

MIKE VALENTE

Associate Professor
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario, Canada
mvalente@schulich.yorku.ca

PERSONAL

Education

- 2007 Ph.D. Business Administration (Sustainability and Strategic Management)
Schulich School of Business
York University, Toronto, Canada
- 2002 Master's in Business Administration (MBA)
Lazaridis School of Business and Economics
Wilfrid Laurier University, Waterloo, Ontario, Canada
- 2000 Honours Bachelor of Commerce
Laurentian University, Sudbury, Ontario, Canada

Academic Employment History

- 2015- Associate Professor in Organization Studies and Sustainability
Schulich School of Business
York University
- 2013-2015 Assistant Professor in Organization Studies and Sustainability
Schulich School of Business
York University
- 2010-2012 Assistant Professor in Business and Sustainability
Richard Ivey Business School
Western University
- 2007-2010 Assistant Professor in Business and Sustainability
Gustavson School of Business
University of Victoria

Honours and Awards

- 2016 2nd Place Seymour Schulich **Award for Teaching Excellence** at the Graduate Level
- 2012 **Research Merit Award**, Ivey School of Business, Western University.
- 2011 USC **Teaching Honour Roll** for Excellence in Teaching Business, Western Univ.
- 2011 Ivey HBA **Teaching Award**: Recipient of the David Burgoyne Award for Dedication In and Out of the Classroom.
- 2011 Nominated for **Green Award**, Western University.
- 2009 Recipient of the University of Victoria Business Award for **Teaching Excellence**.
- 2009 **Best Paper Award**. Indigenous Resource and Institutional Capital: Understanding its Role in Private Sector Sustainable Development. International Academy of African Business Development (IAABD), Kampala.
- 2009 Excellence in **Service Award**, Gustavson School of Business, University of Victoria
- 2009 **Faculty of the Year Award**: Commerce Students Society, Gustavson School of Business, University of Victoria
- 2009 **Service Award**: Office of the Vice-President Academic and Provost Single Year Award for bringing into focus the issue of business and sustainability at the Gustavson School of Business, University of Victoria.
- 2008 **Service Award**: Office of the Vice-President Academic and Provost Single Year Award for bringing into focus the issue of business and sustainability at the Gustavson School of Business, University of Victoria.
- 2007 Winner of the **Governor General's Academic Gold Medal Award**, Canada.
- 2007 Finalist for the Social Issues in Management Dissertation Award, Academy of Management, Philadelphia.
- 2007 Nominated for the William H. Newman Award for an outstanding single-authored paper from a dissertation. Academy of Management, Philadelphia.
- 2007 Nominated for the 2007 York University Doctoral **Dissertation Award**.
- 2007 **Best Paper Award**: Developing, leveraging and managing strategic partnerships in Africa. International Academy of African Business Development (London, 2007)
- 2006 Chosen as 1 of 9 PhD students to attend the Swiss Master Class in Corporate Social Responsibility at the University of Lausanne, Switzerland

- 2006 First Place Seymour Schulich Award for **Teaching Excellence**: \$15,000
- 2006 International Order of the Daughters of the Empire (IODE) War Memorial Scholarship: \$15,000
- 2006 Ontario Graduate Scholarship: \$15,000
- 2005 International Development Research Centre (IDRC) Doctoral Research Award: \$20,000
- 2004 Best Student Paper Award – Strategy Division, ASAC
- 2004 Doctoral Fellowship: Social Sciences and Humanities Research Council of Canada (SSHRC): \$40,000
- 2004 Ontario Graduate Scholarship: \$15,000
- 2003 Ph.D. 2nd Year Entrance Scholarship, Schulich School of Business: \$22,000
- 2002 Dean’s List: MBA, Wilfrid Laurier University
- 2001 Dean’s List: Honours Bachelor of Commerce, Laurentian University

SCHOLARLY AND PROFESSIONAL CONTRIBUTIONS

Refereed Publications

Valente, M. & Oliver, C. (forthcoming). “Meta-organization formation and sustainability in Sub-Saharan Africa”, *Organization Science*.

**Note: Between 2014 and 2017, I underwent several leaves of absences associated with family priorities.

Valente, M. (2015). “Business sustainability embeddedness as a strategic imperative”, *Business & Society* 54(1): 126-142.

