

JOEL GEHMAN

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EDUCATION

PENNSYLVANIA STATE UNIVERSITY, Smeal College of Business, Ph.D., 2012

CORNELL UNIVERSITY, School of Hotel Administration, B.Sc., 1994

ACADEMIC EMPLOYMENT

UNIVERSITY OF ALBERTA SCHOOL OF BUSINESS

Assistant Professor of Strategic Management and Organization	7/2012-
Southam <i>Edmonton Journal</i> Faculty Fellow	4/2014-
H.E. Pearson Faculty Fellow	4/2013-10/2014
Research Fellow, Canadian Centre for Corporate Social Responsibility	7/2012-
Research Fellow, Centre for Applied Business Research in Energy and the Environment	7/2012-

RESEARCH INTERESTS

My research explores the strategies and practices organizations pursue in response to emerging concerns related to sustainability and values, and the impact of such concerns on technology innovation and institutional arrangements. Papers available through SSRN: <http://www.ssrn.com/author=940790>

Topics: Organization Theory, Corporate Sustainability, Technology Innovation, Strategic Management

AWARDS AND HONORS

2014 Southam *Edmonton Journal* Faculty Fellowship, University of Alberta School of Business.

2013 H.E. Pearson Faculty Fellowship, University of Alberta School of Business.
#1 ranked SSHRC insight development grant proposal among emerging scholars in “Business and Management; Economics; and Related Fields.”
Emerald Best International Dissertation Award, International Theme Committee of the Academy of Management, Finalist.
Best Dissertation Award, Organizations and the Natural Environment Division of the Academy of Management, Finalist.
Best Dissertation Award, Society for Business Ethics, Finalist.

2012 Chris Freeman Award, European Association for the Study of Science & Technology, Co-winner.
Best Paper on Environmental & Social Practices Award, Organization and Management Theory Division of the Academy of Management.
Above and Beyond the Call of Duty Award, Organization and Management Theory Division of the Academy of Management.
Alumni Association Dissertation Award, Pennsylvania State University, Selected Nominee from the Smeal College of Business.

- 2011** Above and Beyond the Call of Duty Award, Organization and Management Theory Division of the Academy of Management.
Harold F. Martin Graduate Assistant Outstanding Teaching Award, Pennsylvania State University.

FELLOWSHIPS AND GRANTS (principal investigator unless noted)

- 2014-2015 Canadian Water Network Hydraulic Fracturing Grant Competition, \$120,000 (co-investigator; with G. Goss, D. Alessi, D. Allen & M. Gamal El-Din)
2014-2015 SSHRC Vice President of Research Special Competition, \$9,555
2014-2015 SSHRC Vice President of Research Special Competition (with M. Grimes), \$9,940
2014-2015 Smeal Sustainability Council Grant (co-investigator; with D. Cahoy & Z. Lei), \$6,500
2014-2015 Southam *Edmonton Journal* Faculty Fellowship, \$12,000
2013-2014 Alberta School of Business SAS Grant (with M. Grimes), \$10,000
2013-2014 Canadian Centre for Corporate Social Responsibility (with M. Grimes), \$7,000
2013-2014 Alberta School of Business SAS Grant, \$800
2013-2014 World University Network Research Mobility Grant, \$3,000
2013-2015 Helmholtz-Alberta Initiative Grant (co-investigator; with M. Lounsbury), \$50,000
2013-2015 SSHRC Grant #430-2013-0912, \$70,729
2013-2014 H.E. Pearson Faculty Fellowship, \$12,000
2012-2013 Alberta School of Business SAS Grant (with M. Grimes), \$2,300
2012-2013 Killam Research Fund Operating Grant, \$6,950
2011-2013 Smeal Sustainability Council Grant (co-investigator; with R. Garud), \$10,000
2011-2012 Dean's Office Special Dissertation Research Grant, \$2,000
2011-2012 John M. and Kara H. Arnold Endowment Fund Scholarship, \$3,000
2010-2011 Gerald P. and Joyce Kessler Graduate Scholarship, \$1,500
2009-2011 Frank P. and Mary Jean Smeal Endowment Fund Scholarship, \$6,000
2009-2011 Smeal Doctoral Research Grants, \$11,395
2007-2009 Graham Endowed Fellowship, \$8,000

