

## Jennifer A. Howard-Grenville

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<https://www.jbs.cam.ac.uk/faculty-research/faculty-a-z/jennifer-howard-grenville/>

Professor Jennifer Howard-Grenville conducts in-depth studies of how people work from within to change organisations, communities, and occupations. By focusing on the processes through which people seek change, her scholarship advances theoretical understanding of organisational routines, culture, identity, identification, and sensemaking. Much of her work explores organizational transitions towards environmental sustainability and she is a prominent voice, through writing and editorial work, in encouraging organizational scholarship that considers societal grand challenges.

Professor Howard-Grenville is currently focusing on two topics in her research: the energy transition through the lens of organisations, and the future of work.

She has served as both Deputy Editor (2019-2022) and Associate Editor (2013-2016) for one of the management field's top journals, *Academy of Management Journal*. An award-winning and dedicated teacher at the undergraduate, MBA, EMBA, MPhil, PhD and Executive Education levels, she served as the Judge Business School's PhD Programme Director (2017-2020). She is a Fellow of Trinity Hall college at the University of Cambridge, a Fellow of the Academy of Social Sciences, and Vice Chair of the Responsible Research in Business and Management (RRBM) organisation.

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### Current Appointment

Diageo Professor of Organisation Studies  
Judge Business School, University of Cambridge

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### Education

Massachusetts Institute of Technology  
PhD. (Technology, Management, and Policy) (2000)  
University of Oxford  
MA (Politics, Philosophy, and Economics) (1992)  
Queen's University  
B.Sc., Hon. (Engineering Physics) (1990)

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### Professional History

Cambridge Judge Business School, University of Cambridge  
Diageo Reader in Management Studies (2015-2017)  
University of Oregon Lundquist College of Business  
Associate Professor, Management (2011-2015)  
Assistant Professor, Management (2007-2011)  
Saïd School of Business, University of Oxford (UK)  
Academic Visitor (January-July 2014)  
Ivey School of Business, Western University (Canada)  
Visiting Professor (September-December 2013)  
Boston University School of Management  
Assistant Professor, Organizational Behavior (2001-2007)  
Yale School of Forestry and Environmental Studies

Postdoctoral Fellow (2000-2001)

## Prizes, Awards, and Honours

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2023	Teaching Award, Cambridge Judge Business School
2021	Elected Fellow of the Academy of Social Sciences
2021	Teaching Award, Cambridge Judge Business School
2020	Academy of Management OMT Division Best Paper Published in 2019 Award
2019-2020	Research Grant (supply chain sustainability practices; £200,000)
2018	Academy of Management OMT Division Best Paper Award
2017	IACMR Presidential Award for Responsible Research in Management
2015	Best Paper Award, Sustainability, Ethics and Entrepreneurship (SEE) Conference
2014	Dean's Scholar Award, Lundquist College of Business, University of Oregon
2013	Faculty Excellence Award, University of Oregon One of 14 faculty honoured across the university for performing at the forefront of research and discovery.
2013	ABCD Award (top 2% of reviewers), OMT Division, Academy of Management
2013	Thomas C. Stewart Distinguished Professor, Lundquist College of Business One awarded annually based on world-class research, teaching or service.
2012	James E. Reinmuth MBA Teaching Excellence Award
2012	Partnership Development Grant, Social Sciences and Humanities Research Council (SSHRC), with Tima Bansal and Stephanie Bertels (\$CDN 199,800)
2012	Extraordinary Service Award (Reviewing), <i>Organization Science</i>
2011	Best Reviewer Award, <i>Academy of Management Journal</i>
2011	Extraordinary Service Award (Reviewing), <i>Organization Science</i>
2010	James E. Reinmuth MBA Teaching Excellence Award
2010	Outstanding publication in OB Finalist, Academy of Management
2009	Meyer Fund for Sustainability Research Grant (\$35,000)
2008	Faculty Pioneer Award Finalist, Aspen Institute Awards celebrate those who demonstrate leadership and risk-taking in integrating social and environmental issues into research and teaching.
2006-2008	Research Grant (National Industrial Symbiosis Programme; \$40,000)
1998-2000	U.S. EPA STAR Graduate Fellowship
1996	MIT Society of Fellows for Sustainability
1990-1992	Rhodes Scholarship

## Journal Publications (under J. Howard-Grenville and J. Howard)

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- Howard-Grenville, J., & Empson, L. 2023 (forthcoming). Three Ways to Think about the Future of Work: Focus on the Who, the What, and the Why. *Harvard Business Review*.
- Howard-Grenville, J., Vasudeva, G., & Yiu, D. W. 2022. From the Editors—That's Important, Interesting, and Generative: Winners of the AMJ 2021 Best Paper Award and 2022 Research Impact Award. *Academy of Management Journal*, 65(5), 1417-1423.
- Tihanyi, L., Howard-Grenville, J., & DeCelles, K.A., 2022. Joining Societal Conversations on Management and Organizations. *Academy of Management Journal*, 65(3), 1-9.

