University of Alberta School of Business Department of Strategic Management & Organization

ACHIEVEMENT LIST

2003 - 2004

Achievement List - SMOrg 2003-2004

BOOK CHAPTERS - 2003

- Field, R H G. Contributed data to the analyses presented in the book. House, R J; Hanges, P J; Javidan, M; Dorfman, P W, and Gupta, V, Eds. Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies.
- Golden-Biddle, K and Locke, K. Appealing work: an investigation of how ethnographic texts convince, reprint of 1993 article. In: Clegg, S, Ed. Central Currents in Organization Studies I & II. Sage Publications; 2003.
- Greenwood, R and Jennings, P D. Constructing the iron cage: new institutionalism and enactment a counterpoint to Weick. In: Clegg & Westwood, Eds. Debating Organisation: Point/Counterpoint in Organisation Studies. London: Routledge; 2003.
- Steier, L P. Unravelling the familial sub-narrative in entrepreneurship research. In: Bygrave, W et al, Eds. Frontiers of Entrepreneurship Research. Boston, MA: Babson College; 2003; pp. 258-272.

BOOK CHAPTERS - 2004

- Gephart, R P. Parallels of McDonaldization and Cabela'sization. In. Business Research Yearbook, XI. 2004; pp. 810-814.
- Golden-Biddle, K and Rao, H V. Breaches in the boardroom: organizational identity and conflicts of commitment in a non-profit organization, reprint of 1997 article. In: Hatch, M J and Schultze, M, Eds. Organizational Identity: A Reader. Oxford University Press; 2004.
- Hinings, C R; Greenwood, R; Reay, T, and Suddaby, R. Dynamics of change in organizational fields. In: Poole, M S and Van de Ven, A H, Eds. Handbook of Organizational Change and Innovation. New York: Oxford University Press; 2004.
- Jennings, P D; Schulz, M; Patient, D; Gravel, C, and Yuan, K. The ecology of legal rule revision. Paper presented in the OMT Division, Academy of Management annual meeting, New Orleans, August. 2004.
- Reay, T and Steier, L P. The case of the prodigal daughter. In: Astrachan, J H; Poutziouris, P, and Soufani, K, Eds. Family Business Casebook Annual. Kennsaw, Georgia: Cox Family Enterprise Center; 2004.

BOOK CHAPTERS - Forthcoming

- Deephouse, D L. Authority. In: Nicholson, N; Audia, P G, and Pillutla, M, Eds. The Blackwell Encyclopedic Dictionary of Organizational Behavior. 2nd ed. Cambridge, MA: Blackwell Publishers; Forthcoming.
- ---. Status Incongruence. In: Nicholson, N; Audia, P G, and Pillutla, M, Eds. The Blackwell Encyclopedic Dictionary of Organizational Behavior. 2nd ed. Cambridge, MA: Blackwell Publishers; Forthcoming.
- Field, R H G. Leadership defined: web images reveal the differences between leadership and management. In: Kearns, M, Ed. The Future for Leadership. Forthcoming.
- Gephart, R P. Hearing discourse. In: Zachry, M and Thralls, C, Eds. The Cultural Turn: Perspectives on communication practices in workplaces and the professions. Baywood Press; Forthcoming.

- Greenwood, R, Hinings, C R. Organizing change. In: Clegg, Hardy, Nord & Lawrence, Eds. Handbook of Organization Studies. 54 pp; Forthcoming.
- Jennings, P D; Cliff, J E, and Martens, M L. Cops, robbers, suspects and model citizens: the dynamics of enforcement in a regulated field. Powell, W et al, Ed. Dynamics of Institutional Change. Stanford: Stanford University Press; Forthcoming.
- Meyer, J P and Gellatly, I R. Employee commitment and retention: A case study. Meyer, J P and Topolnytsky, L, Editors. Best practices: Employee retention. Toronto, Ontario: Carswell; Forthcoming.
- Steier, L P and Greenwood, R. Venture capital relationships in the deal structuring and post-investment stages of new firm creation, Reprint of article that appeared in Journal of Management Studies, 1995. In: Busenitz, L W; Sapienza, H J, and Wright, M, Editors. Venture Capital. UK: Edward Elgar Publishing; Forthcoming.
- Whalen-Berry, K; Gordon, J, and Hinings, C R. The relative effect of change drivers in large-scale organizational change: an empirical study. In: Passmore, W and Goodman, R, Editors. Research in Organizational Change and Development. Forthcoming.