PUBLICATIONS (** denotes equal authorship)

Refereed Journal Articles

11. Garud, R., **Gehman, J.** & Giuliani, A. Contextualizing Entrepreneurial Innovation: A Narrative Perspective. Forthcoming in *Research Policy*.**
10. Garud, R., **Gehman, J.** & Karunakaran, A. 2014. Boundaries, Breaches and Bridges: The Case of Climategate. *Research Policy*. 43(1): 60-73.**
9. **Gehman, J.**, Treviño, L.K. & Garud, R. 2013. Values Work: A Process Study of the Emergence and Performance of Organizational Values Practices. *Academy of Management Journal*. 56(1): 84-112.
 - Ranked among the Top 50 Most-Read *AMJ* Articles in March (#5), April (#14), May (#36), June (#39), July (#37), and August (#50) 2013.
8. Cahoy, D., **Gehman, J.** & Lei, Z. 2013. Fracking Patents: The Emergence of Patents as Information Containment Tools in Shale Drilling. *Michigan Telecommunications and Technology Law Review*. 19(2): 279-330.**

- Media coverage included: *EnergyWire*, *Green Patent Blog*, *Phys.org*, and *Well Servicing* magazine.
7. **Gehman, J.**, Mastroianni, D., Grant, A. & Etzion, D. 2012. An Analysis of Unconventional Gas Well Reporting under Pennsylvania's Act 13 of 2012. *Environmental Practice*. 14(4): 262-277.
 - Media coverage included: *Pittsburgh Post-Gazette*, *The Morning Call*, *Akron Beacon Journal*, *StateImpact Pennsylvania*, *The Times-Tribune*, *Observer-Reporter*, *The Daily Review*, *Herald-Standard*, *Greene County Messenger*, *Ellwood City Ledger*, *The Beaver County Times*, *Marcellus Drilling News*, *Shale Reporter*, *Platts* and *Gas Business Briefing*.
 6. Garud, R. & **Gehman, J.** 2012. Metatheoretical Perspectives on Sustainability Journeys: Evolutionary, Relational and Durational. *Research Policy*. 41(6): 980-995.**
 - Part of a special issue that won the Chris Freeman Award from the European Association for the Study of Science and Technology (EASST) for “a significant collective contribution to the interaction of science and technology studies with the study of innovation.”
 5. Garud, R., **Gehman, J.** & Kumaraswamy, A. 2011. Complexity Arrangements for Sustained Innovation: Lessons from 3M Corporation. *Organization Studies*. 32(6): 737-767.**

Edited Book Chapters

4. Cahoy, D., **Gehman, J.** & Lei, Z. 2013. The Transformation of Patents into Information Containment Tools. In D. Cahoy & L. Oswald (eds), *The Changing Face of American Patent Law and Its Impact on Business Strategy*. Edward Elgar. 159-182.**
3. Garud, R., **Gehman, J.** & Karnøe, P. 2010. Categorization by Association: Nuclear Technology and Emission-Free Electricity. In W. Sine & R. David (eds), *Research in the Sociology of Work: Institutions and Entrepreneurship*. Emerald Press. 21: 51-93.
2. Garud, R. & **Gehman, J.** 2010. Procrustean Transformations: Climategate, Scientific Controversies, and Hope. In M. Akrich, Y. Barthe, F. Muniesa, and P. Mustar (eds), *Débordements: Mélanges Offerts à Michel Callon*. Presses des Mines. 153-167.

Dissertation

1. Gehman, Joel. 2012. *Sustainability by Dissociation: Categorization, Divestitures and Organizational Boundaries*. Pennsylvania State University. University Park.
 - A paper based on my dissertation won the Best Paper on Environmental and Social Practices Award from the Organization and Management Theory Division. My dissertation was a finalist or nominee for the Emerald Best International Dissertation Award, the Organizations and the Natural Environment Division Best Dissertation Award, the Society for Business Ethics Best Dissertation Award and the Penn State Alumni Association Best Dissertation Award.

