**Curriculum Vitae**

**David R. Hannah**

Professor, Beedie School of Business

Simon Fraser University, Burnaby, British Columbia, Canada

## Education

### 2000 Ph.D. Organization Science, University of Texas at Austin. Advisor: Janice Beyer.

1992 B.Comm. Industrial Relations Management, University of British Columbia. (With honors).

Employment History

Sept 2021-Present Professor, Management and Organization Studies, Beedie School of Business, SFU.

Sept 2008-Aug 2021 Associate Professor, Management and Organization Studies, Beedie School of Business, SFU.

Sept 2010-Jun 2014 Academic Chair, MBA Program, Beedie School of Business, Simon Fraser University.

Feb 2009 University of York, Distinguished Visiting Fellow, York Management School.

Aug 2001-Aug 2008 Assistant Professor, Management and Organization Studies, Faculty of Business Administration, SFU.

## Sept 2000-July 2001 Texas A&M University, Visiting Assistant Professor, Management

Sept 1995-Aug 2000 University of Texas at Austin, Doctoral Student, Management

Aug 1993-Jul 1995 Fletcher’s Fine Foods, Vancouver, B.C, Personnel Manager.

**Awards and Honors**

2021 Joan G. Dahl President’s Award, Western Academy of Management.

2008 Ascendant Scholar, Western Academy of Management.

**Research Awards**

2016 Best Paper, Organizational Behavior Division, Administrative Sciences Association of Canada. Lautsch, Brenda, Robertson, Kirsten, and Hannah, David. *Part of the package? A grounded exploration of work-life (im) balance in the legal profession.*

2014 Best Paper, Business Horizons Track, IMBAM Conference. Hannah David R.

 Kietzmann, Jan, McCarthy, Ian, and Parent, Michael. *Plugging leaks: How can*

 *companies benefit from deliberately revealing secrets?*

2006 Annual Excellence in Research Award, SFU Faculty of Business Administration.

2002 Finalist for Best Paper from a Dissertation, Technology and Innovation Management Division, Academy of Management.

2000 Best Paper, Western Academy of Management Conference.

**Teaching Awards**

2017 Best Article for 2016, Management Teaching Review, *Jarvis Manufacturing: An experiential, team-based exercise for teaching the fundamentals of teamwork*. Hannah, David and Robertson, Kirsten.

Selected 13 Times SFU Faculty of Business Administration Teaching Honor Roll

2005 TD-Canada Trust Distinguished Teaching Award

**Service Awards**

2022 Best Reviewer, Academy of Management Discoveries.

2011 Outstanding Reviewer, 2011 Western Academy of Management meetings

2009 Outstanding Reviewer, 2009 Western Academy of Management meetings

2003 Top Reviewer, Technology and Information Management Division, Academy of Management Meetings.

## Publications

**Refereed Articles**

Hannah, David R., Ferreira, Caitlin, Pitt, Leyland. 2023. *From warrior to guardian: An autoethnographic study of how consumers think about and interact with the natural world*. Psychology and Marketing, https://doi.org/10.1002/mar.21810

Hannah, David R., Fu, Felicity, Parent, Michael. 2022. *C.A.R.D. Tricks: Understanding magical processes in organizations.* Business Horizons, 65(6): 751-763.

Ferreira, Caitlin, Hannah, David, McCarthy, Ian, Pitt, Leyland. 2022. *This place is full of it: Towards an organizational bullshit perception scale.* Psychological Reports, 125(1): 448-463.

Hannah, David R., Zatzick, Chris, Kietzmann, Jan. 2021. *Turbulent times demand dynamic rules.* MIT Sloan Management Review, 62(4) 60-65.

Berthon, Pierre., Lord Ferguson, Sarah., Hannah, David R., Parent, Michael. 2021. *Towards a conceptualization of secrecy in marketing*. Journal of Strategic Marketing, DOI: 10.1080/0965254X.2020.1853200.

Hannah, David R., & Robertson, Kirsten M. 2021. *“It’s not all puppies and sunshine”: Veterinary workers’ emotional comfort zones and companion animal euthanasia*. Academy of Management Discoveries, *7*(1), 130-154.

McCarthy, Ian P., Hannah, David R., and McCarthy, Jane. 2020. *Bullshit is everywhere. Here’s how to deal with it at work*. The Conversation, April 16, 2020.

