

Dr. Brooke A. Lahneman

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Academic Experience

MONTANA STATE UNIVERSITY

Jake Jabs College of Business & Entrepreneurship

Assistant Professor of Management

Visiting Assistant Professor

Assistant Professor of Management

Bozeman, Montana

August 2023-Present

August 2020-July 2023

August 2017-May 2019

SIMON FRASER UNIVERSITY

Beedie School of Business

Assistant Professor of Sustainability

Vancouver, BC, Canada

May 2019-August 2020

UNIVERSITY OF OREGON

Charles H. Lundquist College of Business

Pro-Tem Instructor of Management

Pro-Tem Instructor of Management

Graduate Teaching Fellow

Eugene, Oregon

June 2021-August 2023

December 2015-August 2017

September 2010-December 2015

Education

UNIVERSITY OF OREGON

Charles H. Lundquist College of Business

Ph.D. in Business Management

Core areas of research: Culture & Identity, Environmental Certifications, Sustainable Operations

Dissertation: *Elaborating a Model of Cultural Exchange: An Investigation into the Relationship Between Organizational Cultures and the Adoption of Environmental Certified Management Standards.*

Committee: Jennifer Howard-Grenville (Chair); Michael Russo; Reut Livne-Tarandach; Sara Hodges

Eugene, Oregon

09/2010-03/2016

ESADE Business School

Master in Business Administration

Concentration: Strategy & Sustainability

Barcelona, Spain

09/2007-04/2009

University of Virginia

Bachelor of Arts in Economics and Foreign Affairs

Echols Scholar (honors) and study abroad in Valencia, Spain

Charlottesville, Virginia

08/1999-05/2003

Publications in Peer Reviewed Journals

Tyler, B.B., Lahneman, B., Cerrato, D., Discua Cruz, A., Beukel, K., Spielmann, N., & Minciullo, M. (2023). Environmental practice adoption in SMEs: The effects of firm proactive orientation and regulatory pressure. *Journal of Small Business Management*, <https://doi.org/10.1080/00472778.2023.2218435>.

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Russo, M., Earle, A., **Lahneman, B.**, & Tilleman, S. (2022). Taking root in fertile ground: Community context and the agglomeration of hybrid companies. *Journal of Business Venturing*, 37(2). <https://doi.org/10.1016/j.jbusvent.2021.106184>

Stanko, T., Dahm, P., **Lahneman, B.**, & Richter, J. (2022). Navigating an identity playground: Using sociomateriality to build a theory of identity play. *Organization Studies*, 43(1), 81-103. <https://doi.org/10.1177/0170840620944542>

Parmigiani, A., Irwin, J., & **Lahneman, B.** (2022). Building greener motorhomes: How technical and relational dual purpose capabilities combine to influence product innovation. *Strategic Management Journal*, 43(6): 1110-1146. <https://doi.org/10.1002/smj.3356>

Howard-Grenville, J. & **Lahneman, B.** (2021). Bringing the biophysical to the fore: Re-envisioning organizational adaptation in the era of planetary shifts. *Strategic Organization*, 19(3), 478-493. <https://doi.org/10.1177/1476127021989980>

[Video interview-podcast on article topics, by Brigham Young University and Wiley Publishing: https://youtu.be/Y_dITByOwk]

Tyler, B., **Lahneman, B.**, Beukel, K., Cerrato, D., Minciullo, M., Spielmann, N., Discuacruz, A. (2020). SME managers' perceptions of competitive pressure and the adoption of environmental practices in fragmented industries: A multi-country study in the wine industry. *Organization & Environment*, 33(3), 437-463. <https://doi.org/10.1177/1086026618803720>

Irwin, J., **Lahneman, B.**, & Parmigiani, A.* (2018). Nested identities as cognitive drivers of strategy. *Strategic Management Journal*, 39(2), 269-294. <https://doi.org/10.1002/smj.2735>

