

ANDREW J. HOFFMAN

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EDUCATION

- February 1995* **Massachusetts Institute of Technology** **Cambridge, MA**
Doctor of Philosophy from the Alfred P. Sloan School of Management and the Department of Civil and Environmental Engineering (inter-departmental degree).
- September 1991* **Massachusetts Institute of Technology** **Cambridge, MA**
Master of Science in Civil and Environmental Engineering.
- June 1983* **University of Massachusetts** **Amherst, MA**
Bachelor of Science in Chemical Engineering, Minor in Environmental Sciences.

ACADEMIC EXPERIENCE

- September 2004 to present* **University of Michigan, Stephen M. Ross School of Business** **Ann Arbor, MI**
University of Michigan, School of Natural and Resources
Holcim (US) Professor of Sustainable Enterprise
Associate Professor of Management & Organizations
Professor of Natural Resources (September 2009 to present)
Associate Professor of Natural Resources (September 2004 to August 2009)
Associate-Director of the Erb Institute for Global Sustainable Enterprise
- September 1997 to August 2004* **Boston University, School of Management** **Boston, MA**
Associate Professor of Organizational Behavior (June 2003 to August 2004)
Assistant Professor of Organizational Behavior (September 1997 to May 2003)
- September 1995 to August 1997* **Northwestern University, Kellogg Graduate School of Management** **Evanston, IL**
Post-Doctoral Fellow; Department of Organizational Behavior
- Courses taught:** Competitive Environmental Strategy, Strategies for Sustainable Development, The Erb Institute Seminar, Green Construction, Negotiations and Bargaining Skills, Organizational Change Management, Organizational Behavior, Managerial Ethics

VISITING POSITIONS

- June 2008* **University of Cyprus** **Nicosia, Cyprus**
Visiting Professor of Negotiations
- Fall 2003 & Fall 2004* **Reykjavik University** **Reykjavik, Iceland**
Visiting Professor of Organizational Change Management
- Summer 2002 & 2003* **University of St. Gallen** **St. Gallen, Switzerland**
Oikos Academy Visiting Scholar

PROFESSIONAL EXPERIENCE

- January to June 2004* **Meridian Institute** **Washington DC**
Senior Fellow with the Meridian Institute, working on: (1) promoting discussion among senior industry, government and NGO representatives on the environmental and social implications of nanotechnology; and (2) developing a training program for senior chemical industry executives on constructive engagement with external stakeholders.
- Summer 1993* **Amoco Corporation** **Chicago, IL**
Analyst for the Amoco Oil Company modeling the expected costs and potential strategies for dealing with the Clean Air Act Amendments and other environmental statutes impacting pipeline operations.
- May 1987 to August 1990* **T & T Construction and Design, Inc.** **Ridgefield, CT**
Project Superintendent for the construction of custom built estates in southwestern CT. Preparation of estimates, development of schedules, procurement of materials, coordination with architects, engineers, designers and client, staffing and supervision of in-house carpentry crews as well as outside subcontractors. *Major projects completed:* 26,000 sf Victorian home on 180 acre estate; 13,000 sf Oriental home on 18 acre estate; 8,000 sf Country home on 15 acre estate.
- November 1986 To April 1987* **Metcalf & Eddy, Inc.** **Wakefield, MA**
Environmental Engineering Consultant for projects dealing with hazardous waste management, environmental regulatory compliance and site remediation.
- May 1986 to October 1986* **T & T Construction and Design, Inc.** **Nantucket, MA**
Independent Carpentry Subcontractor on the construction of a 5,000 square foot home for the CEO of the General Electric Corp.
- April 1984 to April 1986* **US Environmental Protection Agency** **Boston, MA**
Compliance Engineer for facilities that treat, store, generate or dispose of hazardous waste. Reviewed and drafted RCRA permits, conducted compliance inspections and assisted corporate officials in achieving regulatory compliance.

PUBLICATION HISTORY

Books

1. Hoffman, A. and J. Woody (2008) *Memo to the CEO: Climate Change, What's Your Business Strategy?* (Cambridge, MA: Harvard Business Press) Translations available in Chinese and Portuguese. Translations forthcoming in Japanese, Russian and Danish.
2. Hoffman, A. (2007) *Carbon Strategies: How Leading Companies are Reducing their Climate Change Footprint* (Ann Arbor, MI: University of Michigan Press).
 - Hoffman, A. (2006) *Getting Ahead of the Curve: Corporate Strategies that Address Climate Change*, (Arlington, VA: The Pew Center on Global Climate Change).
3. Hoffman, A. and M. Ventresca, eds. (2002) *Organizations, Policy and the Natural Environment: Institutional and Strategic Perspectives* (Stanford, CA: Stanford University Press).
4. Hoffman, A. (2001) *Heresy to Dogma: An Institutional History of Corporate Environmentalism - Expanded Edition*, (Stanford, CA: Stanford University Press).
 - Hoffman, A. (1997) *From Heresy to Dogma: An Institutional History of Corporate Environmentalism*, (San Francisco, CA: New Lexington Press, Jossey-Bass Publishers). Winner of the 2001 Rachel Carson Prize from the Society for Social Studies of Science.
5. Hoffman, A. (2000) *Competitive Environmental Strategy: A Guide to the Changing Business Landscape*, (Washington DC: Island Press).

