

## CURRICULUM VITAE

2024

### KAREN GOLDEN-BIDDLE

Professor of Management and Organizations, emerita

Questrom School of Business, Boston University

Boston, MA

E-mail Address: [kgbiddle@bu.edu](mailto:kgbiddle@bu.edu)

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#### EDUCATION

- Ph.D. Case Western Reserve University, Managerial and Policy Studies  
MBA Case Western Reserve University, Human Resource Management  
B.A. Denison University, German Studies

#### ACADEMIC APPOINTMENTS

- July 2023 Professor of Management and Organizations, emerita, Questrom School of Business, Boston University
- 2013 – 2023 Inaugural Holder, Questrom Professorship in Management, Boston University
- 2020 – present Faculty Research Fellow, Human Resource Policy Institute, Questrom School of Business, Boston University
- 2007 – 2023 Professor of Management and Organizations, Questrom Business School, Boston University
- 2007 – 2013 Everett W. Lord Distinguished Faculty Scholar, School of Management, Boston University
- 2018 – 2021 Chair, Department of Management & Organizations, Questrom School of Business, Boston University.
- Responsibilities: Departmental leadership; Faculty development; Curricular enhancement and innovation. Developed new department mission and strategy. Proposed and secured departmental name change to align with mission.
- 2011 – 2015 Senior Associate Dean, Questrom School of Business, Boston University.  
Responsibilities: Academic leadership; School-level vision, mission & strategy development in collaboration with Dean, faculty, and senior staff; Curriculum innovation at undergraduate and graduate levels; Faculty development.
- 2014 – present Faculty Fellow, Center for the Advancement of Research Methods and Analysis (CARMA Short Courses: Theorizing and Writing Qualitative Research)
- 2013 Visiting Professor, University of Zurich, Chair of Organization and Management, Switzerland

2013	Visiting Professor, Judge Business School, University of Cambridge, Chair of Organization Theory and Information Systems, Great Britain
2005 - 2006	International Visiting Fellow, Advanced Institute of Management Research (AIM), Lancaster University, Great Britain
2004 – 2006	Professor of Strategic Management and Organization, University of Alberta
2000 – 2006	Faculty Director, Health Organization Studies Group, University of Alberta Senior Faculty, SEARCH program of the Alberta Heritage Foundation for Medical Research. Edmonton, Alberta.
1998 – 2003	Associate Professor of Strategic Management and Organization, University of Alberta (Tenure granted AY1998-99)
1996 – 1997	Affiliate Faculty, Emory University Business School and Medical School Healthcare Leadership Centre
1988 – 1995	Assistant Professor of Organization and Management, Emory University
1994	Visiting Professor, Linz University, Austria
1986 – 1987	Lecturer, Weatherhead School of Management, Case Western Reserve University

#### **OTHER POSITIONS**

1981 – 1984	Organizational Development Consultant (Fortune 200 organization)
1979 – 1981	Human Resources/Compensation Consultant (Part time – Consulting firm)
1976 – 1979	Trainer and Educator (Non-profit organization)

#### **ACADEMIC AWARDS AND HONORS**

2023	Best Paper Award. <i>Organizational Research Methods</i> : “Coding Practices and Iterativity: Beyond Templates for Analyzing Qualitative Data.”
2018	Elected a Fellow of the Academy of Management.
2013	Douglas McGregor Best Paper Award. <i>Journal of Applied Behavioral Science</i> : “Identity Struggles in Merging Organizations: Renegotiating the Sameness-Difference Dialectic”
2011	Recipient, PhD Distinguished Faculty Mentor Award, Boston University
2009	Nominee, PhD Distinguished Faculty Mentor Award, Boston University
2005 – 2008	Elected to Academy of Management Board of Governors (3-year term)
2003	Robert McDonald Advancement of Organizational Research Methodology Award for: “Constructing Opportunities for Contribution: Structuring Intertextual Coherence and Problematizing in Organizational Studies,” <i>Academy of Management Journal</i> , 1997. Academy of Management.

2003	SEARCH Excellence in Teaching and Mentoring Award. The Alberta Heritage Foundation for Medical Research, Canada
2002	Nominee, School of Business MBA 2 <sup>nd</sup> Year, Teacher of Year Award. University of Alberta
2001	Research Grant, University of Alberta
1998	Edmonton Journal Faculty Fellowship, University of Alberta
1997	Best Scholarly Paper Award. “Managing Traditionality and Strategic Change in Non-Profit Organizations,” <i>Nonprofit Management and Leadership</i>
Prior to 1997	MBA Teaching Excellence Award, Emory University (2-time recipient) Beta Gamma Sigma Society Mortar Board Honorary Society Case Western Reserve University Graduate Scholarship

## INTERESTS

How leaders tap the power of discovery in bringing something new into existence, especially in those initiatives that require change in belief and practice.

How researchers cultivate discovery in their analytic practices to produce novel contributions in their academic work.

## PUBLICATIONS

### Books

*The Untapped Power of Discovery: How to Create Change that Inspires a Better Future.* K Golden-Biddle. Forthcoming: February 2024. Routledge/Taylor & Francis Group.

*Using a Positive Lens to Explore Social Change and Organizations: Building a Theoretical and Research Foundation.* K Golden-Biddle and J. Dutton (Eds). 2012 NY: Psychology Press/Routledge.

*Composing Qualitative Research.* K Golden-Biddle and K. Locke. 2007 2<sup>nd</sup> Edition (1<sup>st</sup> Edition 1997). Thousand Oaks, California: Sage Publications.

### Articles

Locke, K.D, Feldman, M. & Golden-Biddle, K. 2022. To template or not to template? That is NOT the question. *Journal of Management Inquiry*.

Locke, K.D, Feldman, M. & Golden-Biddle, K. 2022. Coding practices and iterativity: Beyond templates for analyzing qualitative data. *Organizational Research Methods*.

*Recipient Journal Award for Best Paper in 2022*

Golden-Biddle, K. 2020. Discovery as abductive mechanism for reorienting habits within organizational change. *Academy of Management Journal*. December, 63(6):1951-1975.

Golden-Biddle, K. & Bartunek, J.B. 2020. Relational objectivity as responsibility in management research. Chapter 3. In: Zsolnai, L., & Thompson, M.J., (Eds.), *Responsible Research for Better Business: Creating Useful and Credible Knowledge for Business and Society*.

Reay, T., Germann, K., Casebeer, A., Golden-Biddle, K. & Hinings, C.R. 2016. Creating and sustaining the right kind of space for organizational learning in primary health care. In: Swan, J., Newell, S. & Nicolini, D. (Eds.), *Mobilizing Knowledge in Healthcare: Challenges for Management and Organization*. Oxford University Press.

Locke, K., Feldman, M., & Golden-Biddle, K. 2015. Discovery, validation and live coding. In: K.E. Elsbach and R. Kramer (Eds). *The Handbook of Qualitative Organizational Research*. Taylor & Francis Group.

Dietrich, K., Golden-Biddle, K., Feldman, E., & Locke, K. 2015. Constructing contribution in strategy as practice research. *Cambridge Handbook of Strategy as Practice*, 2<sup>nd</sup> edition Golsorkhi D., Rouleau L., Seidl, D., and Vaara, E.(Eds.) Cambridge University Press.