McCarthy, Ian P, Hannah, David R., Pitt, Leyland., and McCarthy, Jane. 2020. *Confronting indifference toward truth: Dealing with workplace bullshit*. Business Horizons, 63, 253-263.

Robertson, Kirsten. M., O’Reilly, Jane., & Hannah, David. R. 2020. *Finding meaning in relationships: The impact of network ties and structure on the meaningfulness of work*. Academy of Management Review, 45(3), 596-619.

Hannah, David R. and Robertson, Kirsten M. 2020. *Emotional regulation in veterinary work: Do you know your comfort zone*? Canadian Veterinary Journal, 61(2), 178-187.

Hannah, David R. 2020. *Generative Curiosity three years on: Encouraging expansionist curiosity*. Journal of Management Inquiry, 29(1), 46-50.

Lee, Linda, Hannah, David R. and McCarthy, Ian. 2019. *Do your employees think your slogan is “fake news?” A framework for understanding the impact of fake company slogans on employees.* Journal of Brand Management, 29(2),199-208.

Hannah, David, Berthon, Pierre, Parent, Michael, and Pitt, Leyland. 2019. *The secrets of secrecy: How do secrecy appropriation mechanisms help (or harm) firms’ ability to extract value from innovations?* Journal of Knowledge Management, 23 (2), 297-312.

Lautsch, Brenda, Robertson, Kirsten, and Hannah, David R. 2019. *Role negotiation and systems-level work-life balance*. Personnel Review, 48 (2), 570-594.

Hannah, David, Lord Ferguson, Sarah, and Pitt, Leyland. 2018. *She grabbed his what? A personnel manager’s dilemma.* Case Research Journal, 38(4): 79-109.

Hannah, D. R., Meyer, A. D., & Seidel, M. D. L. 2018. *Escape from Abilene: The developmental opportunity of the review process*. Journal of Management Inquiry, 27(2): 140-143.

Faems, Dries and Hannah, David. 2018. *A retrospective examination of a successful developmental reviewing process*. Journal of Management Inquiry, 27(2): 144-148.

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

Hannah, David R. and Robertson, Kirsten. 2017. *Human-Animal Work: A massive, understudied domain of human activity*. Journal of Management Inquiry, 26(1) 116-118.

Stackman, Richard W. and Hannah, David R. 2017. *Generative Curiosity: Introducing JMI’s newest section*. Journal of Management Inquiry, 26(1) 112–115.

Hannah, David R., Treen, Emily, Pitt, Leyland and Berthon, Pierre. 2016. *But you promised! Managing consumers’ psychological contracts.* Business Horizons, 59(4): 363-368.

Hannah, David R. and Robertson, Kirsten. 2016. *Jarvis Manufacturing: An experiential, team-based exercise for teaching the fundamentals of teamwork*. Management Teaching Review, 1: 4-6.

Robertson, Kirsten M., Hannah, David R., and Lautsch, Brenda. 2015. *The secret to protecting trade secrets: How to create positive secrecy climates in organizations*. Business Horizons, 58: 669-677.

Hannah David, Kietzmann, Jan, and McCarthy, Ian. 2015. *We’re leaking, and everything’s fine: How and why do companies deliberately leak secrets?* Business Horizons, 58: 659-667. Featured in Huffington Post.

Hannah, David R. and Robertson, Kirsten M. 2015. *Why and how do employees break and bend confidential information protection rules?* Journal of Management Studies, 52: 381-413.

Hannah, David R., Pitt, Leyland, Parent, Michael and Berthon, Pierre. 2014. *It’s a secret: Marketing value and the denial of availability*. Business Horizons, 57: 49-59.

Plangger, K., Kietzmann, Jan, Pitt, Leyland, Berthon, Pierre, and Hannah, David. 2013. *Nomen est omen: Towards a theory of customer labeling*. Academy of Marketing Science Review, 1-12.

Hannah, David R. and Peredo, Ana Maria. 2011. *Concluding thoughts*. Journal of Management Inquiry, 20: 192-195.

Hannah, David R. and Peredo, Ana Maria. 2011. *Rethinking management education and scholarship*.

Journal of Management Inquiry, 20: 178-179.

Hannah, David R. and Lautsch, Brenda A. 2011*. Counting in qualitative research: Why to conduct it, when to avoid it, and when to closet it*. Journal of Management Inquiry, 20: 14-22. Featured article on Sage Management Blog.

