
Natalie Eng
(587) 337-9428 • nweng@ualberta.ca

EDUCATION

Ph.D., Strategic Management and Organizations, June 2027 (expected)

University of Alberta, Edmonton AB

Bachelor of Arts with Distinction, Economics, 2020

University of Alberta, Edmonton AB

PUBLICATIONS

Manuscripts Under Review

- Eng, N. & Toubiana, M., “*Hopeful Organizing: Grand Challenges and the Opportunities and Pitfalls of Identity Ruminantion*” (Conditionally accepted at *Academy of Management Journal*)
- Eng, N. & Steele, C.W.J., “*The Durability of Social Division: Theorizing the Epistemic Politics of Enduring Polarization*” (Second-round revision at *Academy of Management Review*)

Peer-Reviewed Publications

- Eng, N., Fey, L., & Schupfer, H. 2026. The practical significance of history: When and how history can be used for institutional change. In N. Eng, K. Heales, A. S. Shantz, & E. S. Block (Eds.), *Putting institutional theory to work during times of crisis, Research in the Sociology of Organizations*, 100: xx–xx. Bingley, UK: Emerald Publishing Limited.
- Heales, K., Eng, N., Slade Shantz, A., & Block, E. S. (2026). Introduction: Putting institutional theory to work during times of crises. In N. Eng, K. Heales, A. Slade Shantz, & E. S. Block (Eds.), *Putting institutional theory to work during times of crisis (Research in the Sociology of Organizations)*. Emerald Publishing Limited.

Edited Volumes

- Eng, N., Heales, K., Shantz, A. S., & Block, E. S. (Eds.). (2026). *Putting Institutional Theory to Work During Times of Crisis*. Emerald Group Publishing.

Book Chapters

- Eng, N., Block, E., Greenwood, R., & Lounsbury, M. (2026). Legitimacy Dynamics. In Younger, R. & Zavyalova, A. (Eds.), *The Oxford Handbook of Organizational Social Evaluations*. Oxford University Press.

Works In Progress

- Lounsbury, M., Rajunov, M., Eng, N., & Block, E. “*Enabling Emancipatory Entrepreneurship: Theorizing Emancipatory Institution Building*” (In preparation for submission to: **AMR**)
- Eng, N., Block, E., Rajunov, M., & Lounsbury, M. “*Field-Configuring Organizations and the Construction of Organizational Fields: A Review and Research Agenda*” (In preparation for submission to: **Academy of Management Annals**)
- Eng, N. “*Repairing Reality: How Custodians Respond to Epistemic Breakdown in the Wake of ‘Fake News’*” (Target: **ASQ**)
- Eng, N. “*The Sky Is Falling! When Custodial Catastrophizing Impedes Institutional Stability*” (Target: **AMJ**)

CONFERENCE PRESENTATIONS

SEM Workshop: Politics and Organizational Life, June 2026

Paper presentation – *The Durability of Social Division: Theorizing the Epistemic Politics of Enduring Polarization*

Academy of Management Conference, July 2025

Co-organizer – Panel Symposium: *Organizations as Interpretive Systems: Exploring Opportunities for Reintegration & Reinvigoration*

- Nominated for the Best Symposium Award by the Managerial and Organizational Cognition (MOC) Division of the Academy of Management

Academy of Management Conference, July 2025

Co-organizer – Panel Symposium: *Institutions and People: Emotions, Values, and Identities in the Lived Experience of Institutions*

Academy of Management Conference, July 2025

Co-organizer – Professional Development Workshop: *Crisis-Driven Transformation In Organizations*

Academy of Management Conference, July 2025

Paper presentation – *Building a Car While Driving It: How Nascent Orchestrators Build Identity While Growing Ecosystems*

Alberta Institutions Conference, June 2025

PhD Workshop – *The Durability of Social Division: Theorizing the Epistemic Politics of Enduring Polarization*

Community on Social Innovation Conference, January 2025

Paper presentation – *We’re Building a Plane While We Fly It: The Role of Ecosystem Orchestrators During Ecosystem Emergence*

