

KELLEY A. PACKALEN

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EDUCATION

Ph.D. <i>Degree in Industrial Engineering</i> (department concentration: organizational behavior, strategy and entrepreneurship), Stanford University	Jun. 2004
M.A. <i>Degree in Sociology</i> , Stanford University	Apr. 2002
B.A. <i>Honors Degree in Psychology</i> , Minor in Economics, Wellesley College	May 1997

ACADEMIC POSITIONS HELD

Associate Professor of Strategy and Organization, Smith School of Business, Queen's University. (maternity leave: Mar. 2012-Mar. 2013)	2012-present
Visiting Professor, Department of Industrial Engineering and Management, Aalto University, Helsinki, Finland	2013-2014 2019-present
Assistant Professor of Strategy and Organization, Smith School of Business, Queen's University (maternity leaves: Apr.-Oct. 2008; Feb.-Oct. 2010)	2004-2012
Research Assistant and Teaching Assistant, Stanford University	1999-2004
Research Associate, Harvard Business School	1997-1999

CONSULTING AND PROFESSIONAL COACHING

Occasional Business Consultant, National Research Council – Industrial Research Assistance Program	2015-2018
Academic Coach, Centre for Social Impact, Smith School of Business, Certificate in Social Impact for Professionals program	2018

PUBLICATIONS

Note: Some publications are authored in maiden name of Porter

Packalen, K.A., & Rowbotham, K. 2022. Student insight on academic integrity. in S. Eaton & J. Christensen Hughes (Ed.) *Academic Integrity in Canada*. Springer.

Seidel, V., Packalen, K.A. & O'Mahony, S. 2016. Help me do it on my own: How entrepreneurs manage autonomy and constraint within incubator organizations. in D. Burton, L. Cohen and M. Lounsbury (Ed.) *Research in the Sociology of Organizations*. 47: 275-310.

Packalen, K.A. 2015. Multiple successful models: how demographic features of founding teams differ between regions and over time. *Entrepreneurship & Regional Development*. 27(5-6): 357-385.

Packalen, K.A. 2015. When silos collapse, what happens to the seeds?: A case study of the diffusion of people and ideas when research programs are cancelled. in D. DeTienne & K. Wennberg (Ed.) *Edward Elgar Research Handbook on Entrepreneurial Exit*: 64-86. Northampton, MA: Edward Elgar Publishing.

Powell, W.W., Packalen, K.A., & Whittington, K.C. 2012. Organizational and institutional genesis: The emergence of high-tech clusters in the life sciences. in: W. Powell and J. Padgett (Ed.) *The Emergence of Organizations and Markets*. Princeton University Press.

Packalen, K.A. 2007. Complementing capital: The role of status, demographic features, and social capital in founding teams' abilities to obtain resources. *Entrepreneurship Theory and Practice*, 31(6): 873-891.

Porter, K.A. & Powell, W.W. 2006. Networks and organizations. in S. Clegg, C. Hardy, T. Lawrence and W. Nord (Ed.) *The SAGE Handbook of Organization Studies*, second ed.: 776-799. Thousand Oaks, California: Sage Publishing.

Porter, K.A., Bunker Whittington, K.C., & Powell, W.W. 2005. The institutional embeddedness of high-tech regions: Relational foundations of the Boston biotechnology community. In S. Breschi & F. Malerba (Ed.), *Clusters, Networks, and Innovation*: 261-296. Oxford, UK: Oxford University Press.

Working Papers

Packalen, K.A., Lysaght, R. & Fecica, A. 2020. *Understanding how workplace integration social enterprises foster meaningful work for those living with mental illnesses: A preliminary analysis*. Presented at the 2020 Social Entrepreneurship Conference (Virtual)

Packalen, K.A. & Rowbotham, K. 2020. *Clues to Fostering a Program Culture of Academic Integrity: Findings from a Multidimensional Model*. Presented at the 2020 Academy of Management Annual Meeting (Virtual)

Packalen, K.A. & Rowbotham, K. 2020. *Down the Slippery Slope: Moral Disengagement and Academic Integrity's Grey Areas*. Presented at the 2020 Academy of Management M.E.D. Writer's Workshop (Virtual), the 2021 Academy of Management Annual Meeting (Virtual)

