

KATE ODZIEMKOWSKA

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EDUCATION

Ph.D. and M.Sc. in Management The Wharton School, University of Pennsylvania	2014 – 2019
M.A. International Affairs Norman Paterson School of International Affairs, Carleton University, Canada	2003 – 2005
Bachelor of Business Administration with high distinction (<i>summa cum laude</i> equivalent) Wilfrid Laurier University, Canada	1997 – 2001

ACADEMIC POSITIONS

Assistant Professor of Strategic Management Rotman School of Management, University of Toronto	2022 – present
Assistant Professor of Strategic Management Jesse H. Jones Graduate School of Business, Rice University	2019 – 2022

ACADEMIC APPOINTMENTS

Fellow, ESG Institute, The Wharton School	2022 – present
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PUBLICATIONS & WORKING PAPERS

Publications in Refereed Journals

- [1] Odziemkowska, K. 2022 “Frenemies: Overcoming Audiences’ Ideological Opposition to Firm–Activist Collaborations” *Administrative Science Quarterly*, 67(2): 469-514.
 - * Winner of the 2022 Responsible Research in Management Award
 - * Winner of OMT Responsible Research Award, Academy of Management, 2020
 - * Runner-up for Louis Pondy Best Dissertation Paper Award, Academy of Management, 2020
 - * Best Paper Proceedings, Academy of Management OMT Division, 2020
 - * Best Conference Paper Honorable Mention, Strategic Management Society, 2018
- [2] McDonnell, M.-H., Odziemkowska, K., and Pontikes, E. 2021. “Bad Company: Shifts in Social Activists’ Tactics and Resources after Industry Crises” *Organization Science*, 32(4): 1033-1055.
- [3] Odziemkowska, K. and Dorobantu, S. 2021. “Contracting Beyond the Market” *Organization Science*, 32(3): 776-803.
 - * Best Paper Proceedings, Academy of Management Strategic Management Division, 2019
- [4] Odziemkowska, K. and Henisz, W. 2021. “Webs of Influence: Secondary Stakeholder Actions and Cross-National Corporate Social Performance” *Organization Science*, 32(1): 233-255.
 - * Winner of the Best Conference PhD Paper Prize, Strategic Management Society, 2016
 - * Finalist for the Temple/Academy of International Business Best Paper Award, 2016
- [5] Dorobantu, S., and Odziemkowska, K. 2017. “Valuing Stakeholder Governance: Property Rights, Community Mobilization and Firm Value” *Strategic Management Journal*, 38(13): 2682-2703.
 - * Winner of Outstanding Paper Award, Alliance for Research on Corporate Sustainability, 2017

Papers under Journal Review & Revision

- [6] Odziemkowska, K. and McDonnell, M.-H. “Ripple Effects: How Collaborations Reduce Contention” 2nd round revise and resubmit, *Strategic Management Journal*.
* Winner of Best Proposal Award from the Strategic Management Society’s Stakeholder Strategy Interest Group, 2017
- [7] Odziemkowska, K., Hernandez, E., and Feldman, E. “Stakeholder Synergies in Mergers and Acquisitions” Under review, *Strategic Management Journal*.

Working Papers

- [8] Odziemkowska, K. and Zhu, Y.† “Friend or Foe: The Impact of Social Movements on Firm Innovation”
- [9] Chung, B.†, Odziemkowska, K. and Piazza, A. “Threading the Needle: How Firms Frame their Stances on Polarizing Social Issues”
- [10] Wang, Y.†, Odziemkowska, K. and Kale, P. “Failure to launch: When cooperative governance fails to diffuse in nonmarket contexts”

(† denotes Ph.D. student co-author)

WORK IN PROGRESS

- “From Stakeholder to Activist: Interests, Identity and Community Mobilization” with Vanessa Burbano and Sinziana Dorobantu (writing manuscript)
- “Stakeholder Claimants Beyond the Value Chain” (writing manuscript)
- “Missing Agent Problems and the Limits to Stakeholder Management” with Aseem Kaul and Jiao Luo (writing manuscript)
- “A Policy Life-Cycle Perspective on Firm-Activist Collaborations” (data analysis)
- “Philanthropy or Collaboration? A Replication of Bertrand et al. (2021)” (data collection)
- “Social Activism Spillovers Along Supply Chains” with Mary-Hunter McDonnell and Emily Ulrich (data collection)

OTHER PUBLICATIONS

Odziemkowska, K. 2022. ‘Firm-NGO collaborations for sustainability: A comparative research agenda’, in George, G., Joshi, H., Haas, M., McGahan, A. and Tracy, P. (eds.), *Handbook on the Business of Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*, Edward Elgar Publishing, Massachusetts, pp.100-117.