Golden-Biddle, K. 2014. Create micro-moves for organizational change, In: J.E. Dutton & G.M. Spreitzer (Eds.) *How to Be a Positive Leader: Small Actions, Big Impact*. Berrett-Koehler Publishers.

Golden-Biddle, K. 2013. How to change your organization without blowing it up. *Sloan Management Review*, Winter, 54(2): 35-41.

Reay, T., Chreim, S., Golden-Biddle, K., et al 2013. Transforming new ideas into practice: An activity-based perspective on the institutionalization of practices. *Journal of Management Studies*, September, 50(6): 963-990.

Langley, A., Golden-Biddle, K., Reay, T., Denis, J-L., Hebert, Y., Lamothe, L., & Gervais, J. 2012. Identity struggles in merging organizations: Renegotiating the sameness-difference dialectic. *Journal of Applied Behavioral Science*, 48(2) 135– 167. Lead article

*Recipient Douglas McGregor Award for Best Paper*

Golden-Biddle, K. & Mao, J. 2012. What makes an organizational change process positive? Chapter 58 In: K.S. Cameron and G. Spreitzer (Eds.). *Handbook of Positive Organizational Scholarship*. Oxford University Press.

Golden-Biddle, K. & Correia, K. 2012. Hope as generative dynamic in transformational change. Chapter 12 In: K Golden-Biddle & J.E. Dutton, J.E. (Eds.) *Using a Positive Lens to Explore Social Change and Organization: Building a Theoretical and Research Foundation*. Taylor & Francis Group, Routledge Publishing.

Dutton, J.E., Golden-Biddle, K. & Feldman, E. 2012. The call: Why a book now on using a positive lens to explore social change and organizations? Chapter 1 In: K Golden-Biddle, & J.E. Dutton, J.E. (Eds.) *Using a Positive Lens to Explore Social Change and Organization: Building a Theoretical and Research Foundation*. Taylor & Francis Group, Routledge Publishing.

Golden-Biddle, K., Dutton, J.E. & Feldman, E. 2012. The response: What does this book contribute to the understanding of social change and organizations? Chapter 22 In: K Golden-Biddle & J.E. Dutton, J.E. (Eds.) *Using a Positive Lens to Explore Social Change and Organization: Building a Theoretical and Research Foundation*. Taylor & Francis Group, Routledge Publishing.

- Howard Grenville, J. Golden-Biddle, K., Irwin, J. & Mao, J. 2011 Liminality as cultural process for cultural change. *Organization Science*, 22(2): 522-539.
- Golden-Biddle, K. 2011. Blink and you (dis)miss them: Coming to new lines of sight, In: A. Carlsen and J. Dutton (Eds.). *Research Alive: Generativity in Doing Qualitative Research*. Copenhagen Business School Press.
- Langley, A., Golden-Biddle, K., Denis, J-L & Reay T. 2011. Chapter 7: Managing and sustaining change. In T. Sullivan and J-L. Denis (Eds.) *Implementing Evidence: Building Better Healthcare Leadership for Canada*. McGill-Queens Press.
- Golden-Biddle, K. & Azuma, J. 2010. Constructing contribution in “Strategy-as Practice” research. In: D. Golsorkhi, L. Rouleau, D. Seidl and E. Vaara (Eds.) *Cambridge Handbook of Strategy as Practice*.
- Casebeer, A., Reay, T., Golden-Biddle, K., Hinings CR & GermAnn, K. 2009 Primary health care innovation sites: Learning to create new cultures of care. In: J. Braithwaite, P. Hyde & C. Pope (Eds.) *Culture and Climate in Health Care Organizations*, Palgrave MacMillan.
- Golden-Biddle, K & Reay, T. 2009. Negotiating a new role in a gendered order: A cultural lens. *Journal of Negotiation and Conflict Management Research*, 2(1): 31-41.
- Locke, K., Golden-Biddle, K. & Feldman, M. 2008. Making doubt generative: rethinking the role of doubt in the research process. *Organization Science*, 19(6): 907-918.
- Sonpar, K. & Golden-Biddle, K. 2008. Using content analysis to elaborate adolescent theories of organization. *Organizational Research Methods*, 11(4): 795-814.
- Estabrooks, C., Scott-Findlay, S., Squires, S., Stevens, B., O’Brien-Pallas, L., Watt-Watson, J., Profetto-McGrath, J., Golden-Biddle, K., et al. 2008. Patterns of research utilization in an organizational context. *Implementation Science*, 3:31.
- Easterby-Smith, M., Golden-Biddle, K., & Locke, K. 2008. Working with Pluralism: Determining Quality in Qualitative Research. *Organizational Research Methods*, 11 (3): 19-29.
- Reprinted in: E Bell and H Willmott (Eds). 2014. Qualitative Research in Business and Management. Sage Publications*
- Reay, T. & Golden-Biddle, K. 2007. Strategies of persuasion: The efforts of nurse practitioners in institutionalizing a new role. In E. Ferlie & L Dopson (Eds.) *Change in Health Care*. Palgrave Macmillan.
- Golden-Biddle, K., GermAnn, K., Reay, T., & Procyshen, G. 2006. Creating and sustaining positive organizational relationships: A cultural perspective. In J.E. Dutton & B.R. Ragins (Eds.), *Exploring Positive Relationships at Work: Building a Theoretical and Research Foundation*, Lawrence Erlbaum Press.
- Reay, T., Golden-Biddle, K. & GermAnn, K. 2006. Legitimizing a new role: Small wins and micro-processes of change. *Academy of Management Journal*, 49(5): 977-998.
- Golden-Biddle, K., Locke, K., & Reay, T. 2006. Using knowledge in management studies. *Journal of Management Inquiry*. 9(15): 237-254.

