

Thomas B. Lawrence

Professor of Strategy
Saïd Business School
University of Oxford
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Education

Ph.D. in Organizational Analysis. University of Alberta, July 1993.

Dissertation: *Institutional Entrepreneurs in Emerging Industries.*

Bachelor of Commerce (with Distinction). University of Alberta, 1986. Major: Finance.

Research Interests

- Social innovation
- Institutional theory
- Institutional work
- Power and politics in organizations
- Strategic management
- Morality in organizations
- Language and culture in organizations
- Organizational sensemaking

Teaching Areas

- Organizational change
- Entrepreneurship
- Social entrepreneurship
- Power and politics in organizations
- Strategic management
- Managing innovation
- Social innovation
- Business and society

Academic Awards and Honors

- 2013 **Best Doctoral Student Paper**, Southern Management Association 2013 Meeting, Organization Theory and International Management Track. (For: R. Aissaoui, J. M. Amis & T. B. Lawrence. When resources facilitate change: An institutional empowerment perspective.)
- 2012 Founding member of the **Scientific Advisory Board, “International Summer School on Practice-based Studies”**, Warwick Business School, University of Warwick
- 2011 **W. J. VanDusen Professor**, Beedie School of Business, Simon Fraser University.
- 2010 **2010 Greif Research Impact Award**, awarded by the Greif Center for Entrepreneurial Studies at the University of Southern California to the entrepreneurship paper that appeared in a top-tier management or entrepreneurship journal six years ago and received the highest number of citations in the five years following publication. (For: Maguire, S., Hardy, C., & Lawrence, T. B. 2004. Institutional entrepreneurship in emerging fields: HIV/AIDS treatment advocacy in Canada. *Academy of Management Journal*, 47(5): 657-679.)
- Featured Article for Invited Dialogue, Journal of Management Inquiry.** Based on the scholarly impact of a recent article and book, my co-authors and I were invited to write an essay (Lawrence, T. B., Suddaby, R. & Leca, B. In press. “Institutional work – Refocusing institutional studies of organization”) to which 6 sets of authors were invited to respond.
- Showcase Symposium**, Annual Meeting of the Academy of Management. (For: Maitlis, S. & Lawrence, T. B. 2010. The wellspring of opportunity: Conversation as the source of positive organizational change.)
- 2009 **Gianni Montezemolo Visiting Professor in Strategy & Marketing**, Judge Business School, Cambridge University.
- Visiting Fellow**, Clare Hall, Cambridge University.
- 2008 **Named as “Rising Star”**, by Sciencewatch.com, based on Thomson Scientific’s Essential Science Indicators. (<http://sciencewatch.com/dr/rs/08mar-rs/>) .
- Nominated for Best Paper Award**, Western Academy of Management Annual Conference.
- Showcase Symposium**, Annual Meeting of the Academy of Management. (For: Vogus, T. J., Maitlis, S. & Lawrence, T. B. 2008. “The quest to resilience: Examining the role of emotions and relationship”).

- 2007 **Top 1% in terms of total citations in the field of “Economics and Business”**. Thomson Scientific’s *Essential Science Indicators* (from 1997-2007). (<http://in-cites.com/newentrants/december2007.html>)
- Nominated for Best Paper Award**, Western Academy of Management Annual Conference. (For: Shadnam, S. & Lawrence, T. B. 2007. Institutions, organizations and moral failure.)
- Research Excellence Award**, Simon Fraser University, Faculty of Business Administration. Awarded to the outstanding senior scholar for research achievement over the past three years.
- 2005 **The Richard Beckhard Memorial Prize**, awarded to the outstanding *Sloan Management Review* article on planned change and organizational development, 2003-2004. (For: Holan, P., Phillips, N. & Lawrence, T. B. 2004. Managing organizational forgetting. *MIT Sloan Management Review*, 42(5): 45-51.)
- Research Excellence Award**, Simon Fraser University, Faculty of Business Administration. Awarded to the outstanding senior scholar for research achievement over the past three years.
- Clifford Chance Visiting Scholar**, Oxford University, Saïd Business School.
- J. W. McConnell Family Foundation Lecture in Business Strategy**, University of Lethbridge, Faculty of Management.
- Teaching Honour Roll**, Simon Fraser University, Faculty of Business Administration.
- 2004 **Teaching Honour Roll**, Simon Fraser University, Faculty of Business Administration.
- 2001 **Ascendant Scholar Award**, Western Academy of Management. The award recognizes exceptional academics no more than seven years out of their doctoral programs who have demonstrated outstanding achievements in research and teaching as well as strong career potential.
- 2000 **Excellence in Teaching Award**, University of Victoria, Faculty of Business, MBA Program.
- 1999 **Showcase Symposium**, Annual Meeting of the Academy of Management. (For: Hardy, C., Grant, D., Phillips, N., Lawrence, T. B. & Maguire, S. “Understanding the pluralistic world: The role of theory and research in organizational discourse”).
- 1997 **Showcase Symposium**, Annual Meeting of the Academy of Management. (For: Cropper, S., Gray, B., Hardy, C., Lawrence, T. B. Palmer, I., & Phillips, N. “New perspectives on interorganizational collaboration: Integrating international experience”).
- 1993 **Inaugural Recipient**, Chulalongkorn-University of Victoria, Professorial Exchange Program.
- 1992 **Graduate Student Teaching Award**, University of Alberta.
- Business Ph.D. Award**, Faculty of Business, University of Alberta.

- 1990 **Sage Publications Best Doctoral Paper**, Research Methods Division, Annual Meeting of the Academy of Management.
- Doctoral Research Grant**, Center for International Business Studies, University of Alberta.
- Walter H. Johns Fellowship**, Faculty of Business, University of Alberta.
- Doctoral Fellowship**, Social Sciences and Humanities Research Council.
- 1987 **National Doctoral Fellowship**, Association of American Collegiate Schools of Business.

Academic Positions Held

- 2014-** **Professor of Strategy**
Saïd Business School, University of Oxford
- 2011 - 2014** **W. J. VanDusen Professor of Management,**
Professor of Management and Organization Studies,
Beedie School of Business, Simon Fraser University
- 2006 – 2012** **Founding Director, CMA Centre for Innovation,**
Beedie School of Business, Simon Fraser University
- 2002 – 2011** **Weyerhaeuser Professor of Change Management,**
Associate Professor of Management and Organization Studies,
Faculty of Business Administration, Simon Fraser University
- 1992 – 2002** **Associate Professor,** Faculty of Business, University of Victoria (since 1998)
Assistant Professor, Faculty of Business, University of Victoria (1992-1998)
- Fall, 2000** **Visiting Associate Professor,** University of British Columbia
- 1999, 2000** **Visiting Associate Professor,** Royal Roads University
- Fall, 1993** **Visiting Professor,** Chulalongkorn University, Bangkok, Thailand
- 1991-1992** **Sessional Lecturer,** Faculty of Business, University of Alberta.
- 1990-1991** **Conoco Lecturer in Organisational Behaviour,** Department of Management,
University of St. Andrews. St. Andrews, Scotland.