OTHER AWARDS & RESEARCH GRANTS

- Research Excellence Award, Jones Graduate School of Business, Rice University, 2021
- William C. Frederick Social Issues in Management Doctoral Dissertation Award Finalist, 2021
- Outstanding Reviewer, Strategic Management Society’s Stakeholder Strategy Interest Group, 2020, 2019, 2017
- Honorable Mention, Organizations & Natural Environment Division Best Dissertation Award, 2019
- Strategy Research Foundation Dissertation Scholar, 2018-2019
- Best Conference Paper Nomination, Strategic Management Society, 2018, 2017, 2016 (2)
- Wharton’s Mack Institute Research Fellowship, 2017

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- Winkelman Fellowship, The Wharton School, 2016-2018
- Wharton Risk Center Russell Ackoff Doctoral Student Fellowship, 2016
- Wharton Social Impact Initiative Research Grant, 2015, 2017
- Social Sciences and Humanities Research Council of Canada Doctoral Award, 2015-2019
- Senate Medal for Outstanding Graduate Work, Carleton University, 2005
- Paterson Fellow, Carleton University, 2003-2005
- Ontario Graduate Scholarship, Carleton University, 2003-2005
- Domestic Tuition Scholarship, Carleton University, 2003-2005
- Joubin-Selig Scholarship, Carleton University, 2003-2004
- Faculty of Graduate Studies & Research Scholarship, Carleton University, 2003-2004

INVITED RESEARCH SEMINARS

- Rotterdam School of Management, May 2023 (scheduled)
- University of Amsterdam, May 2023 (scheduled)
- Queen's University, Smith School of Business Strategy Seminar, October 2022
- Università della Svizzera italiana (USI) Lugano, Faculty of Economics Seminar, May 2022
- Rotterdam School of Management, Strategy & Entrepreneurship Department Seminar, October 2021
- INSEAD, Strategy and Entrepreneurship Seminar, September 2021
- Washington University, Olin Business School, Strategy Area, October 2019

CONFERENCE PRESENTATIONS

Panel/Other Presentations

- Bocconi Workshop on Nonmarket Strategy, June 2023 (scheduled)
- "Strategies for Nonprofits" Academy of Management Annual Conference PDW, 2022
- 2022 Medici Summer School, HEC Paris
- "New Perspectives on Stakeholder Governance" Academic Workshop, INSEAD, 2022
- "The Role of Corporations in Governing the Commons" Academy of Management Annual Conference PDW, 2021

Discussant

- "Corporate Sociopolitical Activism: Creating a Better World?" Academy of Management Annual Conference Symposium, 2022
- Strategy and Business Environment Conference, University of Texas Austin, 2022
- Stakeholder Strategy Paper Development Workshop, Virtual Toronto SMS Annual Conference, 2021

Paper Presentations (*presentations by co-authors not listed*)

"Friend or Foe: The Impact of Social Movements on Firm Innovation" [8]

Strategic Management Society Annual Conference, 2021, virtual

Academy of Management Annual Conference, 2021, virtual

Alliance for Research on Corporate Sustainability Annual Conference, 2021, virtual

Strategy Science Annual Conference, 2021, virtual

"Stakeholder Synergies in Acquisitions" [7]

Strategic Management Society Annual Conference, 2022

Wharton Nonmarket Strategy Workshop, 2022

Rotman Strategy Brown Bag, 2022

Michael Lee-Chin Family Institute for Corporate Citizenship Sustainability Brown Bag, 2022