- Galdon, C., Haanes, K., Halbheer, D., Howard-Grenville, J., Le Goulven, K., Rosenberg, M., Tufano, P., Whitelaw, A. (2022). Business Schools Must Do More to Address the Climate Crisis. *Harvard Business Review*. (February 1, 2022).
- Howard-Grenville, J., Nelson, A., Vough, H., & Zilber, T. B. 2021. From the Editors—Achieving Fit and Avoiding Misfit in Qualitative Research. *Academy of Management Journal*, 64(5), 1313-1323
- DeCelles, K. A., Howard-Grenville, J., & Tihanyi, L. 2021. From the Editors—Improving the Transparency of Empirical Research Published in *AMJ*. *Academy of Management Journal*, 64(4), 1009-1015.
- Howard-Grenville, J., & Spengler, J. 2021. Surfing the grand challenges wave in management scholarship: how did we get here, where are we now, and what’s next? *Research in the Sociology of Organizations* <https://doi.org/10.17863/CAM.75727>
- Empson, L. & Howard-Grenville, J. 2021. How Has the Past Year Changed You and Your Organization? *Harvard Business Review*. (March 10, 2021).
- Howard-Grenville, J. 2021. ESG Impact Is Hard to Measure — But It’s Not Impossible. *Harvard Business Review*. (January 22, 2021).
- Hahn, T., Howard-Grenville, J., Lyon, T., Russo, M. V., & Walls, J. L. (2021). Leadership Forum on Organizations and Sustainability: Taking Stock, Looking Forward. *Organization & Environment*, 34(1), 3–17. <https://doi.org/10.1177/1086026621992147>
- Howard-Grenville, J. & Lahnenman, B. 2021. Bringing the biophysical to the fore: Re-envisioning organizational adaptation in the era of planetary shifts. *Strategic Organization*.
- Howard-Grenville, J. 2021. Caring, courage and curiosity: Reflections on our roles as scholars in organizing for a sustainable future. *Organization Theory*. 2(1), 2631787721991143.
- Howard-Grenville, J. 2020. Grand challenges, covid-19 and the future of organizational scholarship. *Journal of Management Studies*.
- Howard-Grenville, J. 2020. How to sustain your culture when everyone is remote. *MIT Sloan Management Review*. (online and print editions).
- Howard-Grenville, J., Lahnenman, B., & Pek, S. 2020. Organizational culture as a tool for change. *Stanford Social Innovation Review*. Lead article, June 2020.
- Howard-Grenville, J., Davis, G.F., Dyllick, T., Miller, C.C., Thau, S., & Tsui, A.S. 2019. Sustainable development for a better world: Contributions of leadership, management, and organizations. *Academy of Management Discoveries*. 2019, Vol. 5, No. 4, 355–366.
- de Rond, M., Holeman, I., & Howard-Grenville, J. 2019. Sensemaking from the body: An enactive ethnography of rowing the Amazon. Forthcoming at *Academy of Management Journal*, 62(6), 1961-1988.
- Winner of Academy of Management OMT Division Best Paper Published in 2019 Award*
- Claus, L., de Rond, M., Howard-Grenville, J., & Lodge, J. 2019. When Fieldwork Hurts: On the Lived Experience of Conducting Research in Unsettling Contexts. In *Research in the Sociology of Organizations: The Production of Managerial Knowledge and Organizational Theory: New Approaches to Writing, Producing and Consuming Theory* pp. 157-172. Emerald Publishing Limited.
- Cornwell, T.B., Howard-Grenville, J., & Hampel, C. 2018. The company you keep: How an organization’s horizontal partnerships affect employee organizational identification. *Academy of Management Review*. 43(4), 772-791.