- Casebeer, A., Reay, T., Golden-Biddle, K., Pablo, A., Wiebe, E. & Hinings, C.R. 2006. Experiences of Regionalization: Assessing multiple stakeholder perspectives across time *Healthcare Quarterly*, 9(2): 32-43.
- Lavis, J., Davies, H., Oxman, A., Denis, J-L, Golden-Biddle, K. & Ferlie, E. 2005. Towards systematic reviews that inform healthcare management and policymaking. *Journal of Health Services Research and Policy*, 10(3 Supp1 1): 35-48.
- Golden-Biddle, K., Wiebe, E. & Locke, K. 2005. Using qualitative methodology to study the dynamics of organizational change. In R. Lunes, A. Langley, & I. Stensaker (Eds.), *Handbook of Organizational Change and Learning*. Norway: Fagbokforlaget Press.
- Scott-Findlay, S. & Golden-Biddle, K. 2005. Understanding how organizational culture shapes research use. *Journal of Nursing Administration*, (7/8), 356-362.
- Thomson, D., Bzdel, L., Golden-Biddle, K., Reay, T. & Estabrooks, C. A. 2005. Central questions of anonymization. A case study of secondary use of qualitative data. Forum: *Qualitative Social Research*. (6)1: Art.29.
- Hinings, CR., Casebeer, A., Reay, T., Golden-Biddle, K., Pablo, A. & Greenwood, R. 2004. The regionalization of healthcare in Alberta: Legislated change, loose coupling and uncertainty. *British Journal of Management*. 14:S15-S30.
- Golden-Biddle, K., Reay, T., Witt, C., Petz, S., Casebeer, A., Pablo, A. & Hinings, CR. 2003. Toward a communicative perspective of collaborating in research: The case of the researcher-decision maker partnership. *Journal of Health Services Research and Policy*. 8(S2): 20-25
- Reay, T., Golden-Biddle, K., GermAnn, K. 2003. Challenges and leadership strategies for managers of nurse practitioners. *Journal of Nursing Management*, 11: 1-8.
- Casebeer, A., Besner, J., Golden-Biddle, K. & Reay, T. 2003. The researcher-decision maker partnership: A collaborative journey. In *Multi-organizational Partnerships and Collaborative Strategies*: Calgary: University of Calgary.
- Locke, K. & Golden-Biddle, K. 2002. An introduction to qualitative research: Its potential for industrial and organizational psychology. In S. Rogelberg (Ed.) *Handbook of Research Methods in Industrial and organizational psychology*. Blackwell Publishers.
- Golden-Biddle, K & Biddle, R.M. 1999. Sustaining change. In R. Gilkey (Ed.), *Healthcare Leadership in the New Millenium*. Jossey-Bass Publications.
- Fiol, M., Hatch, MJ. & Golden-Biddle, K. 1998. Relationships between cultural and identity. In D. Whetten (Ed.), *Identity in Organizations; Developing Theory through Conversations*. Sage Publications.
- Gioia, D., Fiol, M., Golden-Biddle, K., Rao, HV., Rindova, V. & Schulz, M. 1998. Nomological net of organizational identity. In D. Whetten (Ed.), *Identity in Organizations: Developing Theory through Conversations*. Sage Publications.
- Golden-Biddle, K. & Rao, HV. 1997. Breaches in the boardroom: Organizational identity and conflicts of commitment in a non-profit organization. *Organization Science*, 8(6): 593-611.
- Reprinted in* MJ. Hatch & M. Schultze. 2004. *Organizational Identity: A Reader*. Oxford. University Press.

Locke, K., Golden-Biddle, K. 1997. Constructing opportunities for contribution: Structuring intertextual coherence and problematizing in organizational studies. *Academy of Management Journal*, 40: 1023-1062.

*Recipient* 2003 Academy of Management's Advancement of Organizational Research Methodology Award

Barr, P., Bogner, W., Golden-Biddle, K., Rao, H & Thomas, H. 1997. Cognitive processes in alliances: Birth, maintenance and (possible) death. In D. O'Neal & H. Thomas (Eds.), *Strategy, Structure and Style*. John Wiley and Sons.

Salipante, P. & Golden-Biddle, K. 1996. Managing traditionality and strategic change in non-profit organizations. *Nonprofit Management and Leadership*, 6:3-19. Lead article

*Recipient* of 1997 Editor's Award for Best Paper of the Year

Golden-Biddle, K. & Linduff, H. 1994. Culture and human resources management: Selecting leadership in a non-profit organization. *Nonprofit Management and Leadership*.

Golden-Biddle, K. 1993. Organizational dramas and dramatic stagings about them. *Journal of Management Education*, 17: 39-49.

Golden-Biddle, K. & Locke, K. 1993. Appealing work: An investigation of how ethnographic texts convince. *Organization Science*, 4: 595-616.

*Reprinted* in: E Bell and H Willmott (Eds). 2014. *Qualitative Research in Business and Management*. Sage Publications.

*Reprinted* in: S. Clegg (Ed.), *Central Currents in Organization Studies I & II*. 2003. Sage Publications.

*Reprinted* in: A. Bryman and R. Burgess (Eds.), 1999. *Qualitative research*. Sage Publications.

Golden-Biddle, K. 1992. The individual and organizational culture: Strategies for action in highly-ordered contexts. *Journal of Management Studies*. 29: 1-21

Golden, K.A. (Golden-Biddle) & Ramanujam, V. 1985. Between a dream and a nightmare: On the integration of the human resources management and strategic business planning processes. *Human Resources Management*. 24: 429-452.

Golden, K.A (Golden-Biddle), Salipante, P. & Buck, F. 1985. A partnership for deriving meaning from human resources data. *Personnel Administrator*.

### **Refereed Conference Proceedings**

Sonpar, K. & Golden-Biddle, K. 2005. Role of content analysis in developing adolescent theories. In Nagao (Ed.), *Best paper proceedings of the 65<sup>th</sup> annual meeting of the Academy of Management*. Honolulu, Hawaii.

Locke, K., Golden-Biddle, K. & Feldman, M. 2004. Imaginative theorizing. In Nagao (Ed.), *Best paper proceedings of the 64<sup>th</sup> annual meeting of the Academy of Management*. New Orleans, Louisiana.

Thomson, D., Bzdel, L., Golden-Biddle, K., Reay, T & Estabrooks, CA. 2004. Central questions of anonymization: A case study of secondary use of qualitative data. In van Dijkim, Blasiu, Kleijer & van Hilten (Eds.). *Recent developments and applications in social research methodology: Proceedings. 6<sup>th</sup> International Conference on Logic and Methodology*. Amsterdam, The Netherlands: Institute for Social Sciences (SISWO).

Reay, T., Golden-Biddle, K. & GermAmm, K. 2003. How nurse practitioners and middle managers are acting to create work role changes. In Nagao (Ed.), Best paper proceedings of the 63<sup>rd</sup> annual meeting of the Academy of Management, Seattle, Washington.

Reay, T., Golden-Biddle, K. & Pablo, A. 2001. Using Evidence in Context. In C.A. Estabrooks, C.Pollack, H.Chong (Ed.), Knowledge utilization colloquium '01 proceedings.

### **Book Reviews, Commentaries and Other Publications**

Review. 2009. *Administrative Science Quarterly*. Time in Organizational Research R.A. Roe, M.J. Walker, & S.R. Clegg, Eds. (UK Routledge).

Review. 2006. *International Public Management Journal*. Positive Organizational Scholarship: Foundations of a New Discipline K. Cameron, J. Dutton and R. Quinn Eds. (Berrett-Kohler).

Golden-Biddle, K., Hinings, CR., Casebeer, A., Pablo, A. & Reay, T. 2006. Organizational Change in Health Care, with special reference to Alberta. #RC2-0945-09 Policy Report

Golden-Biddle, K., Wiebe, E., Petz S. & Stevenson B. 2005. Transforming the delivery of long-term care: The story of East Central Health. *Stride Magazine* 7(2): 6-8.

Golden-Biddle, K. in collaboration with SEARCH IV participants. 2005. SEARCHers as scholar practitioner. *SEARCH Network News*. Published by Alberta Heritage Foundation for Medical Research.

Reay, T., Golden-Biddle, K. & Hinings, CR. 2001. Cost pressures in Alberta health regions. The regions' perspective with organizational commentary. Background paper. "Cost Pressures" Committee of Alberta Health and Wellness.

Commentary 2000. *Journal of Organizational Behavior*. "Patient demands, lack of reciprocity and burnout: A five-year longitudinal study among general practitioners".

1998 – 2002. Editor and editorial introductions on articles published in *Journal of Management Inquiry*. Three of these articles (Cunliffe, 2002; Creed & Scully, 2000; and Muller, 1998) were recipients of the journal's "Breaking the Frame Award" for publications that best exemplify challenge to existing thought.

### **Interviews**

Fall 2019. "Unleash your potential," Interview for *Questrom*, BU Business School Magazine.