Current Projects

Effectiveness of Work Integration Social Enterprises' Business Models (with team led by R. Lysaght)

Integrity in Academia and Beyond (with K. Rowbotham)

Cultivating Conscientious Founders

Case Studies

Nolan, R., Porter, K.A. & Akers, C. 2001. "Cisco Systems Architecture: ERP and Web-enabled IT." *HBS Case 301-099* (included in premier case collection), Spanish version: *HBS Case 302-S26*

Nolan, R., Porter, K.A. & Akers, C. 2001. "Cisco Systems: Web-enablement." *HBS Case 301-056*

Nolan, R. & Porter, K.A. 1998. "Cisco Systems, Inc." *HBS Case 398-127*

Nolan, R. & Porter, K.A. 1998. "Networks and networking software." *HBS Technology Note 799-031*

Nolan, R. & Porter, K.A. 1998. "Sun Microsystems & the N-tier architecture." *HBS Case 399-037*

Nolan, R. & Porter, K.A. 1998. "Working with Your 'Shadow Partner'" *HBS Case 399-051*

Porter, K.A. 1997. "The Future of America Online" *HBS Online Case*

Porter, K.A. & Bradley, S. 1999. "Convergys" *HBS Case 700-042*

Porter, K.A. & Bradley, S. 1999. "eBay, Inc." *HBS Case 700-007*, Spanish version: *HBS Case 702-S04*

Porter, K.A. & Bradley, S. 1999. "XcelleNet, Inc. (supplement)." *HBS Case 799-028*

Porter, K.A. & Bradley, S. 1998. "Edmund's—www.edmunds.com (supplement)." *HBS Case 399-036*

Porter, K.A. & Bradley, S. 1998. "Excite, Inc." *HBS Case 799-044*

Porter, K.A. & Bradley, S. 1998. "IBM's Lotus Development in 1998." *HBS Case 799-014*

Porter, K.A. & Bradley, S. 1998. "State Street Boston Corp: Leading with Information Technology (B)." *HBS Case 799-034*

Popular Press

Packalen, K.A. 2016. Response to O'Kane, J. "The Challenge: Millennial blacksmith is drawn to the forge: 'It's primal, man'" *Globe & Mail*, Jun 15.

Packalen, K.A. 2006. "Financial Post New Venture Case Series: Learning to Let Go – The Expert View." *Financial Post Business Magazine*, Dec.: 73-76.

CONFERENCE PAPERS

Academy of Management 2021 Annual Conference (Virtual)

Down the slippery slope: Moral disengagement and academic integrity's grey areas (with K. Rowbotham) Aug. 2021

Social Entrepreneurship Conference, 2020 (Virtual)

Understanding how workplace integration social enterprises foster meaningful work for those living with mental illnesses: A preliminary analysis (with R. Lysaght & A. Fecica) Nov. 2020

Academy of Management 2020 Annual Conference (Virtual)

Clues to Fostering a Program Culture of Academic Integrity: Findings from a Multidimensional Model (with K. Rowbotham) Aug. 2020

International Council of Small Businesses 2014 Annual Meeting (Dublin)

Helping entrepreneurs succeed: Advisory relationships in government-funded programs Jun. 2014

International Council of Small Businesses 2011 Annual Meeting (Stockholm)

Finding the right one: Forming successful advisor relationships in small firms (with L. Dyer) Jun. 2011

Academy of Management 2009 Annual Meeting (Chicago, IL)

Organizational and institutional genesis: The emergence of high-tech clusters in the life sciences (with W. Powell & K. Whittington) Aug. 2009

Santa Fe Institute Book Conference: The Emergence of Organizations and Markets (Schenna, Italy)

Organizational and institutional genesis: The emergence of high-tech clusters in the life sciences (with W. Powell & K. Whittington) Apr. 2009

Academy of Management 2007 Annual Meeting (Philadelphia, PA)

How faculty founders shape their firms' alliance portfolios Aug. 2007

Strategic Management Society, New Frontiers in Entrepreneurship Conference (Catania, Italy)

Does the company create science or does science create the company?: The case of ImmuLogic and its collaborators May 2007