Teaching Responsibilities

University of Oxford

Teaching Duties

2014 Strategy. Required MBA Course.

Simon Fraser University

Graduate Students Supervision

Kirsten Pankratz, PhD student, in progress. (Supervisor)

Travis Mathieson, Masters in Latin American Studies, in progress. (Supervisor)

Bryan Gallagher, PhD student, in progress. (Senior supervisor)

Brian Gordon, PhD student, completed 2012. (Supervisor)

Vivian Chan, PhD student, Interdisciplinary studies, completed 2012. (Supervisor)

Graham Dover, Ph.D student, completed 2011. (Senior supervisor)

Masoud Shadnam, Ph.D student, completed 2011. (Senior supervisor)

Sunshine Willms, SMBA project, completed 2004. (Senior supervisor)

Kin Leung, SMBA project, completed 2003. (Senior supervisor)

Dissertation Examinations Chaired

Yuan Liao, PhD in Business

Lisa Papania, PhD in Business

Victor Chen, PhD in Business

Todd Green, PhD in Business

Stacey Fitzsimmons, PhD in Business

Teaching Duties

2014 BUS 604, Organizational Change. EMBA Course.

BUS 663, Entrepreneurship/New Ventures. EMBA Course.

2013 BUS 982 Dissertation Development Workshop. Doctoral Seminar.

BUS 724, Organizational Analysis. MBA Course.

2012 BUS 982, Dissertation Development Workshop. Doctoral Seminar

BUS 724, Organizational Analysis. MBA Course.

2010 BUS 988, Introduction to Organization Theory and Change. Doctoral seminar.

BUS 982, Dissertation Development Workshop. Doctoral seminar.

2009 BUS 982, Dissertation Development Workshop. Doctoral seminar.

2008 BUS 982, Dissertation Development Workshop. Doctoral seminar.

2007 BUS 987, Change in organizations, industries and fields. Doctoral seminar.

2005 BUS 987, Seminar in Organization Theory, Doctoral seminar.

2004 BUS 839, Organizational Systems and Change, SMBA course.

- BUS 660 Managing Corporate Change, EMBA course.
- 2003** BUS 839, Organizational Systems and Change, SMBA course.
BUS 660 Managing Corporate Change, EMBA course.
- 2002** BUS 903 Power and Politics in Organizations, SMBA course.

University of Victoria

Courses at the undergraduate, MBA and Ph.D. levels, including:

- Managing Strategic Change
- Power and Politics in Organizations
- Strategic Management
- Environment of Business
- Organization Theory
- Global Business and Society
- Gender Issues in Organizations
- Research Methods

Graduate student supervision

- Membership on three Ph.D. Committees
- Supervised 21 MBA final projects
- Supervised five Masters theses

External Examiner

2012, Ellen Crumley, PhD Defense, University of Alberta, School of Business

Research Accomplishments

Articles in Refereed Journals

Thomas B. Lawrence and Graham Dover (in press) Place and institutional work: Creating housing for the hard-to-house. *Administrative Science Quarterly*.

Thomas B. Lawrence, Tammar B. Zilber and Bernard Leca (2013) Institutional work: Current research, new directions and overlooked issues. *Organization Studies*, 34(8): 1023–1033.

Sally Maitlis, Timothy J. Vogus and Thomas B. Lawrence (2013) Sensemaking and emotions in organizations. *Organizational Psychology Review*, 3(3) 222–247.

Thomas B. Lawrence, Nelson Phillips and Paul Tracey (2012) From the guest editors: Educating social entrepreneurs and social innovators. *Academy of Management Learning and Education*, 11: 319-323.

Nelson Phillips and Thomas B. Lawrence (2012) The turn to work in organization and management theory: Some implications for strategic organization. *Strategic Organization*, 10(3): 223 –230.

Bryan Gallagher and Thomas B. Lawrence (2012) Entrepreneurship and indigenous identity: A study of social identities and identity work in British Columbian indigenous entrepreneurs. *International Journal of Entrepreneurship and Small Business*, 17(4): 395-414.

Thomas B. Lawrence and Sally Maitlis (2012) Care and possibility: Enacting an ethic of care through narrative practice. *Academy of Management Review*, 37: 641-663.

Graham Dover and Thomas B. Lawrence (2012) The role of power in nonprofit innovation. *Nonprofit and Voluntary Sector Quarterly*, 41: 991-1013.

Thomas B. Lawrence, Namrata Malhotra and Tim Morris (2012) Episodic and systemic power in the transformation of professional service firms. *Journal of Management Studies*, 49(1): 102-143.

Summarized in: Tim Morris, Namrata Malhotra and Thomas B. Lawrence (2012) Understanding power to achieve radical transformational change. *Strategic HR Review*.

Masoud Shadnam and Thomas B. Lawrence (2011) Understanding widespread corruption in organizations: An institutional theory of moral collapse. *Business Ethics Quarterly*, 21(3): 379-407.

Thomas B. Lawrence, Roy Suddaby and Bernard Leca (2011) Institutional work – Refocusing institutional studies of organization. *Journal of Management Inquiry*, 20(1): 52 -58.

Lead article in a *Dialogue*, with responses from: Michael Lounsbury and Bill Kaghan; Hugh Willmott; Matt Kraatz; Henri Schildt, Eero Vaara, and Saku Mantere; and Hokyu Wang and Jeannette A. Colyvas.

Graham Dover and Thomas B. Lawrence (2010) A gap year for institutional theory: Integrating the study of institutional work and participatory action research. *Journal of Management Inquiry*, 19(4): 305-316.

Ian P. McCarthy, Thomas B. Lawrence, Brian Wixted and Brian R. Gordon (2010) A multi-dimensional conceptualization of environmental velocity. *Academy of Management Review*, 35(4), 604-626.

Charlene Zietsma and Thomas B. Lawrence (2010) Institutional work and the transformation of an organizational field: The interplay of boundary work and practice work. *Administrative Science Quarterly*, 55: 189–221.

Chosen as an “Editors’ Choice” article for “Mobilization and Entrepreneurship”,
Administrative Science Quarterly.

Thomas B. Lawrence and Sandra L. Robinson (2007) Ain’t misbehavin: Workplace deviance as organizational resistance. *Journal of Management*, 33(3): 378-394.

Sally Maitlis and Thomas B. Lawrence (2007) Triggers and enablers of sensegiving in organizations. *Academy of Management Journal*, 50(1): 57–84.

Eric A. Morse, Sally W. Fowler and Thomas B. Lawrence. (2007) The impact of virtual embeddedness on new venture survival: Overcoming the liabilities of newness. *Entrepreneurship Theory and Practice*, 31(2): 139-159.

Cynthia Hardy, Thomas B. Lawrence and Nelson Phillips (2006) Swimming with sharks: Creating strategic change through multi-sector collaboration. *International Journal of Strategic Change Management*, 1(1/2): 96-112.

Thomas B. Lawrence, Bruno Dyck, Sally Maitlis and Michael K. Mauws (2006) The underlying structure of continuous change. *MIT Sloan Management Review*, 47(4): 59-66.

Nelson Phillips, Thomas B. Lawrence and Cynthia Hardy (2006) Discussing “Discourse and institutions”: A reply to Lok and Wilmott. *Academy of Management Review*, 31(2): 480-483.

Graham Brown, Thomas B. Lawrence and Sandra L. Robinson (2005) Territoriality in organizations. *Academy of Management Review*, 30(3): 577-594.

Royston Greenwood and Thomas B. Lawrence (2005) The iron cage in the information age: The legacy and relevance of Max Weber for organization studies. Editorial. *Organization Studies*, 26: 493-499.

Thomas B. Lawrence, Eric A. Morse and Sally W. Fowler (2005) Managing your portfolio of connections. *MIT Sloan Management Review*, 46(2): 59-65.

Reprinted in *IEEE Engineering Management Review*, 33(4).