Lahneman, B. (2015). In vino veritas: Understanding sustainability with environmental certified management standards. *Organization & Environment*, 28(2), 160-180. <https://doi.org/10.1177/1086026615578008>

* Authors contributed equally and are listed in alphabetical or random order

Proceedings, Articles, Chapters, & Reviews

Lahneman, B. & Hicks-Webster, C. (2022). Environmental Sustainability Meaning, Examples and Importance. (2022). *Network for Business Sustainability*, "Basics of Business Sustainability". Published online at: <https://www.nbs.net/articles/environmental-sustainability-meaning-examples-and-importance>

Howard-Grenville, J., **Lahneman, B.**, & S. Pek.* (2020). Organizational culture as a tool for change. *Stanford Social Innovation Review*, Summer 2020 Edition, 8(3), 28-33. https://ssir.org/articles/entry/organizational_culture_as_a_tool_for_change

Stanko, T., Dahm, P., **Lahneman, B.**, & Richter, J. (2019). Navigating an identity playground: An exploration of work identity and routines in a virtual world. *Academy of Management 2019 Best Paper Proceedings*. <https://doi.org/10.5465/AMBPP.2019.98>

Lahneman, B. (2018). Environmental certifications and standards. In *The Companion to Environmental*

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Studies, Ed. N. Castree, M. Hulme, & J. Proctor. Routledge. pp. 620-625.

Lahneman, B. (2018). Book review: "Meta regulation in practice: Beyond normative views of morality and rationality," by F.C. Simon (Routledge, 2017). *Journal of Management and Governance*, 22, 213-218. <https://doi.org/10.1007/s10997-018-9402-3>

Livne-Tarandach, R., Hawbacker, B., **Lahneman, B.**, & Jones, C. (2015). "Qualitative Comparative Analysis: Opportunities for case-based research" for *Handbook of Innovative Qualitative Research Methods*. Ed., K. Elsbach & R. Kramer. New York: Taylor & Francis. pp. 156-167.

Howard-Grenville, J., Bertels, S., & **Lahneman, B.** (2015). "What regulators need to know about organizational culture" for *Penn Program on Regulation's Best-in-Class Regulator Initiative*. University of Pennsylvania: Brookings Institute Press.

Howard-Grenville, J., Bertels, S.P., & **Lahneman, B.** (2014). "Sustainability: How it shapes organizational culture and climate" for *Handbook of Organizational Climate and Culture: An Integrated Perspective on Research and Practice*. Ed. B. Schneider & K. M. Barbera. Oxford: Oxford University Press. pp. 257-275. <https://doi.org/10.1093/oxfordhb/9780199860715.013.0014>

Lahneman, B. (2013). The strategic adoption of environmental certified management standards by small firms in the Oregon wine industry. *Academy of Management 2013 Best Paper Proceedings*. <https://doi.org/10.5465/ambpp.2013.81>

** Authors contributed equally and are listed in alphabetical or random order*

Papers Under Revision & Review

Lahneman, B. & Irwin, J. Leveraging a referent collective identity to shape action at levels of hybridized identities: A case of B Corp companies. Under review at *Journal of Management Studies*

Russo, M., **Lahneman, B.**, Earle, A., Tilleman, S. & Cha, H. Hybrid ventures and local communities: Exploring the link between community logics and mission variation. Under review at *Academy of Management Discoveries*

** Authors contributed equally and are listed in alphabetical or random order*

Works in Progress

Lahneman, B. & Howard-Grenville, J. Organizing for ecological sustainability: Enacting a bridging capacity to cultivate attention to and action on cross-scale dynamics. Finalizing for submission to *Organization Studies*

Lahneman, B., Parmigiani, A., & Irwin, J.* Creating, closing and crashing: How field practices change. Preparing for submission to *Academy of Management Journal*

Keller, J., **Lahneman, B.**, & Gomulya, D. High on ambiguity: Cooperation and competition among entrepreneurs in the U.S. cannabis industry. Preparing for submission to *Strategic Entrepreneurship Journal*

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Indigenous entrepreneurship in Montana: Discovering resources and relationships. In data collection and analysis stage (with L. Black & V. Bratton)

Refereed Conference Research Presentations & Seminars

Russo, M., Lahneman, B., Earle, A., Tilleman, S., & Cha, H. *Hybrid ventures and local communities: Exploring the link between community logics and mission focus variation*. Academy of Management Annual Meeting, Boston, MA, August 2023.

