

JAANA WOICESHYN

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Haskayne School of Business
University of Calgary
Calgary, AB, T2N 1N4, Canada

Tel: 403-973-5262

EDUCATION

Wharton School, University of Pennsylvania 1984 - 1987

Ph.D. Organization and Strategy Program (graduated May 1988)

M.A. Applied Economics (graduated August 1986), Department of Management

Helsinki School of Economics and Business Administration (now Aalto University Business School), Finland 1978 - 1983

Bachelor & Master of Business Administration, Department of Management

EMPLOYMENT

Haskayne School of Business, University of Calgary

Professor Emerita 2021 -

Director, DBA Program 2018 - 2020

Director, PhD and MBA Thesis Programs 2013 - 2018

Area Chair, Strategy and General Management 1999 – 2001

Professor 2017 -

Associate Professor 1992 - 2017

Assistant Professor 1987 - 1992

Honorary appointment

Visiting Professor, Business School, University of Eastern Finland, Fall 2012

Business experience

Cole & Co. Ltd., Calgary, Alberta; consultant, 1983 - 84

Grafoja Ltd., Helsinki, Finland; Executive Assistant to the CEO, 1980 – 83 (full time 1982-83)

RESEARCH

Refereed journal articles

Montonen, T., Eriksson, P. and Woiceshyn, J. 2021. It's not a lonely journey: Research collaboration strategies for knowledge production with allies. *Academy of Management Learning & Education*, 20 (2): 233-248.

Woiceshyn, J. 2020. The Moral Case Against Social License to Operate. *Oil, Gas & Energy Law (OGEL)* 1 www.ogel.org. URL: <https://www.ogel.org/article.asp?key=3858>

Woiceshyn, J., Huq, J.-L., Blades, K. and Pendharkar, S. 2020. Microdynamics of implementing planned change on the organizations' front line. *Journal of Change Management*, 20:1,

59-80. DOI: [10.1080/14697017.2019.1602553](https://doi.org/10.1080/14697017.2019.1602553)

- Huq, J.-L. & Woiceshyn, J. 2019. Three disrupting actions that support quality improvement initiatives. *BJM Quality and Safety*. DOI:10.1136/bmjqs-2018-008898.
- Woiceshyn, J. & Daellenbach, U. 2018. Evaluating inductive versus deductive research in management studies: Implications for authors, editors, and reviewers. *Qualitative Research in Organizations and Management*, 13(2):183-195.
- Pendharkar, S.R., Blades, K.G., Kelly, J.E., Tsai, W.H., Vaidya, A., Lien, D.C., Hemmelgarn, B., Clement, F., Woiceshyn, J. and McBrien, K.A. 2018, January. Engaging Stakeholders to Improve Care: Barriers and Facilitators in Primary Care Delivery for Sleep Disordered Breathing. In *American Journal of Respiratory And Critical Care Medicine* (Vol. 197)
- Radnejad, A.B., Vredenburg, H. & Woiceshyn, J. 2017. Meta-organizing for open innovation under environmental and social pressures in the oil industry. *Technovation*, 66-67, August: 14-27. <http://dx.doi.org/10.1016/j.technovation.2017.01.002>
- Woiceshyn, J., Blades, K. & Pendharkar, S.R. 2017. Integrated versus fragmented implementation of complex innovations in acute health care. *Health Care Management Review*, 42(1):76-86, January/March 2017.
- Bischak, D.P. & Woiceshyn, J. 2016. Leadership virtues exposed: Ethical leadership lessons from rock climbing. *Journal of Leadership and Organization Studies*, 23: 248-259.
- Pendharkar, S.R., Woiceshyn, J., da Silveira, G.J.C., Bischak, D., Flemons, W., McAlister, F., Ghali, W.A. 2016. What happens when innovations collide? *BMJ Quality & Safety*, 25 (1): 9-13.
- Woiceshyn, J. & Eriksson, P. 2014. How *innovation* systems in Finland and Alberta work: Lessons for policy and practice. *Innovation: Management, Policy and Practice*, 16 (1): 19-31.
- Woiceshyn, J. 2011. A model for ethical decision making in business: Reasoning, intuition, and rational moral principles. *Journal of Business Ethics*, 104 (3): 311-323.
- Woiceshyn, J. 2009. Lessons from 'good minds': How CEOs use analysis, intuition and guiding principles to make strategic decisions. *Long Range Planning*, 42(3): 298-319.
- Woiceshyn, J. & Falkenberg, L. 2008. Value creation in knowledge-based firms: Aligning problems and resources. *Academy of Management Perspectives*, 22(2): 85-99.
- Woiceshyn, J. 2008. Virtue of egoism. A review article of Tara Smith: Ayn Rand's Normative Ethics—The Virtuous Egoist. *Business Ethics Quarterly*, 18(1): 117-125.
- Falkenberg, L. & Woiceshyn, J., 2008. Enhancing business ethics: Using cases to teach moral reasoning. *Journal of Business Ethics*, 79(3): 213-217.
- Woiceshyn, J. & Daellenbach, U., 2005. Integrative capability and technology adoption: Evidence from oil firms. *Industrial and Corporate Change*, 14(2): 307-342.