Cynthia Hardy, Thomas B. Lawrence and David Grant (2005) Discourse and collaboration: The role of conversations and collective identity. *Academy of Management Review*, 30(1): 58-77.

Thomas B. Lawrence, Michael K. Mauws, Bruno Dyck and Robert F. Kleysen (2005) The politics of organizational learning: Integrating power into the 4I framework. *Academy of Management Review*, 30(1): 180-191.

Steve Maguire, Cynthia Hardy and Thomas B. Lawrence (2004) Institutional entrepreneurship in emerging fields: HIV/AIDS treatment advocacy in Canada. *Academy of Management Journal*, 47(5): 657–679.

Winner of the 2010 Greif Research Impact Award, awarded by the Greif Center for Entrepreneurial Studies at the University of Southern California to the entrepreneurship

paper that appeared in a top-tier management or entrepreneurship journal six years ago and received the highest citations (based on Social Science Citations Index) in the five years following publication.

Reprinted in Royston Greenwood, Christine Oliver, Kerstin Sahlin-Andersson & Roy Suddaby, R. (Eds.) (2012) *Institutional theory in organization studies*. Los Angeles: SAGE.

Thomas B. Lawrence and Nelson Phillips (2004) From *Moby Dick* to *Free Willy*: Macro-cultural discourse and institutional entrepreneurship in emerging institutional fields. *Organization*, 11(5): 689-711.

Nelson Phillips, Thomas B. Lawrence and Cynthia Hardy (2004) Discourse and institutions. *Academy of Management Review*, 29(4): 635-652.

Reprinted in: David Grant, Cynthia Hardy & Linda L. Putnam (Eds.) (2011) *Organizational discourse studies*. London: Sage.

Identified as the most cited article of 2004 published in *Academy of Management Review* (Kevin G. Corley and Dennis A. Gioia (2011) Building theory about theory building: What constitutes a theoretical contribution? *Academy of Management Review*, 36(1): 12-32.)

Reprinted in: Royston Greenwood, Christine Oliver, Kerstin Sahlin-Andersson & Roy Suddaby (Eds.) (2012) *Institutional theory in organization studies*. London: Sage.

Sally W. Fowler, Thomas B. Lawrence and Eric A. Morse (2004) Virtually embedded ties. *Journal of Management*, 30(5): 647-666.

Thomas B. Lawrence (2004) Rituals and resistance: Membership dynamics in professional fields. *Human Relations*, 57(2): 115-143.

Pablo Martin de Holan, Nelson Phillips and Thomas B. Lawrence (2004) Managing organizational forgetting. *MIT Sloan Management Review*, 42(5): 45-51.

Winner of the *Richard Beckhard Memorial Prize*, awarded to the outstanding Sloan Management Review article on planned change and organizational development, 2003-2004.

Cited in the Financial Times of London, March 14, 2004, the Australian Financial Review, May 14, 2004, and Business Day [South Africa], March 23, 2004

David Patient, Thomas B. Lawrence and Sally Maitlis. (2003) Understanding workplace envy through narrative fiction. *Organization Studies*, 24(7): 1015-1044.

Thomas B. Lawrence and Vivien Corwin (2003) Being there: The acceptance and marginalization of part-time professional employees. *Journal of Organizational Behavior*, 24(8): 923-943.

Cynthia Hardy, Nelson Phillips and Thomas B. Lawrence (2003) Resources, knowledge and influence: An empirical study of the organizational effects of inter-organizational collaboration. *Journal of Management Studies*, 40(2): 289-315.

Sally Maitlis and Thomas B. Lawrence (2003) Orchestral manoeuvres in the dark: Discourse and politics in the failure to develop an artistic strategy. *Journal of Management Studies*, 40(1): 109-139.

Thomas B. Lawrence and Nelson Phillips (2002) Understanding cultural industries. *Journal of Management Inquiry*, 11: 430-443.

Thomas B. Lawrence, Cynthia Hardy and Nelson Phillips. (2002) Institutional effects of interorganizational collaboration: The emergence of proto-institutions. *Academy of Management Journal*, 45: 281-290.

Thomas B. Lawrence, Monika Winn and P. Devereaux Jennings. (2001) The temporal dynamics of institutionalization. *Academy of Management Review*, 26: 624-644.

Vivien Corwin, Thomas B. Lawrence and Peter Frost (2001) Principles of successful part-time professional work. *Harvard Business Review*, 79(7): 121-127. (Reprinted in *Leadership and Management in Engineering*, 2(1): 34-39.)

Nelson Phillips, Thomas B. Lawrence and Cynthia Hardy (2000) Interorganizational collaboration and the dynamics of institutional fields. *Journal of Management Studies*, 37(1): 23-43.

Thomas B. Lawrence, (1999) Institutional strategy. *Journal of Management*, 25: 161-187.

Thomas B. Lawrence, Nelson Phillips and Cynthia Hardy (1999) Watching whale-Watching: A relational theory of organizational collaboration. *Journal of Applied Behavioral Science*, 35(4): 479-502.

Thomas B. Lawrence and Cynthia Hardy (1999) Building bridges for refugees: Toward a typology of bridging organizations. *Journal of Applied Behavioral Science*, 35(1): 48-70.

Thomas B. Lawrence (1998) Examining resources in an occupational community: Reputation in Canadian forensic accounting. *Human Relations*, 51(9): 1103-1131.

Thomas B. Lawrence and Nelson Phillips (1998) Separating play and critique: Postmodern and critical approaches on TQM/BPR. *Journal of Management Inquiry*, 7(2): 154-160.

Thomas B. Lawrence, Nelson Phillips and Deborah Wickins (1997) Managing legitimacy in ecotourism. *Tourism Management*, 18(5): 307-316.

Thomas B. Lawrence (1991) Impacts of artificial intelligence on organizational decision making. *Journal of Behavioral Decision Making*, 4: 195-214.

Robert P. Gephart Jr., Lloyd Steier and Thomas B. Lawrence (1990) Cultural rationalities in crisis sensemaking: A study of a public inquiry into a major industrial accident. *Industrial Crisis Quarterly*, 4: 27-48.

Books

Royston Greenwood, Thomas B. Lawrence, Christine Oliver and Renate Meyer. (Eds.) (Forthcoming) *Handbook of organizational institutionalism, 2nd Edition*. London: Sage.

Thomas B. Lawrence, Roy Suddaby and Bernard Leca (2009) *Institutional work: Actors and agency in institutional studies of organizations*. Cambridge, UK: Cambridge University Press.

Reviewed: Wijen, F. (2010) Book Review: Thomas Lawrence, Roy Suddaby and Bernard Leca (eds): *Institutional Work: Actors and Agency in Institutional Studies of Organizations: 2009*, Cambridge: Cambridge University Press. *Organization Studies*, 31(12): 1744–1747.

Reviewed: Dobbin, F. (2010) Review of Thomas B. Lawrence, Roy Suddaby, and Bernard Leca, eds., *Institutional Work: Actors and Agency in Institutional Studies of Organizations*. *Administrative Science Quarterly*, 55: 673–677.

Reviewed: Bazin, Y. (2010) Institutional work. Lawrence, Suddaby & Leca, 2009. *Society and Business Review*, 5(3): 306-309.

Reviewed: Voet, J. van der. (2014) Three times around institutional theory: The coherence, connection and contribution of three recent books. *Organization*, 21(1): 126–132.

Reviewed: Sarma, S. K. 2013. Institutional work: Actors and agency in institutional studies of organizations. *South Asian Journal of Management*, 20(2).