- Hoffman, A., ed. (1998) *Global Climate Change: A Senior Level Dialogue at the Intersection of Economics, Strategy, Technology, Science, Politics and International Negotiation*, (San Francisco: New Lexington Press, Jossey-Bass Publishers).

Reports

- Lowitt, E., A. Hoffman, J. Walls and A. Caffrey (2009) *Sustainability and its Impact on the Corporate Agenda* (Boston, MA: Accenture LLP and Geneva, Switzerland: World Business Council for Sustainable Development) (31 pages).
- Berthon, B., E. Lowitt and A. Hoffman (2009) *Compatible Aims: Sustainability and High Performance* (Boston, MA: Accenture LLP) (15 pages).
- The Climate Group (2008) *Breaking the Climate Deadlock Report: A Global Deal for Our Low Carbon Future*. Report prepared for Tony Blair and submitted to the G8 Hokkaido Toyako Summit. (London, UK: The Climate Group) (64 pages).

Books and Articles: In Press or In Development

- Hoffman, A. and P. Bansal (eds) (*forthcoming, 2011*) *The Oxford Handbook on Business and the Environment* (Oxford, UK: Oxford University Press).
- The National Academies (*forthcoming, 2010*) *Limiting the Magnitude of Future Climate Change*. Report prepared for the US Congress on strategies to mitigate the effects of climate change. (Washington DC: The National Academy of Sciences).
- Hoffman, A. and S. Bertels (*forthcoming, 2010*) "Who is part of the environmental movement? Assessing network linkages between NGOs and corporations" in T. Lyon (ed). *What Do NGOs Want?* (Washington DC: Resources for the Future Press).
- Hoffman, A. (*forthcoming, 2010*) "Reconciling professional and personal value systems: The spiritually motivated manager as organizational entrepreneur," revised and reprinted in R. Giacalone & C. Jurkiewicz (eds) 2nd edition, *The Handbook of Workplace Spirituality and Organizational Performance* (New York: M.E. Sharpe).
- Hoffman, A. and S. Bertels (*in revision*) "Organizational sets, populations and fields: Evolving board interlocks and environmental NGOs."
- Walls, J. and A. Hoffman (*in revision*) "Not all boards are created equal: Board composition, interlocks and corporate environmental strategy."
- Hoffman, A. and N. Haigh (*in development*) "Positive Organizational Scholarship and the Sustainability Agenda; Synthesis and Synergies." Kim Cameron and Gretchen Spreitzer (eds) *Handbook of Positive Organizational Scholarship* (Oxford, UK: Oxford University Press).
- Hoffman, A. and K. Gullo (*in development*) "Hybrid organizations and social change: Blurring the for-profit/non-profit boundary on environmental issues," Karen Golden-Biddle and Jane Dutton (eds). *Exploring Positive Social Change and Organizations: Building and Theoretical and Research Foundation* (Routledge, Taylor and Francis Group).
- DeCelles, K., S. Sonenshein and A. Hoffman (*in development*) "Changing from the inside out or outside in? Mechanisms of effective social change."

Articles: Academic

- Hoffman, A. and R. Henn (2008) "Overcoming the social and psychological barriers to green building," *Organization & Environment*, 21(4): 390-419.
- Sandelands, L. and A. Hoffman (2008) "Sustainability, faith and the market," *Worldviews: Global Religions, Culture and Ecology*, 12: 129-145.
- Barnett, M. and A. Hoffman (2008) "Beyond corporate reputation: Managing reputational interdependence," special issue co-editors in *Corporate Reputation Review*, 11(1): 1-9.
- Hoffman, A. (2006) "Let's put Malcolm Gladwell out of business," *Journal of Management Inquiry*, 15(4): 410-411.
- Hoffman, A. and L. Sandelands (2005) "Getting right with nature: Anthropocentrism, ecocentrism and theocentrism," *Organization & Environment*, 18(2): 141-162.