- Howard-Grenville, J., Nelson, A., Earle, A., Haack, J., & Young, D. 2017. 'If chemists don't do it, who's going to?' Peer-driven occupational change and the emergence of green chemistry. *Administrative Science Quarterly*, 62: 524-560.
- Winner of IACMR Presidential Award for Responsible Research in Management (2017)*  
*Winner of Best Paper Award, Sustainability, Ethics and Entrepreneurship (SEE) Conference (2015)*  
*Featured in Network for Business Sustainability Impact Publication*
- George, G., Howard-Grenville, J., Joshi, A., & Tihanyi, L. 2016. Introduction to the special research forum: Understanding and tackling societal grand challenges through management research. *Academy of Management Journal*, 59: 1880-1895.
- Bertels, S., Howard-Grenville, J., & Pek, S. 2016. Cultural molding, shielding, and shoring at Oilco: The role of culture in the integration of routines. *Organization Science*, 27(3) 573-593.
- Howard-Grenville, J., Buckle, S. J., Hoskins, B. J., & George, G. 2014. From the editors: Climate change and management. *Academy of Management Journal*, 57(3), 615-623.
- Nelson, A., Earle, A., & Howard-Grenville, J., Haack, J., & Young, D. 2014. Obliteration, symbolic adoption, and other finicky challenges in tracking innovation diffusion. *Research Policy*, 43: 927-940.
- Paquin, R., Tilleman, S., & Howard-Grenville, J. 2014. Is there cash in that trash? Factors influencing industrial symbiosis exchange initiation and completion. *Journal of Industrial Ecology*, 18: 268-279.
- Paquin, R. & Howard-Grenville, J. 2013. Blind dates and arranged marriages: Longitudinal processes of network orchestration. *Organization Studies*, 34: 1623-1653.
- Howard-Grenville, J., Metzger, M., & Meyer, A. 2013. Rekindling the flame: Processes of identity resurrection. *Academy of Management Journal*, 56: 113-136.
- Paquin, R. & Howard-Grenville, J. 2012. The evolution of facilitated industrial symbiosis. *Journal of Industrial Ecology*, 16: 83-93.
- Aten, K., Howard-Grenville, J., Ventresca, M. 2012. A conversation at the border of culture and institutions. *Journal of Management Inquiry*, 21: 78-83.
- Parmigiani, A. & Howard-Grenville, J. 2011. Routines revisited: Exploring the capabilities and practice perspectives. *Academy of Management Annals*, 5: 413-453.
- Howard-Grenville, J., Golden-Biddle, K., Irwin, J., & Mao, J. 2011. Liminality as a cultural process for cultural change. *Organization Science*, 22: 522-539.
- Gutierrez, B., Howard-Grenville, J. & Scully, M. 2010. The faithful rise up: Split identification and an unlikely change effort. *Academy of Management Journal*, 53: 673-699.
- Howard-Grenville, J., Nash, J., & Coglianese, C. 2008. Constructing the license to operate: Internal factors and their influence on corporate environmental decisions. *Law & Policy*, 30: 73-107.
- Howard-Grenville, J. 2007. Developing issue selling effectiveness over time: Issue selling as resourcing. *Organization Science*, 18: 560-577.
- Howard-Grenville, J., & Carlile, P. 2006. The incompatibility of knowledge regimes: Consequences of the material world for cross-domain work. *European Journal of Information Systems*, special issue on Knowing in Practice, 2006, 15: 473-485.
- Howard-Grenville, J. 2006. Inside the 'black box': How organizational culture informs attention and action on environmental issues. *Organization & Environment*, 19: 46-73.

- Howard-Grenville, J. 2005. The persistence of flexible organizational routines: The role of agency and organizational context. *Organization Science*, 16: 618-636.
- Howard-Grenville, J. 2005. Explaining *Shades of Green*: Why do companies act differently on similar environmental issues? *Law & Social Inquiry*, 30: 551-581.
- Howard-Grenville, J., & Hoffman, A. 2003. The importance of cultural framing to the success of social initiatives in business. *Academy of Management Executive*, 17(2): 70-84.
- Howard, J., Nash, J., & Ehrenfeld, J. 2000. Standard or smokescreen: Implementation of a non-regulatory environmental code. *California Management Review*, 42(2): 63-82.
- Howard, J., Nash, J., & Ehrenfeld, J. 1999. Industry codes as agents of change: Responsible Care adoption by chemical companies. *Business Strategy and the Environment*, 8(5): 281-295.

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### Single-Authored Books

- Howard-Grenville, J. 2007. *Corporate Culture and Environmental Practice: Making Change at a High-Tech Manufacturer*. Northampton, MA: Edward Elgar. (paperback edition 2009)
- Reviewed in *Organization & Environment*, 2009. 22: 257-260 by Frank de Bakker.

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### Co-Authored or Edited Books

- Howard-Grenville, J., Rerup, C., Langley, A., & Tsoukas, H. 2016. *Organizational Routines How they are Created, Maintained, and Changed*. 2016. Perspectives on Process Organization Studies series. Oxford: Oxford University Press.
- Boons, F., & Howard-Grenville, J. 2009. *The Social Embeddedness of Industrial Ecology*. Northampton, MA: Edward Elgar.
- Reviewed in *Journal of Industrial Ecology*, 2010. 14: 682-684 by Lei Shi.
- Graedel, T. & Howard-Grenville, J. 2005. *Greening the Industrial Facility: Perspectives, Approaches, and Tools*. New York: Springer.