Stewart R. Clegg, Cynthia Hardy, Thomas B. Lawrence and Walter R. Nord (Eds.) (2006) *Handbook of organization studies, 2nd Edition*. London: Sage.

Chapters in Books

Thomas B. Lawrence and Paul Tracey (Forthcoming) Institutional work. In R. Greenwood, T. B. Lawrence, C. Oliver & R. Meyer. (Eds.) *Handbook of organizational institutionalism, 2nd Edition*. London: Sage.

Thomas B. Lawrence, Graham Dover and Bryan Gallagher (2013) Managing social innovation. In Mark Dodgson, David Gann and Nelson Phillips (Eds.) *Oxford Handbook of Innovation Management*: 316-334. Oxford, UK: Oxford University Press.

Graham Dover and Thomas B. Lawrence. (2010) Technology, institutions and entropy: Understanding the critical and creative role of maintenance work. In N. Phillips, D. Griffiths, and G. Sewell (Eds.) *Technology and organization: Essays in honour of Joan Woodward. Research in the Sociology of Organizations*: 259-364. Bingley, UK: Emerald Group.

Thomas B. Lawrence, Roy Suddaby and Bernard Leca (2009) Introduction: Theorizing and studying institutional work . In Thomas B. Lawrence, Roy Suddaby and Bernard Leca (Eds.) *Institutional work: Actors and agency in institutional studies of organizations*: 1-27. Cambridge, UK: Cambridge University Press.

Reprinted in Royston Greenwood, Christine Oliver, Kerstin Sahlin-Andersson & Roy Suddaby, R. (Eds.) (2012) *Institutional theory in organization studies*. Los Angeles: SAGE.

Thomas B. Lawrence (2008) Power, institutions and organizations. In R. Greenwood, C. Oliver, R. Suddaby & K. Sahlin-Andersson (Eds.), *Handbook of organizational institutionalism*: 170-197. London: Sage Publications.

Thomas B. Lawrence and Masoud Shadnam (2008) Institutional theory. In Wolfgang Donsbach (Ed.) *The international encyclopedia of communication*: 2288-2293. Oxford: Blackwell.

Walter R. Nord, Thomas B. Lawrence, Cynthia Hardy and Stewart Clegg (2006) Introduction. In S. R. Clegg, C. Hardy, T. B. Lawrence, & W. R. Nord (Eds.) *Handbook of organization studies, 2nd Edition*. London: Sage.

Thomas B. Lawrence and Roy Suddaby (2006) Institutions and institutional work. In S. R. Clegg, C. Hardy, T. B. Lawrence, & W. R. Nord (Eds.) *Handbook of organization studies, 2nd Edition*: 215-254. London: Sage.

Reprinted in: Royston Greenwood, Kerstin Sahlin, Roy Suddaby and Christine Oliver (Eds.) (2012) *Institutional theory in organization studies*. London: Sage.

Vivien Corwin, Thomas B. Lawrence and Peter Frost (2003) Principles of successful part-time professional work. In *Harvard Business Review on Managing Your Career*: 121-140. Cambridge, Mass.: Harvard Business Press.

Thomas B. Lawrence, Phillips, N. & Hardy, N. (1998). A relational theory of organizational collaboration. In S. R. Clegg, E. Ibarra & L. Bueno (Eds.) *Global management: Universal theories and local realities*: 246-264. London: Sage.

Cynthia Hardy, Nelson Phillips and Thomas Lawrence (1998) Distinguishing trust and power in interorganizational relations: Forms and façades of trust. In C. Lane & R. Bachmann (Eds.) *Trust Within and Between Organizations*. Oxford: Oxford University Press, 64-87.

Cynthia Hardy, Thomas B. Lawrence and Nelson Phillips (1998) Talking action: Conversations, narrative and action in interorganizational collaboration. In D. Grant, T. Keenoy & C. Osrick (Eds.) *Discourse and Organization*. London: Sage, 65-83.

Book reviews

Glenn Morgan (1990) *Organizations in Society*, Houndsmills, Hampshire: MacMillan Education, in *Journal of Management Studies*.

Cynthia Hardy (1989) Strategies of Retrenchment and Turnaround: The Politics of Survival, New York: de Gruyter, in *Canadian Journal of Administrative Sciences*.

Other Publications

Michael K. Mauws, Thomas B. Lawrence and Richard H.G. Field (1995) A&W Canada. In Richard H.G. Field and Robert G. House, *Human Behavior in Organizations: A Canadian Perspective*, 685-692.

Refereed Conference Proceedings and Presentations

Thomas B. Lawrence and Nelson Phillips (2014) The turn to work: Managing social-symbolic structures in organizational life. *European Group on Organization Studies*. July 4-7, 2013, Rotterdam, Netherlands.

Rachida Aïssaoui, John Amis and Thomas B. Lawrence (2014) The homogeneity and heterogeneity of fields. *Western Academy of Management*, March 19-22, 2014, Napa, California.

Thomas B. Lawrence (2013) Locating institutional work: Creating housing for the hard-to-house. *European Group on Organization Studies*. July 4-6, 2013, Montreal, Quebec.

Thomas B. Lawrence and Sally Maitlis (2012) Care and possibility: Enacting an ethic of care through narrative practice. *Fourth International Symposium on Process Organization Studies*, 21-23 June 2012, Kos, Greece.

Sally Maitlis and Thomas B. Lawrence (2010) Conversational practices for positive change in teams. Presented in a Showcase Symposium on “The wellspring of opportunity: Conversation as the source of positive organizational change”, at the *Academy of Management Annual Meeting*, Montreal, Quebec.

Ian P. McCarthy, Thomas B. Lawrence, Brian Wixted and Brian R. Gordon (2008) A multi-dimensional conceptualization of environmental velocity . Presented at the *Academy of Management Annual Meeting*, Anaheim, California.

Timothy J. Vogus, Sally Maitlis and Thomas B. Lawrence (2008) The emotional underpinnings of high reliability organizing. Presented in a Showcase Symposium on “The quest to resilience: Examining the role of emotions and relationships”, at the *Academy of Management Annual Meeting*, Anaheim, California.

Stephanie Bertels and Thomas B. Lawrence (2008) Contested institutions and institutional incorporation: Enacting discourse around aboriginal education. *European Group on Organization Studies*, Amsterdam, Netherlands.

Graham Dover and Thomas B. Lawrence (2007) Institutional immunity: Disrupting institutions without reprisal. *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania.

Masoud Shadnam and Thomas B. Lawrence (2007) Institutions, organizations and moral failure. *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania.

Masoud Shadnam and Thomas B. Lawrence (2007) Institutions, organizations and moral failure. *Western Academy of Management*, Missoula, Montana. Nominated for *Best Paper*.

Thomas B. Lawrence, Bernard Leca and Roy Suddaby (2006) Institutions and institutional work. *European Group on Organization Studies*, Bergen, Norway.

Thomas B. Lawrence, and Sally Maitlis (2005) The disruption of accounts: Sensebreaking in organizations. *Academy of Management Annual Meeting*, Honolulu, Hawaii.

Charlene Zietsma and Thomas B. Lawrence (2005) The co-evolutionary dynamics of institutional change. *European Group on Organization Studies*, Berlin, Germany.

Sally Maitlis and Thomas B. Lawrence (2005) Antecedents of Sensegiving in Organizations. *Western Academy of Management*, Las Vegas, NV.

Thomas B. Lawrence, Namrata Malhotra and Tim Morris (2004) The Reorganization of Power: Radical Change in Professional Service Firms. *Academy of Management Annual Meeting*, New Orleans, Louisiana.