- Woiceshyn, J., 2000. Technology adoption as a process of organizational learning: Evidence from oil firms. *Organization Studies*, 21(6): 1097-1118.
- Woiceshyn, J. 1997. Literary analysis as a metaphor in processual research: A story of technological change. *Scandinavian Journal of Management*, 13 (4): 457-471.
- Woiceshyn, J. 1997. The role of management in the adoption of technology: A longitudinal investigation. *Technology Studies*, 4(1): 62-99.
- Woiceshyn, J. & Hartel, D. 1996. Predicting value-added progress of biotechnology firms: An exploratory study. *Journal of Engineering and Technology Management*, 13: 163-187.
- Woiceshyn, J. & Hartel, D. 1996. Strategies and performance of Canadian biotechnology firms: An empirical investigation. *Technovation*, 16(5): 231-243.
- Woiceshyn, J. 1995. Lessons in product innovation: A case study of biotechnology firms. *R&D Management*, 25 (4): 395-409.
- Locke, E. & Woiceshyn, J. 1995. Why businessmen should be honest: The argument from rational egoism. *Journal of Organizational Behaviour*, 16: 405-414.
- Woiceshyn, J. 1993. Management - key to new product development in biotechnology. *Long Range Planning*, 26 (3): 67-76.
- Woiceshyn, J. 1992. A philosophical approach to business education. *The Canadian Journal of Higher Education*, XXII (2): 73-91.
- Woiceshyn, J. 1991. Technological change: leaders, followers and feedback cycles. *Scandinavian Journal of Management*, 3: 229-246.
- Woiceshyn, J. 1989. Technological leaders, followers, and managerial work processes. *International Journal of Sociology and Social Policy*, 9(5/6): 39-56.
- Pennings, J.M. & Woiceshyn, J. 1987. A typology of organizational control and its metaphors. In S. Bacharach and N. DiTomaso (eds.), *Research in the Sociology of Organizations*, vol. 5. Greenwich, CT: JAI Press, pp. 75-104.

Research in progress

Woiceshyn, J. Countering bounded rationality with Objectivist epistemology: Cognitive integration as explanation of superior strategic decision making. In preparation for a journal submission.

Refereed cases

Woiceshyn, J., Althouse, N. & Goodwin, N. 2016. Joe Fresh: Ethical sourcing. London, Ontario: Ivey Business School Publishing, 9B16M02.

Woiceshyn, J., Althouse, N. & Goodwin, N. 2016. Teaching Note: Joe Fresh: Ethical sourcing.

London, Ontario: Ivey Business School Publishing, 8B16M023.

Woiceshyn, J. & Ingelson, A. 2013. Newmont Mining Corp. and a mercury spill in Peru (A).
London, Ontario: Ivey Business School Publishing, 9B13M002.

Woiceshyn, J. & Ingelson, A. 2013. Newmont Mining Corp. and a mercury spill in Peru (B).
London, Ontario: Ivey Business School Publishing, 9B13M003.

Woiceshyn, J. & Ingelson, A. 2013. Teaching Note: Newmont Mining Corp. and a mercury spill
in Peru (A) and (B). London, Ontario: Ivey Business School Publishing, 8B13M002.