Lahneman, B. & Howard-Grenville, J. *Organizing for grand challenges: Enacting a bridging capacity to cultivate attention to and action on cross-scale dynamics*. Full paper session. Western Academy of Management Conference, Reno, Nevada, March 2023.

Lahneman, B. & Irwin, J. *Leveraging a collective identity to shape action at levels of hybridized identity: A case of B Corp companies*. Full paper session. Western Academy of Management Conference, Reno, Nevada, March 2023.

The power of nature: Understanding the firm's dependence on nature. Panelist. Professional Development Workshop organized by J. Walls, L. Vogel, P. Tashman, & A. Williams. Academy of Management Annual Meeting, Seattle, WA, August 2022.

Tyler, B.B., Lahneman, B., Cerrato, D., Beukel, K., Discua Cruz, A., Spielmann, N., & Minciullo, M. *How managers' proactive orientations and attitudes relate to SMEs' adoption of environmental practices*. Full paper session, ONE Division, Academy of Management Annual Meeting, Seattle, WA, August 2022.

Earle, A., Lahneman, B., Tilleman, S., & Russo, M. *Competition and complementarity in markets and missions: The role of hybrid companies in entrepreneurial ecosystems*. Full paper session. Western Academy of Management Conference, Waikoloa, Hawaii, March 2022.

Black, L., Bratton, B., & Lahneman, B.* *Indigenous Entrepreneurship at Sage & Oats: A Case Study in Blending Tribal Heritage with an Entrepreneurial Platform*. Developmental paper. Western Academy of Management Conference, Waikoloa, Hawaii, March 2022.

Irwin, J., Lahneman, B., & Parmigiani, A.* *Creating, Closing, and Crashing: Cooperative Institutional Entrepreneurship by Elite Incumbent Actors*. Developmental paper. Western Academy of Management Conference, Waikoloa, Hawaii, March 2022.

Black, L., Bratton, B., & Lahneman, B.* *Indigenous entrepreneurship: Honoring relationships at the heart of business*. Panel Discussion, Western Academy of Management Conference, Virtual, April 2021.

Black, L., Bratton, B., & Lahneman, B.* *Indigenous entrepreneurship in Montana: Discovering resources and relationships*. Developmental Paper, Western Academy of Management Conference, Virtual, April 2021.

Russo, M., Earle, A., Lahneman, B., & Tilleman, S. *The role of hybrid companies in local entrepreneurial*

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ecosystems: Complements or competitors? Academy of Management Annual Meeting (virtual), August 2020.

Lahneman, B., Parmigiani, A., & Irwin, J. *Death of Louisville: Institutional entrepreneurship through embedded agency and field configuring events*. Strategic Management Society (SMS) Conference, Minneapolis, MN, October 2019.

Tyler, B.B., Lahneman, B., Cerrato, D., Beukel, K., Discua Cruz, A., Spielmann, N., & Minciullo, M. *How managers' proactive orientations and attitudes relate to SMEs' adoption of environmental practices*. Strategic Management Society (SMS) Conference, Minneapolis, MN, October 2019.

Lahneman, B. & Irwin, J. *Navigating identity tensions with oppositional collective identity: A case of B Corp organizations*. Academy of Management Annual Meeting, Boston, MA, August 2019.

Stanko, T., Dahm, P., Lahneman, B., & Richter, J. *Navigating an identity playground: An exploration of work identity and routines in a virtual world*. Academy of Management Annual Meeting, Boston, MA, August 2019. (Best paper, OB Division)

Tyler, B.B., Lahneman, B., Cerrato, D., Beukel, K., Discua Cruz, A., Spielmann, N., & Minciullo, M. *Seeking new terroir: How managers' proactiveness entrepreneurial orientation and attitude relate to environmental practice adoption in SMEs*. Western Academy of Management Conference, Rohnert Park, CA, March 2019.