Sally W. Fowler, Thomas B. Lawrence and Eric A. Morse (2004) New Ventures in the Information Economy: Exploiting Virtual Embeddedness and Knowledge-Based Assets. Published in the *Best Paper Proceedings of the Academy of Management Annual Meeting*, New Orleans, Louisiana.

Cynthia Hardy, Thomas B. Lawrence, and Nelson Phillips (2004) Institutions, Discourse, and Organizational Change: A Study of the Localization of Mère et Enfant (Palestine). *6th International Conference on Organizational Discourse*, Amsterdam.

Thomas B. Lawrence, Michael K. Mauws, Bruno Dyck, and Robert F. Kleysen (2003) The Politics of Organizational Learning: Integrating Power into the 4I Framework. *Academy of Management Annual Meeting*, Seattle, Washington.

Tina Kiefer, Thomas B. Lawrence, Sally Maitlis, and Neil Walshe (2003) Feeling Like Me: Emotion and Identity at Work. *Western Academy of Management*, Palm Springs, CA.

Monika I. Winn and Thomas B. Lawrence (2002) Stakeholders, Institutions and Corporate Greening. *International Association of Business and Society*, Victoria, British Columbia.

Rob Briner, Thomas B. Lawrence, Craig Lundberg, Sally Maitlis, Monica Worline, and Cheri Young (2002) Constructed Feelings: Interpretive Approaches to Workplace Emotion. *Western Academy of Management*, Santa Fe, New Mexico.

Steve Maguire, Cynthia Hardy and Thomas B. Lawrence (2001) Peripheral Actors as Institutional Entrepreneurs: HIV/AIDS Treatment Advocacy in Canada. *European Group on Organization Studies*, Lyon, France.

David Patient, Thomas B. Lawrence and Sally Maitlis (2001) Understanding Envy: Studying Emotion Through Narrative Fiction. *Academy of Management Annual Meeting*, Washington, D. C..

Sally Maitlis and Thomas B. Lawrence (2001) Orchestral Maneuvers in the Dark: Discourse and Politics in the Failure to Develop an Artistic Strategy. *Academy of Management Annual Meeting*, Washington, D. C..

Sally Maitlis and Thomas B. Lawrence (2001) Orchestral Manoeuvres in the Dark: Discourse and Politics in the Failure to Develop an Artistic Strategy. *European Institute for Advanced Studies in Management, Workshop on Micro Strategy and Strategising*. Brussels, Belgium.

Cynthia Hardy, Thomas B. Lawrence and David Grant (2000) In Search of an Identity: Collective Identities and Interorganizational Collaboration. *Western Academy of Management*, Hawaii.

Thomas B. Lawrence and Vivien Clark (1999) Being There: The Dynamics of Part-time Professional Work. Published in the *Annual Meeting of the Academy of Management Best Papers Proceedings*, Chicago.

Cynthia Hardy, David Grant, Nelson Phillips, Thomas B. Lawrence, Steve Maguire (1999) Understanding the Pluralistic World: The Role of Theory and Research in Organizational Discourse. Showcase Symposium, *Annual Meeting of the Academy of Management*, Chicago.

Sally Maitlis and Thomas B. Lawrence (1999) Nonsensemaking in Organizations: An Exploratory Theoretical Framework. Presented at the *Annual Meeting of the Academy of Management*, Chicago.

Sally Maitlis and Thomas B. Lawrence (1998) Orchestral Maneuvers in the Dark: The Discursive (non)Construction of an Artistic Strategy. *Third International Conference on Organizational Discourse: Pretexts, Subtexts and Contexts*, London.

Nelson Phillips, Cynthia Hardy and Thomas B. Lawrence (1998) Power, Politics, and the Discursive (Re-)Construction of Organizations: The Case of Mere et Enfant Palestine. *Third International Conference on Organizational Discourse: Pretexts, Subtexts and Contexts*, London.

Thomas B. Lawrence and Nelson Phillips (1998) Emotion, Identity and Skills: A Discursive Model of Social Innovation. *INFORMS Montreal Spring 1998 Meeting*, Montreal.

Thomas B. Lawrence and Nelson Phillips (1998) Constructing the Whale: Technologies of Surveillance in Marine Eco-Tourism. *INFORMS Montreal Spring 1998 Meeting*, Montreal.

Steve Cropper, Barbara Gray, Cynthia Hardy, Thomas B. Lawrence, Ian Palmer, Nelson Phillips (1997) New Perspectives on Interorganizational Collaboration: Integrating International Experience. Showcase Symposium, *Annual Meeting of the Academy of Management*, Boston.

Thomas B. Lawrence, Nelson Phillips and Michael K. Mauws (1997) Taking Cultural Production Seriously: Organizational Research in Cultural Industries. Symposium presented at the *Annual Meeting of the Academy of Management*, Boston.

Joel Baum, P. Devereaux, Jennings, Royston Greenwood, C. R. Hinings, Gerry Johnston. Thomas B. Lawrence and Nelson Phillips (1997) The Disintegration and Recomposition of Organizational Fields. Symposium presented at the *Annual Meeting of the Academy of Management*, Boston.

Vivien Clark and Thomas B. Lawrence (1997) Being There: The Organizational Legitimacy of Part-time Professionals. Published in the *Proceedings of the Annual Meeting of the Administrative Sciences Association of Canada*, Organization Theory Division, St. Johns.

Cynthia Hardy, Nelson Phillips, Thomas B. Lawrence and Ian Palmer (1997) Swimming with Sharks: Tensions in the Canadian HIV/AIDS Domain. *European Group on Organization Studies*, Budapest.

Thomas B. Lawrence and Nelson Phillips (1997) From Moby Dick to Free Willy: The Discursive Construction of a Cultural Industry. *Research Perspectives on the Management of Cultural Industries*, New York University.

Thomas B. Lawrence (1997) The Discursive Production of Whale-Watching in Canada. Presented to the *International Communications Association, Organizational Communications Division*, Montreal.

Thomas B. Lawrence and Nelson Phillips (1996) Organizing Institutions: Collaboration and the Dynamics of Organizational Fields. *Third International Conference on Multi-organizational Partnerships*, Glasgow, Scotland.

Thomas B. Lawrence, Nelson Phillips, Cynthia Hardy and Deborah Wickins (1996) Collaboration in Tourism: An Empirically Grounded Conceptualization of the Concept. Presented to the *Third International Conference on Multi-organizational Partnerships*, Glasgow, Scotland.

Thomas B. Lawrence, Nelson Phillips and Cynthia Hardy (1995) A Relational Theory of Collaboration. *Sixth Asia-Pacific Researchers in Organization Studies Colloquium*, Cuernavaca, Mexico.

Thomas B. Lawrence (1995) Power and Resources in an Organizational Community. Published in the *Annual Meeting of the Academy of Management Best Papers Proceedings*, Vancouver, BC.

Nelson Phillips, Cynthia Hardy and Thomas B. Lawrence (1995) An Institutional Understanding of Collaboration. Published in the *Proceedings of the Annual Meeting of the Administrative Sciences Association of Canada, Organization Theory Division*, Windsor.

Cynthia Hardy, Thomas B. Lawrence, Nelson Phillips and Anne Smith (1994) Power or Trust: A Critical Look at Collaboration. Presented to the *Fourteenth Annual Strategic Management Society Conference*, Paris, France.

Thomas B. Lawrence, Michael M. Mauws and Nelson Phillips (1994) Three Studies of Power and Language: A Look at Critical Methodology in Management Research. *Annual Meeting of the Administrative Sciences Association of Canada*, Halifax.