Books

Woiceshyn, J. 2012. *How to be profitable and moral: A rational egoist approach to business*.
Lanham, MD: Hamilton Books (an imprint of Rowman & Littlefield).

Woiceshyn, J. 2013. *Tulos ja moraali: Eettinen tie menestykseen*. [A Finnish translation of the
above]. Helsinki: Kamari Oy.

Chapters in edited books

Eriksson, P., Woiceshyn, J., and Montonen, T. (2021). Inductive case study research with
Organizations: A framework of collaborative research strategies and intersecting
knowledge interests. In A.K. Dey (ed.), *Case Method for Digital Natives*. New Delhi:
Bloomsbury.

Woiceshyn, J. 2020. Intuiting and reasoning: facilitating subconscious and conscious
processing for better decisions in organizations. In M. Sinclair (ed.), *Handbook of Intuition
Research as Practice*. London: Edward Elgar.

Woiceshyn, J. 2014. Making effective decisions by integrating: Interaction of reason and
intuition. In J. Liebowitz (ed.), *Bursting the Big Data Bubble: The Case for Intuition-based
Decision Making*, pp. 73-85. Boca Raton, FL: CRC Press (Taylor & Francis).

Woiceshyn, J. 2013. Value chain. In E. Kessler (ed.), *Encyclopedia of Management Theory*, pp.
923-927. Thousand Oaks, CA: Sage.

Woiceshyn, J. 2010. Causal case studies: Explanatory theories. In: A. J. Mills, G.
Durepos and E. Wiebe (eds.), *The Encyclopedia of Case Study Research*, pp. 137-138.
Thousand Oaks, CA: Sage.

Locke, E. & Woiceshyn, J. 1998. Why businessmen should be honest: The argument from rational
egoism. In: R. Ralston (ed.), *Why businessmen need philosophy* (81-102). Marina del Rey,
CA: The Ayn Rand Institute Press.

Woiceshyn, J. 1997. What does it take to create a fertile research culture: In: K. Lilja (ed.):

Havaintoja Riston signaaleista tutkijayhteisölle (32-36). Helsinki: HeSE Print.

Woiceshyn, G. & Woiceshyn, J. 1993. "Corporate environmentalism" and other suicidal tendencies: A commentary. In Jaana M. Woiceshyn (ed.), *Environmentalism: What does it mean for business?* (142-14). Calgary: Faculty of Management, University of Calgary.

Woiceshyn, J. 1989. Starting a biotechnology firm: A commentary. In Paul S. Licker (ed.), *The Management of Technology and Innovation* (178-182). Calgary, Faculty of Management, University of Calgary.

Woiceshyn, J. & Zerbe, W. 1989. Managing a start-up high technology company: A commentary. In Paul S. Licker (ed.), *The Management of Technology and Innovation*, 79-82). Calgary: Faculty of Management, University of Calgary.

Book reviews

Woiceshyn, J. 2003. Review of Jon Sundbo: *The Strategic Management of Innovation*. A Sociological and Economic Theory, 2001, Cheltenham and Northampton; Edward Elgar. *Organization Studies*, 24 (3).

Edited proceedings

Woiceshyn, J. (ed.) 1992. *Proceedings of the Policy Division, Administrative Sciences Association of Canada*, 13 (8).

Refereed conference proceedings

Huq, J.-L., Woiceshyn, J. 2018. *Relational connecting in complex quality improvement initiatives*. Academy of Management Proceedings, 15161, Health Care Division.

Huq, J.-L., Woiceshyn, J. 2017. *Changing health care fields: When, how, and who*. Academy of Management Proceedings, Health Care Division.

Eriksson, P., Woiceshyn, J., Montonen, T. 2016. *To be or not to be? Identities and moral orders of Canadian and Finnish business school researchers*. Academy of Management Proceedings.

Woiceshyn, J. 2016. *Countering bounded rationality: Cognitive integration as basis of superior performance*. Academy of Management Proceedings, Managerial and Organizational Cognition Division.

Woiceshyn, J., Blades, K. Pendharkar, S.R. 2015. Implementation challenges: Integrated versus fragmented innovations in health care. Presented at *The XXVI ISPIM Conference – Shaping the Frontiers of Innovation Management*, Budapest, Hungary on 14-17 June 2015. The publication is available to ISPIM members at www.ispim.org.