INVITED TALKS

Community Vulnerability and Facility Citing: The Case of Marcellus Shale Gas Drilling, 2004-2012 (with Dror Etzion). University of Alberta, Department of Resource Economics and Environmental Sociology; March 20, 2014.

What Kind of Problem Is Sustainability? Some Strategic and Policy Implications. Eric Geddes Lecture Series, University of Alberta; April 30, 2013.

Categorical Cleaning: Divestitures as a Strategic Response to Sustainability Concerns.

- Carnegie Mellon University, Tepper School of Business; January 31, 2012.
- Erasmus University, Rotterdam School of Management; January 24, 2012.
- HEC Paris (Hautes Études Commerciales de Paris); January 20, 2012.
- University of Southern California, Marshall School of Business; January 13, 2012.
- Northwestern University, Kellogg School of Management; January 6, 2012.
- University of New Mexico, Anderson School of Management; December 1, 2011.
- McGill University, Desautels Faculty of Management; November 22, 2011.
- University of Alberta, Alberta School of Business; November 18, 2011.

CONFERENCE PRESENTATIONS (## denotes presentations by co-authors)

34. **Joel Gehman** & Matthew Grimes. Category Promotion: How Hybrid Ventures Integrate the Competing Demands of Standing Out and Fitting In. Academy of Management Annual Meeting; Philadelphia, August 2014.
33. **Joel Gehman** & Dror Etzion. Community Vulnerability and Facility Citing: The Case of Marcellus Shale Gas Drilling, 2004-2012. Academy of Management Annual Meeting; Philadelphia, August 2014.
32. Raghu Garud & **Joel Gehman**. Performativity of Theories that Inform Management Practices. Academy of Management Annual Meeting; Philadelphia, August 2014.
31. **Joel Gehman** & Matthew Grimes. Category Promotion: How Hybrid Ventures Integrate the Competing Demands of Standing Out and Fitting In. European Group for Organization Studies Colloquium; Rotterdam, July 2014.##
30. **Joel Gehman** & Dror Etzion. Community Vulnerability and Facility Citing: The Case of Marcellus Shale Gas Drilling, 2004-2012. Alliance for Research on Corporate Sustainability Conference; Cornell University, May 2014.##
29. Raghu Garud, **Joel Gehman**, Jochen Markard & Krsto Pandza. Three Perspectives on Sustainability and Implications for Firms, Markets and Policies. Workshop on Sustainability Research: A Business Perspective; Pennsylvania State University, November 6, 2013.##
28. Dan Cahoy, **Joel Gehman** & Zhen Lei. Fracking Patents: Sustainability Technology and Information Control through Patents. Workshop on Sustainability Research: A Business Perspective; Pennsylvania State University, November 6, 2013.##
27. **Joel Gehman**. Sustainability Journeys. Innovation for Societal Impact: A Process Perspective. Northern Advanced Researcher Training Initiative; University of Leeds; September 26, 2013.