Hannah, David R. and Venkatachary, Ranga. 2010. *Putting "Organizations" into an "Organization Theory" course: A hybrid CAO model for teaching organization theory.* Journal of Management Education, 34: 200-223.

Hannah, David R and Pankratz, Kirsten. 2009. *Why follow the rules? An empirical examination of employee responses to confidential information rules.* Academy of Management 2009 Conference Best Paper Proceedings, 1: 1-6.

Hannah, David R., and Zatzick, C. 2008. *An examination of leader portrayals in the U.S. business press following the landmark scandals of the early 21st Century*. Journal of Business Ethics, 79: 361-377.

Hannah, David R. 2007. *An examination of the factors that influence whether newcomers protect or share secrets of their former employers*. Journal of Management Studies, 44: 465-487.

Hannah, David R. 2006. *Keeping trade secrets secret*. MIT Sloan Management Review, Spring 2006, 47: 17-20.

Hannah, David R. 2005. *Should I keep a secret? The effects of trade secret protection procedures on employees’ obligations to protect trade secrets.*Organization Science, 16: 71-84.

Hannah, David R. 2004. *Who owns ideas?* *An investigation of employees’ beliefs about the legal ownership of ideas*. Creativity and Innovation Management, 13: 216-230.

Beyer, Janice M. and Hannah, David R. 2002. *Building on the past: Enacting established personal identities in a new work setting*. Organization Science, 13: 636-652.

Beyer, Janice M. and Hannah, David R. 2000. *The cultural significance of athletics in U.S. higher education*. Journal of Sport Management, 14: 105-132.

**Teaching Case**

Hannah, David, Lord Ferguson, Sarah, and Parent, Michael. 2019. Accounting Exam Irregularities in an MBA Program. Ivey Publishing, Product # 9B19C005.

## Book Chapters

Hannah, David R., and Iverson, Roderick. 2004. *Employment relationships in context: Implications for policy and practice*. In Coyle-Shapiro, J. Shore, L., Taylor, S. and Tetrick, L (Eds.) The Employment Relationship: Examining Psychological and Contextual Perspectives, pp. 332-350. Oxford: Oxford University Press.

Beyer, Janice M., Hannah, David R., and Milton, Laurie. 2000. *Ties that bind*: C*ulture and attachments in organizations*. In Ashkanasy, N., Wilderom, C, and Peterson, M (Eds.) Handbook of Organizational Culture and Climate, pp. 323-338. Thousand Oaks: Sage Publications.

## Conference Presentations and Invited Talks

Robertson, Kirsten M., Lautsch, Brenda and Hannah, David. 2022. *Meaningful work: Towards an integrative, dynamic understanding of emergence and experience*. Symposium at 2022 Academy of Management meetings, Seattle, Washington, August 2022.

Hannah, David R. and Robertson, Kirsten M. 2022. *Understanding narratives of socioecological intervention*. Western Academy of Management, Waikoloa, Hawaii, March 2022.

Stackman, Richard, Lund Dean, Kathy, Hannah, David R. 2022. JMI Manuscript Incubator. Western Academy of Management, Waikoloa, Hawaii, March 2022.

Hannah, David R. 2022. Invited Speaker: Junior Faculty Consortium. Western Academy of Management, Waikoloa, Hawaii, March 2022.

Hannah, David R. 2019. *It’s not all puppies and sunshine: Veterinary workers’ emotional comfort zones and companion animal euthanasia*. The Federal University of Ceara, Fortaleza, Brazil.

Hannah, David R. 2019. *Keeping Secrets: Trade Secret Protection and Divulgence in Organizations*. The Federal University of Ceara, Fortaleza, Brazil.

Hannah, David R. 2019. *Keeping Secrets: Trade Secret Protection and Divulgence in Organizations*.

Pontifical Catholic University of Rio de Janeiro, Rio de Janeiro, Brazil.

Hannah, David R. 2019. Introduction to *Journal of Management Inquiry* and the Generative Curiosity section. Pontifical Catholic University of Rio de Janeiro, Rio de Janeiro, Brazil.

Hannah, David R. 2019. *Keeping Secrets: Trade Secret Protection and Divulgence in Organizations.* IAE Business School, Pilar, Argentina.