6. Hoffman, A. (2004) "Reconsidering the role of the practical-theorist: On (re)connecting theory to practice in organizational theory," *Strategic Organization*, 2 (2): 213-222.
7. Howard-Grenville, J. and A. Hoffman (2003) "The importance of cultural framing to the success of social initiatives in business," *Academy of Management Executive*, 17 (2): 70-84.
8. Hoffman, A. (2003) "Linking social systems analysis to the industrial ecology framework," *Organization & Environment*, 16 (1): 66-86.
9. Wade-Benzoni, K., A. Hoffman, L. Thompson, D. Moore, J. Gillespie and M. Bazerman (2002) "Barriers to resolution in ideologically based negotiations: The role of values and institutions," *Academy of Management Review*, 27 (1): 41-57. Finalist for *AMR's* 2002 Best Paper of the Year Award.
10. Hoffman, A., H. Riley, J. Troast and M. Bazerman (2002) "Cognitive and institutional barriers to new forms of cooperation on environmental protection: Insights from Project XL and Habitat Conservation Plans," *American Behavioral Scientist*, 45 (5): 820-845.
11. Hoffman, A. and W. Ocasio (2001) "Not all events are attended equally: Toward a middle-range theory of industry attention to external events," *Organization Science*, 12 (4): 414-434.
12. Hoffman, A. (2001) "Linking organizational and field level analyses: The diffusion of corporate environmental practice," *Organization & Environment*, 14(2): 133-156.
13. Hoffman, A. (1999) "Institutional evolution and change: Environmentalism and the US chemical industry," *Academy of Management Journal*, 42(4): 351-371.
14. Hoffman, A. and M. Ventresca (1999) "The institutional framing of policy debates: Economics versus the environment," *American Behavioral Scientist*, 42(8): 1368-1392.
15. Hoffman, A., J. Gillespie, D. Moore, K. Wade-Benzoni, L. Thompson and M. Bazerman (1999) "A mixed-motive perspective on the economics versus environment debate," *American Behavioral Scientist*, 42(8): 1254-1276.
16. Bazerman, M. and A. Hoffman (1999) "Sources of environmentally destructive behavior: Individual, organizational and institutional perspectives," *Research in Organizational Behavior*, 21: 39-79.
17. Hoffman, A. (1996) "Trends in corporate environmentalism: The chemical and petroleum industries, 1960-1993," *Society & Natural Resources*, 9(1): 47-64.
18. Hoffman, A. (1996) "Technology strategy in a regulation-driven market: Lessons from the US superfund program," *Business Strategy & the Environment*, 5(1): 1-11.
19. Hoffman, A. (1993) "The importance of fit between individual values and organizational culture in the greening of industry," *Business Strategy & the Environment*, 2(4): 10-18.
20. W. Conner, A. Lane and A. Hoffman (1984) "Measurement of the morphology of high surface area solids: Hysteresis in mercury porosimetry," *Journal of Colloid & Interface Science*, 100(1): 185-193.

Articles: Practitioner

1. Hoffman, A. (2009) "Shades of green," *Stanford Social Innovation Review*, Spring: 40-49.
2. Hoffman, A. and J. Woody (2008) "Winners and losers in a carbon-constrained world," *HBRgreen.org*, February 19 to March 5.
3. Hoffman, A. (2007) "If you're not at the table, you're on the menu," *Harvard Business Review*, October: 34-35.
4. Hoffman, A. (2005) "Climate change strategy: The business logic behind voluntary greenhouse gas reductions," *California Management Review*, 47 (3): 21-46.
5. Hoffman, A. (2004) "Winning the greenhouse gas game," *Harvard Business Review*, April: 20-21.
6. Hoffman, A. (2001) "Businesses might not like Kyoto Treaty, but they'll like uncertainty even less," *Boston Business Journal*, 21 (38): 38, 41.
7. Hoffman, A., M. Bazerman and S. Yaffee (1997) "Balancing business interests and endangered species protection," *Sloan Management Review*, 39(1): 59-73.
8. Hoffman, A. (1996) "A strategic response to investor activism," *Sloan Management Review*, 37(2): 51-64.
9. Hoffman, A. (1993) "Weighing the pros and cons: Jumping into hazardous waste," *Construction Business Review*, 3(4): 64-70.
10. Hoffman, A. (1992) "Strategic alliances for the hazardous waste remediation market," *Construction Business Review*, 2(1): 56-71.