February 10, 2017. Video interview for graduate course on change conducted by Jennifer Howard-Grenville with Karen Golden-Biddle about their paper, "Liminality as Cultural Process for Cultural Change," and Karen's current work on change. University of Cambridge, Judge Business School. <https://vimeo.com/cambridgejbs/review/204159437/760cb1c797>

May 22, 2013. "It's about puzzles, not gaps. An interview with Karen Golden-Biddle," ProjectScrib, with Charlotte Cloutier. Print. <https://projectscrib.org/2013/05/22/265/#more-265>

### **Media Publications**

Golden-Biddle, K. October 2, 2013. How micro-moves can drive major health care change. *Harvard Business Review Blog Network*.

Golden-Biddle, K. July-August 2013. Contribution. *Chief Executive Magazine*.

Golden-Biddle, K. & Salipante, P. 1994. When too much business is too much of a good thing. *Advancing Philanthropy*

Golden-Biddle, K. 1993 November 14. Contribution about management. *Atlanta Journal-Constitution*

Golden-Biddle, K. 1993. Structural and cultural dimensions of baby boomer career blockage. 2-part series in *Atlanta Journal-Constitution*

### **GRANTS AWARDED**

*Organizational Learning in Primary Health Care Innovations*, Co-Investigator 2005 – 2008 Canadian Institutes of Health Research (CIHR) and Alberta Heritage Foundation for Medical Research (AHFMR)

*Implementing Organizational Change in Health Care*, Principal Investigator 2000 – 2005 Canadian Health Services Research Foundation and AHFMR (\$1.0 million over 5 years)

*Knowledge Utilization and Policy Implementation*, Co-Investigator. 2002 – 2006. Inter-disciplinary (nursing, business, sociology) and inter-university collaboration on knowledge utilization

*National Centre for Knowledge Transfer*, Principal 2001 – 2006 Education grant for inter-disciplinary/inter-institutional graduate program to enhance translation of health knowledge.

### **PROFESSIONAL SERVICE AND LEADERSHIP**

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| 2013        | Chair, All Academy Career Achievement Awards Committee (Scholarly Contribution, Educator, Service, Scholar-Practitioner)                              |
| 2012        | Member, All Academy Career Achievement Awards Committee   |
| 2011& 2012  | Member, Academy's OMT Division Committee, Best Paper Award for Scholarship Contribution in Management and Organization Theory                         |
| 2011 & 2013 | Boston Field Research Conference (begun in 2010) Co-Organizer for Conferences held at Boston University   |
| 2010        | Co-Organizer of Conference held for authors to develop chapters for Golden-Biddle and Dutton edited book; co-sponsored and held at Boston University. |
| 2006        | Member, Academy of Management George Terry Book Award Committee   |
| 2005-2008   | Representative at Large. Board of Governors, Academy of Management (3-year term)  |

2004	Member, Research Methods Division Awards Committee (AOM)
2003	Chair, All-Academy Newman Award for Best Dissertation (AOM)
2002	Member, All-Academy Newman Award for Best Dissertation (AOM)
1996-1999	Invited Representative, Academy of Management Council
1998 & 1999	Pre-Conference and Program Chair, Research Methods Division (AOM) 2 year term
1996-1999	Elected Delegate-at-Large to Executive Committee, Research Methods Division (AOM)
Ongoing	Academy of Management. Reviewer, Session Chair and Discussant for Annual Meeting.  Member, Organization and Management Theory, Research Methods, Health Care Management, and Organization, Development and Change divisions.

## **Editorial and Review Work**

### Editorial Review Boards

2017 – 2020	Editorial Board Member, <i>Academy of Management Review</i>
1998-2005	Editorial Board Member, <i>Organizational Research Methods</i>
1999-2004	Editorial Board Member, <i>Organization Science</i>
1993-1999	Editorial Board Member, <i>Academy of Management Journal</i>
2000-2010	Ad Hoc Reviewer, Canadian Health Services Research Foundation, Canadian Institutes of Health Research, Israel Science Foundation, Social Sciences and Humanities Research Council

### Editorial Appointments

2008	Guest Co- Editor (with K Locke and M Easterby-Smith) Special Issue: “Determining Quality in Qualitative Research,” <i>Organizational Research Methods</i>
1995 – 2002	Co- Editor, Non-Traditional Research Section, <i>Journal of Management Inquiry</i>

Ad hoc reviewer: *Academy of Management Journal*, *Administrative Science Quarterly*, *Journal of Applied Behavioral Science*, *Organization Science*

## **UNIVERSITY SERVICE AND LEADERSHIP**

### Boston University

2018 – 2021	Chair, Management and Organizations Department Member, Questrom Endowed Chair Search Committee Member, Health Sector Program Development Committee Speaker, Questrom@Insights. "Leading Health Care Digital Transformation. (May 18 2021). With Ned Rimer.
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- Member, M&O Department Search Committees  
 Panel Moderator, Questrom Health & Life Sciences Conference. “Patient Access: Bringing Care Home.” (October 2020)
- 2018-2019 Member, Health Sector Program Design Sub-Committee. MS in Biopharma Leadership & Innovation
- 2017 – 2018 Member, Boston University Appointments, Promotions and Tenure Committee  
 Member, Questrom Faculty Policy Committee  
 Co-Designer and Implementer, Questrom Faculty Culture Survey (new initiative)
- 2016 - 2021 Member, Health Sector Management Program Development Committee
- 2016 Developed OB Department Policy, Junior Faculty Development  
 Member, Boston University Academic Program Review Committee  
 Chair, 4<sup>th</sup> Year Review Committee, Assistant Professor Elizabeth (Bess) Rouse
- 2011 – 2015 Senior Associate Dean of Faculty. Responsibilities: In collaborative effort, development of school values, mission and strategy; curricular development; faculty development. Convened faculty leadership, faculty meetings and retreats.
- 2012 – 2014 Boston University Council Committee on Faculty Policies
- 2012 – 2013 Chair, School of Management Committee on Junior Faculty Development
- 2011 – 2012 Boston University Search Committee, Frederick S. Pardee Center for the Study of the Longer-Range Future  
 Chair, School of Management Research Infrastructure Committee. Dean accepted recommendations to allocate summer research money for qualified faculty.  
 Convening Chair, Curricular Innovation Task Force Leaders (undergraduate, MBA program, and international and ethics cross-cutting theme task forces)
- 2010 – 2011 Chair, School of Management Task Force: Health & Life Sciences Sector  
 Member, OB Department Recruiting Committee
- 2009 – 2010 Boston University Search Committee: School of Management Dean  
 Chair, OB Department Recruiting Committee  
 OB Representative, Doctoral Program Development Committee
- 2008 - 2010 OB Doctoral Comprehensive Committee  
 Boston University Appointments, Promotions and Tenure Committee
- 2008 - 2009 Organizer, OB Seminar Series  
 OB Recruiting Committee  
 Organizer, Orientation for OB Doctoral Applicants  
 Co-facilitator, Medical School Board of Visitors Retreat
- 2007 - 2011 Facilitator, Qualitative Study Group of doctoral students and faculty  
 OB Representative, Program Development Committee