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### Refereed Conference Proceedings

- Metzger, M. & Howard-Grenville, J. 2018. Role regeneration as a pathway to “powerless” category persistence. *Proceedings of the Seventy-first Annual Meeting of the Academy of Management*. <https://doi.org/10.5465/AMBPP.2018.88>. (winner of OMT Division Best Paper Award).
- Nelson, A., Earle, A., & Howard-Grenville, J. 2012. Obliteration, symbolic adoption, and other finicky challenges in tracking innovation diffusion. *Proceedings of the 2018 Annual Meeting of the Academy of Management*.
- Howard-Grenville, J. 2006. Getting influence: How an organizational group gains action on environmental issues over time. In Weaver (Ed.) *Proceedings of the Sixty-fifth Annual Meeting of the Academy of Management*. (CD), ISSN 1543-8643.

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### Reports

- Shuckburgh, E., Zenghelis, D., Agarwala, M., Diaz Anadon, L., Howard-Grenville, J., Peñasco, C., . . . Hayes, J. (2020). *A Blueprint for a Green Future - Multidisciplinary report on a green recovery*

*from COVID-19 by the Cambridge Zero Policy Forum*. Cambridge Open Engage.  
doi:10.33774/coe-2020-2831j.

Howard-Grenville, J., Bertels, S., & Boren, B. 2015. **Regulatory management and culture**. Commissioned by Best-in-Class Regulator Initiative/Alberta Energy Regulator. Penn Program on Regulation. University of Pennsylvania Law School. <https://www.law.upenn.edu/live/files/4708-howard-grenvillebertelsboren-ppr-researchpaper0620>

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### Book Chapters (under J. Howard-Grenville and J. Howard)

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- Howard-Grenville, J., & Gapp, T. 2022. Organizational culture for sustainability. In George, G., Hass, M., Joshi, H., McGahan, A., & Tracey, P. (Eds.) **Handbook on the Business of Sustainability** (pp. 138-151). Edward Elgar Publishing.
- Howard-Grenville, J. & Lodge, J. 2021. Context, embeddedness, and routine dynamics. In Feldman, M., Pentland, B., D'Adderio, L., Dittrich, K., Rerup, C., and Seidl, D. (Eds.) **Cambridge Handbook of Routine Dynamics**. Cambridge University Press.
- Howard-Grenville, J. 2020. Individual agency and collective patterns of action: Organisational culture through the lens of organisational theory. In Tuvenson, M. and Ralph, D. (Eds.) **Risk Culture: Organizational Dimensions**. Cambridge University Press.
- Howard-Grenville, J. & Rerup, C. 2016. A process perspective on organizational routines. In A. Langley and H. Tsoukas (Eds.) **The SAGE Handbook of Process Organization Studies**.
- Howard-Grenville, J., Bertels, S., & Lahneman, B. 2014. Sustainability: How it shapes and is shaped by organizational culture and climate. In B. Schneider & K. Barbera (Eds.) **The Oxford Handbook of Organizational Climate and Culture**. Oxford, UK: Oxford University Press.
- Howard-Grenville, J. & Bertels, S. 2012. Organizational culture and environmental action. In T. Bansal and A. Hoffman (Eds.) **Oxford Handbook on Business and the Environment**. Oxford, UK: Oxford University Press.
- Howard-Grenville, J. 2012. Positive social change and the environment: New paths and processes. In J. Dutton and K. Golden-Biddle (Eds.) **Exploring positive social change and organizations: Building a theoretical and research foundation**. Routledge.
- Paquin, R. & Howard-Grenville, J. 2009. Facilitating regional industrial symbiosis: Network growth in the UK's National Industrial Symbiosis Programme. In Boons & Howard-Grenville (Eds.), **The Social Embeddedness of Industrial Ecology**: 103-127. Northampton, MA: Edward Elgar.
- Howard-Grenville, J., & Paquin, R. 2008. Organizational dynamics in industrial ecosystems: Insights from organizational behavior theory. In Ruth & Davidsdottir (Eds.), **Changing Stocks, Flows and Behaviors in Industrial Ecosystems**: 122-139. Northampton, MA: Edward Elgar.
- Howard-Grenville, J., Hoffman, A., & Bhattacharya, C.B. 2007. Who can act on sustainability issues? Corporate capital and the configuration of organizational fields as enablers. In Sharma, Starik, & Husted (Eds.), **Organizations and the Sustainability Mosaic: Crafting Long-Term Ecological and Societal Solutions**: 193-215. Northampton, MA: Edward Elgar.
- Howard-Grenville, J. 2002. Institutional evolution: The case of the semiconductor industry voluntary PFC emissions reduction agreements. In A. Hoffman & M. Ventresca. (Eds.), **Organizations, Policy, and the Natural Environment**: 291-308. Stanford, CA: Stanford University Press.
- Howard, J. 1998. Implementation of global environmental treaties: The role for coordinated corporate action. In W. Moomaw, L. Susskind, and T. Hill. (eds.) **Papers on International Environmental Negotiation**: 170-183. Volume VI. Cambridge, MA: The Program on Negotiation, Harvard Law School.