Book Chapters

1. Hoffman, A. (2009) "Foreword," B. Boyd, N. Henning, E. Reyna, D. Wang, and M. Welch, ***Hybrid Organizations: New Business Models for Environmental Leadership*** (Sheffield, UK: Greenleaf Press): vii-xi.
2. Hoffman, A. (2008) "Foreword," M. Diener, A. Parekh and J. Pitera, ***High Performance Hospitality: Sustainable Hotel Case Studies*** (Lansing, MI: American Hotel & Lodging Educational Institute): 5-6.
3. Hoffman, A. and J. Woody (2008) "Winners and losers in a carbon constrained world," in ***Six Critical Conversations about Business and the Environment***, (Cambridge, MA: Harvard Business Review Green): 41-50.
4. Wooten, M. and A. Hoffman (2008) "Organizational fields: Past, present and future," in R. Greenwood, C. Oliver, K. Sahlin and R. Suddaby (eds.) ***The SAGE Handbook of Organizational Institutionalism*** (London: Sage Publications): 130-148.
5. Hoffman, A. and M. Bazerman (2007) "Changing practice on sustainability: Understanding and overcoming the organizational and psychological barriers," in S. Sharma, M. Starik and B. Husted (eds.) ***Organizations and the Sustainability Mosaic: New Perspectives in Research on Corporate Sustainability***, (Northampton, MA: Edward Elgar): 84-105.
6. Howard-Grenville, J., A. Hoffman and CB Bhattacharya (2007) "Who can act on sustainability issues? Corporate capital and the configuration of organizational fields as enablers," in S. Sharma, M. Starik and B. Husted (eds.) ***Organizations and the Sustainability Mosaic: New Perspectives in Research on Corporate Sustainability***, (Northampton, MA: Edward Elgar): 193-215.
7. Hoffman, A. (2007) "The coming market shift: Climate change and business strategy," in K. Tang and R. Yoeh (eds.) ***Cut Carbon, Grow Profits: Business Strategies for Managing Climate Change and Sustainability***, (London: Middlesex University Press): 101-118.
8. Hoffman, A. (2005) "Business decisions and the environment: Significance, challenges, and momentum of an emerging research field," in G. Brewer and P. Stern (eds.) ***Decision Making for the Environment: Social and Behavioral Science Research Priorities***. (Washington DC: National Research Council, National Academies Press): 200-229.
9. Hoffman, A. (2003) "Reconciling professional and personal value systems: The spiritually motivated manager as organizational entrepreneur," R. Giacalone & C. Jurkiewicz (eds). 1st edition. ***The Handbook of Workplace Spirituality and Organizational Performance*** (New York: M.E. Sharpe): 193-208.
10. Bazerman, M. and A. Hoffman (2003) "Applying the insights of Walton and McKersie to the environmental context," in T. Kochan & D. Lipsky (eds.) ***Negotiations and Change: From the Workplace to Society***, (Ithaca, NY: Cornell University Press): 257-268.
11. Troast, J., A. Hoffman, H. Riley and M. Bazerman (2002) "Institutions as barriers and enablers to negotiated agreements: Institutional entrepreneurship and the Plum Creek Habitat Conservation Plan." in A. Hoffman & M. Ventresca (eds.) ***Organizations, Policy and the Natural Environment: Institutional and Strategic Perspectives*** (Stanford, CA: Stanford University Press): 235-261.
12. Hoffman, A. (1998) "The long road to institutional change," in A. Hoffman (ed.) ***Global Climate Change: A Senior Level Dialogue at the Intersection of Economics, Strategy, Technology, Science, Politics and International Negotiation***, (San Francisco: The New Lexington Press, Jossey-Bass Publishers): 215-218.
13. Hoffman, A. (1998) "The importance of organizational change management for environmental decision making," in K. Sexton, A. Marcus, W. Easter, D. Abrahamson & J. Goodman (eds.) ***Better Environmental Decisions: Strategies for Governments, Businesses and Communities***. (Washington DC: Island Press): 245-266.
14. Hoffman, A. and J. Ehrenfeld (1998) "Corporate environmentalism, sustainability and management studies," in N. Roome (ed.) ***Environmental Strategies for Industry: The Future of Corporate Practice***, (Washington DC: Island Press): 55-73.
15. Hoffman, A. (annually from 1997 to 2007) "Environmental pollution," in D. Stille (ed.) ***The Worldbook Yearbook***, (Chicago: World Book, Inc.).

Articles: Professional

1. Hoffman, A. and A. James (2009) "America's emerging energy renaissance," *Power and Energy Solutions*, June: 38-41.
2. Hoffman, A. (2007) "Down in Front: Business is already acting on the climate threat -- and waiting for Washington to catch up," *Grist*, (February 1, 2007).
3. Hoffman, A. (2006) "The real thing: Coca-Cola learns a tough lesson about corporate sustainability," *Grist*, (September 5, 2006).
4. Hoffman, A. (2005) "The 'carbon cartel' or wise capitalists: What is going on with voluntary greenhouse gas reductions?" *American Bar Association Air Quality Newsletter*, 9 (1) (November): 3-7.
5. Hoffman, A. (2002) "Examining the rhetoric: The strategic implications of climate change policy," *Corporate Environmental Strategy*, 9 (4): 329-337.
6. Hoffman, A. (2002) "Environmental strategy: Emerging market for consulting services," *Consulting to Management*, 13 (4): 15-24.
7. Davidson, S. and A. Hoffman (2000) "Educating our future leaders: The unique needs of the health care field demand that its leaders have specialized training," *Health Forum Journal*, 43 (5): 13-17.
8. Hoffman, A. (2000) "Integrating environmental and social issues into corporate practice," *Environment*, 42 (5): 22-33.
9. Hoffman, A. (1998) "Environmental management strategy: Now it's a core business issue," and "Global climate change: The mother of all environmental business issues," *The Manager*, Fall: 37-38.
10. Hoffman, A. (1996) "Environmental management withers away," *Tomorrow*, 6(2): 60-61.
11. Hoffman, A. (1995) "The many faces of environmental stewardship," *Chemical Week*, 157(1): 63-65.
12. Hoffman, A. (1995) "An uneasy rebirth at Love Canal," *Environment*, 37(2): 4-9, 25-31.
13. Hoffman, A. (1994) "Organizational change and the greening process at Amoco," *Total Quality Environmental Management*, 4(1): 1-21.
14. Hoffman, A. (1994) "Love Canal lives," *E Magazine*, 5(6): 19-22.
15. Hoffman, A. (1994) "34 years of environmental strategy: A history of environmental coverage in Chemical Week," *Chemical Week*, 155(7): 27, 30, 31, 34, 35, 40, 41, 44.
16. Hoffman, A. (1993) "Who loves Love Canal?" *Tomorrow*, 3(3): 58-64.
17. Hoffman, A. (1992) "Teaching old dogs new tricks: Creating incentives for industry to adopt pollution prevention," *Pollution Prevention Review*, 3(1): 1-11.
18. Hoffman, A. (1992) "Risky business: Commercializing remediation technologies fraught with incentives, obstacles," *Hazmat World*, 5(2): 47-53.
19. Hoffman, A. and H. Taylor (1991) "Interview of Ira Leighton, Chief, CT. Waste Management Branch, US EPA, Region 1," *Construction*, Spring: 13-17.