CONFERENCE PROCEEDINGS & INVITED PRESENTATIONS - 2003

- Cliff, J E. State of the art research on women's entrepreneurship, access to financing, and financing strategies in Canada. Research report presented at the *Diana International Conference on Women's Entrepreneurship*, Stockholm, October; 2003.
- Cliff, J E and Jennings, P D. Commentary on the multidimensional degree of family influence construct and the F-PEC measurement instrument. Paper presented at the *Theories of the Family Enterprise Conference*, Calgary, December; 2003.
- Deephouse, D L. Reputation, the media, and corporate social performance/corporate financial performance research. Paper presented at the *Faculty of Management seminar series, University of Manitoba*, Winnipeg, September; 2003.
- Field, R H G. Leadership in the Classroom. Presentation to the *University of Alberta Post Doctoral Fellows*, November 26; 2003.
- ---. Management Principles. Presentation to the CIBS Chiang Foundation Advanced Manufacturing Management Program, November 24 & 27; 2003.
- Golden-Biddle, K. Being a researcher: my experience of common professional processes. Keynote presentation at *University of Alberta Business Research Conference* for PhD students, October; 2003.
- ---. Implementing system change in health organizations: lessons from positively deviant cases. *University of Alberta Eric Geddes Lecture Series*, September; 2003.
- ---. Is there a theory-practice gap? Some thoughts from organizational studies. Presentation at the *International Knowledge Utlization Colloquium*, Quebec City, September; 2003.
- ---. Navigating researcher-decision maker relationships: lessons from theory and practice. *University of Alberta International Institute for Qualitative Research*, Brown Bag Presentation, September; 2003.

- ---. Repositioning researcher stance. Presentation at the *Interdisciplinary Conference on Organizational Studies (ICOS)*, University of Michigan, Ann Arbor, December; 2003.
- Hinings, C R and Reay, T. Family as an organizing principle: study of the Canadian wine industry. Paper presented at the *Family Business Conference*, University of Calgary, December; 2003.
- Jennings, P D. Discovering the dynamics of institutional environments: modeling legal rule revisions. Presentation to *Interdisciplinary Consortium on Organization Studies (ICOS)*, University of Michigan, October; 2003.
- Li, S X and Dacin, T. Outcomes of strategic alliance breakdown. Paper presented at the *Alliance Edge* conference, Queen's University, Kingston; 2003.
- Steier, L P. Facilitator and lead instructor. *EDE VenturePrize Business Plan Competition* seminar series, October-December; 2003.

CONFERENCE PROCEEDINGS & INVITED PRESENTATIONS - 2004

- Armour, M A; Madill, H M; Campbell, R; Cholmondeley, P; Cullen, D; Einsiedel, B; Rothwell, C; Stewin, L L; Montgomerie, T C; Coffin W, and Varnhagen, S. Reaching your professional potential: creating a web-based resource to support women's career decision-making in SET. Workshop presentation at the 10th Canadian Coalition of Women in Engineering, Science and Technology Conference, Brock University, St Catherines, June; 2004.
- Cliff, J E. Invited to present research findings at by-invitation-only. *Economic Forum Women Entrepreneurs in Canada*, Ottawa, October; 2004.
- ---. Selected to represent Canada at by-invitation-only. 2nd Annual Diana International Conference on Women's Entrepreneurship, Stockholm, May; 2004.
- ---. Women entrepreneurs: doing things their own way? *University of Alberta Eric Geddes Lecture Series*, Edmonton, February; 2004.
- ---. Women in family business: exploring issues across the life course. *Alberta Business Family Institute*, Edmonton, February; 2004.
- ---. Women's entrepreneurship from a family embeddedness perspective: towards a research agenda for investigating the work-family interface strategies of entrepreneurs. Paper presented at the *Academy of Management* annual meetings, New Orleans, August; 2004.
- Cliff, J E and Jennings, P D. The closing of the male-female performance gap? New Canadian ventures in restricted vs. unrestricted capital environments. Paper presented at the *Diana International Conference on Women's Entrepreneurship*, Stockholm, May; 2004.
- ---. Cops, robbers, suspects and model citizens: the dynamics of enforcement in a regulated field. Paper presented at the *SCANCOR Conference on Institutional Change*, Stanford, March; 2004.
- Cullen, D; Anderson, N; Berlinguette, C; Cruickshank, M; Dame, M; Deveau, D; Lockwood, A; McLaughlin, D, and Shumaker, K. Second and third wave in the classroom: creating a dialogue across the generations. Paper presented at the *Canadian Women's Studies Association* annual conference, Winnipeg, June; 2004.
- Deephouse, D L. A comparison of the impact on financial performance of the resources legitimacy and reputation. Paper presented at the *British Academy of Management* meeting, St. Andrews, UK, August; 2004.