Ehrenfeld, J. & Howard, J. 1996. Setting environmental goals: The view from industry. A review of practices from the 1960s to the present. In *Linking Science and Technology to Society's Environmental Goals*: 281-326. Washington, D.C.: National Academy Press.

### **Invited Research Seminars & Refereed Conference Research Presentations**

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- 2019 Academy of Management Conference. Boston, MA.  
From paralysis to collective action: Navigating organizational stigma in the aftermath of the Grenfell Tower tragedy.
- 2019 EGOS Conference. Edinburgh, UK.  
From paralysis to collective action: Navigating organizational stigma in the aftermath of the Grenfell Tower tragedy.
- 2019 Organizational adaptation in interdependent systems: Integrating insights from ecology theory.  
*University College London, UK*
- 2018 Organizational adaptation in interdependent systems: Integrating insights from ecology theory.  
*Cass Business School, UK*
- 2018 Academy of Management Conference. Chicago, IL.  
Role regeneration as a pathway to “powerless” category persistence.  
Sensemaking in the flesh.  
Circular Economy & sustainability in theory: Business models, economic impact, & application.
- 2018 When fieldwork hurts: On the lived experience of conducting research in unsettling contexts. 10th International Process Research Symposium.
- 2017 “It started in the vineyard”: How environmental sustainability management standards coevolve with physical ecosystems" 9th International Process Research Symposium.
- 2017 Panel Discussion: Scholars and activism in an era of grand challenges. Alliance for Research in Corporate Sustainability. Rotterdam School of Management.
- 2016 Keynote: Connections in Action Conference. Warwick Business School, UK
- 2016 Sensemaking from the neck down: A practice perspective.  
*Warwick Business School, UK.*
- 2016 The company you keep: How organization’s horizontal marketing relationships affect employee organizational identification  
*London Business School, UK.*  
*London School of Economics, UK.*
- 2015 Creating occupational change from the inside: Exploring the case of green chemistry  
*Nanyang Business School, Singapore.*
- 2015 Culture at work: Implications of culture as repertoire for understanding paradoxes of cultural uniqueness and persistence. *European Group on Organization Studies Conference. Greece.*
- 2015 Chasing currents: Organizing around uncertainty. *International Symposium on Process Organization Studies. Greece.*

- 2014 Academy of Management Conference. Philadelphia, PA.  
Symposium on the emergence of organizational routines.  
Walking the talk: Advancing the concept of authenticity across levels of analysis.
- 2014 Working to change occupational identity amid the specter of self-stigmatization: The case of 'green chemistry.'  
*Judge Business School, University of Cambridge, UK.*  
*Saïd School of Business, University of Oxford, UK.*  
*Imperial College Business School, UK.*  
*Cass Business School, UK.*
- 2014 Embedding Sustainability into Organizational Culture. Sustainable Business Roundtable. *European School of Management and Technology, Germany.*
- 2013 Roping in the cowboys at Oilco: How companies integrate externally-sourced organizational routines. *HEC Montreal Business School. Canada.*
- 2013 Working to change occupational identity amid the specter of self-stigmatization: The case of 'green chemistry.'  
*Ross School of Business, University of Michigan, USA.*  
*Alberta School of Business, University of Alberta, Canada.*  
*Desautels Faculty of Management, McGill University, Canada.*  
*College of Management, University of Massachusetts Boston, USA.*  
*Carroll School of Management, Boston College, USA.*
- 2013 Workshop on Governance of Risks of Unconventional Shale Gas Development. (invited discussant on organizational culture).  
*National Research Council. Washington, D.C. USA.*
- 2013 The renaissance chemist or the schizophrenic scientist: Identity tensions in insider-driven change movements. *Academy of Management Conference. Orlando, USA.*
- 2013 Nothing comes from Nothing: Regenerating collective identity. *European Group on Organization Studies Conference. Montreal, Canada.*
- 2013 Artifacts, symbolization, and cultural repertoires: How do organizations integrate cultural resources from beyond their boundaries? *8<sup>th</sup> Organization Studies Summer Workshop. Greece.*
- 2012 "On the right side of history": Constructing an identity for a scientific counter-movement.  
*Beedie School of Business, Simon Fraser University. Canada.*  
*Ivey Sustainability Conference, Western University, Canada.*
- 2012 Culture as a repertoire: Can it help us examine organizational transitions to sustainability? *Academy of Management Conference. Boston, USA.*
- 2012 Assembling a Network: Longitudinal processes of network orchestration. *Academy of Management Conference. Boston, USA.*
- 2012 Obliteration, symbolic adoption, and other finicky challenges in tracking innovation diffusion. *Academy of Management Conference. Boston, USA.*
- 2012 "On the right side of history": Constructing an identity for a scientific counter-movement. *16th Annual Green Chemistry & Engineering Conference. Washington, D.C., USA.*