- Woiceshyn, J. & Eriksson, P. 2014. *Academic engagement at Canadian and Finnish business schools: Formation of two research engagement modes*. Academy of Management Proceedings, Technology & Innovation Management Division.
- Falkenberg, L. & Woiceshyn, J. 2010. Should we publish that? Freedom of speech and business. In: Derry, R. & Hendry, J.R. (eds.), *Proceedings of the 21st Annual Conference of the International Association for Business and Society*, Banff, AB, Canada, March 25-28.
- Woiceshyn, J. 2005. How 'good minds' think: A study of CEO decision making. *Proceedings of the Strategy Division, Administrative Sciences Association of Canada*
- Falkenberg, L., Woiceshyn, J. & Karagianis, J. 2003. Knowledge sourcing: Internal or external? *Proceedings of Organizational Learning and Knowledge Management 5th International Conference*, 30 May – 2 June, Lancaster University, UK.
- Falkenberg, L., Woiceshyn, & J. Karagianis, J. 2002. Knowledge acquisition processes for technology decisions. **Best Paper Proceedings of Academy of Management** (TIM Division).
- Falkenberg, L. & Woiceshyn, J. 2001. Organizational learning in the upstream petroleum industry. In: Crossan, M. and Livera, F. (eds.), *Organizational learning and knowledge management: New directions. Proceedings of the 4th International Conference*, 157-170. University of Warwick Management School, UK.
- Woiceshyn, J. & Falkenberg, L. 2001. *R&D, technology and value creation in the upstream petroleum industry*. Conference Proceedings of the R&D Management Conference 2001, Wellington, New Zealand, February 7-9.
- Woiceshyn, J. 1998. The interactive process of adopting new technology: A comparison of two oil companies. *Proceedings of the Policy Division, Administrative Sciences Association of Canada*, vol. 19, no. 6, pp. 51-60.
- Woiceshyn, J. & Hartel, D. 1994. New product development in biotechnology firms: Predicting value-added progress. **Honourable Mention**. *Proceedings of the Annual Conference of Administrative Sciences Association of Canada, Policy Division*. Halifax, Nova Scotia.
- Woiceshyn, J. 1992. Technology strategy: Content, process and context in biotechnology. *Proceedings of The International Product Development Management Conference*. Brussels, Belgium: The European Institute for the Advanced Studies in Management.
- Woiceshyn, J. 1989. From idea generation to revenue generation: Product development in Canadian biotechnology firms. *Proceedings of TIMS Conference Sessions*, Vancouver, 1989. Providence, RI: The Institute of Management Sciences.
- Woiceshyn, J. 1988. The philosophy of business education. *Proceedings of the Annual Conference*

of Administrative Sciences Association of Canada, Management Education and Development Division. Halifax, Nova Scotia, 1988.

Refereed conference presentations (not listed under Proceedings)

Woiceshyn, J. 2015. *Countering bounded rationality: Cognitive integration as microfoundation of strategic decision making.* Presented at “Frontiers of Managerial and Organizational Cognition” conference of the Academy of Management, Roskilde, Denmark, 25 June.

Althouse, N., Woiceshyn, J., Hedges, P. 2015. *Setting the Stage for Effective Student Group Work: A Group Forming Exercise.* Presented at International Conference on Learning and Administration in Higher Education, Nashville TN, May.

Woiceshyn, J. 2014. *Integrative cognitive microfoundations of strategy: The case of a Fortune 500 bank and its CEO.* Presented at the Strategic Management Society's mini-conference Microfoundations of Strategy in Copenhagen, June 13.

Woiceshyn, J. & Eriksson, P. 2013. *Government policy and private sector innovation: Finland versus Alberta, Canada,* 25 pages. Presented at the annual meeting of Association of Private Enterprise Education (APEE) conference in Maui, HI, April 15.

Falkenberg, L. & Woiceshyn, J. 2001. *Acquisition of knowledge in technology adoption.* Presented at the 21st Annual International Conference of the Strategic Management Society, San Francisco, CA, October 21-24.