Strategic Entrepreneurship Workshop (Amsterdam, Netherlands)

A myriad of networks: Understanding the relationships between organizational and entrepreneurial team networks Jul. 2006

MIT Sloan Business Policy Studies Mini-Conference (Cambridge, MA)

What you are or where you come from? How faculty founders and their institutions shape their firms' portfolios May 2006

Academy of Management 2005 Annual Meeting (Honolulu, HI)

Institutional embeddedness of high-tech regions: Relational foundations of the Boston biotech region Aug. 2005

Berkeley-Stanford-Michigan: Mini-conference on University Industry Interfaces (Stanford, CA)

Biography and geography: Divergent models of entrepreneurship in Boston and San Francisco Bay area biotechnology Nov. 2004

Strategic Management Society Annual Meeting (San Juan, PR)

Should they quit their day jobs?: Regional variations in founding teams and firm resource obtainment Oct. 2004

Babson Kauffman Entrepreneurship Research Conference (Scotland, UK)

You can't leave your past behind: The influence of founders' career histories on their firms Jun. 2004

INFORMS 2002 Annual Meeting (San Jose, CA)

Founders' impact on firm alliances Nov. 2002

CONFERENCE PRESENTATIONS

International Society for Third Sector Research Conference (Virtual)

Work integration social enterprises (WISE) as a source of personal and community empowerment (Lysaght, R., Fecica, A., Brock, K., Krupa, T., Packalen, K., Ross, L. & Roy, M.) Jul. 2021

Canadian Symposium on Academic Integrity 2021 (Virtual) Clues to fostering a program culture of academic integrity: Findings from a multidimensional model (Packalen, K., & Rowbotham, K.)	Jun. 2021
European Conference on Academic Integrity and Plagiarism 2021 (Virtual) Student insight on academic integrity. (Packalen, K., & Rowbotham, K.)	Jun. 2021
International Centre for Academic Integrity Conference (Virtual) Student wellness and its relationship to academic integrity (Packalen, K., & Rowbotham, K.)	Mar. 2021
Canadian Association of Occupational Therapists National Conference, Saskatoon (Virtual) Mental Health and Employment – Who Chooses Work Integration Social Enterprise? (Lysaght, R., Fecica, A., Brock, K., Krupa, T., Packalen, K., Ross, L. & Roy, M.)	May 2020
5th International Conference Plagiarism across Europe and Beyond & 3rd International Conference Shaping Ethics in Academia and Society (Vilnius) A multi-pronged approach to academic integrity awareness: Methods used by a Canadian Undergraduate Business Program (Packalen, K., Rowbotham, K., & Garnier, L.)	Jun. 2019
Canadian Symposium on Academic Integrity (Calgary) A Qualitative Exploration of Business Students' Perceptions of Academic Integrity's Grey Areas (Packalen, K., & Rowbotham, K.)	Apr. 2019
Academy of Management 2015 Annual Meeting (Vancouver, BC) Studying Entrepreneurial Exits Professional Development Workshop	Aug. 2015
Kauffman Emerging Scholars Conference (Kansas City, MO) Advisory Relationships in Government-funded Programs	Oct. 2014
Work Technology & Organization Reunion Workshop (Stanford, CA) How networks intersect: A longitudinal case study of the interplay between personal and organizational connections	Jul. 2014
The Role of Networks and Institutions in the Production and Transfer of Knowledge (Eugene, OR) Using a community before going it alone: Incubating institutions and entrepreneurial occupations (with V. Seidel)	Nov. 2009
National Bureau of Economic Research, Location of Biopharmaceutical Activity Pre-Conference (Cambridge, MA) Which secrets need to be in the air?: An analysis of the geographic division of labor in the biopharmaceutical industry (with K. Bunker Whittington, J. Owen-Smith & W. Powell)	Jul. 2007
Work Technology & Organization 10 Year Anniversary Conference (Stanford, CA) Movement between network types: Understanding the temporal relationships between organizational and entrepreneurial team networks	Sep. 2006
SSRC Corporation as a Social Institution Workshop (Berkeley, CA)	Jun. 2003

You can't leave your past behind: The influence of founders' career histories on their firms (dissertation proposal) Jun. 2002
 Founders: Do they matter?