OB Representative, Health Sector Management Program Development

**University of Alberta**

- 2000-2006 Business School Representative, Centre for Knowledge Transfer (interdisciplinary university center, grant funded)  
Faculty Director, Health Organization Studies Group. Cross-university, 5-year research program funded by Alberta Heritage Foundation for Medical Research
- 2004-2006 University Level Committee Memberships:  
Charter Advisory Council for new School of Public Health  
Advisory Board, Centre for Health Promotion Studies  
Provost Task Force to investigate establishment of new Public Health School  
Member, International Institute for Qualitative Research Scientific Committee
- 1998-2003 School-Level Committee Memberships:  
School of Business Research Ethics (2000 – 2003)  
Doctoral Program Policy (2000 – 2002)  
Chair, Department Comprehensive Doctoral Student Exams (2001 & 2002)  
OB Department Chair Selection (2002)  
Canadian Business Leader Award Selection (2000 & 2001)  
Recruitment Committees: MIS & Economics Department (1998-99; 1999–2000)  
Undergraduate Studies Policy (1998 – 2000)  
Faculty Teaching Load (1998 – 99)

**Emory University**

- 1994 – 96 Emory University Women’s Center, Member and Chair, Long Range Planning  
1995 Metropolitan Atlanta Community Foundation Committee. To award the best managed non-profit organization in Georgia.  
1991 – 94 Course Program Coordinator, MBA Required: Managing Human Resources  
1990 – 94 Member, Organization and Management department recruitment committees  
1988 Member, Course development team for Core MBA class  
Participant, department retreats

**TEACHING**

**Degreed Programs – Boston University**

MBA (Electives – Evening and Full-Time Programs)

- OB844 Leading Organizational Change  
OB802 Leading Transformation in the Health and Social Sectors

PhD (Required and Electives)

- OB923 Field Research Methods  
DS914 Pro-Seminar (New course – OB, SI and IS departments)  
OB919 Meso-Macro Organizational Behavior

BBA (Elective in Honors Program)

- SM 454 Managing Personal and Organizational Change in the New World of Work

MS in Management Studies. Core Faculty (Fall 2015; 2017-18) in new, one-year degree program, highlighted in Poets and Quants.

### **Degreed Programs –University of Alberta**

PhD: Qualitative Research Methodology; Organizational Analysis Seminar

MBA: Managing Organizational Change; Organizational Analysis

Undergraduate Elective: Nonprofit Management Fieldwork

Undergraduate Required: Introduction to Organizational Analysis

### **Degreed Programs – Emory University**

MBA Core OB course: Managing Human Resources. Course Coordinator, 1991 - 1994.

MBA/MPH Elective. Analysis of Change in Healthcare Organizations. Fieldwork course.

EMBA Elective: Leading High Performing Teams

Undergraduate required course: Organization and Management Principles

Undergraduate elective course: Human Resource Management.

### **Executive Education Programs** (Boston U, U Alberta, U Michigan, Emory U)

Change, culture and transformation sessions for profit and not-for profit organizations, including Ericsson International, Lockheed, Provincial Government of Alberta, the American Society of Hospital Pharmacists

Faculty Director, Week-long Executive development programs:

- EXTRA Program of the Canadian Health Services Research Foundation (Summers for senior-level health service professionals)
- American Cancer Society

### **Teaching Cases**

- Golden-Biddle, K. Creating a New Care Model. *Boston University Teaching Case.*
- Golden-Biddle, K. Champion International: Organizational Innovation. *Emory University Case Series.*
- Golden-Biddle, K. PEOPLExpress: Organizational Growth and Leadership. *Emory University Case Series.*

### **Master’s Student Thesis Committees**

Denise Thomson, “The Everyday Work of Implementing Health Policy: A Study of the Alberta Diabetes Strategy. University of Alberta, 2004 Chair

Linda Barrett, University of Alberta Centre for Health Promotion Studies, 2002 Member

### **Doctoral Student Dissertation Committees**

2022 Audrey Holm, Boston University, Management and Organizations, 2<sup>nd</sup> Reader

2015 Elana Feldman, Boston University, Organizational Behavior, Chair

2012 Jina Mao, Boston University, Organizational Behavior, Chair

2011 Ben Lawrence, Boston University, Marketing, Member

2011 Amy Gannon, Boston University, Organizational Behavior, Member  
2009 Anne Quaadgras, Boston University, Information Systems, Co-Chair  
2008 Karan Sonpar, University of Alberta, Chair  
2007 Judy Mary Rashotte, University of Alberta Faculty of Nursing, Member  
2006 Kathy GermAnn, “Soaring Together: An Inquiry into the Co-Generation of Well-Being Through Working. University of Alberta, Chair  
2006 Jacoba Lilius, University of Michigan Ross School of Business, External Member  
2006 Shannon Scott-Findlay, University of Alberta Faculty of Nursing, Member  
2005 Elden Wiebe, “Momentum, Organizational Change and Time.” University of Alberta, Chair  
2005 Shilpee Mehrotra, University of Alberta, Member  
2004 Anastasia Mallidou, University of Alberta Faculty of Nursing, Member  
2001 Laurel Taylor, University of Alberta, Member  
2000 Samia Chreim, Ecole de Haute Etudes Commerciales, External Member  
2000 Trish Reay, University of Alberta, Member  
2000 Roy Suddaby, University of Alberta (Member, Candidacy committee)  
1999 Namrata Malhotra, University of Alberta, Member  
1998 Michelle Golden, Emory University Sociology/Women’s Studies, Member

## **INVITED PRESENTATIONS AND SEMINARS**

April 2024. Workshop Lead. Cultivating Discovery in Our Theorizing. Ethnography Atelier.

April 2024. Invited Speaker. Doctoral Course. Haslam College of Business. University of Tennessee.

May 2023. Keynote. Cultivating Discovery in Work and Life. Boston Field Research Conference. Boston University.

January 2023. Invited Speaker. Doctoral Course on Qualitative Research. Haslam College of Business. University of Tennessee

April 2022. Faculty Commenter. Seed Generator: Paper by Hilary Hoyt Hendricks. University of Michigan Ross Business School.

June 2022. Seminar Lead. Doctoral course, Analytic and Writing Practices in Qualitative Research. Judge Business School, University of Cambridge.

July 2021. Keynote. Pragmatism and Organizing for Change: Some Observations from the Field. EGOS Conference. Amsterdam. Sub-Theme Group, Pragmatism and Organizing.

April 2021. Keynote. Toward a More Dynamic View of coding and iterating in research. Qualitative Research Forum. BI Norwegian Business School. Oslo, Norway.

June 2020. Seminar Lead. Doctoral course. Judge Business School, University of Cambridge.

March 2019. Seminar Lead. Doctoral session on coding and iterating in analyses. Weatherhead School of Management. Case Western Reserve University.

June 2018. Faculty Presenter. 2½ day short course, Coding for Discovery. CARMA (Center for the Advancement of Research Methods and Analysis). Held at Boston College.

March 2018. Speaker, Cambridge Centre for Social Innovation. Judge Business School, University of Cambridge.

March 2018. Seminar Faculty, Analytic and Writing Practices in Qualitative Research. Judge Business School, University of Cambridge.

January 2017. Speaker: Theorizing collective activity for meaningful organizational change. Doctoral Teaching Seminar. Weatherhead School of Management, Case Western Reserve University

December 2016. Session Lead. Connections in Action: Keeping Track of Large Social Phenomena using Relational and ‘Micro-sociological’ approaches. University of Warwick, UK.

June 2016. Seminar Lead. 2½ day short course, The Craft of Writing Qualitative Research. CARMA (Center for the Advancement of Research Methods and Analysis). Wayne State University.