- 2011 Not all artifacts are created equal: Malleability and embeddedness of artifacts in routines. *European Group on Organization Studies Conference. Gothenburg, Sweden.*
- 2011 The evolution of facilitated industrial symbiosis. *International Society for Industrial Ecology Conference. Berkeley, USA.*
- 2010 Orchestrating net environmental gains: Processes and consequences of industrial symbiosis network orchestration. *Alliance for Research on Corporate Social Responsibility Conference. Harvard University, USA.*
- 2009 All Academy symposium on industrial symbiosis: Collective action for sustainable material and energy use. *Academy of Management Conference. Chicago, USA.*
- 2009 All Academy symposium on substitution and sustainable development. *Academy of Management Conference. Chicago, USA.*
- 2009 Substituting production techniques: The emergence and diffusion of green chemistry. *Academy of Management Conference. Chicago, USA.*
- 2009 The more we change the more we stay the same: The re-emergence of Tracktown USA. *Academy of Management Conference. Chicago, USA.*
- 2009 Symposium on culture and institutions: Initiating a conversation between scholars. *Academy of Management Conference. Chicago, USA.*
- 2009 Is there cash in that trash? Exploring industrial symbiosis through a strategic management lens. *International Society for Industrial Ecology Conference. Portugal.*
- 2009 Greening corporate culture. *Oregon State University, USA.*
- 2008 The evolution of interorganizational environmental collaborations: Network analysis of industrial symbiosis. *Academy of Management Conference. Anaheim, USA.*
- 2008 The emergence and diffusion of industrial symbiosis. Erb Institute Colloquium. *University of Michigan. USA.*
- 2008 Identity processes in institutional entrepreneurship. Center for Organizational Research. *University of California, Irvine. USA.*
- 2007 Identity processes in institutional entrepreneurship. *Saïd School of Business, Oxford University, UK.*
- 2007 Contested identity and institutional entrepreneurship: Emergence and action in a field in crisis. *Academy of Management Conference. Philadelphia, USA.*
- 2007 Symposium on beyond 'doing well by doing good': Contributions of environmental research to mainstream theory. *Academy of Management Conference. Philadelphia, USA.*
- 2007 Network brokerage in industrial symbiosis. *International Society for Industrial Ecology Conference. Toronto, Canada.*
- 2006 Facilitated industrial symbiosis: Network formation and evolution in NISP. *University of Birmingham, UK.*
- 2006 Getting in and gaining influence: Advancing new issues within an organization over time. *Ross School of Business, University of Michigan USA.*
- 2006 Making sense of the "social side" of industrial ecology. Center for Sustainable Systems Seminar. *University of Michigan School of Natural Resources and Environment. USA.*

- 2006 Getting influence: How an organizational group gains action on environmental issues over time. *Academy of Management Conference. Atlanta, USA*. Included in AOM Best Paper Proceedings (10% of accepted papers).
- 2006 Getting in and gaining influence: How less powerful groups within a firm can advance a socially responsible agenda. *Harvard Kennedy School of Government, USA*.
- 2006 Strategy as accumulative practice: Integrating environmental considerations at a high-tech manufacturer. *Colloquium on The Crafts of Strategy. Toulouse, France*.
- 2006 New projects, new partners: Practices at interorganizational boundaries. *International Conference on Organizational Learning, Knowledge and Capabilities. University of Warwick Business School, UK*.
- 2005 The incompatibility of knowledge regimes. *University of Warwick, UK*.
- 2005 Getting in: Integrating environmental considerations into ongoing organizational activities. *Massachusetts Institute of Technology, USA*.
- 2005 Creating social system change for industrial ecology: Companies as agents of change. *International Society for Industrial Ecology Conference. Stockholm, Sweden*.
- 2005 Getting in: Integrating environmental considerations into ongoing organizational activities. *International Conference on Organizational Knowledge, Learning and Capabilities. Boston, USA*.
- 2004 Novelty and knowledge: Making changes in new process development. *Academy of Management Conference. New Orleans, USA*.
- 2002 Semiconductor manufacturing technology as a material and social product. *INFORMS Conference. San Jose, USA*.
- 2002 Making it work: The resilience of organizational routines. *Stanford University, USA*.
- 2002 The persistence of genres through flexible use: Roadmapping at Chipco. *Academy of Management Conference. Denver, USA*.
- 2002 Making it work: The resilience of routines at Chipco. *UC Davis Conference on Qualitative Research. Davis, USA*.
- 2000 The organizational costs of strong identification: Environmental and technology development work at a semiconductor manufacturer. *Academy of Management Conference. Toronto, Canada*.
- 1998 Responses to uncertainty in an institutional environment: Strategic choice or patterned behavior? *Academy of Management Conference. San Diego, USA*.