INVITED PRESENTATIONS

Smith School of Business 2021 Research Showcase on Equity, Diversity and Inclusion in Business
 Equity, inclusion and academic integrity Dec. 2021

Queen's University Senate Subcommittee on Academic Integrity Mar. 2021
 Student experiences & cultures of academic integrity

2020 Brown Bag Seminar, Department of Industrial Engineering & Management, Aalto University (Helsinki, Finland) Feb. 2020
 Down the Slippery Slope: Moral Disengagement and Academic Integrity's Grey Areas

2017 Innovation in Context 2: Scaling Up, Centre for Intellectual Property Policy, McGill Law School (Montreal, PQ) Nov. 2017
 Panelist, The Social Context of Scale

2016 Social Innovation Research Showcase (Kingston, ON) Mar. 2016
 Panelist, Social Entrepreneurship Research Panel

2014 Economic Revitalization Conference: Mapping the Future: Technology, People & Rural Prosperity (Kingston, ON) Apr. 2014
 Advisory Relationships in Government-funded Programs

Strategy Research Colloquium (SRC), Department of Industrial Engineering & Management, Aalto University (Helsinki, Finland) Oct. 2013
 Role theory and the entrepreneur's autonomy-dependence paradox: Insights from a study of a business incubator

EDCO 55th Annual Conference and Showcase (Toronto, ON) Feb. 2012
 Advisor relationships in rural businesses

The Creative Rural Economy – From Theory to Practice (Kingston, ON) Jun. 2011
 Panel discussion: Challenges and solutions for creative sector businesses

2011 The Study of Business and Knowledge Workshop (Kingston, ON) May 2011
 Workshop for graduate students at QSB: "Entrepreneurship & knowledge"

2011 KIS Showcase - New Horizons in Rural Economic Development (Kingston, ON) Apr. 2011
 Panel discussion: Rural Eastern Ontario - building a new generation of entrepreneurs

Rotman Strategic Management Workshop (Toronto, ON) Mar. 2007
 Evolving Resumes: Regional and temporal variations in biotechnology founding teams

Stanford Organizations and Networks Group (Stanford, CA) May 2006
 What you are or where you come from? How faculty founders and their institutions shape their firms' portfolios

OCRI Meeting, Commercialization of Technology Products & Services (Ottawa, ON) Apr. 2005
 Biotech firms and their founders

USASBE Meeting, Kauffman Dissertation Fellows Ceremony (Palm Springs, CA) Jan. 2005
 You can't leave your past behind: The influence of founders' career histories on their firms

TEACHING

<i>Entrepreneurship & Innovation</i> , PhD Program, School of Science, Aalto University	2021
<i>Qualitative Research Methods</i> , PhD Program, School of Science, Aalto University	2020
<i>Entrepreneurship & Innovation</i> , MSc & PhD Program, Smith School of Business	2015-present
<i>Social Innovation & Impact</i> , Commerce Program, Smith School of Business	2015-2018
<i>New Business Development</i> , Commerce Program, Smith School of Business	2005-2007, 2012, 2014-present
<i>Business & Corporate Strategy</i> , Commerce Program, Smith School of Business	2004-2005, 2015-2018
<i>Individual Research Project</i> , Masters of Management, Innovation & Entrepreneurship, Smith School of Business	2017-2018
<i>Strategic Innovation & Entrepreneurship</i> , Accelerated MBA, Smith School of Business	2008-2009
<i>Creativity, Innovation & Entrepreneurship</i> , Queen's Full-time MBA, Smith School of Business	2007-2010
<i>Managing New Ventures</i> , MBA for Science & Technology, Smith School of Business	2007
<i>Introduction to Entrepreneurship</i> , Commerce Program, Smith School of Business	2006-2007, 2012
Co-director, <i>New Venture Laboratory</i> , AeA/Stanford Executive Institute	2002 & 2003
<i>Organizational Behavior and Management</i> , Management Science and Engineering Masters' Program, Stanford University	2003