26. Shubha Patvardhan & **Joel Gehman**. Narrative Limits of Moral Accounting: An Exploratory Analysis of the Financial Crisis Inquiry. Academy of Management Annual Meeting; Lake Buena Vista, August 12, 2013.##
25. **Joel Gehman**. Sustainability by Dissociation: Categorization, Divestitures and Organizational Boundaries. Academy of Management Annual Meeting; Lake Buena Vista, August 11, 2013.
 - Finalist for the Emerald Best International Dissertation Award.
24. Raghu Garud, **Joel Gehman** & Peter Karn . Notes on the Emergence, Consequences and Transformation of Categories. European Group for Organization Studies Colloquium; Montreal, July 4, 2013.
23. Miriam Wolf, Krsto Pandza & **Joel Gehman**. The Meaning of Water: Institutional Complexity and Strategic Practice in Issue Driven Fields. European Group for Organization Studies Colloquium; Montreal, July 5, 2013.##
22. **Joel Gehman** & Dror Etzion. Predatory Selection: An Analysis of Cultural Vulnerability and Opportunity Exploitation in Marcellus Shale Drilling, 2004-2011. Inequality, Institutions and Organizations Conference; Simon Fraser University Vancouver, June 7, 2013.
21. Matthew Grimes & **Joel Gehman**. Putting B-Corp Certification to Work? Cultural Entrepreneurship within an Emerging Category. Sustainability, Ethics and Entrepreneurship Conference; University of Denver, April 11, 2013.##
20. **Joel Gehman**. Sociomaterial Processes of Category Emergence and Naturalization. Academy of Management Annual Meeting; Boston, August 6, 2012.
19. Raghu Garud, **Joel Gehman** & Arvind Karunakaran. Climategate: How Attempts at Stabilizing a Boundary Infrastructure Generated Forces for Its Destabilization. Academy of Management Annual Meeting; Boston, August 5, 2012.##
18. **Joel Gehman**. Categorical Cleaning: An Exploratory Study of Sustainability Induced Divestitures, 1992-2010. Academy of Management Annual Meeting; Boston, August 3, 2012.
 - Best Paper on Environmental and Social Practices Award.
17. Dan Cahoy, **Joel Gehman** & Zhen Lei. Fracking Patents: The Emergence of Patents as Information Containment Tools in Shale Drilling. Colloquium on the Changing Face of American Patent Law and Its Impact on Business Strategy; University of Michigan, May 18, 2012.##
16. **Joel Gehman**. Categorical Cleaning: An Exploratory Study of Sustainability Induced Divestitures, 1992-2010. Alliance for Research on Corporate Sustainability Conference; Yale University, May 2, 2012.
15. Raghu Garud & **Joel Gehman**. Metatheoretical Perspectives on Sustainability Journeys: Evolutionary, Relational and Intertemporal. Academy of Management Annual Meeting; San Antonio, August 16, 2011.

14. Raghu Garud & **Joel Gehman**. Metatheoretical Perspectives on Sustainability Journeys: Evolutionary, Relational and Intertemporal. European Group for Organization Studies Colloquium; Gothenburg, Sweden, July 7, 2011.##
13. Raghu Garud & **Joel Gehman**. Metatheoretical Perspectives on Sustainability Journeys: Evolutionary, Relational and Intertemporal. Industry Studies Association Annual Conference; Pittsburgh, June 2, 2011.
12. Raghu Garud & **Joel Gehman**. Procrustean Transformations: Climategate, Scientific Controversies, and Hope. Débordements; Mines ParisTech, December 17, 2010.##
11. Raghu Garud, **Joel Gehman** & Peter Karnøe. Categorization by Association: Nuclear Technology and Emission-Free Electricity. West Coast Research Symposium; University of Oregon, August 27, 2010.##
10. **Joel Gehman**, Linda Treviño & Raghu Garud. Values Work: Translating Values into Practices. Academy of Management Annual Meeting; Montreal, August 9, 2010.
9. Raghu Garud, **Joel Gehman** & Peter Karnøe. Categorization by Association: Nuclear Technology and Emission-Free Electricity. Academy of Management Annual Meeting; Montreal, August 9, 2010.
8. Raghu Garud, **Joel Gehman** & Peter Karnøe. Categorization by Association: Nuclear Technology and Emission-Free Electricity. Framing, Categorizing and Narrating Emerging Technologies Workshop; World University Network; University of Leeds, June 28, 2010.
7. Raghu Garud, **Joel Gehman** & Peter Karnøe. Categorization by Association: Nuclear Technology and Emission-Free Electricity. Society for the Advancement of Socio-Economics; Philadelphia, June 25, 2010.
6. Raghu Garud, **Joel Gehman** & Peter Karnøe. Categorization by Association: Nuclear Technology and Emission-Free Electricity. Wharton Technology Conference; University of Pennsylvania, April 24, 2010.
5. Raghu Garud, **Joel Gehman** & Arun Kumaraswamy. Complexity Arrangements for Sustained Innovation: Lessons from 3M Corporation. Academy of Management Annual Meeting; Chicago, August 11, 2009.##
4. Raghu Garud, **Joel Gehman** & Peter Karnøe. Categorization by Association: Nuclear Technology and Emission-Free Electricity. Medici Summer School in Management Studies; Florence, July 9, 2009.
3. Raghu Garud, **Joel Gehman** & Peter Karnøe. Categorization by Association: Nuclear Technology and Emission-Free Electricity. European Group for Organization Studies Colloquium; Barcelona, July 5, 2009.
2. **Joel Gehman**. Explaining Institutional Perception: The Role of Ego Development in Institutional Entrepreneurship. Academy of Management Annual Meeting; Anaheim, August 12, 2008.
1. Raghu Garud, **Joel Gehman** & Arun Kumaraswamy. Complexity Arrangements for Sustained Innovation: Lessons from 3M Corporation. International Symposium on Process Organization Studies; Cyprus, June 12, 2008.##