Woiceshyn, J. & Falkenberg, L. 2000. *Exploration for new technologies in the upstream petroleum industry.* Presented at the 16th Colloquium of the European Group for Organization Studies. Helsinki, Finland, July 2-4.

Woiceshyn, J. 1998. *Innovative capability and technology adoption: Evidence from oil firms.* Presented at the Strategic Management Society's International Conference, Orlando, FL, November 1.

Woiceshyn, J. 1997. *Adopting horizontal drilling technology: A process of organizational learning.* Presented at the 13th EGOS (the European Group for Organization Studies) Colloquium in Budapest, Hungary, July 3-5.

Eriksson, P. & Woiceshyn, J. 1995. *Management logics of action, identity, and strategy: Combining cognitive and contextual approaches to strategy.* Presented at the 13th International Standing Conference on Organizational Symbolism in Turku, Finland, June 28-July 1.

Woiceshyn, J. 1994. *Explaining technological change through management logics of action.* Presented at The Institute of Management Sciences (TIMS) Annual Conference in Anchorage, Alaska, June 12-15.

Woiceshyn, J. 1991. *Biotechnology: Adding value through managerial work.* Presented at The Institute of Management Sciences/Operations Research Society of America (TIMS/ORSA) Annual Conference in Nashville, Tennessee, May 14.

Woiceshyn, J. 1988. Technological leaders, followers, and managerial work processes. Presented at the European Institute of Advanced Studies in Management conference on Managerial Labor Processes, Brussels, May.

PhD Dissertation

Woiceshyn, J. 1988. *Technological change in the context and dynamics of the firm: A study of the Canadian graphic arts industry.* Ann Arbor, Mich.: University Microfilms, Inc. Also published by the Helsinki School of Economics and Business Administration, Helsinki, Series A, No. 60, 1988.

Research grants

Transformative Research Grant, "Improving health care practices and processes through behavioral change," Haskayne School of Business, with M. Bijvank (P.I.), D. Bischak, L. Falkenberg, J.-L. Huq, M. Mourali, \$250,000 (2018-2020)
 Dean's Award for a published case, Haskayne School of Business, \$1,000 (2017)
 Bridge funding, reapplying for a CIHR Project Grant, Cumming School of Medicine, University of Calgary, with Sachin Pendharkar and others, \$50,000 (2016)
 Faculty Advancement Grant, Hunter Center for Entrepreneurship and Innovation, \$3,000 (2015)
 Canadian Institutes of Health Research (CIHR), Operating grant, "An evaluation of the organizational process of developing a provincial acute care discharge model in Alberta hospitals," with S. R. Pendharkar, Principal Investigator, D. Bischak, D. Brewin, G. da Silveira, W. Flemons, W. Ghali, F. McAlister, \$ 268,272, (2013-2015).
 The Foundation for Economic Education (Finland), research grant, with Päivi Eriksson, €10,000 (2012)
 Dean's Award for FT publication, Haskayne School of Business, \$5,000 (2011)
 Dean's Award for FT publication, Haskayne School of Business, \$5,000 (2010)
 HROD Research Grant, Faculty of Management, with Loren Falkenberg, \$ 21,200 (2000)
 Travel Grants, University of Calgary, \$ 6,164 (1992, 1995, 1997, 1998, 2001)
 Social Sciences and Humanities Research Council (SSHRC), Strategic Grant, \$ 6,717 (1991)
 SSHRC, Seed Money Grant, \$ 4,674 (1990)
 Summer Fellowship, Faculty of Management, \$7,500 (1990)

Research service (selected)

Sage Open, editorial review board member, 2012-2021
 Outside Reviewer, Business Ethics Quarterly, 2017-2018
 Reviewer, Canadian Institutes for Health Research (CIHR) Project Scheme grant Applications, 2016
 Outside reviewer, Ethics & Behavior, 2016
 Invited member of the Conjoint Faculties Research Ethics Board, U of Calgary, 2009-2014
 Outside reviewer, Journal of Business Ethics, 2007 - 2019
 Ad hoc reviewer, Journal of Managerial Issues, 2012-present
 Outside reviewer, Entrepreneurship Theory and Practice, 2011, 2012, 2013
 Outside reviewer, Long Range Planning, 2011, 2012

Reviewer, Managerial and Organizational Cognition Division, Academy of Management, 2007-2017, 2018