Hannah, David R. and Zatzick, Chris. 2018. How do good rules go bad? An examination of rule drift. 2018 Western Academy of Management meetings, Salt Lake City, UT, March 2018.

Hannah, David R. 2018. Editor’s Panel at Western Academy of Management Doctoral Consortium. 2018 Western Academy of Management meetings, Salt Lake City, UT, March 2018.

Hannah, David R. 2018. Affective wearables and emotionally intense work. Hawaii International Conference on Systems Science, Waikoloa Village, Hawaii January 2018.

Ashforth, Blake, Davis, Jerry, Hannah, David R., Kulik, Carol. 2017. *Fireside Chat*. 2017 Academy of Management meetings, Atlanta, GA, August 2017.

Hannah, David R. and Pitt, Leyland. She Grabbed your What?” A Human Resources Management Case. Presented at 2017 Western Casewriters Association Conference, Palm Springs, CA, March 2017. Runner-Up, Best Case.

Hannah, David R. and Stackman, Richard. *So you want to publish in Generative Curiosity*? 2017 Western Academy of Management meetings, Palm Springs, CA, March 2017.

Hannah, David R. and Robertson, Kirsten M. 2016. *Human-animal work: Prevalent, fascinating, and understudied*. 2016 Western Academy of Management meetings, Portland, OR, March 2016.

Hannah, David R. and Robertson, Kirsten M 2016. *It's not all puppies and sunshine: Emotional regulation and workers' emotional comfort zones in veterinary euthanasia*. 2016 Western Academy of Management meetings, Portland, OR, March 2016.

Hannah, David R. and Fames, Dries. 2015. *The process of publishing process research*. 2015 Strategic Management Society Conference, Denver, CO, Oct 2015.

Hannah, David R. and Robertson, Kirsten M. *Precarious practice: The emotionally precarious work of veterinary euthanasia*. 2015 Western Academy of Management meetings, Kauai, Hawaii, March 2015.

Robertson, Kirsten M., Hannah, David R. and Lawrence, Tom. *Finding meaning in social networks: A theory of how strong and weak ties can lead to meaningful work*. 2014 Academy of Management meetings, Philadelphia, Pennsylvania, August 2014.

Hannah, David, Parent, Michael, Pitt, Leyland and Berthon, Pierre. *Exploring the sources, characteristics, and effects of information boundaries in organizations*. 2014 Academy of Management meetings, Philadelphia, Pennsylvania, August 2014.

Hannah David, Kietzmann, Jan, McCarthy, Ian, and Parent, Michael. *Plugging leaks: How can companies benefit from deliberately revealing secrets?* INBAM, June 2014. Best Paper, *Business Horizons* Track.

Hannah, David R and Robertson, Kirsten M. *Work with the Animals: Managing Tensions in Human-Animal Work*. 2014 Administrative Sciences Association of Canada meetings, Muskoka, Ontario, May 2014.

Hannah, David, Hirsch, Paul, Petkova, Antoaneta. *The veritas about WAM*. Closing Session, 2014 Western Academy of Management meetings, Napa, California, March 2014.

Hannah, David, Ashforth, Blake, and Robinson, Sandra. *Fireside Chat*. 2014 Western Academy of Management meetings, Napa, California, March 2014.

Hannah, David and Pitt, Leyland. *The veritas about Napa*. Opening Session, 2014 Western Academy of Management meetings, Napa, California, March 2014.

Hannah, David, Parent, Michael, Pitt, Leyland and Berthon, Pierre. *Towards a theory of information boundaries in organizations*. 2014 Western Academy of Management meetings, Napa, California, March 2014.

Lautsch, Brenda, Pankratz, Kirsten, and Hannah, David R. *When “Balance” means working all the time: Life values, role negotiation, and work-life balance.* 2013 Academy of Management meetings, Orlando, Florida, August 2013.

Robertson, Kirsten M. and Hannah, David R. *Finding meaning in social networks: A theory of how strong and weak ties can lead to meaningful work*. 2013 Western Academy of Management meetings, Santa Fe, New Mexico, March 2013.

Lautsch, Brenda, Pankratz, Kirsten, and Hannah, David R. *When “Balance” means working all the time: Sensemaking and coping strategies for work-life balance.* 2012 Western Academy of Management meetings, La Jolla, California, March 2012.