Book Reviews

1. Hoffman, A. (forthcoming, 2010) "Internalizing the CSR externality," Review of *When Principles Pay: Corporate Social Responsibility and the Bottom Line* by G. Heal (Columbia University Press, 2008), *Ecological Economics*.
2. Hoffman, A. (forthcoming, 2010) "Defining sustainability by history and example," Review of *Toward Sustainable Communities: Transition and Transformations in Environmental Policy*, by D. Mazmanian and M. Kraft (eds) (MIT Press, 2009), *Environment and Planning B: Planning and Design*.

Essays

1. Hoffman, A. (2009) "Not 'green' jobs. Just jobs," *Corporate Responsibility Officer*, Summer: 46-47.
2. Hoffman, A. (2009) Four Essays: (1) "Are you green?... Yes? But how 'dark' or 'bright' green is that?"; (2) "What are the crucial environmental issues – from bright to dark green?"; (3) "Green goes mainstream – but is it a trendy sprout or a historic shift?"; (4) "In praise of dark greens" Do we really want 'green' to fade?" *Our Values*, www.ourvalues.org, April 27-May 1.
3. Hoffman, A. (2009) "Deconstructing the ivory tower: Business schools' reliance on theory-driven research ignores the pressing needs of real-world managers" *Corporate Responsibility Officer*, January/February: 44-46.

4. Hoffman, A. and T. Lyon (2008) "The simple economics of offshore drilling," *Perspective: Sustainability Blog from the Erb Institute*, August 7.
5. Hoffman, A. (2008) "Climate change: Calling the fossil fuel abolitionists," *Ethical Business*, May 28.
6. Hoffman, A. (2008) "Climate change: Triggering an early strike on CO₂," *Corporate Responsibility Officer*, March/April: 48-49.
7. Hoffman, A. (2008) "The optimistic environmentalist," *Carbon Business*, Spring: 14-16.
8. Hoffman, A. (2007) "Consensus builds to create limits on carbon emissions. Urgency on climate change stirs firms to demand change," *The Detroit News*, November 14: 11A.
9. Hoffman, A. (2007) "Bean counters, Not tree huggers," *Dividend*, Spring: 32-33.
10. Hoffman, A. and T. Lyon (2005) "Fighting global warming helps MI. Jobs: If Bush won't take action on climate change, business, labor and other groups will do it for him," *The Detroit News*, July 15: 11A.
11. Hoffman, A. (1999) "Environmental education in business school," *Environment*, 41 (1): 4-5.
12. Hoffman, A. (1993) "The US hazardous waste legacy," *Environment*, 35(1): 4-5.

Teaching Cases

1. Henn, R. and A. Hoffman (2008) *LivingHomes*, case study # 1-428-714 (Ann Arbor, MI: Erb Institute, William Davidson Institute, University of Michigan). Third prize winner in the 2008 Oikos International Case Competition.
2. Hoffman, A. (2002) *Harley Davidson Purchase*, negotiation role play # 2002-12 (Boston, MA: Boston University School of Management).
3. Hoffman, A. and C. Brush (2001) *Augusta Richards: Responding to Plagiarism* (A), (B) and (C), case studies # 2001-11A, 2001-11B and 2001-11C (Boston, MA: Boston University School of Management).
4. Hoffman, A. and E. Wickfield (2001) *Hank Thaler: Ethics of Disclosure* (A) and (B), case studies # 2001-12A and 2001-12B (Boston, MA: Boston University School of Management).
5. Hoffman, A. and J. Storck (2001) *Joe Stoddard: Medical Marketing versus Personal Privacy*, case study # 2001-13 (Boston, MA: Boston University School of Management).
6. Hoffman, A., J. Smith and S. Soukup (1999) *Molten Metal Technology* (A) & (B), case studies # 99-03A and 99-03B (Boston, MA: Boston University School of Management).