FELLOWSHIPS AND AWARDS

D.I. McLeod Summer EDII Research Assistantships	Apr. 2021
Employment and Social Development Canada, Research Program on Effectiveness of Work Integration Social Enterprises Expansion, Value: \$94,559 (spring 2020-2022), Role: co-investigator	Mar 2020
D.I. McLeod Term Research Assistantships	Sept 2019
SSHRC Institutional Grant – Explore Grant, Value: \$5,000 (2109-2021), Role: Principal investigator	May 2019
Employment and Social Development Canada, Research Program on Effectiveness of Work Integration Social Enterprises, Value: \$300,000 (summer 2017-2022), Role: co-investigator	Jun. 2017
General Research Grant, Smith School of Business, Role: co-applicant	Apr. 2017
SSHRC Partnership Development Grant	Apr. 2011
Economic Developers Council of Ontario (EDCO) Funding	Dec. 2010

Royal & SunAlliance Funding	Sep. 2010
Monieson Centre Conference Funding	Oct. 2009
SSHRC CURA invitation for full submission	Mar. 2008
D.I. McLeod Term Research Assistantships	Sep. 2007
SSHRC General Grant Competition 4A Status	May 2007
Funding from Queen’s University in recognition for SSHRC 4A Status	Jun. 2006
Funding from Queen’s School of Business in recognition of SSHRC 4A Status	Jun. 2006
SSHRC General Grant Competition 4A Status	May 2006
Syracuse University Experiential Classroom Excellence in Case Teaching Award	Sep. 2005
D.I. McLeod Term Research Assistantships	Jan. 2005
Ewing Marion Kauffman Foundation: Emerging Scholars Initiative	Jan. 2003
SSRC: Fellow of the Program on the Corporation as a Social Institution	Feb. 2002

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Membership

Academy of Management (OMT, ENT, and MED divisions)	1999-present
United States Association of Small Business and Entrepreneurship	2003-2019
International Center for Academic Integrity	2019-present

Reviewer

<i>International Journal of Educational Integrity</i> : Editorial Board	2021-present
<i>Journal of Small Business Management</i> : Ad hoc reviewer	2013-present
<i>Entrepreneurship & Regional Development</i> : Ad hoc reviewer	2012-present
<i>Research Policy</i> : Ad hoc reviewer	2006-present
<i>Strategic Management Journal</i> : Ad hoc reviewer	2002-2004
<i>Academy of Management</i> : OMT division (recognized as a Top 25 reviewer in 2003)	2003-2010
<i>Journal of Management Studies</i> : Ad hoc reviewer	2007-2008
<i>Academy of Management Journal</i> : Ad hoc reviewer	2007-2009
<i>Family Business Review</i> : Member of review board	2009-2010
<i>Academy of Management</i> : Entrepreneurship Division	2010-2012
<i>Applied Psychology: An International Review</i> : Ad hoc reviewer	2011

Session Chair/Facilitator

5th International Conference Plagiarism across Europe and Beyond & 3rd International Conference Shaping Ethics in Academia and Society (Vilnius)	Jun. 2019
Social Innovation Summit, Smith School of Business (Kingston, ON)	2015-2018
Academy of Management 2011 Annual Meeting (San Antonio, TX)	Aug. 2011
Alliance Edge Annual Conference (Toronto, ON)	Sep. 2005
Academy of Management 2005 Annual Meeting (Honolulu, HI)	Aug. 2005
Alliance Edge Annual Conference (Kingston, ON)	Sep. 2004
Academy of Management 2004 Annual Meeting (New Orleans, LA)	Aug. 2004
Babson Kauffman Entrepreneurship Research Conference (Babson, MA)	Jun. 2003
INFORMS 2002 Annual Meeting (San Jose, CA)	Nov. 2002

Consortia

Entrepreneurship Junior Faculty Consortium (Philadelphia, PA), Attendee	Aug. 2007
OMT Junior Faculty Consortium (Honolulu, HI), Attendee	Aug. 2005
OB/ODC/OMT AOM Doctoral Students' Consortium (Seattle, WA), Attendee	Aug. 2003
Babson Kauffman Entrepreneurship Research Conference Doctoral Students' Consortium (Babson, MA), Attendee	Jun. 2003