Hannah, David R., Payne, Nathaniel, Robertson, Kirsten. 2012. *Towards a confidentiality climate scale*. 2012 British Columbia Innovation Conference, Vancouver, BC, January 2012.

Hannah, David R. and Robertson, Kirsten. 2011. *Love them and Kill them: Ambivalence in Human-Animal Work*. Academy of Marketing Conference, Reims, France, July 2011.

Hannah, David R. and Robertson, Kirsten. 2011. *An introduction to Human-Animal Work*. Western Academy of Management meetings, Victoria, BC, March 2011.

Baack, Sally, Hannah, David R., Shay, Jeff and Stackman, Richard. *The Faculty Perspective: Is AACSB Really a Four-Letter Word*? Symposium at 2011 Western Academy of Management meetings, Victoria, BC, March 2011.

Hannah, David R and Pankratz, Kirsten. 2010. *“Bloody useless” or “Essential”? Employee acceptance of confidential information protection rules*. Western Academy of Management meetings, Kona, Hawaii, March 2010.

Hannah, David R and Pankratz, Kirsten. 2009. *Why follow the rules? An empirical examination of employee responses to confidential information rules.* Academy of Management meetings, Chicago, Illinois August 2009. Selected for Conference Best Paper Proceedings.

Lautsch, Brenda and Hannah, David R. 2009. *An Accounting of Counting: Universalism, Particularism, and the counting of qualitative data*. Academy of Management meetings, Chicago, Illinois, August 2009.

Hannah, David R and Pankratz, Kirsten. 2009. *Why follow the rules? An empirical examination of employee responses to confidential information rules.* York Management School Speaker Series.

Hannah, David R and Pankratz, Kirsten. 2009. *Why follow the rules? An empirical examination of employee responses to confidential information rules.* Durham Business School Speaker Series.

Hannah, David R. and Lautsch, Brenda. 2008. *Counting as a means of qualitative data analysis: When, why, and why not.*  Academy of Management meetings, California, August 2008.

Hannah, David R. and Venkatachary, Ranga. 2008. *Putting "Organizations" into an*

*"Organization Theory" course.* Academy of Management meetings, California, August 2008.

Hannah, David R. and Lautsch, Brenda. 2008. *Counting in qualitative data analysis.* Western Academy of Management meetings, California, March 2008.

Hannah, David R., Zatzick, Chris. 2007. *An examination of leader portrayals in the U.S. business press following the landmark scandals of the early 21st century.* Western Academy of Management Meetings, Missoula, Montana, March 2007.

Hannah, David R and Pankratz, Kirsten. 2007. *How can organizations protect their secrets?* Western Academy of Management Meetings, Missoula, Montana, March 2007.

Hannah, David R. and Lautsch, Brenda. 2006. *Counting in Qualitative Data Analysis.* SFU/UBC Speaker Series, November 2006.

Hannah, David R and Pankratz, Kirsten. 2006. *How can organizations protect their secrets?* British Columbia Organizational Behavior Conference, Vancouver, October 2006.

Hannah, David R. 2005. *Why* *would ex-employees divulge former employers’ sensitive knowledge*? Academy of Management meetings, Kona, Hawaii, August 2005.

Hannah, David R. and Zatzick, Chris. 2005. *An historical examination of portrayals of leaders in the business press, 1980-2000.* Academy of Management meetings, Kona, Hawaii, August 2005.

Hannah, David R. 2004. *Who owns ideas?* *An investigation of employees’ beliefs about the legal ownership of ideas*. British Academy of Management meetings, St. Andrews, Scotland, September 2004.

Hannah, David R. 2003. *Investigating individuals’ determinations of who owns ideas*. Western Academy of Management meetings, Palm Springs, CA, April 2003.

Hannah, David R. 2001. *An investigation of the effects of formal control mechanisms and psychological contracts on employees’ tendencies to divulge trade secrets*. Academy of Management meetings, Washington D.C., August 2001.

Hannah, David R. 2000. *Who keeps secrets? The effects of trade secret protection procedures and psychological contract violations on employees’ tendencies to divulge trade secrets*. Best Paper, Western Academy of Management meetings, Hawaii, April 2000.

Hannah, David R. and Beyer, Janice M. 1999. *From “Prophets” to “Mercenaries”: A Comparison of 1978 Portrayals of Leaders in the American Business Press with 1998 Portrayals*. Academy of Management meetings, Chicago, August 1999.

