace," May 2019
- Presenter, CRAM Festival, Toronto, ON, April 2019
- Keynote, Inclusion Day 2019: Innovation through Inclusion, York University Centre for Human Rights, Equity and Inclusion, January 2019
- Witness, Senate Standing Committee on National Finance regarding Bill C-86, Part 4, Division 18 to enact the creation of a Department for Women and Gender Equality, December 2018
- Keynote, National Forum on Gender-based Analysis Plus (GBA+) hosted by Minister of Status of Women Canada, Ottawa, ON, November 2018
- Plenary, Women's World Banking "2018 Making Finance Work for Women" conference, New York, NY November 2018
- Keynote, Canadian Tech@Scale Conference, Toronto, ON, June 2018
- Speaker, G7 Women's Forum Canada, Fueling the engines of innovation, Toronto, ON, May 2018
- Witness, Standing Committee on Social Policy regarding Bill 3 An Act respecting transparency of pay in employment (Ontario Parliament), April 2018
- Keynote, Ontario Public Service Gender Based Analysis Engagement Session, March 2018
- Keynote, Ontario Energy Association - Women in Energy Forum, March 2018
- Keynote, "Impact of the Innovation Economy on Women and Vice Versa," Women2Women in the Asia Pacific (W2W), Asia-Pacific Foundation, March 2018
- Featured speaker, Catalyst webinar, "The Business Case for Diversity: Is This a Silver Bullet?" Feb. 2018
- Keynote, Women of Influence/Catalyst Radical Change Summit, January 2018
- Speaker, Women and Leadership Series, School of Public Policy & Governance, University of Toronto, in discussion with the Right Honourable Kim Campbell, January 2018
- Invited Lecture, City-wide Medical Grand Round, University of Toronto Department of Medicine, "Meritocracy: From Myth to Reality," January 2018
- Witness, Standing Senate Committee on Banking, Trade on Commerce (Canadian Senate), regarding the diversity provisions in Bill C-25, December 2017
- TVO's The Agenda with Nam Kiwanuka, "Parental Leave: More Time with the Kids" December 2017
- Keynote on "Meditations on the Business Case," at conference on "From ideas to actions: accelerating gender lens investments," Wharton School, University of Pennsylvania, November 2017



- Speaker, The Keith Davey Forum on Public Affairs, “Social Inequality: Is it a Real Problem? Can it be Solved?” October 2017
- Rotman Event Series, “Four short talks that change the conversation on inequality,” October 2017
- TVO’s The Agenda with Steve Paikin, “Corporations: Defenders of Democracy?” September 2017
- Ontario Public Service Policy Forum on Gender and the Economy, September 2017
- Women at the Top, International Women’s Day Celebration, “Breaking myths and making progress,” March 2017
- Keynote, Summit for Women in Academic Medicine at the University of Toronto, “Meritocracy: From Myth to Reality,” March 2017
- Speaker, Canadian Women’s Entrepreneurship Conference, hosted by Minister Bardish Chagger, November 2016
- Speaker, TedXWomen, “Gender equality as an innovation challenge,” October 2016
- Keynote address, Reunite@Rotman, October 2016
- Rotman panel on “The Challenges and Opportunities of Being Out and a Leader at Work,” January 2016
- Rotman Women in Business Speaker Series, “Meritocracy: From Myth to Reality” October 2015
- Women in Capital Markets, Mentor Lunch, “Meritocracy: From Myth to Reality,” September 2015
- *Stanford Social Innovation Review* Webinar, “The Rise of Gender Capitalism,” July 2015,
- Inter-American Development Bank, “The Myth of Meritocracy,” June 2015
- Rotman Financial Services Advisory Board Speaker Series, “Diversity in Financial Services,” May 2015
- TVO’s The Agenda with Steve Paikin, “The Future is in the Past,” April 2015
- International Women’s Day Forum at the United Nations, March 2015
- TVO’s The Agenda with Piya Chattopadhyay, “Gender Capitalism,” February, 2015
- Investing Experts Speaker Series @ Rotman, “Gender Lens Investing,” January 2015
- TVO’s The Agenda with Steve Paikin, “Grocery Store Wars,” January 2015
- Root Capital webinar, “Women in Agriculture Initiative,” April 2014
- Plus: numerous private events for individual companies