Reviewer, Technology and Innovation Management Division, Academy of Management, 1995-2003, 2007-2014

Reviewer of research grant applications for Social Sciences and Humanities

Research Council (SSHRC), 2005, 2007, 2010, 2015

TEACHING

Instructional Skills Workshop, participant, University of Calgary, 2016

Graduate courses taught—University of Calgary:

Corporate Strategy (SGMA 791)

Canadian Business Environment (BSEN 777)

Ethical Issues and the Professional Manager (BSEN 761)

Research Development (MGST 792/795—PhD course)

Undergraduate courses taught—University of Calgary:

Strategic Management (SGMA 591)

Ethical Issues and the Professional Manager (BSEN 561)

Introduction to Business (BSEN 201, BSEN 291)

Graduate courses taught—external:

Business Ethics, Master of Business Competence Program, University of Tampere, Finland, 2007

Business Ethics, International MBA Program, Helsinki School of Economics and Business Administration, 1999, 2001-2004

Strategic Management, English Track MBA Program, Helsinki School of Economics and Business Administration, 2001

Postdoctoral scholars supervised

Dr. Jo-Louise Huq, 2016-2018

Graduate students supervised

Cecil Shamu, DBA, Haskayne School of Business (HSB), 2020 -

Jake Jennings, DBA, HSB, 2019 –

Shawn Peet, DBA, HSB, 2019 – 2023

Kerry Wang, PhD, HSB, Co-supervisor (with Peter Sherer), 2017-2020

Leo Lu, PhD, HSB, Co-supervisor (with Anne Kleffner), 2016-

Leila Soleimani, PhD, HSB, Co-Supervisor (with Mohammad Keyhani), 2015-2019

Leighton Wilks, PhD, HSB, Co-supervisor (with Loren Falkenberg)

Raymond Asamoah-Barnieh, PhD, HSB, Co-supervisor (with Diane Bischak)

Amin Zargarzadeh, PhD, HSB, Interim Supervisor

Lyndley Vallally, PhD, HSB, Supervisor

Carly Drake, Supervisory Committee member

Jaana Woiceshyn

May 2023

Alison Gray, EdD, Werklund School of Education, University of Calgary, Supervisory Committee member

Bahman Radnejad, PhD, HSB, Supervisory Committee member

Diana Nada, PhD, Schulich School of Engineering, U of C, Supervisory Committee member

Denise Chenger, PhD, Schulich School of Engineering, U of C, Supervisory Committee member

Edmond Condon, PhD, Schulich School of Engineering, U of C, Supervisory Committee member

Rookmin Maharaj, PhD, Interdisciplinary Degree Program, U of C, Supervisory Committee member

John Karagianis, PhD, HSB, Supervisory Committee member

Tricia Dupilka, MBA Thesis, HSB, Supervisory Committee member

Other instructional activities

External examiner, Siri Boe-Lillegraven, PhD thesis, University of Aarhus, Denmark, May 2017

External examiner, Zheng Huang, PhD thesis, University of Tampere, Finland, October 2016

External examiner, Deb Lambert, PhD thesis, Werklund School of Education, U of C, December 2015

External reviewer, Sirkka Hagman, PhD thesis, Tampere University of Technology, Finland, 2015

External reviewer, Päivi Myllykangas, PhD thesis, University of Tampere, Finland, 2009

External examiner, Johanna Kujala, PhD thesis, University of Jyväskylä, Finland, 2001

External examiner, Annikki Tikka, PhD thesis, University of Tampere, Finland, 1993

External examiner, Michael Campbell, Master's thesis, Department of Economics, U of C, 2004

External examiner, Cindy Brooks, Master's thesis, Department of Communication Studies, U of C, 1997

Supervisor, Directed Study, Simon Zak, "Family Physician Perspectives on Specialist LINK for Oncology at Tom Baker Cancer Centre," Master's student, Haskayne School of Business, Fall 2018

Supervisor, Directed Study, Stephen Ching, "Strategic Analysis of the Global Navigation Satellite System (GNSS) Industry", Master's student, Schulich School of Engineering, Winter 2010

Supervisor, Directed Study, Michael Adamack, "Ethical Issues for the Professional Manager, B.Comm. student, HSB, Winter 2007