Deutsch, Y. & Valente, M. (2013). “The Trouble with Stock Compensation”, *Sloan Management Review* 54(4): 19-20.

Deutsch, Y. & Valente, M. (2013) “Compensating outside directors with stock: The impact on non-primary stakeholders”. *Journal of Business Ethics*, 116(1): 67-85.

Valente, M. (2012) “Theorizing firm adoption of sustaincentrism”, *Organization*

Studies, 33(4): 563-591.

- Valente M. (2012) “Indigenous resource and institutional capital: The role of local context in embedding sustainable development”, *Business & Society*, 51(3): 409-449.
- Lepoutre, J., & Valente, M. (2012) “Fools breaking out: The role of symbolic and material immunity in explaining institutional nonconformity”, *Academy of Management Journal*, 55(2): 285-313.
- Valente, M., & Crane, A. (2010) “Private enterprise and public responsibility in developing countries”, *California Management Review*, 52(3): 52-78.
- Valente, M. (2010). “Demystifying the struggles of private sector paradigmatic change: Business as an agent of a complex adaptive system”. *Business & Society*, 49(3): 439-476.
- Valente, M. (2010) “Public and private partnerships for sustainable development: A process framework”, *Journal of African Business*, 11(1): 49-69.
- Valente, M. (2009) “Nonmarket response strategies: A typology of market and nonmarket strategy interrelatedness”, *International Journal of Sustainable Strategic Management*, 1(3): 285-302.
- Rasche, A., Valente, M. and multiple authors. (2008). “‘Corporations as political actors’ – A report from the first Swiss master class in corporate social responsibility”, *Journal of Business Ethics*, 80(2): 151-173.
- Matlow, A., Wright, J., Zimmerman, B., Thomson, K., Valente, M. (2006). How can the principles of complexity science be applied to improve the coordination of care for complex paediatric patients? *Quality and Safety in Health Care*, 15: 85-88.

Books

- Auster, E., Wylie, K. & Valente, M. (2005). *Strategic organizational change: Building change capabilities in your organization*. London: Palgrave-Macmillan.

Refereed Conference Proceedings

- Valente, M. (2009). “Indigenous resource and institutional capital: Understanding its role in private sector sustainable development”. *International Academy of African Business and Development*, Kampala, Uganda. Winner of the Best Paper Award, 2009.
- Valente, M., Crane, A. (2008). “Firm political responsibility: A proposed definition and a typology of firm political responsiveness”. *International Academy of African Business and Development*, Gainesville, Florida.

Lepoutre, J., Valente, M. (2007). "Overcoming Calimero: Complexities in small business social responsibility". *International Association for Business and Society*, Florence.

Valente, M. (2007). "Developing, leveraging and managing strategic partnerships in Africa". *International Academy of African Business and Development*, London. Winner of the Best Paper Award, 2007.

Valente, M., Wilson, C. (2004) "Cognitive inertia as a predictor of entrepreneurial opportunity exploitation". *Annual Meeting of Babson Kauffman Entrepreneurship Research Conference*, Glasgow.

Refereed Conference Presentations

Valente, M. Lepoutre, J., Zietsma, C. (2018). Corporate social action as a self-fulfilling prophecy. *Social Innovation + Change Initiative*. Harvard Kennedy School, Boston.

Valente, M. & Lepoutre, J. (2016). Of Wizards and Foucault: Boundary Configurations of corporate social action in rural Kenya. *Academy of Management: Anaheim*

Valente, M. (2014). "Regime management strategies for systems level agency: Implications for business' role in society". *International Academy of Business & Society (IABS) Conference*, Sydney, Australia.

Valente, M. & Lepoutre, J. (2014). "Defining boundaries in the public domain". *Journal of Management Studies Conference*, Cambridge

Valente, M. & Lepoutre, J. (2013). "Theorizing organizational response to complex problems". *African Academy of Management: Johannesburg*.

Valente, M. & Lepoutre, J. (2012). "It's the system stupid! Theorizing organizational response to systemic problems". *Academy of Management: Boston*

Goerzen, A. & Valente, M. (2011). "Is strategy sustainable". *Strategic Management Society: Miami*

Valente, M. (2011). "Organizational decoding of institutional logics: Towards a process theory of network level agency." *Academy of Management: San Antonio*.