- “Ripple Effects: How Collaborations Reduce Contention” [6]
 CCC Corporate Dynamics Junior Faculty Brownbag, 2021, virtual
 NYU Stern Nonmarket Strategy Workshop, 2020, virtual
 Academy of Management Annual Conference, 2018, Chicago, IL
 Alliance for Research on Corporate Sustainability Annual Conference, 2018, Cambridge, MA
 Strategic Management Society Annual Conference, 2017, Houston, TX
- “From Stakeholder to Activist: Interests, Identity and Community Mobilization”
 Strategic Management Society Annual Conference, 2020, virtual
- “Frenemies: When Firms and Activists Collaborate” [1]
 Academy of Management Annual Conference, 2020, Vancouver, BC, virtual
 Alliance for Research on Corporate Sustainability Annual Conference, 2020, virtual
 Strategic Management Society Annual Conference, 2018, Paris, France
 Strategy and the Business Environment Annual Conference, 2018, Philadelphia, PA
 Consortium on Competitiveness and Cooperation (CCC) Doctoral Conference, 2018, Berkeley, CA
- “Bad Company: Shifts in Social Activists' Tactics and Support after Industry Scandals” [2]
 Strategy and the Business Environment Annual Conference, 2020, Austin, TX, virtual
- “Contracting Beyond the Market” [3]
 Sumantra Ghoshal Conference on Managerially Relevant Research, 2020, London, UK (cancelled)
 Strategy and the Business Environment Annual Conference, 2019, Palo Alto, CA
 Strategic Management Society Annual Conference, 2018, Paris, France
 Alliance for Research on Corporate Sustainability Annual Conference, 2018, Cambridge, MA
- “Webs of Influence: National Stakeholder Fields and Corporate Social Performance” [4]
 Mitsui Symposium on Comparative Corporate Governance and Globalization, 2020, Ann Arbor, MI
 EGOS 2017 Colloquium, Copenhagen, Denmark
 Social Movements, Economic Innovation and Institutional Change Workshop 2016, Los Angeles, CA
 Strategic Management Society Annual Conference, 2016, Berlin, Germany
 Academy of Management Annual Conference, 2016, Anaheim, CA
 Academy of International Business, 2016, New Orleans, LA
 Alliance for Research on Corporate Sustainability Annual Conference, 2016, Boulder, CO
 Strategy and the Business Environment Annual Conference, 2016, Rochester, NY
- “Valuing Stakeholder Governance: Property Rights, Community Mobilization and Firm Value” [5]
 American Political Science Association Conference, 2016, Philadelphia, PA
 Academy of Management Annual Conference, 2016, Anaheim, CA
 Academy of International Business, 2016, New Orleans, LA
 Wharton-INSEAD Doctoral Consortium, 2015, Philadelphia, PA
- “When in Rome: Environmental NGOs' Strategic Adaptation to Foreign Contexts”
 Academy of Management Annual Conference, 2016, Anaheim, CA
 Strategic Management Society Annual Conference, 2016, Berlin, Germany
- “Corporate codes of conduct: An empirical study of relationships with firm characteristics” (M.A. thesis)
 Administrative Sciences Association of Canada Conference, 2005, Toronto, Canada

TEACHING

Strategic Management (University of Toronto RSM 392 - undergraduate) – Spring 2023

Managing Stakeholder Risk (Rice University MGMT 663 - MBA) – Spring 2021, 2022

- Instructor ratings, on scale of 1 (outstanding) to 7 (very poor): 1.06 (2021 Jones School mean = 1.77); 1.24 (2022 Jones School mean = 1.67);

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Network Theory (Rice University BUSI 553 – PhD seminar) – Spring 2021

- Instructor ratings, on scale of 1 (outstanding) to 7 (very poor): 1.00 (Jones School mean = 1.77)

Strategic Management (Rice University BUSI 390 - undergraduate) – Spring 2020, 2021, 2022

- Instructor ratings on scale of 1 (outstanding) to 5 (poor): 1.04 and 1.18 (2020; Rice mean = 1.59); 1.23 and 1.27 (2021; Rice mean = 1.61); 1.12 and 1.25 (2022; Rice mean = 1.60);