Book Jacket Testimonials

1. Stead, E. and J. Stead (2009) *Management for a Small Planet*, 3rd edition (Irvine, CA: M.E. Sharpe)
2. Sullivan, R. (2009) *Corporate Responses to Climate Change*, (Sheffield, UK: Greenleaf Press).
3. Ehrenfeld, J. (2008) *Sustainability by Design: A Subversive Strategy for Transforming Our Consumer Culture* (Yale University Press).
4. Howard-Grenville, J. (2008) *Corporate Culture and Environmental Practice: Making Change at a High-Tech Manufacturer*, (Northampton, MA: Edward Elgar).
5. Hamschmidt, J. (ed.) (2007) *Case Studies in Sustainability Management and Strategy* (Sheffield, UK: Greenleaf Publishing).
6. Fraidenburg, M. (2007) *Intelligent Courage: Natural Resource Careers that Make a Difference*, (Malabar, FL: Krieger Publishing Group).
7. Sandelands, L. (2005) *Man & Nature in God*, (London: Transaction Publishers).

Honors and Awards

August 2009	Selected as the <i>All-Academy Chair</i> for the 2009 Academy of Management Annual Meeting, Chicago, IL; conference theme – "Green Management Matters."
March 2009	Selected as a 2009 <i>Aspen Environment Forum Scholar</i> .
April 2008	<i>Living Homes</i> case wins 3 rd prize in the Oikos International Case competition (with R. Henn).
October 2003	<i>Faculty Pioneer- Rising Star</i> award from the World Resources Institute/Aspen Institute.
August 2003	Finalist for <i>Academy of Management Review</i> 's Best Paper of the Year Award, 2002.
May 2003	<i>Broderick Prize for Service to the Graduate Programs</i> , Boston University School of Management.
March 2003	Elected to <i>Beta Gamma Sigma</i> , National Management Honor Society.
August 2002	<i>Scholar in Residence</i> , Oikos Summer Academy, St. Gallen, Switzerland.

- November 2001 **Rachel Carson Prize** awarded for *From Heresy to Dogma: An Institutional History of Corporate Environmentalism*. The award is given for “work of social or political relevance” by the Society for Social Studies of Science (4S).
- October 1999 Finalist for the **Faculty Pioneer- Rising Star** award from the World Resources Institute.
- November 1998 *From Heresy to Dogma* picked by **Tomorrow** magazine as one of the “Ten Best” books of the year on business and the environment.
- September 1998 Recognized as one of the top ten graduate instructors, Boston University School of Management, *Business Week* online.
- May 1998 **Broderick Prize for Excellence in Research**, Boston University School of Management.
- Spring 1997 *Citation of Excellence* from ANBAR Management Intelligence for 1996 **BS&E** article.
- 1995-1997 **Environmental Council Post-Doctoral Fellowship**, Northwestern University.
- June 1995 **Klegerman Award for Environmental Excellence**, MIT.
- January 1982 Elected to **Tau Beta Pi**, National Engineering Honor Society.

Conference Papers Presented

Academy of Management; Critical Management Studies; Social Science History Association; American Sociological Association; European Group on Organizational Studies; Group on Organizations and the Natural Environment; Oikos Winter Academy; Oikos PhD Summer Academy; World Resources Institute BELL Conference; The Greening of Industry Conference.

University Seminars Presented

Arizona State University; Bainbridge Graduate Institute; Boston College; Boston University; Carnegie Mellon University; Colby College; Copenhagen Business School; Dong Hua University; Duke University; Florida International University; Franklin W. Olin College of Engineering; Harvard University; INSEAD; Interdisciplinary Committee on Organizational Studies (U of Michigan); Johns Hopkins University; Kennedy School of Government; McGill University; Michigan State University; MIT; Northwestern University; Oxford University; Presidio School of Management; Princeton University; Stanford University; Swiss Federal Institute of Technology/ETH; University of Alberta; University of Bologna; University of British Columbia; University of California Santa Barbara; University of California Los Angeles; University of Geneva; University of Massachusetts at Amherst; University of Michigan; University of Oregon; University of St. Gallen; University of Toronto; University of Virginia Law School; University of Warwick; University of Washington; University of Western Ontario (Ivey School of Business); Western Michigan University.