Research Symposia & Conferences

International Centre for Academic Integrity Mid-Atlantic Conference (Virtual), attendee	Feb. 2021
Academic Integrity in Canada Book Symposium (Virtual), presenter	Oct. 2020
Responsible Organising Conference (Hanken School of Economics, Helsinki), attendee	Nov. 2019
AOM Specialized Conference: Responsible Leadership in Rising Economies (Bled, Slovenia), attendee	Oct. 2019
Community of Social Innovation (COSI) 2018 Workshop (Toronto, ON), attendee	Jun. 2019
Community of Social Innovation (COSI) 2018 Workshop (Ann Arbor, MI), attendee	May 2018
Community of Social Innovation (COSI) 2017 Workshop (Toronto, ON), attendee	May 2017
Community of Social Innovation (COSI) 2016 Workshop (Stanford, CA), attendee	Apr. 2016
Community of Social Innovation (COSI) 2015 Workshop (Ann Arbor, MI), attendee	May 2015
International Council of Small Businesses Young Researchers' Writing Workshop (Stockholm, Sweden), Attendee	Jun. 2011
Grounded & Groundbreaking Workshop (London, ON), Attendee	Apr. 2007
Stanford Technology Ventures Program Research Seminar (Stanford, CA), Organizer	2003 & 2004

Teaching Workshops

Decolonization and Indigenization: Finding our Way Along the Path (CTL, Queen's University)	Dec. 2021
Selecting Indigenous Resources for the Classroom (CTL, Queen's University)	Nov. 2021
Foundations of Indigenous Pedagogies (CTL, Queen's University)	Oct. 2021
Mental Health Essentials for Professors, Instructors & TAs (Queen's University)	Oct. 2021
MSc/PhD Student Insight on Remote Teaching (Smith School of Business)	Dec. 2020
Indigenous Paradigms in Practice: Relationships, Story and Academic Integrity (University of Calgary)	Nov. 2020
Commerce Student Insight on Remote Teaching (Smith School of Business)	Nov. 2020
Academic Integrity: Creating a Culture of Equity (University of Calgary)	Oct. 2020
Conversations on Decolonization Workshop (Smith School of Business)	Sep. 2020
EDII Student Panel (Smith School of Business)	Aug. 2020
Discussion on anti-racism, discrimination and inclusion (Smith School of Business)	Aug. 2020
Power, Privilege and Bias Workshop (Smith School of Business)	Aug. 2020
Navigating Difficult Conversations Workshop (Smith School of Business)	Aug. 2020
Cooperative Advantage: Lessons from African-American Management	Aug. 2020
Seminar on online learning & courses (Aalto University)	Apr. 2020
AOM Teaching & Learning 2015 Conference (Vancouver, BC)	Jul. 2015
Capsim Capstone's Train the Trainer Workshop (Chicago, IL)	Dec. 2014
Course Design@Queen's workshop (Kingston, ON), Attendee	Sep. 2013
Scientific Association for Entrepreneurship Education Annual Conference (Helsinki, Finland), Attendee	Jun. 2011
Harvard Business School: The Art & Craft of Discussion Leadership – Part II (Boston, MA), Attendee	Apr. 2006
Queen's Centre for Teaching & Learning workshop with Utrecht faculty, Attendee	Sep. 2005
Syracuse University Experiential Classroom (Syracuse, NY), Attendee	Aug. 2004
Ivey Case Teaching Workshop (London, ON), Attendee	2004-2005
Queen's University Focus on Foundations (Kingston, ON), Attendee	