Lahneman, B. & Pek, S. *Integrating sustainability into organizational culture: Overcoming cognitive limitations with affective empathy*. Sustainability, Ethics, & Entrepreneurship (SEE) Conference, Miami, FL, March 2019.

Lahneman, B. *Enabling or constraining? Hybrid organizational identities and certified management standards*. Corporate Responsibility Research Conference, University of Leeds, Leeds, UK, September 2018.

Lahneman, B. *Enabling or constraining? Hybrid organizational identities and certified management standards*. British Academy of Management, University of the West of England, Bristol, UK, September 2018.

Lahneman, B. *Organization and Management Theory (OMT)* Junior Faculty Consortium, Academy of Management Annual Meeting, Chicago, Illinois, August 2018.

Lahneman, B. & Howard-Grenville, J. *"It started in the vineyard": Evolving toward resilience in the social-ecological system of a regional wine industry*. 34th EGOS (European Group for Organizational Studies) Colloquium, Tallinn, Estonia, July 2018.

Lahneman, B. *Enabling or constraining? Hybrid organizational identities and certified management standards*. EGOS Pre-Colloquium Early Career Scholars Workshop, Estonian Business School, Tallinn, Estonia, July 2018.

Tyler, B.B., Beukel, K., Cerrato, D., Lahneman, B., Discua Cruz, A., & Spielmann, N. *Proactiveness and the use of secrecy in family and nonfamily SMEs*. DRUID18, Copenhagen Business School, Copenhagen,

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Denmark, June 2018.

Lahneman, B. & Howard-Grenville, J. *"It started in the vineyard": How environmental sustainability management standards coevolve with physical ecosystems*. Western Academy of Management Conference, Salt Lake City, Utah, March 2018.

Tyler, B.B., Beukel, K., Cerrato, D., Lahneman, B., Minciullo, M., Discua Cruz, A., & Spielmann, N. *How managers' perceptions of their attitudes and EO relate to the environmental practices*. Strategic Management Society Annual Conference, Houston, Texas, October, 2017.

Keller, J.W., Lahneman, B., & Gomulya, D. *High on collective legitimacy? The paradoxical features of cooperation and competition within the U.S. cannabis industry*. EGOS (European Group for Organizational Studies) Colloquium, Copenhagen, Denmark, July 2017.

Tyler, B.B., Cerrato, D., Beukel, K., Minciullo, M., Lahneman, B., Spielmann, N., and Discua Cruz, A. *Attitudes toward sustainability, environmental practices, and firm performance in the Wine Industry: A multi-country study*. The European Academy of Management, Glasgow, Scotland, June 2017.

Lahneman, B. & Howard-Grenville, J. *"It started in the vineyard": How environmental sustainability management standards coevolve with physical ecosystems*. 9th International Symposium on Process Organization Studies (PROS), Kos, Greece, June 2017.

Tyler, B.B., Beukel, K., Cerrato, D., Lahneman, B., Discua Cruz, A., Minciullo, M., and Spielmann, N. *How the capabilities of family-owned wineries moderate the relationship between environmental practices and firm performance*. Strategic Management Society Special Conference, Banff, Canada, June 2017.

Keller, J.W., Lahneman, B., & Gomulya, D. *Collective ambiguity on cooperation and competition in a nascent industry and firm behavior*. Annual Strategic Management Society (SMS) Conference, Berlin, Germany.

Irwin, J., Lahneman, B., & Parmigiani, A. *Nested identities as cognitive drivers of strategy*. Academy of Management Meeting, Anaheim, CA, 2016.

Keller, J.W., Lahneman, B., & Gomulya, D. *Paradoxical framing in entrepreneurs' cooperative and competitive repertoires*. Academy of Management Meeting, Anaheim, CA, 2016.