Hannah, David R. and Beyer, Janice M. 1998. *Metaphors of sports and war used to express ideologies of competition in the American Business Press*. Standing Conference on Organisational Symbolism, Guaruja, Brazil, July 1998.

Beyer, Janice M. and Hannah, David R. 1997. *The cultural significance of athletics in U.S. Higher Education*. In R. Wolfe (Chair), Rethinking the role of athletics in university life: Strategic, Organizational, and Social Perspectives. Academy of Management meetings, Boston, August 1997.

Beyer, Janice M. and Hannah, David R. 1996. *Socialization, social identity, and the possible self: Who do I want to be*? Academy of Management meetings, Cincinnati, August 1996.

Hannah, David R. 1999. *All's fair in sports, war, and business: Ideologies of competition implicit in
U.S. intercollegiate sports and business*. SFU/UBC Speaker Series, January 1999.

**Technical Reports**

Hannah, David R. 2006. Confidential Information Protection at Smalltech. Presented to Smalltech Inc.

Iverson, Roderick D., Hannah, David R., and Zatzick, Chris D. 2003. Final findings of call centre survey. Presented to Surrey Metro Savings.

Iverson, Roderick D., Hannah, David R., and Zatzick, Chris D. 2002. Preliminary findings of call centre survey. Presented to Surrey Metro Savings.

Hannah, David R. 1999. *Report for 3M: Trade Secret Protection and Divulgence at Austin*, *Texas* *Location*. Presented to 3M.

Hannah, David R. 1999. *Report for Applied Science Fiction: Trade Secret Protection and Divulgence at ASF*. Presented to Applied Science Fiction.

**Research Grants**

*Faculty Mobility Grant*, Social Sciences and Humanities Research Council of Canada, February 2019-April 2019. Value $6600.

*Teaching and Learning Grant*, Simon Fraser University. March 2016-June 2017. Value $5,000.

*Social Sciences and Humanities Research Council Small Grant,* Social Sciences and Humanities Research Council of Canada, July 28, 2014-July 28, 2016. Value $9,100. (With Leyland Pitt).

*Social Sciences and Humanities Research Council Small Grant*, Social Sciences and Humanities Research Council of Canada, Jan 1, 2010-Dec 31, 2011. Value $6,300.

*Social Sciences and Humanities Research Council Standard Research Grant*, Social Sciences and Humanities Research Council of Canada, April 1, 2007-March 31, 2010. Value $61,566.

*Research Initiatives Grant*, Faculty of Business Administration, Simon Fraser University. April 2006-December 2007*.* Value: $10,000.

*Social Sciences and Humanities Research Council Small Research Grant****,*** Social Sciences and Humanities Research Council of Canada, April 2006-October 2007. With B. Lautsch. Value: $12,840.

*Discovery Park Research Grant*, Simon Fraser University. July 2005-June 2006. Value: $10,000.

*Social Sciences and Humanities Research Council Small Research Grant****,*** Social Sciences and Humanities Research Council of Canada, Summer-Fall 2002. With R. Iverson and C. Zatzick. Value: $10,000.

*President’s Research Grant*, Simon Fraser University, Fall 2001. Value: $10,000.

## Teaching

**Masters**

Since 2015 Leadership and Teamwork (Full-Time MBA Program)

Since 2008 Negotiations (Full-Time, Executive, and Management of Technology MBA programs).

**Undergraduate**

Since 2022 Leadership

Since 2010 Organization Theory, Negotiations, Management Practices for Sustainability, Managing Human Capital, Organizational Behavior, Collective Bargaining.

**Executive Education**

2017- General Practitioners Service Committee Program, SFU, Individual and Group Decision Making

2016- Not-for-Profit Director’s Education Program, SFU, Influencing Change.

2015- General Practitioners’ Service Council, SFU, Individual and Group Decision Making.

2012- Director’s Education Program, SFU, Making Better Boardroom Decisions.

2011- Essential Management Skills Program, University of British Columbia.

2010 Negotiations, BC Transmission Corporation (Now BC Hydro)

 Leading for High Performance, PMC-Sierra

2007 Trade Secret Protection in Organizations, Beijing Media Group.

 Trade Secret Protection in Organizations, SFU Faculty of Business Administration Critical Management Update Series.