Other workshops

Identifying Challenges in Writing Across Borders Workshop Series: Academic Integrity (CTL, Queen's University)	Oct. 2021
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The Intersection of Academic Integrity and Mental Health (University of Calgary, Virtual)	Oct. 2021
Indigenous Paradigms in Practice: Relationships, Story and Academic Integrity (University of Calgary, Virtual)	Nov. 2020
Faculty EDII strategic planning session (Smith School of Business)	Oct. 2020
Academic Integrity: Creating a Culture of Equity (University of Calgary, Virtual)	Oct. 2020
AOM Paper Development Workshop: <i>MED Division</i>	Aug. 2020
AOM Professional Development Workshop: Responsible and Ethical Innovation (Virtual)	Aug. 2020
Indigenous and Intercultural Research: Issues, Ethics & Methods (SAGE MethodSpace)	Jul. 2020
AOM Annual Conference, MED Division Paper Development Workshop (Virtual)	Feb. 2020
AOM Learning & Education Paper Development Workshop (Ottawa, ON)	Apr. 2019
International Center For Academic Integrity Annual Conference (Richmond, VI)	Mar. 2018
Faculty representative, Queen's Social Investment Initiative (Kingston, ON)	Mar. 2016
Entrepreneur Workshop #1: ELORIN Spring Training (Kingston, ON), Instructor	Mar. 2009
Ice Cream Parlour Simulation, Shad Valley Summer Program (Kingston, ON), Instructor	2007-present
Queen's full-time MBA, New Ventures Club, Speaker	Sep. 2007
Employment Equity Training - Appointments / RTPC, Attendee	Sep. 2007
Academic supervision	
Thesis advisor for Elena Fadul, Department of Industrial Engineering, Aalto University	2021-present
Academic advisor for Alison Bubeqi's Comm 502 independent study	2021-2022
Academic advisor for Amanda Kilvichan's Comm 501 independent study	2021
Academic Advisor to Joshua Kinnard, MSc in Management Candidate	2016
Second reader on Xuewei Wei's MSc in Management thesis	2016
Second reader on Dean Howley's MSc in Management thesis	2015
External member on Erin Larson's Psychology Master's Thesis Defense, Queen's	2014
Second reader on Nadège Levallet's PhD Summer Research Project	2011
Second reader on Michelle Lowe's MSc in Management thesis	2009
Second reader on Lukas Neville's MSc in Management thesis	2007
Academic advisor for Timothy Darling's Comm 503 independent study	2006-2007
Academic advisor for Brian Tod's Comm 501 independent study	2006
Second reader on Christine Silva's MSc in Management thesis	2005
Committees	
Area Coordinator, Strategy & Organization Area, Smith School of Business	2020-present
Chair, Smith Academic Integrity Panel, Smith School of Business	2020-present
Member, Smith Academic Integrity Panel, Smith School of Business	2016-2019
Member, Commerce Academic Integrity Committee, Smith School of Business	2017-2019
Member, Academic Integrity Roundtable, Queen's University	2017-2018
Member, Commerce Culture Committee, Smith School of Business	2016-2017
Member, Certificate in Business Curriculum Committee, Smith School of Business	2014-2017
Member, Certificate in Business Academic Progress Board, Smith School of Business	2014-2017
Member, Undergraduate Curriculum Committee, Smith School of Business	2014-2017
Member, Smith School of Business Research Pool Committee	2011-2012
Member, PARTEQ Angel Network Investment Committee	2011-2012
Member, Goodes Communication Task Force	2009-2012
Member, KEDCO's Enterprise Facilitation Resource Board	2007-2008
	2007-2008
	2005-2007

Chair, Unit Research Ethics Board, Smith School of Business	2005-2007
Member, Research Committee, Smith School of Business	2005-2007
Member, Undergraduate Curriculum Committee, Smith School of Business	
Member, Undergraduate Academic Progress Committee, Smith School of Business	

Business Plan and Case Competitions

Judge, C4C Case Competition (undergraduate students)	Mar. 2017
Commentator, MEI 3cubed (masters students)	Feb. 2017
Judge, Idea Fest Social Business Plan Competition (all student levels at Queen's)	Mar. 2015
Judge, PELA PIT Business Plan Competition (high school)	Jun. 2011
Judge, QSB PELA Business Plan Competition (all student levels at Queen's)	Mar. 2011
Judge, QEC Taster (Queen's Commerce)	Oct. 2009
Judge, Q'ACE Business Plan Competition (undergraduate)	2009, 2011, 2015
Judge, Queen's Innovation Fund internal competition (Queen's MBA)	Aug. 2009
Organizer, Paul and Tom Kinnear Business Plan Competition (Queen's Commerce)	2008-2020
Judge, First Capital Challenge, Kingston, ON (Community)	2005-2007
Judge, MBAst Business Plan Competition (Queen's MBA in science & technology)	Apr. 2006