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ACADEMIC APPOINTMENTS:

2008 - present Assistant Professor, Faculty of Business Administration
Simon Fraser University, BC, Canada

2006 - 2008 Postdoctoral Fellow, Erb Institute for Global Sustainable Enterprise
University of Michigan, Ann Arbor

EDUCATION

Ph.D. in Strategy and Global Management/Sustainable Development

Haskayne School of Business, University of Calgary (2006)

Thesis Title: Understanding Domain-Based Interorganizational Collaboration: Governance, Process and Capacity

M.S. in Petroleum (Environmental) Engineering

Stanford University, Stanford, CA (1999)

B.Sc.(Hons) in Geological (Environmental) Engineering

Queen's University, Kingston, ON (1997)

RESEARCH INTERESTS

Embedding sustainability into organizational culture; sustainable innovation; sustainability implementation; managing sustainability; cultures of compliance/reliability; institutional change; and effects of sustainability on reputation

TEACHING INTERESTS

Sustainable innovation; managing sustainability; managing innovation; business ethics; and organization theory

REFEREED PUBLICATIONS

Bansal, T., Bertels, S., Ewart, T., MacConnachie, P., and O'Brien, J. (forthcoming) "Bridging the Research Practice Gap", **Academy of Management Perspectives**.

Robinson, M., A. Kleffner, and S. Bertels (2011), "Signaling Sustainability Leadership: Empirical Evidence of the Value of DJSI Membership", **Journal of Business Ethics**, 101(3): 493-505.

Herremans, I., Herschovis, S. and Bertels, S. (2009) "Leaders and Laggards: The Influence of Competing Logics on Corporate Environmental Action", **Journal of Business Ethics**, 89(3): 449-472.

Graham R. and Bertels, S. (2008) "Achieving sustainable value: Sustainability Portfolio Assessment" **Greener Management International**, 54: 57-67.

Bertels, S. and J. Peloza (2008) "Running to Stand Still: Managing CSR Reputation in an Era of Rising Expectations" **Corporate Reputation Review** 11(1): 56-72.

Bertels, S. and H. Vredenburg (2004) "Broadening the notion of governance from the organization to the domain", **Journal of Corporate Citizenship**, 15 (Autumn 2004): 33-47.

Bertels, S.P., D. A. DiCarlo and M. J. Blunt. (2001) "Measurement of aperture distribution, capillary pressure, relative permeability, and in situ saturation in a rock fracture using computed tomography scanning", **Water Resources Research**, 37(3): 649-662.

REPORTS, BOOK CHAPTERS, PROCEEDINGS AND REVIEWS

Howard-Grenville, J. and S. Bertels (2012) 'Bringing the Environment into Organizational Culture' in Bansal, P. and A. Hoffman (eds.) **The Oxford Handbook on Business and the Environment**, Oxford University Press.

Miller, K., Bertels, S., Graves, S. and Purkis, J. (2011) **Embedding Sustainability into the Culture of Municipal Government**, produced as a collaboration between the Network for Business Sustainability, The Natural Step and Stephanie Bertels at SFU's Beedie School of Business.
<http://www.naturalstep.org/en/canada/toolkits#municipalgovernment>

Bertels, S., L. Papania and D. Papania (2010) **Embedding Sustainability in Organizational Culture: A Systematic Review of the Body of Knowledge**, Network for Business Sustainability.
<http://nbs.net/knowledge/culture/>

Hoffman, A. and Bertels S. (2010) 'Who is Part of the Environmental Movement? Assessing Network Linkages between NGOs and Corporations' In Lyon, T. (ed.) **Good Cop Bad Cop: Environmental NGOs and their Strategies Toward Business**, Washington DC: Resources for the Future Press, Chapter 3.

Graham R. and Bertels, S. (2009) "Achieving sustainable value: Sustainability Portfolio Assessment" In Galea, C. ed., **Consulting for Business Sustainability**, Chapter 11.

Bertels, S. and H. Vredenburg (2005) "Broadening the notion of governance from the organization to the domain", In Demirag, I., ed., **Corporate Social Responsibility, Accountability and Governance: Global Perspectives**, Greenleaf Publishing UK.

Bertels, S. and H. Vredenburg (2005) "Who sits at the table? A new approach to stakeholder selection", In Ryan, L.V. and J. M. Logsdon, eds., Proceedings of the Sixteenth Annual Meeting of the International Association for Business and Society.

N. Neilson and S. Bertels (2004) "Embracing Risk: The Changing Culture of Risk and Responsibility (Book)", **Canadian Journal of Sociology** 29(3): 469-471.

PAPERS UNDER REVIEW AND WORKING PAPERS

Bertels, S., L. Papania and D. Papania (under second round review) "Embedding sustainability: A practice perspective" **Journal of Organizational Behavior**

Howard-Grenville, J., Bertels, S. and Lahneman, B. (under review) 'Sustainability: How it shapes and is shaped by organizational culture and climate' in Schneider, B. and K. M. Barbera (eds.) The **Oxford Handbook of Organizational Climate and Culture**, Oxford University Press.