Russo, M., Earle, A., Lahneman, B., & Tilleman, S. *Geography, personal values, and hybrid companies: The local roots of enlightened entrepreneurship*. GRONEN, Hamburg, Germany, May 2016. (Best paper)

Parmigiani, A., Irwin, J., & Lahneman, B. *The effects of organizational, group, and industry identity on strategy*. Strategic Management Society Conference, Denver, CO, October 2015.

Russo, M., Earle, A., Lahneman, B., & Tilleman, S. *Geography, personal values, and hybrid companies*. Academy of Management Meeting, Vancouver, BC, Canada, August 2015.

Howard-Grenville, J. & Lahneman, B. *Culture at work: Implications of culture as repertoire for understanding paradoxes of cultural uniqueness and persistence*. EGOS (European Group for Organizational Studies) Colloquium, Athens, Greece, July 2015.

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Lahneman, B. Ivey/ARCS 7th Annual Sustainability Academy, London, Ontario, Canada, October 2014.

Lahneman, B. *Environmental certified management standards as templates for organizational understandings of sustainability*. Symposium presenter: "Bridging institutional analysis with cultural dynamics in explaining environmental sustainability." Showcase Symposium, Academy of Management Meeting, Philadelphia, PA, August 2014.

Lahneman, B. *Making sense of sustainability via environmental standards: An organizational culture perspective of ECMS adoption*. 2014 Cascadia Business and Sustainability Colloquium, Portland State University, Portland, OR, June 2014.

Parmigiani, A., Lahneman, B., & Irwin, J. *Visitor's centers and guard shacks: Why are firms that should be similar actually so different?* Industry Studies Conference, Portland, OR, May 2014.

Lahneman, B. *Exploring the strategic adoption of environmental certified management standards by small firms in the Oregon wine industry*. Academy of Management Meeting, Orlando, FL, August 2013. (Best paper, ONE Division)

Lahneman, B. *Examining organizational changes toward sustainability through a cultural toolkit lens*. Sustainability, Ethics, and Entrepreneurship (SEE) Conference, Denver, CO, April 2013.

Russo, M., Earle, A., Lahneman, B., & Tilleman, S. *Geographic Clustering by Hybrid Companies: Shared Values, Institutions, and Resource Acquisition*. Academy of Management Meeting, Boston, MA, August 2012.

Howard-Grenville, J., Bertels, S., Lahneman, B., & Plews, E. *Symposium. Culture as a Repertoire: Can it help us examine organizational transitions to sustainability?* Academy of Management Meeting, Boston, MA, August 2012.

Lahneman, B. *The adoption of "risky" sustainability certifications in the wine industry: A capabilities approach*. Second Annual LCB Research Workshop on Innovation, Sustainability, and Entrepreneurship, Eugene, OR, June 2012.

Lahneman, B. *Entrepreneurship and Sustainability in the Oregon Wine Industry: How Local Values Inform Unique Cultures*. Sustainability, Ethics, and Entrepreneurship (SEE) Conference, Denver, CO, April 2012.

Lahneman, B. *Uniquely Shared: Oregon Vineyards' Differentiated Approaches to Sustainability*. Western Academy of Management Conference, La Jolla, CA, March 2012.

* Authors contributed equally and are listed in alphabetical or random order

Teaching Experience

MONTANA STATE UNIVERSITY

Jake Jabs College of Business & Entrepreneurship, 2017-2019; 2020 – Present

BMGT 591-002: Innovation & Technology Strategy

Graduate level, core strategy course for MS Innovation & Management program. It explores how firms

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achieve competitive advantage in the context of single and multi-business firms using the tools of strategic analysis, focused on application to innovation and technology management in dynamic and entrepreneurial contexts. *Evaluations: 4.95/5.0 (in-classroom)*

BGEN 499: Senior Thesis/Capstone: Strategy

Business major capstone course for undergraduate level. It explores how firms achieve competitive advantage in the context of single and multi-business firms using the tools of strategic analysis. *Evaluations: 4.7/5.0 (in-classroom)*