Valente, M. (2009). "Radical organizational change to ambiguous archetypes: Embarking on the transition to sustainable development". *Academy of Management Conference*, Chicago.

Valente, M., Oliver, C., & Fredette, C. (2009). "Institutional forces as a predictor of competitive rivalry". *Academy of Management Conference*, Chicago.

- Lepoutre, J., Valente, M. (2008). "Fools breaking out: Explaining successful small business institutional nonconformity". *Academy of Management Conference*, Anaheim.
- Valente, M. (2007). "Firm strategic response to non-market forces: A typology and insights on the process of integration". *Strategic Management Society Conference*, San Diego.
- Valente, M. (2007). "Business sustainability as a strategic paradigm: A multilevel process framework". *Academy of Management Conference*, Philadelphia.
- Valente, M. (2007). "Firm institutional entrepreneurship as an impetus for private sector sustainable development". *Academy of Management Conference*, Philadelphia.
- Valente, M. (2007). "Firm political responsibility: A definition and a typology of firm political responsiveness". *Academy of Management Conference*, Philadelphia.
- Branzei, O., Valente, M. (2007). "Abstract accepted in Sub-Theme 34: Dynamic capabilities and practices: The generative dance of micro and macro forces, *European Group for Organizational Studies (EGOS)*, Vienna.
- Branzei, O., Valente, M. (2007). "Micro-processes of Opportunity Recognition in Dynamic Networks". Annual Meeting of the *Babson Kauffman Entrepreneurship Research Conference*, Madrid.
- Valente, M. (2006). "Business Sustainability Embeddedness as a Strategic Imperative: A Multilevel Process Framework". Paper presented virtually at the Business as an Agent of World Benefit: Management Knowledge *Academy of Management: Leading Positive Change*, Cleveland.
- Thomson, K., Valente, M. (2006). "Donor, scapegoat, or change agent? The structuration of business sustainability and the role of the firm as an agent of social change". Paper presented virtually at the Business as an Agent of World Benefit: Management Knowledge. *Academy of Management: Leading Positive Change*, Cleveland.
- Valente, M., Branzei, O. (2006). "Enterprise networks: The fabric of socially-sustainable value creation". Invited presentation at a professional development workshop co-sponsored by Business Policy and Strategy, Organizations and the Natural Environment, International Business, and Entrepreneurship at the annual meeting of the *Academy of Management*, Atlanta.
- Deutsch, Y. Valente, M. (2005). "The effect of outside director stock-based compensation on corporate social performance". *Academy of Management Conference*, Honolulu.
- Branzei, O., Valente, M. (2005). "Asymmetry recognition in dynamic stakeholder networks". Paper presented in the "Cognition in the Rough" workshop at the annual meeting of the *Academy of Management*, Honolulu.

Thomson, K., Valente, M., & Zimmerman, B. (2005). "Competing discourses & destruction: Implications for coordination of care". *Administrative Sciences Association of Canada*, Toronto.

Valente, M. (2004). "A review of the capabilities literature in high velocity environments: Propositions for consolidation, the need for stakeholder inclusion, and a redefined definition of sustainable competitive advantage". *Administrative Sciences Association of Canada*, Quebec City. Best Student Paper Award: Strategy Division.

Weiss, S., Valente, M. (2003). "Same goals, different results: Lessons from two US-French merger/acquisition negotiations". *First International Biennale on Negotiation*, Paris.

Book Chapters

Valente, M. (2018). Academic Social Responsibility: Sine Qua Non for Corporate Social Performance. Eds. Stachowicz-Stanusch, A., Amann, W. 177-196. Information Age Publishing, Charlotte, NC.

Valente, M. (2017). Corporate Responsibility Strategies for Sustainability. In Corporate Social Responsibility: Strategy, Communication, and Governance. Eds. Rasche, A., Morsing, M., Moon, J. Pg. 86-109. Cambridge University Press: Cambridge.

Non-Refereed Publications

Valente, M. (May 23rd, 2012) "Business sustainability embeddedness as a strategic paradigm: A multilevel process framework". *Business & Society*:
<http://bas.sagepub.com/content/early/2012/05/22/0007650312443199>

Valente, M. (2010). "[The Growing Complexity of Corporations in Society](#)". Globe-Net.