Thomas B. Lawrence (1994) Analyzing Institutional Entrepreneurship. *Social Construction of Industries and Markets Conference*, Chicago, Ill..

Thomas B. Lawrence (1993) The Professionalization of the Environment. *European Group on Organization Studies*, Paris, France.

Thomas B. Lawrence and Kim Morouney (1992) From Deconstruction to Improvisation: A Style for Feminist Organization Studies. *Annual Meeting of the Annual Meeting of the Academy of Management*, Women in Management Division, Las Vegas.

Kim Morouney and Thomas B. Lawrence (1992) Improvisation: A Dynamic Teaching Strategy for a Changing Context. *Organizational Behavior Teaching Conference*, Calgary, Alberta.

Thomas B. Lawrence and Nelson Phillips (1991) The Strategic Management of Environmental Activism: Tactics and Tensions. *Eleventh Annual Strategic Management Society Conference*, Toronto.

Nelson Phillips, Thomas B. Lawrence and Linda Rouleau (1991) On the Nature of Strategy: Reconciling Paradigms through Power and Knowledge. Presented at the *Eleventh Annual Strategic Management Society Conference*, Toronto.

Thomas B. Lawrence (1991) The Discovery and Creation of Truth in Strategic Management. *Annual Meeting of the Administrative Sciences Association of Canada*, Policy Division, Niagara Falls, Ontario.

Thomas B. Lawrence (1990) The Logic of Organizations. Published in K. Kirchmeyer (ed.) *Proceedings of the 1990 Annual Administrative Sciences Association of Canada Conference, Organizational Behavior Division*, Whistler, B.C..

Thomas B. Lawrence (1990) Analytic Theory Construction: A Knowledge-Based Systems Approach. *Annual Meeting of the Academy of Management*, Research Methods Division, San Francisco. Winner of the *Sage Publications Best Doctoral Paper*.

Thomas B. Lawrence and Alan Murray (1990) Ontology and Change: Bridging Social Philosophy and Strategic Management. *Tenth Annual International Strategic Management Society Conference*, Stockholm, Sweden.

Thomas B. Lawrence (1989) Cracks in the Institutional Wall: Notes Toward an Alternative Approach. Published in R. P. Gephart Jr. (ed.) *Proceedings of the 1989 Annual ASAC Conference, Organizational Behavior Division*, Montreal.

Thomas B. Lawrence (1989) Impacts of Artificial Intelligence on Organizational Decision Making. *Western Academy of Management*, San Francisco.

Invited Presentations and Talks

Thomas B. Lawrence (2014) The institutional work of cultural memory organizations. Presented to the **University of British Columbia, Okanagan Campus, Faculty of Management**. Kelowna, BC.

Thomas B. Lawrence (2014) Locating institutional work: The roles of places in creating housing for the hard-to-house. Presented to the **Boston University, School of Management**. Boston, MA

Thomas B. Lawrence (2014) Locating institutional work: The roles of places in creating housing for the hard-to-house. Presented to the **MIT Sloan School of Management**. Cambridge, MA.

Thomas B. Lawrence (2013) Social innovation in contested domains. Presented to the **Saïd Business School, University of Oxford**. Oxford, UK

Graham Dover and Thomas B. Lawrence (2013) Locating institutional work: The roles of places in creating housing for the hard-to-house. Presented to the **Goodman School of Business, Brock University**. St. Catharines, ON.

Graham Dover and Thomas B. Lawrence (2013) Locating institutional work: The roles of places in creating housing for the hard-to-house. Presented to the **Schulich School of Business, York University**. Toronto, ON.

Graham Dover and Thomas B. Lawrence (2012) Place in social innovation: The role of places in housing for the hard-to-house. Presented to the **Asper School of Business, University of Manitoba**. Winnipeg, MB.

Thomas B. Lawrence (2012) Social innovation in contested domains. Presented to the **Davis Conference on Qualitative Research**, Davis, CA.

Thomas B. Lawrence (2012) Social innovation in contested domains. Presented to **HEC Montreal**, Montreal, PQ.

Thomas B. Lawrence (2012) Social innovation in contested domains. Presented to the **Strategic Management & Organization** department, **Alberta School of Business**, Edmonton, AB.

Thomas B. Lawrence and Graham Dover (2011) Social innovation. Presented to the **Boston Organization Studies Seminar, Boston University**, Boston, MA.

Thomas B. Lawrence (2011) Social innovation - harnessing multi-sector creativity to address complex social problems. **EMBA Tune Up. Beedie School of Business, Simon Fraser University**. Vancouver, BC

Stephanie Bertels and Thomas B. Lawrence (2009) Institutional ambiguity. Presented to the **Judge Business School, University of Cambridge**, Cambridge, UK.

Thomas B. Lawrence and Masoud Shadnam (2009). Institutions, Organizations and Moral Failure. Presented to the **Judge Business School, University of Cambridge**, Cambridge, UK.

Thomas B. Lawrence & Masoud Shadnam (2008). Institutions, Organizations and Moral Failure. Presented to the *Sauder School of Business, University of British Columbia*, Vancouver, BC.

Thomas B. Lawrence and Graham Dover (2007) Institutional immunity: The social foundations of institutional noncompliance. Presented to the *Desautels Faculty of Management, McGill University*, Montreal, Quebec.

Thomas B. Lawrence, Roy Suddaby and Bernard Leca (2007) Elaborating the concept of institutional work. Presented to the *International Workshop on Institutional Work. Simon Fraser University*, Vancouver, BC.

Thomas B. Lawrence (2005) Heroin makes strange bedfellows: Discourse, institutions and innovation in a public health domain. Presented to the *Department of Social & Behavioral Sciences, University of California*, San Francisco.

Thomas B. Lawrence (2005) Heroin makes strange bedfellows: Discourse, institutions and innovation in a public health domain. Presented to the *Judge Institute of Management, Cambridge University*.

Thomas B. Lawrence (2005) Situated practices of institutional work. Presented to the *Saïd Business School, Oxford University*.

Thomas B. Lawrence (2005) The reorganization of power: Radical change in professional service firms. Presented to the *Faculty of Management, University of Lethbridge*.

Thomas B. Lawrence (2003) Reorganization of power: Radical change in professional service firms. Presented to the *4th Conference on Institutions, Conflict and Change. Northwestern University*, Evanston, Illinois.

Thomas B. Lawrence (2003) Rhythms of Power and Change in Organizations. Presented to the Strategic Management and Organization Department, *School of Business, University of Alberta*, Edmonton, Alberta.

Thomas B. Lawrence (1995) Examining Resources in a Knowledge-based Community: Reputation in Canadian Forensic Accounting. Presented to the *Change in Knowledge-Based Companies Conference, University of Alberta*, Edmonton, Alberta.

Thomas B. Lawrence (1992) First Past the Post: Strategically Defining Professional Practices. Presented to the *Managing Professional Services Firm Conference, University of Alberta*, Edmonton, Alberta.