July 2015. Presenter. Live coding: A Process Orientation. 7<sup>th</sup> International Symposium on Process Organization Studies. Kos, Greece.

March 2015. Speaker. Create Micro-moves for Positive Change, Positive Links Speaker Series. University of Michigan Ross School, Center for Positive Organizations.

June 2014 and 2015. Seminar Lead. 2 ½ day short course. The Craft of Writing Qualitative Research, CARMA (Center for the Advancement of Research Methods and Analysis). Wayne State University.

June 2013. Doctoral Seminar on Qualitative Analysis and Writing. University of Cambridge. Judge Business School. Cambridge, U.K.

May 2013. Keynote Presentation. Discovery and the Practice of Qualitative Research. Multi-University Collaboration: Seminar on Producing High Quality Qualitative Research. Queen’s University. Ontario, Canada.

March 2013. Seminar Lead. Doctoral program. Qualitative Analysis and Writing. University of Zurich. Zurich, Switzerland.

June 2012. Speaker. Publishing Qualitative Research: Master class and Writing Workshop. Sponsored by Journal of Management Studies - HEC Montreal. Montreal, Canada.

April 2012. Keynote. Health System Transformation. Massachusetts Society of Hospital Pharmacists. Boston, MA

November 2010. Keynote. Maximizing knowledge creation from the “STEP” cases. Exploring key questions in writing up quality field research. “STEP” Entrepreneurship and Family Business Conference, Babson College. Welleley, MA

October 2010. Keynote Panel Member. Insights from experience in conducting field research. Inaugural gathering of Meeting of Field Researchers. Harvard Business School. Boston, MA.

October 2010. Speaker. Exploring the role of hope in fundamental change. Robert Wagner School of Public Service, New York University. NY, NY

July 2010. Speaker. Identity work in merging. 2<sup>nd</sup> International Symposium. Rhodes, Greece.

April 2010. Speaker. Toward a revised understanding of cultural change. Boston University School of Public Health, Health Policy and Management Department Seminar. Boston, MA

November 2009. Using coding for discovery in the research process. Doctoral Seminar. Harvard Business School. Boston, MA

October 2009. Keynote Speaker. Cultivating change and innovation in health care systems and organizations. National Forum on Management, Sponsored by HEC Montreal, SSHRC, and the Canadian Federation of Business School Deans (CDBSD). Montreal, Canada.

May 2009. Theorizing with qualitative data in organizational research. Doctoral Seminar. Ross Business School, University of Michigan. Ann Arbor, MI

March 2009. Making doubt generative in the research process. University of Irvine Center on Organizational Studies. Irvine, California.

March 2009. Composing Qualitative Research. Invited Workshop Leader, University of Irvine Advanced Doctoral Seminar on Qualitative Data Analysis. Irvine, California.

December 2008. Keynote Speaker. How positive organizational studies resources my research and teaching. University of Michigan 3<sup>rd</sup> Bi-annual Conference on Positive Organizational Scholarship. Ann Arbor, MI.

October 2008. The journey of a manuscript: The case of “Making Doubt Generative.” Boston College Doctoral Seminar on Research and Theorizing. Boston, MA

May 2008. Abduction, belief and doubt in theorizing new ideas. University of Massachusetts Isenberg School of Management. “Organizations, Institutions & Change” Speaker Series. Amherst, MA.

April 2008. How and why relationships shape outcomes and impact in co-production of research. Conference on High Impact Collaborative Research. Sponsored by University of Bath School of Management and AIM Research (Advanced Institute of Management Research). London, UK.

April 2008. Abduction, belief and doubt in theorizing new ideas. Boston University Sociology Department. Boston, MA

November 2007. Gendered work: Negotiating boundaries and claiming value for a new role. Women and Public Policy Programs Research Seminar on Gender and Negotiation: Co-Sponsored by the Program on Negotiation at Harvard Law School and Simmons School of Management. Boston, MA

October 2007. Abduction, belief and doubt in theorizing new ideas. MIT Organization Studies Group. Boston, MA

May 2007. Citation context analysis as complement to counting citations. Presenter and Discussant. Research Support Committee. Boston College Carroll School of Management. Boston, MA

September 2005. Creating and sustaining positive organizational relationships: A cultural perspective. Doctoral seminar. University of Michigan Ross Business School.

August 2005. Navigating researcher-decision maker relationships. Capital Care Knowledge Brokering Group.

June 2005. Keynote Speaker. Working together to study change in health care organizations: Some observations on conducting cross-sectional, cross-university, interdisciplinary field-based research program. Advanced Institute of Management Workshop. Lancaster University. Lancaster, UK.

June 2005. Seminar on writing and qualitative research for doctoral students, Lancaster University. Lancaster, UK.

May 2005. Organizational culture and patient safety. Spring Institute of the National Centre for Knowledge Transfer. Edmonton, Alberta. Canada.

April 2005. Identity dynamics in early merging. Conference on Innovation and Change in Health. Simon Fraser University. Vancouver, British Columbia. Canada.

January 2005. Composing qualitative research: A Canadian example. HEC Montreal, Quebec. Canada.

October 2004. Legitimizing a new role: Small wins and micro-processes of change. College of William and Mary. Williamsburg, Virginia.

May 2004. Organizational change and knowledge use. *Spring Institute of the National Centre for Knowledge Transfer*. Edmonton, Alberta. Canada.

April 2004. A critique of the translational highway as metaphor: Some insights and strategies for knowledge translation. *Canadian Institutes of Health Research Institute of Circulatory and Respiratory Health Partner's Forum*. Vancouver, British Columbia.

February 2004. Mapping the territory of health research collaborations: Experiencing the "what?" and "so what?" *Improving Health Care through Health System Collaboration: Third Annual Meeting of the IDSRN (Integrated Delivery System Research Network of the US Department of Health and Human Services)*. Washington, DC.

December 2003. Repositioning researcher stance. Interdisciplinary Conference on Organizational Studies (ICOS). University of Michigan. Ann Arbor, Michigan.

October 2003. Keynote. Being a researcher: My experience of common professional processes. *University of Alberta Business Research Conference* (for doctoral students).

September 2003. Is there a theory-practice gap? Some thoughts from organizational studies. *International Knowledge Utilization Colloquium*, Quebec City.

September 2003. Navigating researcher-decision maker relationships: Lessons from theory and practice. University of Alberta International Institute for Qualitative Research. Brown Bag Presentation. Edmonton, Alberta. Canada

September 2003. Implementing system change in health organizations: Lessons from positively deviant cases. Eric Geddes Lecture Series. University of Alberta School of Business Dean's Community Speaker Series. Edmonton, Alberta. Canada

May 2003. Organizing in change: Lessons from positively deviant cases. University of Michigan School of Business. Ann Arbor, Michigan.

March 2003. Implementing change in Alberta's health organizations. Canadian College of Health Services Executive, Northern Alberta Chapter Breakfast. Edmonton.

February 2003. Panel presentations, Field practicum for doctoral students: Engaging in research as a social process. National Chairs and Training Centre Principal Meeting of the Canadian Health Services Research Foundation. Canmore, Alberta.

October 2002. Scholar Participant. Building organizational capacity for doing and using research. Sponsored by Alberta Heritage Foundation for Medical Research Banff, Alberta Canada.