Valente, M. (2010). "[WSJ Ignores the Growing Complexity of Corporations in Society](#)". The Corporate Social Responsibility Newswire

Valente, M. & Crane, A. (March 23rd, 2009). "Private, but public". *Sloan Management Review Wall Street Journal Business Insights* <http://online.wsj.com/article/SB123739493828172921.html>

Branzei, O., Valente, M. (2008). "Honey Care Africa: A tripartite model for sustainable beekeeping", in Hamann, R., Woolman, S. Sprague, C. (Eds), *The Business of Sustainable Development in Africa: Human Rights, Partnerships, and New Business Models*, Unisa Press.

Valente, M. (2008). "The room is shrinking and the elephant is growing". *The Ring*, Vol. 34/8: 3.

Case Publications

Valente, M. (2018). Meridian Credit Union: Challenging the Big Banks. Ivey Publishing (forthcoming)

Valente, M. (2015). Tata Chemicals Magadi: Confronting Poverty in Sub-Saharan Africa. Ivey Publishing.

Valente, M. (2013). Canadian Boreal Forest Agreement. Ivey Publishing.

Valente, M. (2013). Frogbox. Ivey Publishing.

Valente, M. (2012). Pure organic food and juice bar. Ivey Publishing.

Valente, M. (2011). PepsiCo's turning point: establishing a role in sustainable society. Ivey Publishing.

Valente, M. (2011). Suncor's political role in Fort McMurray. Ivey Publishing.

Valente, M. (2011) South Side Restaurant's carbon wine list. Ivey Publishing.

Valente, M. (2009). "DuPont cleaning division: Strategies for sustainability" in Real-World Cases in Green Chemistry. Washington, DC: American Chemical Society

Valente, M. (2009). "Archer Daniels Midland (ADM): Opportunities for green chemistry" in Real-World Cases in Green Chemistry. Washington, DC: American Chemical Society

Valente, M., Branzei, O. (2007). "Honey Care Africa: A different business model". Ivey Management Services, Richard Ivey School of Business.

Branzei, O., Valente, M. (2007). "Honey Care Africa: A tripartite model for sustainable beekeeping". Ivey Management Services, Richard Ivey School of Business

Working Papers

Valente, M. and Oliver, C. Meta-Organization Formation and Sustainability in Sub-Saharan Africa. Forthcoming, *Organization Science*.

Slade-Shantz, A., Valente, M., Zietsma, C., Phung, K. "The role of uncertainty and risk in cross-sector partnership success". Target Journal: *Journal of Management Studies*.

Valente, M. & Lepoutre, J. and Zietsma, M. "Is Corporate Social Activity a Firm-Fulfilling Prophecy?". Target, *Academy of Management Journal*.

Professional Service

- 2014- Member of the editorial board of *Organization Studies*.
- 2014- Member of the editorial board of *Journal of Business Ethics*
- 2014- Member of the editorial board of *Business & Society*.
- 2014 Co-Organizer: Professional Development Workshop (PDW). Engaging Ostrom: Why and how organizational theorists should. Academy of Management OMT Division, Philadelphia.
- 2014 Participant: ONE Doctoral Consortium. Academy of Management ONE Division, Philadelphia.
- 2012 Organizer. Ivey Sustainability Conference, April 2012: It's the System Stupid: Establishing a Research Agenda on Systemic Problems in Organization Theory. Richard Ivey School of Business
- 2012 Co-Organizer Professional Development Workshop (PDW). Ask the Experts. Academy of Management SIM Division, Boston
- 2012 Co-Organizer Professional Development Workshop (PDW). It's the System Stupid: Establishing a Research Agenda on Systemic Problems in Organization Theory. Academy of Management SIM Division, Boston.
- 2011 Session Chair for Dynamics of Institutional Entrepreneurship, OMT Division, Academy of Management, San Antonio.
- 2008 Organizer: Aga Khan Development Network on Social Responsibility and Sustainable Development in Developing Regions. Workshop in Victoria, BC, February, 2008
- 2007 Co-organizer Professional Development Workshop (PDW). Agentic institutional work for environmental sustainability: A Multi-level perspective on enterprise creation in emerging fields. Academy of Management ONE Division, Philadelphia.
- 2005- Ad Hoc Reviewer for the following journals: *Academy of Management Journal*, *Business & Society*, *Journal of Management Studies*, *Journal of Business Ethics*, *California Management Review*, *Organization and Environment*, *Organization*, *Organization Studies*, *Journal of African Business*, *Journal of Environmental Psychology*.
- 2005 Interactive Session Facilitator Discussant for "Governance, Control, and Incentives". Annual meeting at the Academy of Management, Honolulu.
- 2004- Reviewer of manuscripts for the annual meeting at the Academy of Management since