OTHER ACTIVITIES

Organizer. "Theories of Performativity and the Performativity of Theory." Symposium. Academy of Management Annual Meeting; Philadelphia, August 2014.

Organizer. "Researching the Organization of Energy: Dirty, Clean and In-Between Professional Development Workshop." Academy of Management Annual Meeting; Philadelphia, August 2014.

Organizer. "Cultural Design and Designing Culture: Institutions, Values and Entrepreneurship Professional Development Workshop." Academy of Management Annual Meeting; Philadelphia, August 2014.

Organizer and Faculty Member. "Innovation for Societal Impact: A Process Perspective." Northern Advanced Researcher Training Initiative; University of Leeds; September 26, 2013.

Organizer. "Cultural Perspectives on Entrepreneurship and Innovation Professional Development Workshop." Academy of Management Annual Meeting; Lake Buena Vista, August 10, 2013.

Supervisor. Christopher Lee. "Shale Drilling in the Marcellus Formation." University of Alberta Research Experience Poster Symposium; Edmonton, August 7, 2013.

Discussant. "The Emergence of Categories, Identities, Fields and Organizational Forms." European Group for Organization Studies Colloquium; Montreal, July 4, 2013.

Organizer. "What the Marcellus Shale Means to Alberta." Guest Speaker Barry Posner (Wood Mackenzie). CABREE Energy Talk; Alberta School of Business, March 12, 2013.

Session Chair. "Scientists and Inventors: Individual Level Perspectives on Innovation." Technology & Innovation Management Division. Academy of Management Annual Meeting; Boston, August 2012.

Invited Participant. "Organization and Management Theory Division and Managerial and Organizational Cognition Division Doctoral Student Consortium." Academy of Management Annual Meeting; San Antonio, August 2011.

Guest Speaker. "Business, Ethics and Society." Business Opportunities Summer Session. Pennsylvania State University, Smeal College of Business, June 28, 2011.

Invited Participant. "West Coast Research Symposium Doctoral Consortium." University of Oregon, August 2010.

Invited Participant. "Process Research Professional Development Workshop." Academy of Management Annual Meeting; Montreal, August 2010.

Invited Participant. "Framing, Categorizing and Narrating Emerging Technologies Workshop." World Universities Network; University of Leeds, June 2010.

Guest Speaker. "Business, Ethics and Society." Business Opportunities Summer Session. Pennsylvania State University, Smeal College of Business, June 22, 2010.

Session Chair. "Climates for Innovation." Technology & Innovation Management Division. Academy of Management Annual Meeting; Chicago, August 2009.

Invited Participant. "Organizations and the Natural Environment Division Doctoral Student Consortium." Academy of Management Annual Meeting; Chicago, August 2009.

Invited Participant. "Medici Summer School in Management Studies." Florence, July 2009.

Invited Participant. "New Doctoral Student Consortium." Academy of Management Annual Meeting; Anaheim, August 2008.