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#### **Invited or Refereed Presentations related to Qualitative Research and Publishing**

- 2019 Academy of Management Conference. Boston, MA.  
*Invited panelist or contributor at:*  
Academy of Management Journal PDW: Getting Published in AMJ.  
Taking on the Challenge: How Organization Theorists Can Address Grand Challenges.  
Circular Economy and Management Theory: Developing Theoretical Underpinnings for an Emergent Concept.
- 2019 EGOS Conference. Edinburgh, UK.  
*Invited panelist:*  
Strategy as Practice subthemes: Grand challenges

- 2018 Academy of Management Conference. Chicago, IL.  
*Invited panelist or contributor at:*  
Getting emotional: Tackling methodological challenges in studying emotions and institutions PDW.  
Into the unknown: From empirical insights to theoretically compelling contributions PDW.
- 2018 Culture change for social change workshop. Medici Summer School. Bologna, Italy.
- 2017 Qualitative and mixed methods workshop. Chinese University of Hong Kong, Hong Kong.
- 2016 Academy of Management Conference. Anaheim, CA.  
*Invited panelist at:*  
From coding to construction: Building and elaborating theoretical models in qualitative research PDW.  
*Symposium organizer at:*  
Process Research PDW: Representing process in process research.
- 2016 OMT Division (AOM) paper development workshop (mentor & panelist). University of Edinburgh Business School. Edinburgh, Scotland.
- 2016 Reading, writing, and reviewing qualitative research: What convinces? *University of Glasgow, UK.*
- 2015 Mahalo: Infusing a positive spirit in management research and publication. Western Academy of Management. Kauai, HI.
- 2015 Academy of Management Conference. Vancouver, B.C.  
*Invited panelist or mentor at:*  
Navigating Qualitative Dissertations PDW.  
ONE/SIM division Editors Panel  
SAP division PDW on Publishing SAP Research in Top Journals.  
*Symposium organizer:*  
Process Research PDW: Tensions and contradictions in Process Research.
- 2015 An editor's perspective on publishing in *AMJ*. *Oregon State University, USA.*
- 2015 Editors Panel. EGOS. Athens, Greece.
- 2015 Faculty mentor in Theorizing Process Workshop. PROS. Kos, Greece.
- 2015 Editors Panel. Boston Field Research Conference.
- 2014 Academy of Management Conference. Philadelphia, PA.  
*Invited panelist or mentor at:*  
OMT Doctoral Consortium.  
SIM/ONE Junior Faculty Consortium.  
Navigating Qualitative Dissertations PDW.  
OMT Mid-career faculty paper development workshop.  
*Symposium organizer:*  
Process Research PDW: Novel data and methods in process research.
- 2014 OMT paper development workshop (mentor). University of Edinburgh Business School. Edinburgh, Scotland.

- 2014 Publishing qualitative research in *AMJ*. *EBS Business School, Germany*.
- 2014 Reading, writing, and reviewing qualitative research: What convinces?  
*Judge Business School, University of Cambridge. UK.*  
*Saïd School of Business, University of Oxford, UK.*
- 2013 OMT Junior Faculty Consortium. (mentor and panelist). Academy of Management Conference. Orlando, FL.
- 2013 SIM/ONE Junior Faculty Consortium. (mentor and panelist). Academy of Management Conference. Orlando, FL.
- 2013 Meet the Editors. (panelist). EGOS conference. Montreal, QC.
- 2013 Publishing qualitative research in *AMJ*. *University of Massachusetts Boston, USA.*
- 2012 The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty. (panelist). Academy of Management Conference. Boston, MA.
- 2012 Teaching to Make a Difference: Using a Positive Organizational Scholarship Perspective in Teaching. Academy of Management Conference. Boston, MA.
- 2012 SIM/ONE Junior Faculty Consortium. (mentor). Academy of Management Conference. Boston, MA.
- 2010 Doing, writing, and publishing process research PDW. Academy of Management Conference. Montreal, QC.
- 2010 SIM/ONE Junior Faculty Consortium. Academy of Management Conference. Montreal, QC.
- 2009 Doing process research in early career. Process Research Methods PDW. Academy of Management Conference. Chicago, IL.

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## Courses Taught

### Executive Education

Modules on Managing Change, Issue Selling, and Environmental Sustainability for custom and open programmes at University of Cambridge Judge Business School and Cambridge Institute for Sustainability Leadership.

### MBA

Core courses in Organisational Behaviour, and Business and Society; Elective course in Environmental Sustainability; University of Cambridge.

Core courses in Management; University of Oregon and Boston University.

*Awarded James E. Reinmuth MBA Teaching Excellence Award in 2010 and 2012, University of Oregon.*

Elective courses in Environmental Sustainability; University of Oregon, Boston University and Copenhagen Business School.