Process Organization Studies (PROS) Symposium, June 2024

Paper presentation – *We're Building a Plane While We Fly It: The Role of Ecosystem Orchestrators During Ecosystem Emergence*

IdeaS 2023 Workshop Program: Interpretive Approaches to Data Science in Management Research: Ethnographic Studies of Data, Algorithms, and Decision-Making, March 2023

Paper presentation – *When Robots Write the News: A Relational View of Trust in Algorithmic Technology*

19th Annual Social Entrepreneurship Conference, November 2022

Paper presentation – *We're Building a Plane While We Fly It: The Social Symbolic Construction of an Ecosystem*

Business PhD Research Conference, November 2022

Paper presentation – *We're Building a Plane While We Fly It: The Social Symbolic Construction of an Ecosystem*

European Group for Organization Studies Conference (EGOS), July 2022

Paper presentation – *Body Building: The Governance of Social Entities*

European Group for Organization Studies Conference (EGOS), July 2021

Paper presentation – *A Sociocultural Approach to COVID-19 Contagion: Narratives Around Mask Wearing and Gatherings in Two Countries*

Alberta Institutions Conference, June 2022

PhD Workshop – *I Need You, You Need Me: Dependency and The Pathway to Field Alignment*

TEACHING EXPERIENCE

Primary Instructor

- **SEM 321: Introduction to Strategic Management and Organization Design.**
Fall 2022. Scored a 4 or greater (out of 5) on all evaluation criteria.

Co-Instructor

- **SEM 310: Introduction to Strategy, Entrepreneurship, and Management.**
Winter 2024. Scored a 4 or greater (out of 5) on all evaluation criteria.

Teaching Assistant

- **(MBA) SEM 612 - Effective Negotiations**, 2024, 2025
Helped prepare course materials for an MBA negotiations course
- **(MBA) Business on the Front Lines**, 2019
Helped deliver an applied learning course, going with students and the instructor to Ghana to work with partner organizations on the ground.

- **(Prep) BUS 505 - Leadership and Society, 2026**
Helped to prepare a new course introducing students to the interactions between business and society with a focus on the potential for business to address grand challenges.

External Grader

- **Grader for ATB Leadership DNA Course**
Graded participant case-study analyses for a seven-month leadership certification program for a major Alberta-based bank.

Professional Development

- **Graduate Teaching and Learning Certificate (Level 2),** University of Alberta, 2025
- **Graduate Teaching and Learning Certificate (Level 1),** University of Alberta, 2021

PROFESSIONAL SERVICE

- ***Business & Society* Reviewer,** December 2025 - present
- **ASQ Blog Board, Editor,** July 2023 - July 2025
- **President of the University of Alberta Business Doctoral Student Association,** April 2022 - April 2023
- **Committee Chair for the University of Alberta Business Research Conference,** July 2021 - November 2021
- **Adjudicator for the University of Alberta Undergraduate Research Initiative Festival,** February 2022
- **Coordinator for the University of Alberta URI Peer Mentorship Program,** August 2019 - August 2020
- **Member of The University of Alberta Arts Teaching Awards Committee,** June 2018 - 31 May 2019

AWARDS AND GRANTS

- **The University of Alberta Graduate Student Award, 2025**
An award which recognizes outstanding academic and scholarly achievement.
- **Graduate Student Teaching Award, 2025**
The University of Alberta Faculty of Graduate & Postdoctoral Studies awards the Graduate Student Teaching Award to recognize outstanding teachers within each faculty.
- **Doctoral Student Award for Professional Excellence, 2024, 2026**
Departmental award for excellence in the PhD program.
- **AoM OMT Above and Beyond the Call of Duty Award, 2021**
- **Angus Sinclair Abell Memorial Scholarship in Economics, 2017/2018**
Awarded to a student with superior academic achievement entering the third year of study for a Bachelor of Arts with an Honors in Economics at the University of Alberta. Selection based on academic standing.
- **University of Alberta Honors Economics Award, 2016/2017, 2017/2018, 2019/2020**