September 2002. Scholar Participant, Integrating behavior and social science health research in Canada. National seminar of 30 invited scholars sponsored by the Canadian Institute for Health Research. Vancouver, British Columbia Canada.

March 2002. Health system change. Alberta Provincial Government Special Forum on the Cross-Ministry Initiative Health Sustainability. Edmonton, Alberta. Canada.

March 2002. Managing organizational change - The case of implementing the Broda report. Alberta Health and Wellness Continuing Care Workshop. Edmonton, Alberta. Canada.

February 2002. Scholar Presenter. Researcher-decision maker partnerships: Some observations from experience. Canadian Health Services Research Foundation Annual Invitational Forum. Ottawa, Ontario. Canada.

February 2002. Knowledge travel in organizational studies. U of British Columbia and Simon Fraser University. Vancouver, British Columbia. Canada.

February 2002. Doctoral Seminar. Writing qualitative research. University of British Columbia and Simon Fraser University. Vancouver, British Columbia. Canada.

February 2001. Constructing contribution in organizational science. Case Western Reserve University. Presentation and seminar with executive doctorate in management studies. Cleveland, OH

1999. Keynote. Composing qualitative work. Research Conference sponsored by University of Alberta, International Institute of Qualitative Research. Edmonton, Alberta. Canada.

1998. The role of organizational culture in change. The Institute for Personnel in the Public Sector (IPAC), Edmonton, Alberta. Canada.

1997. Writing up qualitative research. University of Michigan, Interdisciplinary College on Organizational Studies. (ICOS) Ann Arbor, MI.

1997. Constructing opportunities for contribution in the social sciences. Emory University Department of Sociology Seminar Series. Atlanta, GA.

1996. Invited Participant. Identity III Conference. Brigham Young Univ. Sundance, UT.

1993. Board-top manager relationship in a mutual non-profit organization. Mandel Center Colloquium for Research in Non-Profit Organizations, Case Western Reserve University. Cleveland, Ohio

1993. Human resources strategy in the United States. University of Linz and Voraalberg Management Development/Education Center. Linz, Austria.

1992. The individual and organizational culture: Strategies for action in highly-ordered contexts. Emory University Department of Anthropology Seminar Series. Atlanta, GA.

## **CONFERENCE PRESENTATIONS AND SYMPOSIA**

2023. Faculty Facilitator. PDW. Navigating Qualitative Dissertations: Advice from the Experts. Academy of Management Annual Meeting. Boston, MA

2022. Locke, Feldman and Golden-Biddle. PDW Participant. Reconsidering Template Use in Qualitative Research: Where do we go from here and how do we get there? Academy of Management Annual Meeting. Seattle, WA

2021. Faculty Mentor. OMT Doctoral Student Consortium. Academy of Management Annual Meeting. Philadelphia, PA

2017. PDW. Tracing Processes and Change: What is Quality in Qualitative Research? Academy of Management Annual Meeting. Atlanta, GA

2017. PDW. Making the Leap: How to Bridge the Gap Between Findings and Theory in Qualitative Research. Academy of Management Annual Meeting. Atlanta, GA.

2017. PDW. Plenary Speaker. Qualitative Analysis Boot Camp II. Coding in the Trenches. PDW repeated due to oversubscription in 2016. Academy of Management Annual Meeting. Atlanta, GA

2016. PDW. Plenary Speaker. Qualitative Analysis Boot Camp I: Coding in the Trenches. Academy of Management Annual Meeting. Anaheim, California.

2016. Plenary Speaker. (How) is healthcare management different? Academy of Management Annual Meeting. Anaheim, California.

2015. Session Chair. Dissonance and Identity Work. Academy of Management Annual Meeting. Vancouver, British Columbia. Canada.

2015. Workshop Convener. Live Coding: A Process Orientation. Seventh International Symposium on Process Organization Studies, Kos, Greece.

2015. Panel Speaker. How to be a productive researcher. Boston Field Researcher Conference.

2013. Symposium Panel Member. The value of qualitative dissertations: A panel symposium. Academy of Management Annual Meeting. Orlando, Florida

2013. OMT Doctoral Student Consortium. Academy of Management Annual Meeting. Orlando, FL

2012. PDW Co-Chair. Teaching to Make a Difference. Academy of Management Annual Meeting. Boston MA
2012. OMT PDW. Methodological choices and theoretical developments in institutional theory. Academy of Management Annual Meeting. Boston, MA
2012. Liminality as cultural process for cultural change. 2<sup>nd</sup> Annual Research Day. Boston University School of Management. Boston, MA.
2011. Golden-Biddle, K., Feldman E., & Dutton J.E. Infusing vitality into our written accounts of the field. Academy of Management Annual Meeting. San Antonio, Texas
- 2011 Golden-Biddle, K. & Dutton J.E. Incubating research on social change and organizations that uses a positive lens: Change agency and caring about change in critical domains. Academy of Management Annual Meeting. San Antonio, Texas
2010. Using a positive lens in health system research: Some observations and insights. Pre-Conference Session in Health Care Management Division. Academy of Management Annual Meeting. Montreal, Canada.
2010. Representing process research in journal articles. Pre-Conference Workshop: Doing, Writing and Publishing Process Research. Academy of Management Annual Meeting. Montreal, Canada.
- 2010 Quaadgras, A. & Golden-Biddle K. Figuring out logistical operations in geographically dispersed groups: Toward A process model of distributed problem recognition. Academy of Management Annual Meeting. Montreal, Canada.
2009. Engaging doubt in POS research. Positive Organizational Studies Gathering, Academy of Management Annual Meeting. Chicago, Illinois.
2009. Teaching change in business schools, OMT/MOC Junior Faculty and Doctoral Student Joint Consortium. Academy of Management Annual Meeting. Chicago, Illinois
2008. (Re)assessing the notion of impact of in/of our research. Faculty Panelist, OMT/MOC Junior Faculty Consortium. Academy of Management Annual Meeting. Anaheim, CA
2008. Keynote Speaker. Writing qualitative research in the strategy-as-practice domain: Some observations. Strategy-as-Practice: Methodological Challenges. Pre-Conference Workshop. Academy of Management Annual Meeting. Anaheim, CA
- 2008 Reay, T., Germann, K., Hinings, C.R., Golden-Biddle, K. & Casebeer, A. Building a foundation for organizational learning: Innovation in primary health care. Administrative Sciences Association of Canada Conference, Halifax. Canada.
- Recipient of Best Paper Award, Health Care Division*
2007. Golden-Biddle, K., Langley, A., Reay, T. & Denis, J.L. Identity work in merging health organizations. Academy of Management Annual Meeting. Philadelphia, Pennsylvania
2006. Symbolics in Merging: The role of meetings as cultural objects. Meaning Making Meeting. University of Illinois. Champaign-Urbana, Illinois.
2006. Political work in institutional change: Legitimizing the Nursing Practitioner. UC Davis Qualitative Research Seminar. Davis, California.