2004 (OMT, SIM, ONE, BPS Divisions)

Public Appearances

Speaker, Toronto Sustainability Series on the topic of organizational change to sustainability.

World Student Environmental Summit. Launch of University of Victoria Business Sustainability Pillar, June, 2009.

Presentation to UVic Business outgoing exchange students on direct and indirect carbon offsetting opportunities, March, 2009

Aga Khan Development Network on Social Responsibility and Sustainable Development in Developing Regions as part of a larger workshop related to challenges and opportunities in these areas, February, 2008

Mozambique Delegates on the topic of social entrepreneurship in developing country contexts. April, 2009

Presentation on UVic Business Sustainability Efforts at the Sustainability, Climate Change and Green Campuses: Thinking Outside Environmental Studies: Sustainability Teaching & Research Across Campus, May 2008

Presentation to UVic Business Coop Program on topic the student skills around sustainability that can be marketable to employers, March, 2009

Presentation to UVic Business Exchange Program on opportunities for students to offset their carbon footprint on exchange. 2009

Presentation alongside Ali Destmalchian and public servants on the role of sustainability in Canadian international trade and development. 2009

Presented to JDC students presentation skills

Funding

2013 Principal Investigator. Processes of group negotiation in contexts of logic multiplicity. Submitted to Social Sciences and Humanities Research Council of Canada (SSHRC). Recommended for approval but insufficient funding.

2013-2014 YUFA Junior Faculty Research Fund. Processes of group negotiation in contexts of logic multiplicity (\$812.08)

- 2012 Principal Investigator. Firm response to systemic issues: Overcoming the collective action problem. Submitted to Social Sciences and Humanities Research Council of Canada (SSHRC). Recommended for approval but insufficient funding.
- 2011 Principal Investigator. Responding to systemic issues: Collective action across heterogeneous actors. Submitted to Social Sciences and Humanities Research Council of Canada (SSHRC). Recommended for approval but insufficient funding.
- 2010-2011 IRG and SSHRC General Research/Creative Activity Grants. Is Strategic Management Sustainable? (\$3904.00)
- 2006-7 Donor Implementation of Market-Based Approaches to Poverty Alleviation: A State of the Art Review.
Co-Principle Investigator
USAID and University of Michigan

TEACHING

Schulich School of Business (York University)

- 2015- Business Strategies for Sustainability (MBA Students)
- 2016- Business and Sustainability (Master's of Management Students)
- 2013-16 Business and Sustainability (3rd year students)
- 2014-15 Individuals and Groups in Organizations (1st year students)
- 2005-07 Strategic Management (4th year students)

Richard Ivey School of Business (Western University)

- 2010-13 Corporations and Society (3rd year students)
- 2010 Organizations and Sustainability (Master's Students)

Gustavson's School of Business (University of Victoria)

- 2009 Business and Sustainability (MBA Program)
- 2007-10 Strategic Management (4th year students)
- 2007-10 Business and Sustainability (3rd year students)

Graduate Student Supervision

- 2016- PhD Supervisor: Kam Phung
ORGS Area, Schulich School of Business
- 2016- PhD Supervisor: Jaehyun Choi
ORGS Area, Schulich School of Business