TEACHING

UNIVERSITY OF ALBERTA

Corporate Sustainability (SMO 638, Fall 2013)

Taught 13 MBA students (section rating: 4.7 out of 5.0)

Introduction to Strategic Organization & Management (SMO 310, Winter 2013)

Taught 139 undergraduate students (section ratings: 4.9 and 4.9 out of 5.0)

PENNSYLVANIA STATE UNIVERSITY**

Introduction to Organization & Management (MGMT 100, Fall 2010)

Taught 173 undergraduate students (section rating: 6.5 out of 7.0)

Business, Ethics & Society (MGMT 451W, Fall 2009)

Taught 25 undergraduate students (section rating: 6.4 out of 7.0)

Business, Ethics & Society (MGMT 451W, Spring 2009)

Taught 25 undergraduate students (section rating: 6.7 out of 7.0)

**Winner of the Harold F. Martin Graduate Assistant Outstanding Teaching Award in 2011.

SUPERVISION

Doctoral Students

Dissertation Committee for Eric Yanfei Zhao, Strategic Management & Organization 5/2013-

Dissertation Committee for Evelyn Micoletta, Strategic Management & Organization 2/2013-

Dissertation Committee for Mia Raynard, Strategic Management & Organization 2/2013-

Dissertation Committee for Manely Sharifian, Strategic Management & Organization 12/2012-

Undergraduate Students

Supervisor for Jessica Tran, Undergraduate Research Initiative Stipend Winner, Summer 2013

Supervisor for Christopher Lee, University of Alberta Research Experience, Summer 2013

REVIEWING (within the last 3 years)

Academy of Management Annual Meeting

Academy of Management Journal

Journal of Applied Behavioral Science

Journal of Business Venturing

Journal of Management Studies

Journal of World Business

Organization Science

Organization Studies

Oxford University Press

Research Policy

Sustainability Transitions Conference

SERVICE

Government of Alberta

Ministry of Environment and Sustainable Resource Development,
Strategic Priorities and Innovation Advisory Committee 7/2013-

Academy of Management

Communication Committee Chair, OMT Division 8/2012-
International Theme Committee Emerald Best International Dissertation Award 2/2014-3/2014
Website Coordinator, OMT Division 5/2010-8/2012

University of Alberta

Office of Sustainability, Campus Sustainability Leadership Awards Judge 3/2014
Faculty Recruitment Committee 11/2013-
Undergraduate Research Symposium Judge 11/2013
Shell Enhanced Learning Fund Selection Committee 9/2013-
Office of Sustainability, Academic Advisory Council 11/2012-
MBA NREE Fort McMurray Field Trip Faculty Participant 4/2013
Undergraduate Research Initiative Researcher-in-Residence 3/2013
MBA Case Competition Final Judge 10/2012

Pennsylvania State University

Smeal Sustainability Council Advisory Board Observer 9/2009-8/2012
University Sustainability Council Strategic Rationale Subcommittee 6/2011-9/2011

DuPont

Sustainable Growth Excellence Awards Selection Committee 9/2009-10/2009

AFFILIATIONS

Academy of Management (AOM)
Alliance for Research on Corporate Sustainability (ARCS)
American Sociological Association (ASA)
European Group for Organization Studies (EGOS)
Group for Research on Organizations and the Natural Environment (GRONEN)
Sustainability Transitions Research Network (STRN)

INDUSTRY EXPERIENCE

2006-2007	Managing Director and Vice President of Sustainability, IMC ²
2004-2007	Advisory Board Member, Eastwood Company
2001-2005	Senior Vice President of Client Services, Refinery
1999-2001	Co-founder and Chief Marketer, EchoFactor
1998-1999	Manager of Ecommerce, Reliance Direct
1996-1998	Internet Marketing Analyst, Creative Labs
1995-1996	Director of Business Development, Classic Interiors
1994-1995	Consultant, HVS International

Before my Ph.D., I worked for 13 years in the areas of management consulting, business development, and marketing strategy. Clients included Aramark, Campbell Soup, Chubb Insurance, Comcast, Commerce Bank, GlaxoSmithKline, Johnson & Johnson, Lenox, Merck, Merrill Lynch, Motorola, Rohm & Haas, Schering-Plough, Shire PLC, Subaru of America, Unisys, Wyeth and many others.

Revised: March 2014