- ---. Organizer, Pre-Conference Doctoral Consortium. 8th International Conference on Corporate Reputation, Identity, and Competitiveness, Fort Lauderdale; 2004.
- ---. Reputation, the media, and corporate social performance/corporate financial performance research. Paper presented at the Faculty of Management, University of Lethbridge, January; 2004.
- Devine, K. Caveat Emptor: Best Seller Business Books. Paper presented at *Western Academy of Management* meeting; 2004.
- ---, Editor. Conference Proceedings. Canadian Industrial Relations Association (CIRA) Conference Proceedings; 2004.
- ---. Downsizing: when it's better to be a victim than a survivor. Presentation to CMAs, Westin Hotel, Edmonton, May; 2004.
- Devine, K and Hunter, K. The practice of planning: a case study of the BCNU strategic planning process. Paper presented at the *Canadian Industrial Relations Association* meeting; 2004.
- Fang, T and Luchak, A A. Deferred compensation and organizational productivity: evidence from Canada. Paper presented at *International Industrial Relations Research Association 5th Regional Congress*, Seoul, Korea, June 23-26; 2004.
- Field, R H G and Teslyk, T. High speed internet and rural business in Alberta, Canada. Presentation to the *Western Academy of Management* meeting, March; 2004.
- Gellatly, I R; Meyer, J P, and Luchak, A A. Organizational commitment and behavior: it's the nature of the commitment profiles that count! Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (Division 14 of the American Psychological Association), Chicago, April; 2004.
- Gephart, R P. Discussant on "Imaginative theorizing, creative representation, and language in organizational research". Paper presented to the *Academy of Management* annual meeting, New Orleans, August; 2004.
- ---. Hearing stories. Presentation to the All Academy Showcase Symposium on "Actionable knowledge as the power to narrate" at the *Academy of Management* annual meeting, New Orleans, August; 2004.
- ---. Qualitative research and human resources management. Professional Development Workshop presented to the *Academy of Management* annual meeting, New Orleans, August; 2004.
- ---. Teaching your computer to read: a workshop on doing textual analysis. Professional Development Workshop presented to the *Academy of Management* annual meeting, New Orleans, August; 2004.
- Golden-Biddle, K. A critique of the translational highway as metaphor: Some insights and strategies for knowledge translation. Presentation at the *Canadian Institutes of Health Research, Institute of Circulatory and Respiratory Health Partner's Forum*, Vancouver, April; 2004.
- ---. Organizational change and knowledge use. Presentation at the *Spring Institute of the National Centre for Knowledge Transfer*, Edmonton, May; 2004.