Supervisor, Directed Study, Ana Galdon, "Ethical Issues for the Professional Manager, B.Comm. student, HSB, Fall 2004

Supervisor, Directed Study, Holly Hoyer, "The ethics of scientific research: The atomic bomb and human cloning," MBA student, HSB, Fall 1997

Supervisor, Directed Study, June Mann, "Strategic Management," MBA student, HSB, Summer 1995

Supervisor, Directed Study, Ronald Camp, "The management of technology in a distributed environment," MBA student, HSB, Spring 1995

Supervisor, Directed Study, Pamela Wilson, "Development and implementation an effective corporate ethics program," MBA student, HSB, Fall 1992

Supervisor (with Dawne Martin), Directed Study, Ian Wellman "R&D – Marketing interface in Canadian High Technology Companies," MBA student, HSB, Winter 1991

Executive education

Ethical Issues and the Professional Manager (BSEN 761) in the EMBA program at the University of Calgary, 2014, 2015, 2017.

Business ethics module in the Director's Education Program (a joint program between Rotman School of Management and the Haskayne School of Business), 2005-2010

Business ethics modules and courses in various executive programs at University of Calgary and Aalto University School of Business, Helsinki, 1992-2009

KNOWLEDGE DISSEMINATION

Besides teaching in executive programs, writing articles for professional magazines and newspapers, having made over 30 presentations to companies and professional groups (such as Petroleum Joint Venture Association and Calgary Chamber of Commerce), and giving media

interviews, I also blog about business ethics. Since my book, *How to Be Profitable and Moral*, was published in 2012, I have written about 300 weekly column-length (750 words) posts that attract over 1,000 readers every month.

Invited professional articles (selected)

Woiceshyn, J. Why do accountants need ethics? *Better Business Advocate* (the magazine of CGA of Alberta), March 2007.

Woiceshyn, J. How effective thinkers think: Oil company CEOs' approach to decision making. *The Negotiator*, February 2004.

Woiceshyn, J. Ethical leadership: Ethical responsibilities of investors. *Alberta Venture*, vol. 7, issue 9. November 2003.

Woiceshyn, J. How can corporate values help Human Resource managers—and vice versa? *Perspective* (the newsletter of the Human Resource Association of Calgary), March 2003.

Technical reports

Woiceshyn, J. 2004. How 'good minds' think: A study of CEO decision making. Haskayne School of Business, University of Calgary, November.

Woiceshyn, J. 2003. Report on the "Good Minds" study: How effective thinkers think. Haskayne School of Business, University of Calgary, March.

Invited presentations (selected)

Microdynamics of implementing change on organizations' frontline. O'Brien Institute for Public Health, Cumming School of Medicine, University of Calgary, 6 April 2018 (presented by co-author Jo-Louise Huq).

Relational microdynamics of implementing change in the organizations' front line. School of Business & Social Sciences, University of Aarhus, Denmark, 19 May 2017.

How global energy firms 'serve' society. Panelist at the Global Lawyers of Canada conference "Social Value and Corporate Strategy ", 9 November 2016

Managing a recession. Panelist at the Administrative Sciences Association of Canada (ASAC), Strategy Division panel discussion, Edmonton, 5 June 2016.

Making effective decisions and creating value—by using moral principles. Cochrane Business Network, at Cochrane Toyota, 12 January 2016.

Integrated versus fragmented implementation of complex innovations in acute health care. O'Brien Institute for Public Health, Friday Seminar Series, Cumming School of Medicine, University of Calgary, 25 September 2015.

Professional development and leadership of young professional women. Panelist at Young Women in Energy (YWE) event, Calgary Petroleum Club, 6 March 2015.

How to be profitable and moral (and have fun). A "Fridays with the Faculty" public presentation, Calgary Petroleum Club, Calgary, April 2012.

Ethics and codes of conduct for business and beyond. A seminar to the municipal council of the Rockyview County, Calgary, May 2011.

What you need to know about business ethics. A presentation to Mr. Burke's Grade 10 Business class at the Webber Academy, Calgary, February 2008.

How 'good minds' think: A study of CEO decision making. Presentation to the Young Presidents' Organization, Calgary Chapter, Haskayne School of Business, January 2005.