- 2006 Reay, T., Chreim, S., Williams, B., Golden-Biddle, K., Pablo, A. & Hinings, S CR. Institutionalizing new ways of working: The role of institutional change champions. Academy of Management Annual Meeting. Atlanta, Georgia
2005. Panel Faculty Member, OMT/OB Junior Faculty Consortium. Career Tips. Academy of Management Annual Meeting. Honolulu, Hawaii
2005. GermAnn, K. & Golden-Biddle, K. Creating a 'Good Place to Work' that is a 'Good Place to Live': Relational Landscapes and the Navigation of Core Dialectical Tensions in Nursing Homes. Academy of Management Annual Meeting. Honolulu, Hawaii
2005. Sonpar, K & Golden-Biddle, K. Role of content analysis in developing adolescent theories. Academy of Management Annual Meeting. Honolulu, Hawaii
2004. Locke, K., Golden-Biddle, K. & Feldman, M. Imaginative theorizing. Academy of Management Annual Meeting. New Orleans, LA
2004. Hinings, C.R., Sonpar, K., Golden-Biddle, K. & Reay, T. The effect of task environment and institutional effects on healthcare planning. Academy of Management Annual Meeting. New Orleans, LA.
- 2004 Thomson, D., Bzdel, L., Golden-Biddle, K., Reay, T. & Estabrooks, C.A. Central questions of anonymization: A case study of secondary use of qualitative data. 6<sup>th</sup> International Conference of Logic and Methodology. Amsterdam, The Netherlands.
- 2004 April. Golden-Biddle, K., Reay, T., Casebeer A. & GermAnn K. Boundary work and organizational mergers. Organizational Health Care Conference. Alberta, Canada.
2003. Being a researcher: My experience of common professional processes. University of Alberta Business Research Conference. Edmonton, Alberta Canada
2003. Is there a theory-practice gap? Some thoughts from organizational studies. International Knowledge Utilization Colloquium '03. Quebec City, Quebec. Canada
2003. The context of discovery in organizational research. New Doctoral Student Consortium. Academy of Management Annual Meeting. Seattle, WA
- 2003 Reay, T., Golden, Biddle, K. & GermAnn, K. How nurse practitioners and middle managers are acting to create work role changes. Academy of Management Annual Meeting. Seattle, WA
- 2002 Golden-Biddle, K. & Rao, H.V. Fighting cancer and forming the Women's Field Army: How institutional entrepreneurs create identity in new organizations. Academy of Management Annual Meeting. Denver, Colorado
- 2002 Reay, T., Golden-Biddle, K., Casebeer, A., Pablo, A & Hinings, CR. The researcher-decision maker partnership. Academy of Management Annual Meeting. Denver, Colorado
- *Designation* as Showcase Symposium
2002. Stickiness in knowledge use. Spring Institute of the Centre for Knowledge Transfer. Edmonton, Alberta. Canada.

2001. Panel Member, Pre-Conference PNP Division Junior Faculty Consortium, Editorial board member reflections on publishing. Academy of Management Annual Meeting. Washington, DC
2001. Golden-Biddle, K., Wiebe, E., Reay, T & Hinings, C.R. The social construction of clock time: Dealing with imposed deadlines for implementing organizational change. Academy of Management Annual Meeting. Washington, DC
2001. Hinings, CR., Casebeer, A., Reay, T., Golden-Biddle, K., Greenwood, R. & Pablo, A. The regionalization of healthcare in Alberta: Plans, paradoxes and perseverance. Presented in symposium on "Government and Health Care." Academy of Management Annual Meeting. Washington, DC
- *Designation as All Academy session*
- 2001 Reay, T., Golden-Biddle, K., Hinings, C.R., Greenwood, R., Casebeer, A. & Pablo A. Actor relationships in dynamics of change. Administrative Sciences Association of Canada, London, Ontario. Canada.
2001. Using evidence in context. Knowledge Utilization and Policy Implementation Conference, University of Alberta. Edmonton, Alberta. Canada
- 2001 Rao, H.V. & Golden-Biddle, K. Development of organizational identity in newly-forming organizations. INFORMS College on Organizational Science, The Institute of Management Science.
- 2000 Reay, T., Hinings, C.R., Golden-Biddle, K., Greenwood, R., Casebeer, A. & Pablo. A. Regionalizing health care in Alberta. Administrative Sciences Association of Canada, Montreal, Quebec.
2000. Writing up qualitative research. University of Alberta International Institute of Qualitative Research. Thinking Qualitatively Conference.
2000. Panelist, Ask the Experts, Qualitative Issues. Academy of Management Annual Meeting, Toronto, Canada.
- May 2000. Writing up qualitative research. University of Alberta, International Institute of Qualitative Research. Thinking Qualitatively Conference. Edmonton, Alberta. Canada.
1999. The travel of ideas. Narrative and Organizational Change Conference. Ohio State University. Columbus, Ohio
1999. Chair and Panelist, Ask the Experts, Qualitative Issues. Academy of Management Annual Meeting, Chicago, Illinois.
1998. Chair and Organizer, Interpreting Qualitative Data: The 'Who' Matters. Symposium, co-sponsored by Research Methods and Organizational Behavior Divisions. Academy of Management Annual Meeting. San Diego, CA
1998. Discussant. Symposium, Discourse and Organizational Change. Academy of Management Annual Meeting, San Diego, CA
1998. Co-Chair and Panelist, Ask the Experts, Qualitative Issues. Academy of Management Annual Meeting, San Diego, CA

1998. Golden-Biddle, K., Locke, K. & Reay, T. The travel of knowledge. INFORMS College on Organization Science, The Institute of Management Science.
1997. Writing Qualitative Research. Pre-Conference Session. Academy of Management Annual Meeting. Boston, MA
1996. Panelist, ½ day Pre-Conference Session, Discourse analysis in organizational studies. Academy of Management Annual Meeting. Cincinnati, OH
1995. Conducting qualitative research. Academy of Management Southern Regional Meetings. Atlanta, GA.
- 1994 Golden-Biddle, K. & Rao, H.V. Monitoring as ritual: A study of faith and facework in non-profit boards. Association for Research on Non-profit and Voluntary Associations.
1994. Golden-Biddle, K. & Rao, H.V. Maintenance of customer alliances: A study of ritual order in the interface between non-profits and their patrons. Strategic Management Society. Europe.
1994. Golden-Biddle, K. & Locke, K. Positioning our work: Integrating theory and qualitative data to create academic arguments. Academy of Management Annual Meeting. Dallas, Texas
1994. Golden-Biddle, K. & Locke, K. Pioneers get arrows in their backs: A tale of culture, innovation and indulgence. Standing Conference on Organizational Symbolism. Calgary, Alberta. Canada.
1993. Golden-Biddle, K. & Locke, K. Developing convincing ethnographic work. In the Pre-Conference Workshop: Emerging issues in doing qualitative research. Academy of Management Annual Meeting. Atlanta, GA
1993. Roundtable Discussion: Qualitative Methodology. Academy of Management Annual Meeting. Atlanta, GA
1992. Golden-Biddle, K. Women's place: Constructing the experiences of senior female managers. Academy of Management Annual Meeting. Las Vegas, NV.
1991. Symposium: Interpretive Methods. Academy of Management Annual Meeting. Miami, FLA
1990. Constructing convincing work. Academy of Management Annual Meeting. San Francisco, CA
1988. Issues in conducting and authoring ethnographic research: Personal reflections on a recent experience. Council on Employee Responsibilities and Rights Annual Meeting. Virginia Beach, Virginia.
1985. Golden, K. & Ramanujam, V. Between a dream and a nightmare: On the integration of human resource management and strategic business planning processes. Academy of Management Annual Meeting. San Diego, CA