2006 Negotiations for SFU Leonardo Institute.

2005 Negotiations for SFU Leonardo Institute.

2002 Negotiations for SFU Project Management Program.

2001 Negotiations for Delta Kappa Gamma Program at the University of Texas at Austin.

**Graduate Supervision**

**Senior Supervisor of a Doctoral Student**

2008-2013 Kirsten Robertson

**Committee of a Doctoral Thesis**

2022 Sarah Lord Ferguson (Internal Examiner, Proposal)

2015 Karen Robson (Internal Examiner, Proposal)

2013-2016 Brian Gallagher

2013 Kirk Plangger (Internal Examiner, Proposal)

2007-2013 Sinan Caykoylu

**Senior Supervisor of MBA Thesis**

2003 Kojouharov, Hristo Completed 2003-3

 Mou, Linda Completed 2003-3

 Wong, Yvette Completed 2003-2

**Serving on a Committee of MBA Thesis**

2004 Sandra Macmillan Completed 2004-3

2003 Resch, Ryan Completed 2003-2

 Leung, Kin Completed 2003-1

2002 Chin, Melinda Completed 2002-3

 Guerrero, Laura Completed 2002-3

 Cameron, Tanya Completed 2002-2

 Wong, David Completed 2002-2

**Professional Service**

**Internal Service: University Level**

2022-2023 Collective Bargaining Team, SFUFA

2021- Vice-President, SFUFA

2020-2021 Representative-at-large, SFUFA Executive Committee

2018- SFUFA-Beedie Faculty Liaison

2007-2010 SFU Senate

2007-2010 SFU Senate Committee on University Honours

2006, 2008 Faculty Mentor, SFU Undergraduate Orientation Program

* 1. SFU Senate Undergraduate Awards Adjudication Committee

**Internal Service: Faculty Level**

2019-2020 FTMBA Redesign Task Force

2018-2019 Graduate Programs Review Task Force

2017-2018 B3 Constitution Working Group Member

 PhD Task Force

2016-2017 PhD Committee

 B3 Values Working Group, Co-Chair

2015-2016 Executive Education Committee

2010-2014 Academic Chair, MBA Program

 Assurance of Learning Committee, Graduate Programs

 Faculty Coach, 2011 MBA Games Team

 Graduate Programs Committee

 Planning and Priorities Committee

2009-2010 SFU Faculty of Business Teaching Excellence Committee

2007-2008

2006-2007 SFU Faculty of Business GDBA/MOT Committee

2006 Co-Organizer, SFU Faculty of Business seminar on teaching large classes

2004-2006 SFU Faculty of Business Research Committee.

2005 Faculty Coach, Excalibur Human Resources Management Competition team

2001-2004 SFU Faculty of Business Undergraduate Curriculum Committee

2003 Faculty Coach, Excalibur Human Resources Management Competition team

2002-2003 Co-Organizer, UBC/SFU MOS/HRM Speaker Series

**External Service**

2020- HIBAR Collaborative Action Group on Academic Incentive Systems

2020- Editorial Board, Academy of Management Discoveries

2017- Associate Editor, Journal of Management Inquiry

2015-2016 Past President, Western Academy of Management

2014-2015 President, Western Academy of Management

2013-2014 Program Chair, Western Academy of Management

2012-2013 Executive Committee, Western Academy of Management

2009-2011 Psychologically Healthy Workplace Committee (PHWC), member

 Judge for PHWC’s 2009 B.C.’s Psychologically Healthiest Workplaces Awards

2009 and Co-organizer, Doctoral Student and Junior Faculty Consortium, 2009 Western Academy 2012 of Management.

2008-2011 Representative-at-Large, Western Academy of Management.

2016- Associate Editor, Generative Curiosity Section, Journal of Management Inquiry

Ad-Hoc Reviewer for the following journals: Academy of Management Journal, Academy of Management Review, Organization Science, Journal of Management Studies, Organization Studies, Journal of Management Inquiry, Research Policy, Journal of Business Ethics, Western Journal of Communication, International Journal of Manpower.

Reviewer for the following conferences: Academy of Management, Western Academy of Management, Administrative Sciences Association of Canada.

Invited Speaker at British Columbia Technology and Innovation Association HR Group, November 2005.

**Professional Affiliations**

Member, Academy of Management since 1995

Member, Western Academy of Management since 2000