- ---. EXTRA Program of the Canadian Health Services Research Foundation. Invited to become Faculty Lead for creating one-week module on "Managing Organizational Change." Participants are selected (from among applicants) senior Canadian health care executives, and physician and nursing leaders. Have recruited faculty from across Canada and US who will deliver individual sessions during the week; 2004.
- ---. Senior Faculty, SEARCH Program of the Alberta Heritage Foundation for Medical Research; 2004.
- ---. Qualitative research and organizational change. Developed and conducted 2-hour professional development workshop. Sponsored by the Research Methods Division, *Academy of Management* annual meeting, New Orleans, August; 2004.
- Golden-Biddle, K; Hinings, C R; Sonpar, K, and Reay, T. Task environment and institutional effects on healthcare planning. Paper presented at the *Academy of Management* annual meeting, New Orleans, August; 2004.
- Golden-Biddle, K; Locke, K, and Feldman, M. Imaginative theorizing. Paper presented at the *Academy of Management* annual meeting, New Orleans, August; 2004.
- Golden-Biddle, K; Reay, T; Casebeer, A, and GermAnn, K. Boundary work and organizational mergers. Paper presented at the *Organizational Behavior in Health Care* conference, Banff, April; 2004.
- Golden-Biddle, K; Reay, T, and Witt, C. Mapping the territory of health research collaborations: experiencing the "what?" and "so what?". Presentation at Improving Health Care through Health System Collaboration: 3rd annual meeting of the *Integrated Delivery System Research Network of the US Department of Health and Human Services (IDSRN)*, Washington DC, February; 2004.
- Golden-Biddle, K; Thomson, D; Bzdel, L; Reay, T, and Estabrooks, C A. Central questions of anonymization: a case study of secondary use of qualitative data. Paper presented at the 6th International Conference on Logic and Methodology: Institute for the Social Sciences, Amsterdam, August; 2004.
- Greenwood, R. Guest lecture, Cadiz University, March; 2004.
- Greenwood, R. Conference paper presented at the *European Group on Organization Studies (EGOS)*, July; 2004.
- Greenwood, R. Co-organizer of a standing working group at the *European Group on Organization Studies* (*EGOS*), on Professional Organizations and Groups and Learning at Work, July; 2004.
- Greenwood, R. Conference paper presented at the *Academy of Management* annual meeting, August; 2004.
- Greenwood, R. Invited Speaker, Opening Keynote Symposium, Organization Development & Change Division, *Academy of Management* annual meeting, August; 2004.
- Greenwood, R. Paper presented at the Conference on Professional Service Firms, Boston, June; 2004
- Heugens, P P M A R and Deephouse, D L. Linking social issues to organizational impact: the role of intermediaries. Paper presented at the *British Academy of Management* meeting, St. Andrews, UK, September: 2004.
- Hinings, C R and Reay, T. Competing institutional logics: a study of government/physician relationships in a Canadian health care setting. Paper presented at the *Scancor Institutional Change* conference, Stanford University, March; 2004.

- Jennings, P D. Program Chair. Western Academy of Management meetings, Alyeska, Alaska; 2004.
- Jennings, P.D. Vice-president. Western Academy of Management, 2004.
- Li, S X and Chung, Y T. The role of strategic action in the context of multimarket competition. Paper presented at the *Academy of Management* annual meeting, New Orleans; 2004.
- Locke, K; Golden-Biddle, K, and Feldman, M. Imaginative theorizing. In: Nagao, Ed. Best Paper Proceedings of the 64th annual meeting of the *Academy of Management* in New Orleans, Louisiana; 2004.
- Luchak, A A and Fang, T. The pension productivity debate. Paper presented at the Pay Systems Study Group, *Industrial Relations Research Association* 56th annual meeting, San Diego, January 3-5; 2004.
- Luchak, A A and Gellatly, I R. Hirschman revisited: it's the nature of the attachment that counts. Paper presented at the *Canadian Industrial Relations Association* annual meeting, Winnipeg, June; 2004.
- Parent, M M and Deephouse, D L. Emergent issues of time and hierarchical level for stakeholder salience. Paper presented at the *Academy of Management* annual meeting, New Orleans, August; 2004.
- Parent, M M; Mason, D S, and Deephouse, D L. The evolution of stakeholder salience: a single stakeholder, single issue model. Paper presented at the *Administrative Sciences Association of Canada meeting*, June; 2004.
- Steier, L P. Business success: family might be more important than you think. Presentation to Calgary Alumni, March 5; 2004.
- ---. Familial sub narratives in business. Presentation to U of A Alumni Circle, April 15: 2004.
- ---. Invited as distinguished speaker. *Family Business Forum*, John Molson School of Business, Concordia University, June 17; 2004.
- ---. Issues of Concern to Family Businesses. Presentation to PricewaterhouseCoopers partnership meeting, Edmonton, February 24; 2004.
- ---. The story behind the story: the family behind the entrepreneur. Presentation at the *University of Alberta Eric Geddes Lecture Series*, January 16; 2004.
- ---. Lead Facilitator, School of Business VenturePrize series, creates extensive networks in the business and academic communities, particularly in the area of advanced technology.
- Thomson, D; Bzdel, L; Golden-Biddle, K; Reay, T, and Estabrooks, C A. Central questions of anonymization: a case study of secondary use of qualitative data. In: van Dijkim, C; Blasius, J; Kleijer, H, and van Hilten, B, Eds. Recent Developments and Applications in Social Research Methodology: Proceedings of the 6th International Conference on Logic and Methodology, August, Amsterdam: Institute for the Social Sciences (SISWO); 2004.