Bertels, S. and T. Lawrence (working paper) "Institutions and Ambiguity: Aboriginal Education in a Metropolitan School District"

Bertels, S., A. Hoffman and R. Dejordy (working paper) "Structure and Role Heterogeneity in Organizational Fields: Evolving Board Interlocks in the Environmental Movement"

PEER REVIEWED PRESENTATIONS

Bertels, S., L. Papania and D. Papania, "Embedding Sustainability: Lending Construct Clarity through a Systematic Review" Presentation at the Academy of Management Meeting in San Antonio, TX, August 12-16, 2011.

Bertels, S., C. Van der Byl and F. Bowen, "Enacting Compliance" presentation at the International Association for Business and Society Annual Conference, Banff, Canada, March 2010.

Bertels, S. and T. Lawrence, "Contested Institutions and Organizational Practice: Enacting Discourse around Aboriginal Education" accepted paper for the European Group for Organization Studies (EGOS) sub-theme on Institutional Work, Vrije University Amsterdam, the Netherlands, July 2008.

Hoffman, A. and S. Bertels, "Structure and Role Heterogeneity in Organizational Fields: Evolving Board Interlocks in the Environmental Movement" Presentation at the Organization Science Editor's Panel & Paper Development Workshop, Seattle, November 3, 2007.

Bertels, S. "Enacting Resilient Interorganizational Collaboration" Presentation at the Empirical Currents of Positive Organizational Scholarship conference, University of Michigan, Ann Arbor, December 7-9, 2006.

Bertels, S. & R. Graham, "A Strategic Sustainability Framework" Presentation at the AOM/UN Global Compact Conference - Business as an Agent of World Benefit: Management Knowledge Leading Positive Change, Case Western Reserve, Cleveland, OH October 22-25, 2006.

Bertels, S., & H. Vredenburg "The politics of provision: Enhancing accountability through domain-based collaborative governance" Presentation at the Academy of Management Meeting in Honolulu, Hawaii, August 8, 2005.

Bertels, S., F. Bowen, & H. Vredenburg "The quest for interorganizational reliability: Organizational design, culture and collaborative capacity" Presentation at the Academy of Management Meeting in Honolulu, Hawaii, August 8, 2005.

Bertels, S. "What role is there for businesses as catalysts to sustainable development?" Presentation at the 11th Annual BELL Conference on Sustainable Technology Development and New Market Creation at Cornell University, July 21, 2005.

Bertels, S. & H. Vredenburg "A new approach to stakeholder selection?" Presentation at the International Association for Business and Society Conference in Sonoma Valley, California, April 2, 2005.

Bertels, S. "Domain-Based Governance: A Study of Informal Inter-Organizational and Inter-Sectoral Collaboration" Presentation at the Academy of Management Meeting in New Orleans, Louisiana, August 10, 2004.

Bertels, S., A. Kleffner and M. Robinson "Does a reputation for sustainability impact firm risk?" Presentation at the American Risk and Insurance Association Annual Conference in Denver, Colorado, August 13, 2003.

INVITED PRESENTATIONS

Invited Speaker "Embedding Sustainability in Organizational Culture" Mexico, Canada and the Mineral Sector: Responsibility and Sustainability Challenges and Opportunities Conference, October 20, 2011 (Vancouver, BC)

Panel Moderator "Trends and Prospects in the Usage of Natural Gas in BC" Vancouver GreenTech Exchange/SFU Beedie School of Business co-sponsored event, September 29, 2011 (Vancouver, BC)

Invited Speaker "Embedding Sustainability in Organizational Culture" Telus Corporation Sustainability Working Group meeting, September 20, 2011 (Vancouver, BC)

Invited Speaker "Embedding Sustainability in Organizational Culture" Teck Resources Sustainability Working Group meeting, September 13, 2011 (Vancouver, BC)

Invited Speaker "Embedding Sustainability in Organizational Culture" Walmart Sustainable Packaging Conference V, June 22, 2011 (Toronto, ON)

Invited Speaker "Embedding Sustainability in Organizational Culture" Toronto Sustainability Speakers Series, June 21, 2011 (Toronto, ON)

Invited Speaker "Embedding Sustainability in Organizational Culture" Conference Board of Canada Business Council for Sustainability Meeting, May 24, 2011 (Canmore, AB)

Invited Speaker "Lessons for Building Cultures of Compliance from the Suncor Firebag Case" Public Reporting of Findings from the Suncor Firebag Creative Sentencing Case, March 21, 2011 (Calgary, AB)

Workshop Facilitator "Improving Environmental Compliance in the Oil & Gas Industry" Industry/Regulatory Dialogue on Environmental Compliance, March 22, 2011 (Calgary, AB)

Invited Speaker "Embedding Sustainability" United Nations Environment Programme Financial Initiative Workshop in Employee Engagement, March 31, 2011 (Toronto, ON)

Bertels, S. "Embedding Sustainability" Chemical Industry of Canada – Western Responsible Care Workshop, January 11, 2011 (Vancouver, BC)

Bertels, S. "Making Sustainability Stick: How to embed sustainability in organizational culture" SFU Business EMBA Alumni Tune-up, November 3, 2010 (Vancouver, BC)

Bertels, S. "Building Corporate Cultures that Support Environmental and Social Sustainability" SFU Faculty of Environment Spring Lecture Series: March 22, 2010 (Vancouver, BC).