*Student project teams in 2010 elective course saved City of Salem \$1 million annually through Sustainable Cities Initiative.*

### PhD/Research Masters

Core courses in Organizational Theory; University of Cambridge, University of Oregon, University of Western Ontario, and Boston University.

### Masters in Social Innovation

Core module in managing change.

### Executive MBA

Elective courses in Environmental Sustainability; University of Cambridge, University of Oregon.  
Advisor of Capstone Business Project for Oregon Executive MBA students.

### Undergraduate

Core courses in Management; University of Oregon.

Elective courses in Environmental Sustainability; University of Cambridge (Engineering), Boston University and Copenhagen Business School.

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## **Doctoral Advising**

### Dissertation Committees Chaired

Tirza Gapp, Cambridge Judge Business School. Expected graduation 2023.

Jan Lodge, Cambridge Judge Business School. Expected graduation 2021.

Brooke Lahneman, University of Oregon; graduated 2016. Assistant Professor, Simon Fraser University.

Matthew Metzger, University of Oregon; (co-chair). graduated 2012. Assistant Professor, University of Colorado - Colorado Springs.

Jennifer Irwin, University of Oregon; graduated 2012. Assistant Professor of Management, Louisiana State University.

Raymond Paquin, Boston University; graduated 2008. Associate Professor of Management, Concordia University, Montreal.

Betzaluz Gutierrez, Boston University; graduated 2006. Consultant and Research Associate, Hay Group, Venezuela.

### Dissertation Committee Member

Isaac Holeman, University of Cambridge; graduated summer 2017.

Simon Pek, Simon Fraser University; graduated spring 2017.

Suzanne Tilleman, University of Oregon; graduated 2009. Assistant Professor of Management, University of Montana.

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## **Professional Service**

### Editor

Deputy Editor, *Academy of Management Journal*, July 2019- June 2022.

Guest Editor-in-Chief. Special issue on Sustainable Development Goals, *Academy of Management Discoveries*. July 2018-

Associate Editor, *Academy of Management Journal*, July 2013- June 2016.

### Editorial Review Board Member

*Administrative Science Quarterly* (since January, 2018)

*Academy of Management Journal* (since July, 2010)

*Organization Science* (January, 2009 – June, 2013)

*Organization & Environment* (since September, 2011)

#### Ad Hoc Reviewer

*Administrative Science Quarterly, Academy of Management Journal, Academy of Management Review, Strategic Management Journal, Organization Studies, California Management Review, Organization & Environment, Journal of Industrial Ecology, Work & Occupations, European Journal of Information Systems, Academy of Management Conference.*

Other: SSHRC (Social Sciences and Humanities Research Council, Canada) major grants; University of Oxford Press.

#### Membership in Professional Bodies

Academy of Management, European Group of Organization Studies

#### Other Professional Service

Facilitator of Process Research Methods PDW (AOM Conference) (2014-2016).

Co-chair; Routines theme (2014). 6<sup>th</sup> International Symposium on Process Organization Studies.

OMT Division Best Paper Award selection team. Academy of Management (2013-15).

Scientific Committee, GRONEN Research Conference (2014, 2016).

Technical Committee (2013), 7<sup>th</sup> International Society for Industrial Ecology Biennial Conference.

Publications Team (2005-2006), Organization & Natural Environment Div., Academy of Management.

Advisory Committee (2005-2006), Organizational Learning, Knowledge, and Capabilities conference.

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### **University Service**

#### University of Cambridge

Director of the PhD Programme, Judge Business School (2017-2020)

Director of the MPhil in Management, Judge Business School (2016-2017)

Member of Environmental Sustainability Steering Committee, University of Cambridge (2017-)

Organiser of OTIS group visiting speaker series, Judge Business School (2016-)

#### University of Oregon

Promotion and Tenure Committee, Lundquist College of Business. (2015).

Search Committee (MBA Program Associate Director), Lundquist College of Business. (2013).

Big Ideas Governance Committee (reporting to Provost). University of Oregon. (2013).

PhD Co-Coordinator, Management Department, Lundquist College of Business (2010-2013).

Chair of Search Committee (Management Dept.) Lundquist College of Business. (2011-12).

Search Committee (MBA Program Assistant Dean), Lundquist College of Business.

Search Committees (Management and Marketing Depts.), Lundquist College of Business.

MBA Program Committee, Lundquist College of Business.

PhD Program Committee, Lundquist College of Business.

#### Boston University

Boston University EHS Management Team (member). Chaired by Office of the Provost.

Boston University Task Force on Recycling and Campus Environment.

Doctoral Advisory Committee, Boston University School of Management.

Doctoral Liaison, OB Department, Boston University School of Management.

## Media Mentions

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Professor Howard-Grenville's work has been featured multiple times in media including: *The New York Times*, *Financial Times*, *National Public Radio (NPR)*, *CBC Radio (Canada)*, and other outlets.