Invited Speeches and Panels

Air & Waste Management Association; CERES; Corporate Climate Response Conference; Council on Competitiveness; Delta Environmental Consultants; Holcim (US) Corporation; Michigan Bar Association; Michigan Manufacturers Association; National Press Club; Ropes & Gray Law Firm; The American Bar Association; The Conference Board; The Corporate Environmental, Health & Safety Management Roundtable; The Exxon-Mobil Corporation; The Forest Products Research Council; The Global Environmental Management Initiative (GEMI); Mid-America Regulatory Conference; State of Michigan Natural Resources and Environmental Affairs Committee; The Minnesota Pollution Control Agency; The Murie Center; The National Association of Environmental Management; The Novartis Corporation; Skadden Annual Energy Conference; The Southern Company; The Sustainable Governance Forum on Climate Risk; US Dept of Commerce, National Oceanic and Atmospheric Administration; World Business Council for Sustainable Development; World Forum on Enterprise and Environment

Conferences Organized

- May 2010 **Constructing Green** (with Rebecca Henn, Ann Arbor, MI). This conference will explore the strategies, relationships, and opportunities inherent in green building, as a technological, industrial, institutional and cultural shift. Our goal is to discuss and encourage the advancement of organizational theories to understand the field and its impacts. Concerns for environmental sustainability alter the goals, skill sets and political arrangements within this process, thereby

altering fundamental meaning associated with our built environment. In this conference, we intend to explore a wide range of facets related to the relationship between green building and organizational scholarship.

- December 2009* ***Addressing the Challenges of Climate Change through the Behavioral and Social Sciences*** (with the National Academies of Science, Washington DC). With support from the William and Flora Hewlett Foundation, the National Research Council's Committee on the Human Dimensions of Global Change is organizing two workshops on Addressing the Challenges of Climate Change Through the Behavioral and Social Sciences. The first of these will feature 4 half-day sessions on the following topics: (1) Public Understanding of Climate Change, (2) Opportunities for Climate Change Mitigation by Household Action, (3) Public Acceptance of Energy Technologies, (4) Organizational Change and Greening of Business. Each session will include brief presentations by subject matter experts, comments from assigned discussants, and open discussion about the implications of the knowledge for responding to climate change.
- June 2009* ***Sustainable Energy Fellowship*** (Ann Arbor, MI), a joint educational experience among researchers from Arizona State University, Cornell University, Duke University, the University of Michigan and MIT for students to address the global need for the use of energy reduction designs supplemented by renewable energy technologies. Roughly 40 students are exposed to research and education in energy production, conversion, storage and sources that are environmentally friendly and renewable such as wind, solar, biomass and geothermal. Leading practitioners from industry, government and non-governmental agencies supplement the learning experience by providing divergent points of view and technical expertise. <http://www.teachenergy.org>
- September 2007* ***Religious Perspectives on Climate Change*** (Ann Arbor, MI), a multi-faith exploration of the intersection of religious beliefs and concern for the global environment, the conference included a panel discussion among representatives from the Catholic, Hindu, Jewish, Buddhist, Jainist, Muslim and Protestant (Evangelical and Mainline) faiths as well as keynote speeches from Mary Evelyn Tucker, noted Yale University Professor and Reverend Sally Bingham, President of the Regeneration Project.
- November 2006* ***Corporate Strategies that Address Climate Change*** (Ann Arbor, MI). 120 attendees and 100 webcast viewers learned about the experiences of six corporations (DuPont, Alcoa, Swiss Re, Shell, Whirlpool, Duke Energy) as they developed strategies to address climate change. Keynotes by representatives of Calpers and Holcim (US).
- June 2005* ***Reframing the Climate Change Debate*** (with Tom Lyon, Ann Arbor, MI). The meeting opened with a keynote by Senator Carl Levin (D-MI) and followed with a discussion among key NGO, Union, Business and Academic Leaders on how to address climate change as an issue of jobs, trade, energy security and national security.
- April 2000* ***Organizations, Policy and the Natural Environment: Institutional and Strategic Perspectives*** (with Marc Ventresca, Evanston, IL). The three day meeting brought together nearly twenty-five academic researchers with an interest in environmental issues and social science theory to present papers, receive feedback, discuss future research directions and produce an edited book.
- November 1998* ***Senior Level Dialogue on Climate Change Policy, part 2*** (Evanston, IL). This one day meeting brought together nearly seventy-five senior executives from business, government and the environmental community to discuss the scientific, strategic and policy implications of controls on greenhouse gas emissions.
- May 1997* ***Senior Level Dialogue on Climate Change Policy, part 1*** (Evanston, IL). This one day meeting brought together nearly fifty senior executives from business, government and the environmental community to discuss the scientific, strategic and policy implications of controls on greenhouse gas emissions. The product was an edited book composed of individual chapters and conference transcripts.