Bertels, S. "Sustainability: Understanding the Strategic Landscape" Presentation at the UBC National Centre for Business Law Annual General Meeting: October 23, 2008 (Vancouver, BC).

RESEARCH GRANTS

Principal Investigator: 'Building durable sustainability cultures' December 2009 – September 2010; Awarded by the Network for Business Sustainability; \$25,000.

Co-Investigator: 'Developing a culture of compliance: Lessons for organizational reliability from the Suncor Firebag Case' April 2009 - March 2011; Awarded by Alberta Justice under a creative sentencing proposal; \$315,000. Project addresses the formal and informal organizational mechanisms required to develop a culture of compliance with environmental regulations.

SFU/PRSG-SFU President's Research Start-up Grant (\$15,000: Sept 2008-Aug 2011; \$10,000: Sept 2010 – Aug 2011)

Social Sciences and Humanities Research Council (SSHRC) Postdoctoral Fellowship (\$35,000/yr: Sept 2006 – Aug 2008)

Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellowship (\$19,500/yr: Sept 2003 – Aug 2006)

TEACHING EXPERIENCE

Spring 2009 BUS 494 – <i>Sustainable Innovation</i>	Simon Fraser University	Surrey, BC
Fall 2008 BUS 303 – <i>Business, Society and Ethics</i> BUS 499 – Directed Study – Celeste Bickford	Simon Fraser University	Surrey, BC
Spring 2008 (Visiting Lecturer) BUS 374 – <i>Organization Theory</i> (3 rd Year)	Simon Fraser University	Burnaby, BC
Winter 2006 MB 535 – <i>Sustainability</i>	Royal Roads University	Tehran, Iran
Winter 2005 MGST797.04 - <i>Managing Social and Environmental Issues in the Global Market Place</i>	University of Calgary	Calgary, AB
Winter 2005 MB 535 - <i>Sustainability</i>	Royal Roads University	Victoria, BC

AWARDS AND HONOURS

Named as a Research Fellow in the CMA Centre for Strategic Change and Performance Measurement at Simon Fraser University (September 2010)

SFU Business Teaching Honour Roll (top 10% of teachers) (2008 & 2009)

ACADEMIC SERVICE

Committee Service (University Level):

Spring 2009 – present: member, Sustainability Advisory Committee Academic Sub-Committee

Committee Service (Faculty Level):

2010 – 2011: MOT Committee

2010 – 2011: MBA Committee; Surrey Committee

2009 – 2010: on maternity leave

Supervision:

-Lisa Papania (PhD Candidate, SFU Business) – Working Title: How firms innovate: A study of the transformation of outside language into innovations (Successfully Defended January 13, 2012)

Academic Reviewing:

2009 – present: Reviewer – Journal of Management

-ad-hoc reviewer: Academy of Management Journal; Strategic Management Journal; Organization Studies; Business & Society; Journal of Business Ethics; Organization & Environment; Journal of Corporate Citizenship; Journal of Business Venturing; Journal of Applied Behavioral Science; Group and Organization Management

-Academy of Management Conference reviewer: Social Issues in Management division; Organization and Management Theory division; and Organizations and the Natural Environment division

-International Association for Business and Society Conference

Other Service:

-Co-organizer for ‘Joint ONE/SIM Junior Faculty Consortium’ Academy of Management Meeting: 2011, San Antonio, TX.

-Co-organizer for ‘Joint ONE/SIM Junior Faculty Consortium’ Academy of Management Meeting: 2010, Montreal, Canada.

-Academy of Management Meeting Professional Development Workshop Co-Chair:

“Global Thinking, Local Operations: Teaching Sustainability across Cultures and in Emerging Economies (ONE/PNP/IM/MED)” 2006, Atlanta

-Member of conference organizing committee for “Business for the Long Run: The Third Annual Conference on Teaching Sustainable Business”, held at Seattle University, May 20, 2006

PROFESSIONAL EXPERIENCE

1998 – 2002 **Golder Associates Ltd.**
Environmental Engineer/Project Manager

Burnaby, BC

1992 – 1996 **CUSEN/ECUDE**
National Coordinator for Environmental NGO

Kingston, ON

PROFESSIONAL AFFILIATIONS

Association of Professional Engineers and Geoscientists of the Province of British Columbia (Professional Engineer 2002 to present / Engineer in Training 1997 to 2002)

Academy of Management (since 2003)

International Association for Business and Society (since 2004)

European Group for Organization Studies (EGOS) (since 2008)

CITIZENSHIP AND LANGUAGES

Citizenship: Canadian and Irish

Languages: English and French