Conferences, Workshops and Tracks Organized

- 2012** *EGOS Sub-theme: Institution, organizations and inequality*
 Co-convenor with John Amis and Kamal Munir
 July 2-4, 2015
 Athens, Greece
- 2013** *Inequality, Institutions and Organizations*
 (inequalityinstitutionsorganizations.wordpress.com)
 Co-organizer with John Amis and Kamal Munir
 June 6-8, 2013
 Beedie School of Business
 Vancouver BC
- 2012** *EGOS Sub-theme: Institutional work and the institutionalization of inequality*
 Co-convenor with John Amis and Kamal Munir
 July 2-7, 2012
 Helsinki, Norway
- 3rd Annual Beedie Innovation Conference*
 January 27, 2012
 Segal Graduate School of Business
 Simon Fraser University
 Vancouver, BC
- 2011** *2nd Annual Beedie Innovation Conference*
 March 11, 2011
 Segal Graduate School of Business
 Simon Fraser University
 Vancouver, BC
- 2010** *An International Workshop on Institutions and Work*
 (institutionsandwork.wordpress.com)
 Co-organized with Tammar Zilber and Bernard Leca
 June 17-19, 2010
 Segal Graduate School of Business
 Simon Fraser University
 Vancouver, BC
- 1st Annual CMA Centre/SSSOST Innovation Conference*
 January 15, 2010
 Segal Graduate School of Business
 Simon Fraser University
 Vancouver, BC

- 2009** ***SI2: A Workshop Exploring the Interplay of Social Innovation and Social Institutions*** (www.si2.ca)
Co-organized with Graham Dover
September 24-26, 2009
Segal Graduate School of Business
Simon Fraser University
Vancouver, BC
- Bobfest: A conference exploring the state and future of organization theory in honor of Bob Hinings***
Co-organized with Nelson Phillips and Royston Greenwood
October 1-2, 2009
University of Alberta
School of Business
Edmonton, AB
- 2008** ***EGOS Sub-theme: Institutional work: Understanding how actors create maintain and disrupt institutions***
Co-convenor with Bernard Leca, Roy Suddaby and Peter Walgenbach
July 10-12, 2008
Amsterdam, The Netherlands
- 2007** ***International Workshop on Institutional Work***
Co-chaired with Dr. Roy Suddaby and Dr. Bernard Leca
May 31 – June 2, 2007
Segal Graduate School of Business, Simon Fraser University
Room 2800, 500 Granville Street
Vancouver, BC
- 2006** ***BCOB III*** (British Columbia Organizational Behavior Conference)
October 6, 2006: 9:30am-5:00pm
Segal Graduate School of Business, Simon Fraser University
Room 2800, 500 Granville Street
Vancouver, BC
- EGOS Sub-theme: Action in institutional theory: Actors creating, maintaining and disrupting institutions.***
Co-convenor with Bernard Leca and Roy Suddaby.
July 6-8, 2006
Bergen, Norway

2005

***Research Forum on Change and Innovation in the Organization of
Healthcare***

Co-chaired with Dr. Ali Dastmalchian

April 15-16, 2005

Faculty of Business Administration, Simon Fraser University

515 Harbour Centre

Vancouver, BC

Research Grants

- 2010** Exploring the role of individuals in social innovation through institutional biography. \$37,360. Funded by **Social Sciences and Humanities Research Council, Research Development Initiatives**.
- The role of individuals in social innovation. \$6,037. Funded by **Simon Fraser University SSHRC Small Grants Fund**.
- International Conference on Institutions and Work. \$3,800. Funded by the **Vice President Academic's Conference Fund, Simon Fraser University**.
- 2008** How do university research parks help their firms? \$157,000 (With Ian McCarthy [Principal Investigator]). Funded by **Social Sciences and Humanities Research Council, Strategic Research Grants**.
- 2007** International workshop on "Institutional Work". \$9,800. Funded by the **Research Initiatives Fund, Faculty of Business Administration, Simon Fraser University**.
- International workshop on "Institutional Work". \$3,700. Funded by the **Vice President Academic's Conference Fund, Simon Fraser University**.
- 2006** The role of "connector organizations" in the establishment and diffusion of supervised injection sites for intravenous drug users, \$19,192. Funded by the **William and Ada Isabelle Steel Fund, Simon Fraser University**.
- The creation and institutionalization of public innovations: The establishment of safe injection sites for intravenous drug users in Canada, \$129,308. Funded by **Social Sciences and Humanities Research Council, Standard Research Grants**.
- Appreciative inquiry as a change process in the Vancouver School Board, \$150,000 (With Gervase Bushes [Principal Investigator] and Rick Iverson). Funded by the **Province of British Columbia, Ministry of Education**.
- 2005** The diffusion of a public innovation: The establishment of safe injection sites for intravenous drug users in British Columbia, \$4,800. Funded by **Simon Fraser University SSHRC Small Grants Fund, and the Faculty of Business Administration**.
- Workshop on Change and Innovation in the Organization of Healthcare, \$16,473. Funded by **Social Sciences and Humanities Research Council Aid to Research Workshops and Conferences in Canada Program**.
- Workshop on Change and Innovation in the Organization of Healthcare, \$4,000. Funded by **Vice President Academic's Conference Fund, Simon Fraser University**.

- 2004** Social-to-strategic issue transformation in the salmon-farming industry: A comparative study of the structural, power and cognitive dynamics in institutional fields, \$133,000 (With Monika Winn [Principal Investigator] and Charlene Zietsma). Funded by the **Social Science and Humanities Research Council**.
- The politics of innovation in public health: A study of the Vancouver safe injection site, \$6,750. Funded by **Simon Fraser University SSHRC Small Grants Fund**, and the **Faculty of Business Administration**.
- 2002** The organization of hate groups in British Columbia, \$10,000. Funded by **Simon Fraser University, President's Research Grant**.
- The politics of organizational learning, \$4,700. **Funded by Simon Fraser University, SSHRC Small Grants Fund**.
- Organizational forgetting, \$88,000 [With Pablo Martin de Holan (Principal Investigator) and Fernando Olivera]. Funded by the **Social Science and Humanities Research Council**.
- 1999** Managing the tensions of interorganizational collaboration, \$93,000 [with Cynthia Hardy (Principal Investigator) and Nelson Phillips]. Funded by the **Social Science and Humanities Research Council**.
- 1997** The intersection of art and commerce: A Study of Management in Cultural Industries, \$50,000 [with Nelson Phillips (Principal Investigator) and Michael Mauws]. Funded by the **Social Science and Humanities Research Council**.
- Interorganizational collaboration in the Vancouver film industry. \$3,800. Funded by the **University of Victoria, President's Committee, Social Sciences and Humanities Research Council**.
- 1994** Collaborative strategy: A critical approach, \$159,631 [with Cynthia Hardy (Principal Investigator), Bob Hinings, Nelson Phillips, Frederick Byrd, and Ann Smith]. Funded by the **Canadian Social Sciences and Humanities Research Council, Applied Ethics Stream**.
- The impact of professionals' identities on their strategies in new service areas, \$2,973, Funded by the **University of Victoria, President's Committee, Social Sciences and Humanities Research Council**.
- 1993** Management practices in the Thai accounting profession, \$5,000. Funded by the **University of Victoria and Chulalongkorn University, Bangkok**.

University Service (at Simon Fraser University)

- 2013-2014** Beedie School of Business, PhD Program, Academic Director.
Beedie School of Business, PhD Program Committee, Chair.
Beedie School of Business, Write Club. Initiator and facilitator.
Beedie School of Business, Tenure and Promotion Committee, Member.
Beedie School of Business, Graduate Studies Committee, Member.
Beedie School of Business, Planning and Priorities Committee, Member.
Beedie School of Business, Aboriginal EMBA Advisory Committee, Member.
Beedie School of Business, Assurance of Learning Committee – Graduate, Member.
Beedie School of Business, Academic Mentor.
- 2012-2013** Beedie School of Business, PhD Program, Academic Director.
Beedie School of Business, PhD Program Committee, Chair.
Beedie School of Business, Write Club. Initiator and facilitator.
Beedie School of Business, Appointments Committee, Member.
Beedie School of Business, Graduate Studies Committee, Member.
Beedie School of Business, Planning and Priorities Committee, Member.
Beedie School of Business, Aboriginal EMBA Advisory Committee, Member.
Beedie School of Business, Assurance of Learning Committee – Graduate, Member.
Beedie School of Business, Academic Mentor.
Beedie School of Business, Segal Seminar Series on Organizations, Strategy and Technology, Initiator and Coordinator.