JOURNAL ARTICLES - 2003

- Baum, J A C, Greenwood, R and Jennings, P D. Editorial introduction. Strategic Organization. 2003; 2(1):5-7.
- Brown, T C; Li, S X; Sargent, L D, and Tasa, K. What went wrong at University Hospital? An exercise assessing training effectiveness. Journal of Management Education. 2003; Aug 27 (4):485-497.
- Devine, K; Reay, T; Stainton, L, and Collins-Nakai, R. Downsizing outcomes: better a victim than a survivor? Human Resource Management. 2003; 42(2, Summer):109-124.
- Golden-Biddle, K; Reay, T; Petz, S; Witt, C; Pablo, A; Casebeer, A, and Hinings, C R. The researcher-decision maker partnership: some observations from experience. Journal of Health Services Research and Policy. 2003; 8(supplement 4):20-25.
- Golden-Biddle, K; Reay, T; Witt, C; Petz, S; Casebeer, A; Pablo, A, and Hinings, C R. Toward a communicative perspective of collaborating in research: the case of the researcher-decision maker partnership. Journal of Health Services Research and Policy, Royal Society of Medicine Press. 2003; 8(S2):20-25.
- Greenwood, R. Commentary on: "Toward a theory of agency and altruism in family firms". Journal of Business Venturing, 2003; 18:491-494.
- Greenwood, R and Empson, L. The professional partnership: Relic or exemplary form of governance? Organization Studies, 2003; 24(6):909-933.
- Le Breton-Miller, I; Miller, D, and Steier, L P. Towards an integrative model of effective FOB succession. Entrepreneurship: Theory and Practice. 2003; 28(4):305-328.
- Reay, T; Golden-Biddle, K, and GermAnn, K. Challenges and leadership strategies for managers of nurse practitioners. Journal of Nursing Management. 2003; 11:1-8.
- Steier, L. Variants of agency contracts in family financed ventures: the multiple roles of family. Journal of Business Venturing. 2003; 18(5):597-618.
- Steier, L P; Chrisman, J J, and Chua, J. Entrepreneurial management and governance in family firms: an introduction. Entrepreneurship: Theory and Practice. 2003; 28(4):295-303.
- Whalen-Berry, K S; Gordon, J R, and Hinings, C R. Strengthening organizational change processes: recommendations and implications from a multilevel analysis. Journal of Applied Behavioral Science. 2003; Jun 39(2):186-208.

JOURNAL ARTICLES - 2004

- Amis, J; Slack, T, and Hinings, C R. The pace, sequence and linearity of radical change . Academy of Management Journal. 2004; Feb 47(1):15.
- Gephart, R P. From the editors: qualitative research and the Academy of Management Journal . Academy of Management Journal . 2004; 47(4):454-462.
- Gephart, R P. Normal risk. Organization and Environment. 2004; Mar 17(1):20-27.
- Gephart, R P. Sensemaking and new media at work. The American Behavioral Scientist. 2004; Dec 48(4):479-496.