Grants and Fellowships

- 2005 Pew Center on Climate Change Grant: *Corporate Strategies that Address Climate Change*.
- 2003 Environmental Defense Grant: *Climate Change Strategy: The Business Logic behind Voluntary Greenhouse Gas Reductions*.
- 2002 Boston University Junior Faculty Research Grant: *Cultural and Organizational Diffusion of Environmental Affairs*.
- 2000 Human Resources Policy Institute Grant: *Linking Organizational & Field Level Analyses*.
- 1996 National Fish and Wildlife Federation Grant: *The Endangered Species Act and the US Economy* (with Max Bazerman and Steven Yaffee).
- 1995-1997 Environmental Council Post-Doctoral Fellowship: Northwestern University.
- 1992-1995 Engineering Management Doctoral Research Fellowship: MIT.

Professional Activities

- 2009-2010 Conference organizing committee, *Addressing the Challenges of Climate Change Through the Behavioral and Social Sciences*, Committee on the Human Dimensions of Global Change (Washington DC: The National Academy of Sciences)
- 2009-2010 Contributing author, *Limiting the Magnitude of Future Climate Change*. Report prepared for the US Congress on strategies to mitigate the effects of climate change. (Washington DC: The National Academy of Sciences)
- June 2008 Expert Committee/Contributing author, *A Global Deal for Our Low Carbon Future*, Report commissioned by Tony Blair for the Lake Toya G8 Summit, The Climate Group
- February 2007 Engaged in a one day *Climate Strategy Summit* with the senior executive team at the Dow Chemical Company, Midland MI.
- October 2006 Moderated a one-day *Stakeholder Dialogue* between the CEO and senior executive team of Holcim (US) and key external constituents on climate change and community engagement, Washington DC.
- Fall 2006 Advisor to the University of Michigan General Counsel, *Vendor Dispute Review* complaint regarding the Coca-Cola Corporation.
- June 2005 North American Jury Member, *Holcim Awards for Sustainable Construction*, Cambridge, Ma.
- April-May 2004 Short term training consultant with the Operational Strategy Group of the *International Finance Corporation*, World Bank, Warrenton, Va.
- March 2004 Served on the National Science Foundation *Societal Dimensions of Nanoscale Science and Engineering* grant review panel, Arlington, Va.
- November 2003 Research and consulting with the *World Business Council on Sustainable Development*, Geneva, Switzerland.
- November 2000 Organized and taught in pro-bono *negotiations training* for The Alliance for Environmental Innovation, a project of Environment Defense, and other environmental non-profit groups, Boston, MA. (with Max Bazerman and Leonard Greenhalgh).
- March 1996 Pro-bono *negotiations training* for The Nature Conservancy, Alexandria, Virginia. (with Max Bazerman).
- 1998 - present Reviewer: *Administrative Science Quarterly*, *Journal of Management Education*; *Academy of Management Journal*; *Academy of Management Review*; *Strategic Management Journal*; *Journal of Industrial Ecology*; *Organization Science*; *California Management Review*; *Journal of Management Studies*; *Journal of Management Inquiry*; *Organization & Environment*; *California Management Review*; *Human Relations*; Harvard Business School Press; MIT Press; Cambridge University Press; Island Press; Pearson Publishing; Prentice Hall; McGraw-Hill; National Science Foundation; Organizations and the Natural Environment interest group of the Academy of Management for annual meetings; Organizational & Management Theory division of the Academy of Management for annual meetings.

Selected Media Citations

Boston Business Journal; Boston Phoenix; Business and the Environment; Business Week; Chemical Marketing Reporter; Chemical Week; Chicago Tribune; Chief Executive; CNNfn; Columbus Dispatch; Corporate Board Member; Crain's Detroit Business; Daily Environment Report; Detroit Free Press; E&E News; Electric Power Daily; Energy Trader; Environment Health & Safety Management; HazMat Magazine; Monday Morning (Danish); New England's Environment; New York Times; Newswire; Petroleum Economist; Physics Today; Point Carbon; PRWeb; Reuters; San Francisco Chronicle; Strategy+Business; Taipei Times; The Daily Free Press; The Detroit News; The Multinational Monitor; US News & World Report; US States News; Wall Street Journal; Waste News; Wired News.

Selected Radio Appearances

Michigan Public Radio, Seattle Public Radio; National Public Radio; Bloomberg Radio; Wyoming Public Radio

Boards of Directors and Advisors

2009 - present Advisory Board Member, TRIRIGA
2008 - present Board Member, Michigan League of Conservation Voters.
2005 - present International Advisory Board, *The Earth Portal, Environmental Information Coalition.*
2004 - present Board Member, *Center for Environmental Innovation.*
2001 - present Principal Consultant, *The Canopy Partnership* and *Canopy Institute.*
1999 - present Editorial Review Board, *Organization & Environment*, J. Jermier and M. Starik (eds.)
2007 - 2008 Friends Board, *University of Michigan Museum of Art*, Ann Arbor, Michigan
2006 - 2008 Board of Trustees, *Oakwood Healthcare System*, Dearborn, Michigan
2002 - 2003 Advisor, *Catholic Charities.*
1997 - 2001 Board Member, *Kellogg Environmental Research Center.*
1993 - 1994 Board Member, *Young International People Protecting the Environments of Earth.*