Introduction to Management (Wharton MGMT 101) – Fall 2016

- Instructor ratings for two recitation sections: 3.8/4.0 and 3.6/4.0 (course mean = 3.0)

Network Theory and Applications Ph.D. Seminar (Wharton MGMT 935) – Spring 2017

- Teaching Assistant to Lori Rosenkopf.
- Developed and delivered seminar session on network analysis software and network data sources

Managing the Enterprise: Corporate Strategy (Wharton MGMT 613) – Summer 2018

- Teaching Assistant to Nicolaj Siggelkow for the Corporate Strategy Module of Executive MBA class

Strategy and Competitive Advantage (Wharton MGMT 701) – Fall 2018

- Teaching Assistant to Nicolaj Siggelkow

TEACHING CASES

Hemsworth, D., & Odziemkowska, K. 2006. *The Region of Waterloo Water Services Division*. Case ID: 040004-G. Waterloo, Canada: Laurier Institute.

PROFESSIONAL ACTIVITY & SERVICE

Editorial

Editorial Review Board, *Academy of Management Journal*, 2022 – 2025

Editorial Review Board, *Strategic Management Journal*, 2022 – 2025

Editorial Review Board, *Organization Science*, 2020 – 2022

Ad-hoc reviewer for *Academy of Management Review*, *Administrative Science Quarterly*, *Management Science*, *Strategy Science*, *Journal of Management Studies*, *Organization & Environment*, *Business & Society*, *Journal of Business Venturing*

Professional

Co-organizer of 2023 Strategic Management Society Conference Extension on Stakeholder Theory

Co-organizer of the 2022-2023 Virtual PhD seminar on Nonmarket Strategy

Reviewer, Social Sciences and Humanities Research Council of Canada Insight Grants, 2023

Representative-at-Large (*elected*), Strategic Management Society's Stakeholder Strategy Interest Group, 2021 – 2022

Research Committee, OMT Division, Academy of Management, 2021 – present

William C. Frederick SIM Doctoral Dissertation Award Committee, 2022

Co-organizer of 2021 SMS Panel “Imagining and Inspiring Breakthroughs at the Intersection of Cooperative and Stakeholder Strategy” Virtual Toronto SMS Annual Conference

Co-organizer of 2021 Stakeholder Strategy Panel & Paper Development Workshop, Virtual Toronto SMS Annual Conference

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Co-organizer of 2021 Academy of Management Annual Conference Symposium “Corporate Social and Political Activism” with Steve Kofford and Haram Seo

Co-organizer of 2018 Academy of Management Annual Conference Symposium “Progressive Stakeholder Governance for the 21st Century” with Aaron Chatterji, Sinziana Dorobantu, Witold Henisz, Brayden King, and Anita McGahan

Panelist for 2022 Academy of Management Annual Conference PDW “New Perspectives on Stakeholder Governance” organized by Sinziana Dorobantu, Julien Jourdan, Ilze Kivleniecs, Anita McGahan

Rotman School of Management, University of Toronto

Co-organizer of Strategy Area Seminars, 2022 – 2023

Jones Graduate School of Business, Rice University

Ph.D. Admissions Committee, 2022

Ph.D. Comprehensive Examination coordinator, 2021 – 2022

Undergraduate Business Program Committee, 2019 – 2022

Co-organizer of Strategy Area Research Seminars, 2019 – 2022

Wharton, University of Pennsylvania

Wharton Society for the Advancement of Women in Business Academia PhD Mentor, 2016 – 2017

Co-organizer of 5th Annual Wharton-INSEAD Doctoral Consortium, 2016

PROFESSIONAL WORK EXPERIENCE

Manager of Fiscal Policy and Intergovernmental Affairs, Government of the Northwest Territories, Canada: 2011 – 2014

Statistician, NWT Bureau of Statistics, Canada: 2006 – 2011

Statistics Advisor (*sabbatical*), Judicial Service of Ghana, Ghana: 2007 – 2008

Industrial Initiatives Analyst, Government of the Northwest Territories, Canada: 2005 – 2006

Financial Analyst, Procter & Gamble Inc., Canada: 2001 – 2002