BMGT 475R: Management Research Experience

Business major core course for undergraduate level. Students plan and execute research projects related to management theory and practice, including identifying a research question, developing the approach, and collecting/analyzing/interpreting data. Heavy emphasis on skill development in and application of data visualization techniques using Tableau software. *Evaluations: 4.6/5.0 (in-classroom)*

BMGT 410: Sustainable Business Practices

Business major elective for undergraduate level. Explores sustainability from a business perspective looking at the decision making process both economically and ecologically. Decision making tools will be introduced for use in assimilating and evaluating information considering ecological sustainability, strategic human resource management, organizational change, corporate social responsibility, leadership and community renewal. A unified approach to corporate sustainability is identified and used by students to evaluate the sustainability of various businesses. *Evaluations: 4.6/5.0 (in-classroom)*

BMGT 335: Management & Organization

Business core management course for undergraduate level. In-person & online course delivery. This course reviews contemporary research-based concepts relevant to management and organization including topics such as motivation, leadership, teamwork, organizational design, communication, decision-making, entrepreneurship, diversity, sustainability and ethics. Major emphasis is on the principles and practices of managing as an interpersonal activity. *Evaluations: 4.5/5.0 (in-classroom); 4.6/5.0 (online, synchronous & asynchronous)*

BGEN 242D: Introduction to International Business

Business management course for undergraduate level. In-person and online course delivery. Introduces topics of globalization: differences in political economies, culture, legal systems, and ethical standards; international trade laws; issues in foreign direct investment trade alliances; global economic, financial, marketing, and human resource challenges; and organizational and strategic issues for international business. *Evaluations: 4.7/5.0 (in-classroom); 4.7/5.0 (online, asynchronous); 4.4/5.0 (online, synchronous)*

SIMON FRASER UNIVERSITY

Beedie School of Business, 2019-2020

BUS 716: Sustainability

Graduate level, Full-time MBA core course. In-person & online course delivery. This course explores how businesses are realigning or reinventing their organizations toward more sustainable business models. Developments that enable organizations to reduce their firms' negative environmental and social impacts while increasing profits and competitive advantage will be discussed. The course also discusses management systems and initiatives for improving the environmental and social performance of

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organizations and the business system as a whole. *Evaluations: 3.85/4.00 (in-classroom); 4.88/5.00 (online, synchronous)*

BUS 720 G100: Special Topics: Thinking in Systems for Managing Change

Graduate level, Part-time MBA core course. In-person & online course delivery. This course explores systems theory and complexity in how organizations navigate interactions with their environments, with particular focus on the natural environment. *Evaluations: 3.20/4.00 (in-person); 4.78/5.00 (online, synchronous)*

BUS 561: Alternative Business Models

Graduate level, Graduate Diploma of Business Administration course. Online course delivery. This course examines key challenges and opportunities organizations face when deciding which business model is most appropriate for their value proposition and goals, and how to implement this business model successfully. Topics include understanding definitions and terms about business models and value propositions; the role of leadership in helping organizations manage their own structure, strategy, and goals; and how organizations of different business models can engage collectively to pursue similar goals. *Evaluations: 4.51/5.00 (online, asynchronous)*

BUS 475: Sustainable Operations

Undergraduate level, elective. This course explores how businesses are realigning or reinventing their organizations toward more sustainable business models. Developments that enable organizations to reduce their firms' negative environmental and social impacts while increasing profits and competitive advantage will be discussed. The course also discusses management systems and initiatives for improving the environmental and social performance of organizations and the business system as a whole. *(Evaluations not collected)*

UNIVERSITY OF OREGON

Charles H. Lundquist College of Business, 2011-2017; 2020; 2021

MGMT 614: Strategic Management

Graduate level, MBA capstone course. Analysis of industries and companies, development of competitive and cooperative strategies, analysis of the special demands of alternative social, technological, and international contexts. *Evaluations: 4.5/5.0 (in-classroom)*