- 2011-2012** Faculty of Business Administration PhD Program, Academic Director.
CMA Centre for Strategic Change and Performance Measurement, Director.
Faculty of Business Administration, PhD Program Committee, Chair.
Faculty of Business Administration, Graduate Studies Committee, Member.
Faculty of Business Administration, Planning and Priorities Committee, Member.
Faculty of Business Administration, Academic Mentor.
Faculty of Business Administration, Segal Seminar Series on Organizations, Strategy and Technology, Initiator and Coordinator.
- 2010-2011** Faculty of Business Administration PhD Program, Academic Director.
CMA Centre for Strategic Change and Performance Measurement, Director.
Faculty of Business Administration, PhD Program Committee, Chair.
Faculty of Business Administration, Appointments Committee, Member.
Faculty of Business Administration, Graduate Studies Committee, Member.
Faculty of Business Administration, Planning and Priorities Committee, Member.
Faculty of Business Administration, Academic Mentor.
Faculty of Business Administration, Segal Seminar Series on Organizations, Strategy and Technology, Initiator and Coordinator.
- 2009-2010** CMA Centre for Strategic Change and Performance Measurement, Director.
Faculty of Business Administration, Academic Mentor.
Faculty of Business Administration, Segal Seminar Series on Organizations, Strategy and Technology, Initiator and Coordinator.
- 2008-2009** CMA Centre for Strategic Change and Performance Measurement, Director.
Faculty of Business Administration, Academic Mentor.
Faculty of Business Administration, Management and Organization Studies Area, SFU/UBC Distinguished Speaker Series, Coordinator.
Faculty of Business Administration, Segal Seminar Series on Organizations, Strategy and Technology, Initiator and Coordinator.
(On sabbatical, January 2009-August 2009)

- 2007-2008** CMA Centre for Strategic Change and Performance Measurement, Director.
Faculty of Business Administration, PhD Program Committee, Member.
Faculty of Business Administration, Management and Organization Studies Area, SFU/UBC Distinguished Speaker Series, Coordinator.
Faculty of Business Administration, Segal Seminar Series on Organizations, Strategy and Technology, Initiator and Coordinator.
- 2006-2007** CMA Centre for Strategic Change and Performance Measurement, Director.
Faculty of Business Administration, Research Committee, Member.
Faculty of Business Administration, Management and Organization Studies Area, SFU/UBC Distinguished Speaker Series, Coordinator.
CMA/SFU Business Research Dinner, Co-organizer.
- 2005-2006** CMA Centre for Strategic Change and Performance Measurement, Director.
Faculty of Business Administration, MBA Committee, Member
Faculty of Business Administration, Management and Organization Studies Area, SFU/UBC Distinguished Speaker Series, Coordinator.
- 2004-2005** Faculty of Business Administration, Tenure and Promotion Committee, Member
Faculty of Business Administration, TARC, Member.
Faculty of Business Administration, Management and Organization Studies Area, SFU/UBC Distinguished Speaker Series, Coordinator.
SFU Business Executive Forum, Speaker.
CMA/SFU Business Research Dinner, Keynote Speaker.
- 2003-2004** Faculty of Business Administration, Tenure and Promotion Committee, Member.
Faculty of Business Administration, TARC, Member.
Faculty of Business Administration, Management and Organization Studies Area, SFU/UBC Distinguished Speaker Series, coordinator.
Executive Management Development Program Graduating Dinner, Speaker. Delivered a keynote address on the politics of organizational learning to the graduation class of the Executive Management Development Program at Simon Fraser University.

2002-2003 Faculty of Business Administration, Executive MBA Committee, Member.
Attended four meetings of the Priorities and Planning Committee of the Faculty of Business Administration as representative of the Management and Organization Studies area.

University Service (at the University of Victoria)

- 2001-2002** Faculty of Business, **Reappointment, Promotion and Tenure Committee**, Chair.
Faculty of Business, **Executive Committee**, Member.
- 2000-2001** University of Victoria, **Search Committee for Director of the Teaching and Learning Centre**, Member.
Faculty of Business, **Reappointment, Promotion and Tenure Committee**, Chair.
Faculty of Business, **2+2 Implementation Committee**, Member.
- 1999-2000** University of Victoria, **Teaching and Learning Centre Steering Committee**, Member
- 1998-99** Faculty of Business, **Reappointment, Promotion and Tenure Committee**, Member
Faculty of Business, **Executive Committee**, Member
Faculty of Business, **Equity Committee**, Chair
- 1997-98** Faculty of Business, **Academic Programs Committee**, Chair
- 1996-97** Faculty of Business, **Faculty Advisory Committee**, Member
- 1995-96** Faculty of Business, **Dean Search Committee**, Member and Secretary
Faculty of Business, **Faculty Advisory Committee**, Member
Faculty of Business, **Teaching Team**, Chair
Faculty of Business, **Equity Team**, Chair
- 1994-95** Faculty of Business, **Teaching Team**, Chair
Faculty of Business, **Equity Team**, Chair
Faculty of Business, **Strategic Planning Steering Team**, Member
- 1993-94** Faculty of Business, University of Victoria, **MBA Team**, Member
- 1992-93** Faculty of Business, **MBA Team**, Member
Faculty of Business, **MBA Admissions Team**, Member

Professional Service

- Guest Editor: Special issue of *Organization Studies*: “Inequality, institutions and organizations” (to be published in 2016)
- Special Issue of *Organization Studies*: “Institutions and Work” (2013)
- Special Issue of *Academy of Management Learning & Education*: “Educating Social Entrepreneurs and Innovators” (2012)
- Special Issue of *Organization Studies*, “The Iron Cage in the Information Age: Reconsidering The Legacy of Max Weber” (2005)
- Editorial Board Member: *Academy of Management Perspectives*, 2005-2011
Strategic Organization, 2005-2011
Journal of Management Inquiry, Essays Section, 1998-2004
Handbook of Organizational Discourse, 2004
- Member: *Academy of Management Perspectives*, Best Paper Committee, 2006, 2007
- Board Member: *International Centre for Research in Organizational Discourse, Strategy and Change*, 2004-
- Ad Hoc Reviewer: *Academy of Management Journal*
Academy of Management Review
Administration & Society
Administrative Science Quarterly
American Sociological Review
Annals of Tourism Research
Business Ethics Quarterly
Canadian Institutes of Health Research (CIHR)
Canadian Journal of Administrative Sciences
European Journal of Work and Organizational Psychology
Human Relations
International Journal Management Reviews
Israeli Science Foundation
Journal of Business Research
Journal of Management Studies
Management Information Systems Quarterly
Organization Science
Organization Studies
Organizational Research Methods
Policy and Society
Qualitative Research on Organizations and Management
Social Forces
Social Science and Humanities Research Council (SSHRC)
Socio-Economic Review
Sociological Forum
Strategic Entrepreneurship Journal
Swiss National Science Foundation

Technology Studies