- Hinings, C R; Casebeer, A; Reay, T; Golden-Biddle, K; Pablo, A, and Greenwood, R. The regionalization of healthcare in Alberta: legislated change, loose coupling and uncertainty. British Journal of Management. 2004; 14:S15-S30.
- Li, S X and Greenwood, R. The effect of within-industry diversification on firm performance: synergy creation, multi-market contact and market structuration. Strategic Management Journal. 2004; Dec 25(12):1131-1154.
- Poutziouri, P Z; Steier, L P, and Smyrnios, K. Commentary on family business entrepreneurial developments (Guest editorial). International Journal of Entrepreneurial Behaviour & Research. 2004; 10:7-11.
- Reshef, Y. A theory of union collective action. Journal of Labor Research. 2004; Fall 25(4):623.
- Steier, L P. The subtle side: innovation is not confined to technological advances. Alberta Venture. 2004; June:123-124.

JOURNAL ARTICLES - Forthcoming

- Casebeer, A and Reay, T. Reinventing primary health care: physicians have a pivotal role to play (Guest editorial). Canadian Family Physician. Forthcoming.
- Cliff, J E and Jennings, P D. Commentary on the multidimensional degree of family influence construct and the F-PEC measurement instrument. Entrepreneurship Theory & Practice. Forthcoming.
- ---. The F-PEC scale of family influence: methodological and theoretical extensions. Journal of Entrepreneurship Theory and Practice. Forthcoming.
- Cliff, J E; Jennings, P D, and Greenwood, R. The strategic positioning of professional service firm startups: balance beguiles but purism pays. Research in the Sociology of Organizations. Forthcoming.
- Cliff, J E; Langton, N, and Aldrich, H E. Walking the talk? Gendered rhetoric vs. action in small firms. Organization Studies. Forthcoming.
- Deephouse, D L. Growing the tree of delegitimation theory: reflections on "Toward a theory of social risk: antecedents of normative delegitimation" by Michael Yaziji. International Studies in Management and Organization. Forthcoming.
- Deephouse, D L and Carter, S M. An examination of differences between organizational legitimacy and organizational reputation. Journal of Management Studies. Forthcoming.
- Greenwood, R, Suddaby, R. Institutional entrepreneurship in mature fields: the Big Five accounting firms. Academy of Management Journal. Forthcoming.
- Jennings, P D. Book review of "Markets from Culture: Institutional logics and organizational decisions in higher educational publishing," by Patricia H Thornton, 2004. Administrative Science Quarterly. Forthcoming.
- Reay, T and Hinings, C R. The recomposition of an organizational field: health care in Alberta. Organization Studies. Forthcoming.
- Ryan, T; Field, R H G, and Olfman, L. The evolution of U.S. state home pages from 1997 to 2002. International Journal of Human-Computer Studies. Forthcoming.

- Suddaby, R and Greenwood, R. Rhetorical strategies of legitimacy: vocabularies of motive and new organizational forms. Administrative Science Quarterly. Forthcoming.
- Withey, M J; Gellatly, I R, and Annett, M. The moderating effect of situational strength on the relationship between personality and provision of effort. Journal of Applied Social Psychology. Forthcoming.

REPORTS

- Gellatly, I.R. Staff survey: an assessment of job perceptions and work attitudes. Department of Medicine, University of Alberta, August; 2004.
- Golden-Biddle, K; Reay, T, and Thomson, D. Implementing change: the crucial role of middle managers. www.healthorgchange.com; 2003.
- Luchak, A A and Gellatly, I R. Line manager's satisfaction with human resource service levels. Health Canada: Alberta/NWT Region, November; 2003.

CHAIRS & DIRECTORSHIPS

- Cullen, D. Chair, Women's Studies Program, University of Alberta.
- Golden-Biddle, K. Director, Health Organization Studies a research unit within the Department of Strategic Management and Organization, and affiliated with the Public Management Stream of the MBA program. Faculty in HOS are training six doctoral students and one MBA thesis student. Students receive predominant funding from AHFMR Award, the Centre for Knowledge Transfer, or research grants. This past year, they have received numerous conference awards, including a publication by Phil Yoon in the Academy of Management proceedings (reviewed against all submitted papers, not just those involving doctoral student papers), and have had papers accepted for publication in peer-reviewed journals. As well, the research group is gaining international recognition with funders requesting to visit us (Naomi Fulop from the UK Service Delivery and Organization research foundation), and also inviting us to present our research results and approach (US Department of Health and Human Services Health funding arm of AHRQ).
- Golden-Biddle, K. Academic Co-Director, National Centre for Knowledge Transfer (CKT). The Centre helps develop graduate student capacity in linking research knowledge with health policy/management. The Centre affiliation benefits the School of Business by providing (1) graduate student stipend support (2) implementation funds for the course, Implementing Policy, taught as part of the MBA program, Public Management stream, (3) opportunity for students to apply for travel awards to attend relevant national and international academic conferences.
- Steier, L P. Academic Director, Alberta Business Family Institute. The Institute creates and maintains extensive networks within family businesses and leaders in the business community.
- Steier, L P. Academic Director, Centre for Entrepreneurship and Family Entreprise (CEFE). The Centre creates and maintains extensive networks in the research community, particularly in Europe and North America.