- 2015 PhD Dissertation Committee Member: Sean Buchanan
ORGS Area, Schulich School of Business
- 2015 PhD Dissertation Committee Member: Nada Basir
Policy Area, Schulich School of Business
- 2014 PhD Dissertation Dean's Representative: Madeline Toubiana
ORGS Area, Schulich School of Business
- 2013- MBA Strategy Field Study (601). Schulich School of Business
- 2013- Full member appointment to the Graduate Program in Administration (PhD)
Graduate Studies, York University
- 2013- Research Assistant Co-Supervisor: Angelique Slade Shantz, PhD student
Schulich School of Business
- 2013- PhD Committee Member: Sean Buchanan
Schulich School of Business
- 2012-13 PhD Student Co-Supervisor: Mark Desjardins
Ivey Business School
- 2010-12 Research Assistant Supervisor: 4 rotating PhD students
Ivey School of Business
- 2012 External Examiner PhD Student: Ash Prasad
Schulich School of Business
- 2011-12 PhD Committee Member: Mike Wood
Ivey Business School
- 2008-10 MBA Student Field Trip
Brazil
- 2008-10 MBA Field Projects
Gustavson School of Business, University of Victoria

Teaching Awards

- 2016 Second Place Seymour Schulich Award for Teaching Excellence – Graduate Level
- 2011 USC Teaching Honour Roll for Excellence in Teaching Business, University of Western Ontario.

- 2011 Ivey HBA Teaching Award: Recipient of the David Burgoyne Award for Dedication In and Out of the Classroom
- 2009 Recipient of the University of Victoria Business Award for Teaching Excellence
- 2009 Faculty of the Year Award: Commerce Students Society, University of Victoria Business
- 2006 First Place Seymour Schulich Award for Teaching Excellence – Undergraduate Level

Course Development

- 2015-16 Course coordinator for the Organizations and the Environment (ORGS 2010) foundational course at the Schulich School of Business, York University.
- 2014- Course coordinator for the Individuals and Groups in Organizations (ORGS 1000) foundational course at the Schulich School of Business, York University.
- 2010-12 Developed the newly mandatory Corporations and Society course at the Ivey school of Business, Western University
- 2007-10 Course Co-Coordinator for the newly mandatory Business and Sustainability course at the Gustavson School of Business, University of Victoria.

SERVICE

Schulich School of Business, York University

- 2015-16 Course coordinator for the Organizations and the Environment (ORGS 2010) foundational course at the Schulich School of Business, York University.
- 2014-15 Course coordinator for the Individuals and Groups in Organizations (ORGS 1000) foundational course at the Schulich School of Business, York University.
- 2014- 15 Member of the BBA Program Committee
- 2013-14 Member of the MBA Admissions Committee
- 2013-14 Advised MBA students on Rotman CSR case competition

Ivey Business School, Western University

- 2011-12 Member of the Strategy Recruitment Committee
- 2010 Advisor for the HBA and MBA Sustainability Clubs

Gustavson School of Business, University of Victoria

- 2007-10 Course Co-Coordinator for the mandatory Business and Sustainability course at the Gustavson School of Business, University of Victoria.
- 2007-9 Facilitated the endorsement of the United Nations Global Compact Principles for Responsible Management Education
- Solicited a list of commitment areas from all 14 divisions of the Faculty of Business
 - Developed a three-year action plan with concrete measures and milestones for the purpose of embedding sustainability into the faculty's strategy and value proposition
 - Developed a proposal document, achieved endorsement by the faculty and then submitted the proposal to the United Nations Global Compact.
- 2007-10 Director of the Greening Business Council: A body responsible for identifying and implementing approaches to reduce the Faculty of Business' ecological footprint.
- 2009 Member of the Cross-Disciplinary Committee (UVic)
- 2008-10 Board member of the African Partnership Network

Schulich School of Business (PhD Student), York University

- 2004-06 President: PhD Student Association
- 2004-06 Member of the PhD Program Committee
- 2005 Developed and presented a proposal to Dean Horvath to increase PhD student funding – resulted in an increase to \$20,000 annually for 4 years

Professional Positions

- 2017 Member of the board of directors for Meridian Credit Union

Service to the External Community

Professional Blog: Business in a Sustainable Society Blog: www.valentemike.blogspot.com

Kelly, E. The latest shade of greed: Zero energy use: *Globe and Mail*, Dec. 19th, 2011:
<http://www.theglobeandmail.com/report-on-business/industry-news/property-report/the-latest-shade-of-green-zero-energy-use/article2276738/print/>