BA 453: Business Strategy & Planning

Core capstone course in strategy for senior undergraduate business majors. *Evaluations: 4.6/5.0 average (in-classroom); 4.7/5.0 average (online, asynchronous)*

MGMT 335: Entrepreneurship: Launching New Ventures

Undergraduate upper level elective course. Skills, behaviors, and knowledge necessary for creating and growing new ventures. Evaluating opportunities, developing growth strategies, obtaining venture financing, intellectual property, and building a management team. *Evaluations: 4.5/5.0 average (in-classroom)*

MGMT 321: Introduction to Management

Fully online course. Undergraduate core course. Online course delivery. Management systems for planning, controlling, organizing, and leading; how they influence human behavior in organizations. *Evaluations: 4.4/5.0 (online, asynchronous)*

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BA 316: Introduction to Management

Undergraduate introductory core course. In-person & online course delivery. Management systems for planning, controlling, organizing, and leading; how they influence human behavior in organizations.

Evaluations: 4.5/5.0 average (in-person); 4.4/5.0 average (online, asynchronous)

Thesis and Doctoral Advising

- Sara Graves, Doctoral Candidate, Business & Society Option, Simon Fraser University, Projected graduation date: 2024, Dissertation Committee Member, 2019-present
- Hyeonjin Cha, Doctoral Candidate, Management Department, University of Oregon, Projected graduation date: 2024, Dissertation Committee Member, 2022-present

Teaching Interests: Strategy; Entrepreneurship; Social Entrepreneurship; Sustainability; Management; Systems thinking; International Business; Research Methods

Consulting & Graduate-level Course Development

Sustainability Courses

International Research & Exchanges Board (IREX)

June 2016 – January 2018

Course developer and faculty mentor. Contributed to the development and led the delivery of online sustainability courses to graduate students and faculty at universities worldwide. Mentoring faculty in pedagogy and content related to teaching sustainability at undergraduate and graduate levels.

Grants & Awards

Grants

- 2021-2023, Scholarship & Creativity (S&C) Grant, Montana State University, “Indigenous Entrepreneurship – Case Studies for Research and Teaching”, \$9,699.99, with collaborators Dr. Virginia Bratton and Dr. Laura Black

Awards

- 2023, Dean’s Excellence Award in Research, Jake Jabs College of Business & Entrepreneurship, Montana State University
- 2022 Ascendant Scholar Award, Western Academy of Management (WAM)
- 2022 Harold & Reta Haynes Faculty Superior Performance Award, Jake Jabs College of Business & Entrepreneurship, Montana State University
- 2019 Teaching Honour Roll, Simon Fraser University (May-December, 2019)
- 2019 Best Reviewer Award, Organizations and the Natural Environment (ONE) Division, Academy of Management, Boston, MA
- 2019 Best Paper Award, Organizational Behavior (OB) Division, Academy of Management Annual Meeting, Boston, MA, Co-authored with T. Stanko, P. Dahm, & J. Richter (“*Navigating an identity playground: An exploration of work identity and routines in a virtual world*”)
- 2018 Star Reviewer, Organizations and the Natural Environment (ONE) & Social Issues in Management (SIM) Divisions, Western Academy of Management, WAM Conference, Salt Lake City, UT
- 2016, Best Paper Award, GRONEN Research Conference, Hamburg, Germany, Co-authored with M.