EDITORIAL ACTIVITIES

- Cliff, J E. Reviewer for Social Sciences and Humanities Research Council of Canada Committee 21; Reviewer for the Journal of Business Venturing.
- Cullen, D. Reviewer for *Human Relations*; *Organization*; and Gender and Diversity in Organizations Division, *Administrative Sciences Association of Canada*.

- Deephouse, D L. Editorial Board Member for Corporate Reputation Review; Editorial Board Member for Strategic Organization; Reviewer for Academy of Management Journal; Applied Psychology: An International Review; Business & Society; Journal of Management Studies; Strategic Management Journal; Organization Science; Administrative Sciences Association of Canada annual meeting; International Association for Business and Society annual meeting; Social Sciences and Humanities Research Council of Canada.
- Devine, K. Associate Editor for Academy of Management Executive Journal; Assistant Editor of Meet the Person, Journal of Management Inquiry; Reviewer for Academy of Management Journal; Journal of Management Inquiry; Administrative Sciences Association of Canada; Canadian Industrial Relations Association (CIRA); and Western Academy of Management (WAM).
- Field, R H G. Reviewer for MIT Sloan Management Review, Social Sciences and Humanities Research Council of Canada, Organization Communication and Information Systems division for Academy of Management annual meeting; Information Technology & People; and Hawaii International Conference on Systems Sciences.
- Gellatly, I R. Reviewer for Journal of Occupational and Organizational Psychology.
- Gephart, R P. Editorial Board Member for Academy of Management Journal, Journal of Organizational Change Management, Organization & Environment, Organizational Research Methods, and Tamara; Ad Hoc Reviewer for Journal of Organizational Behavior, Academy of Management Review, Reviewer for Academy of Management 2004 annual meeting Organization and Management Theory Division, Organization and Natural Environment Interest Group and Research Methods Division.
- Golden-Biddle, K. Editorial Board Member for *Organization Science* and *Organizational Research Methods*; Ad hoc reviewer for *Organization Studies*, *Academy of Management Review*, *Academy of Management Journal*, and *Human Relations*.
- Greenwood, R. Reviewer for Academy of Management Review, Administrative Science Quarterly, Human Relations, Social Sciences and Humanities Research Council of Canada, Edward Elgan Publishing Ltd (manuscript review).
- Jennings, P.D. President, Western Academy of Management; Co-Founding Editor of Strategic Organization, Out-going Associate Editor of Theory, Academy of Management Review; Reviewer for Administrative Science Quarterly; Academy of Management Review, Academy of Management Journal and Social Sciences and Humanities Research Council of Canada Committee on Environment and Organizations.
- Li, S X. Ad-hoc reviewer for Academy of Management Journal, Organization Science, Canadian Journal of Administrative Sciences, and Asia Pacific Journal of Management.
- Luchak, A A. Ad hoc reviewer for *Personnel Review* and the *Social Sciences and Humanities Research Council of Canada* (General Research Grants, Initiatives on the New Economy (INE) and Canada Research Chairs programs).
- Reay, T. Ad hoc reviewer for Academy of Management Journal, Academy of Management Review, Organization Studies, Academy of Management annual meeting, and the Administrative Sciences Association of Canada conference.
- Steier, L.P. Editorial Review Board of Entrepreneurship Theory and Practice; Guest Editor for special issue of International Journal of Entrepreneurial Behaviour & Research vol.10/1; Guest Editor for special issue of Entrepreneurship Theory and Practice, vol.28/4; Ad hoc reviewer for Organization Studies, Journal of Management Science, Family Business Review, Social Sciences and Humanities Research Council of Canada, Family Business Network, and Venture Capital.

RESEARCH GRANTS

- Cliff, J E. Social Sciences and Humanities Research Council of Canada, \$23,510, Gender differences in the financing of ventures in the Canadian new economy: a social networks perspective, 2002-2005.
- Deephouse, D L. Social Sciences and Humanities Research Council of Canada, \$156,956, Governance and organization of professional service firms (co-principal investigator with R. Greenwood and C. R. Hinings), 2003-2006.
- Devine, K. SAS, School of Business, University of Alberta, \$3,095, The efficacy of union planning.
- Field, R H G. Social Sciences and Humanities Research Council of Canada, \$10,000 (approximate amount for year two), Alberta SuperNet Research Alliance (principal investigator David Mitchell of the University of Calgary, along with approximately 12 investigators on the team).
- Gellatly, I R. *J D Muir, School of Business, University of Alberta*, \$5,100, The effect of human resources practices on organizational commitment: an examination of academic physicians.
- Gellatly, I R. SAS, School of Business, University of Alberta, \$3,122, Research-related travel (e.g., conferences).
- Gephart, R P. Social Sciences and Humanities Research Council of Canada, \$13,000 (year one) and \$14,000 (year two), Alberta SuperNet Research Alliance sensemaking sub-project.
- Golden-Biddle, K. Canadian Health Services Research Foundation (CHSRF) and Alberta Heritage Foundation for Medical Research (AHFMR), \$200,000, Organizational change in health care (principal investigator).
- Golden-Biddle, K. Canadian Institutes of Health Research (CIHR), \$60,000, Knowledge utilization and policy implementation (co-investigator).
- Golden-Biddle, K. *Alberta Heritage Foundation for Medical Research (AHFMR)*, \$21,500, Doctoral studentship for Kathy GermAnn (supervisor).
- Golden-Biddle, K. Centre for Knowledge Transfer, \$20,000, Doctoral scholarship for Karan Sonpar (supervisor).
- Golden-Biddle, K. Centre for Knowledge Transfer, \$10,000, Graduate scholarship for thesis MBA student Denise Thomson (supervisor).
- Greenwood, R. Social Sciences and Humanities Research Council of Canada, \$147,000 (with C. R. Hinings and D. Deephouse), Governance and organization of professional service firms, 2003-2006.
- Greenwood, R. Social Sciences and Humanities Research Council of Canada, \$129,100, INE Grant (with J. Cliff and S. Li), Gender differences in the financing of ventures in the Canadian new economy: a social networks perspective, 2002-2005.
- Jennings, P.D. Social Sciences and Humanities Research Council of Canada, \$17,000, Institutional Approaches to Regulatory Rules.
- Li, S X. Social Sciences and Humanities Research Council of Canada, \$116,000, Legitimation in the Motion Picture Industry.

- Luchak, A A. SAS, School of Business, University of Alberta, \$3,171, Interactive effects of affective and continuance organizational commitment on employees' work related behaviours.
- Reay, T. Canadian Health Services Research Foundation (CHSRF) and Alberta Heritage Foundation for Medical Research (AHFMR), \$200,000, Organizational change in health care (co-investigator; principal investigator: K. Golden-Biddle).
- Steier, L.P. Social Sciences and Humanities Research Council of Canada, \$15,000, Family business research (award to D. Miller, dispersed via HEC).

AWARDS & RECOGNITIONS

- Devine, K. President's Award, Western Academy of Management, April,; 2004.
- Greenwood, G. JMI Scholar Award, Western Academy of Management, April; 2004.
- McArdle, M. Honorable Mention, Annual Support Staff Recognition Award, University of Alberta, November; 2004.
- Ogata, K. Best Student Paper Award, *Academy of Management* annual meetings, New Orleans, August; 2004.
- Schneck, R. The Pierre de Celles Award for Excellence in Teaching of Public Administration, *Institute of Public Administration of Canada* conference, 2004.