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Russo, A. Earle, & S. Tilleman (*"Geography, personal values, and hybrid companies: The local roots of enlightened entrepreneurship"*)

- 2014 Robin & Roger Best Teaching Award, Charles H. Lundquist College of Business, University of Oregon
- 2013 Best Paper Award, Organizations and the Natural Environment (ONE) Division, Academy of Management, Orlando, FL (*"Exploring the strategic adoption of environmental certified management standards by small firms in the Oregon wine industry"*)
- 2013 Ewing Marion Kauffman Foundation Travel Grant, Sustainability, Ethics, & Entrepreneurship (SEE) Conference travel & registration
- 2012 Lundquist Center for Entrepreneurship Kauffman Doctoral Travel Award, Sustainability, Ethics, & Entrepreneurship (SEE) Conference travel & registration
- 2012 Joan Dahl-Stephen Robbins WAM Doctoral Grant, Western Academy of Management (WAM), Conference registration & attendance

Professional Service Activities

Scholarly community:

- Editorial Review Board Member:
 - *Organization & Environment* (2022-present)
- Ad Hoc Reviewer:
 - *Academy of Management Journal* (2022-present)
 - *Strategic Organization* (2020-present)
 - *Journal of Management* (2019-present)
 - *Academy of Management Discoveries* (2018-present)
 - *Organization & Environment* (2018-present)
 - Academy of Management Conference, Organizations and the Natural Environment (ONE) and Organization and Management Theory (OMT) Divisions (2011-present)
 - Western Academy of Management Conference, Organizations and the Natural Environment (ONE) and Organization and Management Theory (OMT) Divisions (2011-present)
 - Strategic Management Society Conference (2011-2020)
- Other Editorial/Reviewer Roles:
 - Academy of Management, Associate Editor for Organizations and the Natural Environment (ONE) Division, Annual Meeting (2020; 2023)

Montana State University:

- Chair, Working Group of Campus Sustainability Advisory Committee (CSAC), 2023 MSU Annual Sustainability Summit (2022-2023)
- Faculty Representative, Campus Sustainability Consortium (CSC) Planning Committee (2021-2022)
- Faculty Representative, 2022 MSU Annual Sustainability Summit Planning Committee (2021-2022)
- Faculty Mentor, MSU American Indigenous Business Leaders (AIBL) student club, Jake Jabs College of Business & Entrepreneurship (2020-2022)
- Faculty Coach, MSU \$50K & \$75K Social Venture Competition, Jake Jabs College of Business & Entrepreneurship (Spring semesters 2021, 2022, & 2023)
- Faculty Advisor, MSU Sustainability Leadership Forum student club, Jake Jabs College of Business & Entrepreneurship (2021-2022)
- Faculty Representative-at-Large, Campus Sustainability Advisory Council (CSAC), Montana State University (2021)

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- Reviewer, MSU Undergraduate Scholars Program (2017-2019)
- Undergraduate advisor, Jake Jabs College of Business & Entrepreneurship (2017-2019)
- Advisor, International Business Minor, Jake Jabs College of Business & Entrepreneurship (2017-2019)
- Advisor, Study Abroad, Jake Jabs College of Business & Entrepreneurship (2017-2019)

University of Oregon:

- PhD Student Representative, Lundquist College of Business PhD Committee (2012-2013)
- Judge, MBA Case Competition, Lundquist College of Business (September 2013 & 2014)
- Lundquist College of Business Core Curriculum Workshop (May 2015)
- Lundquist College of Business Online Teaching Working Group (2016-2017)

Professional Affiliations

- Academy of Management, Organizations and the Natural Environment (ONE) and Organization and Management Theory (OMT) Divisions
- Western Academy of Management, Organizations and the Natural Environment (ONE) and Organization and Management Theory (OMT) Divisions

Non-Academic Work Experience

Deloitte & Touche LLP	07/2009-08/2010
<i>Enterprise & Risk Services (ERS) Consultant, Federal Practice</i>	Washington, DC
Bluestone Law International	11/2005-12/2008
<i>Director of the Client Services Department</i>	Bethesda, Maryland
Chrysalis Vineyards	07/2004-08/2005
<i>Events Coordinator</i>	Middleburg, Virginia
Worldstrides, Inc.	01/2004-05/2005
<i>Manager Tour Central</i>	Arlington, Virginia

Professional Certifications

Wine and Spirits Education Trust (WSET), Advanced Level, 2006
Wine and Spirits Education Trust (WSET), Intermediate Level, 2005

Languages: English (Native), Spanish (Professional proficiency)