Media interviews

I have given interviews on various business ethics-related topics to media such as CBC (TV), CTV News, Calgary Herald, and Alberta Venture magazine, as well as radio stations in Canada and the U.S.

SERVICE - UNIVERSITY OF CALGARY (selected)

I have served on over 50 University of Calgary and Haskayne School of Business committees, including search and selection, tenure and promotion, research ethics, appeals, all levels of program review, and as elected representative at other Faculties' councils, at General Faculties Council (twice), and at the Faculty Association. Some of the more recent or significant committee service is listed below.

Member, Graduate Academic Programs Subcommittee (GAPS), University of Calgary, 2017-2018

Member, General Merit Committee, University of Calgary, Fall 2017

Member, Tenure and Promotions Committee, Haskayne School of Business, 2017-2018

Member, DBA Program Committee, Haskayne School of Business, 2015-present

Member, Recruiting Committee, Marketing, Haskayne School of Business, 2017

Member, Recruiting Committee, Educational Leadership, Werklund School of Education, 2016

Member, Executive Committee of Faculty of Graduate Studies Council, 2014-2016
Member, Dean's Advisory Group, Faculty of Graduate Studies, 2014-2018
Chair, PhD Supervisors' Group, 2014-2018
Chair, PhD Program Review Committee, Haskayne School of Business, 2013-2014
Invited member of the Conjoint Faculties Research Ethics Review Board, 2009-2014

Reviewer, Conjoint Faculties Research Ethics Board, 1994-1995, 2004-2009,
Chair, Haskayne School Research Ethics Committee, 1995-1997, 2011-2013,
Chair, Student Appeals Committee, Haskayne School of Business (HSB), 2012-2015

PROFESSIONAL SERVICE (selected)

My main professional service has been as reviewer for journals, academic conferences, research ethics boards, and Tri-Council granting bodies, as indicated under Research Service. I have also served academic societies as convenor of a sub-theme and discussant at conferences (European Group for Organization Studies); as divisional officer, session chair, and discussant (Canadian Association of Administrative Sciences, Policy Division); and as session chair (Academy of Management, Strategic Management Society).

External reviewer in tenure, promotion, and recruitment cases

Tenure case of Kent Walker, Odette School of Business, University of Windsor, 2014
Assistant professorship at School of Management (ranking of 7 applicants), University of Tampere, Finland, 2013
Tenure case of John Phillips, Odette School of Business, University of Windsor, 2012
Tenure and promotion case of Hari Bapuji, Asper School of Business, University of Manitoba, 2010
Tenure and promotion case of Glenn Rowe, Richard Ivey School of Business, University of Western Ontario, 2005
Tenure case of Gerry Kerr, Odette School of Business, University of Windsor, 2005
Professorship in business economics (ranking of 6 applicants), Finnish Forestry Research Institute, University of Helsinki, Finland, 2002

Other service

Faculty advisor and member, Board of Advisors, AIESEC Calgary, 2015-2017
Trustee, Anthem Foundation of Canada, 2010-

HONORS AND AWARDS (selected)

Dean's Research Scholar, Haskayne School of Business, 2021
Haskayne PhD Students' Award for Outstanding Teaching, 2019
Dean's Award for Contributions to the PhD Program, Haskayne School of Business, 2017
Outstanding Reviewer Award, Academy of Management, Managerial and Organizational Cognition Division, 2015
Outstanding Reviewer Award, Academy of Management, Managerial and Organizational Cognition Division, 2011
Outstanding Reviewer Award, Academy of Management, Managerial and Organizational

Cognition Division, 2010
Outstanding Contribution as a Reviewer for the Canadian Journal of Administrative Sciences,
2010
Finalist for Best Paper in Academy of Management Perspectives in 2008
Best Reviewer Award, Strategy Division, Administrative Sciences Association of Canada, 2007
Best Paper Proceedings, Academy of Management, Technology and Innovation
Management Division, 2002
Citation of Excellence by ANBAR Electronic Intelligence for article in Scandinavian Journal of
Management, 1997
Honourable Mention for paper presented at the annual conference of Administrative Sciences
Association of Canada, 1994
Fulbright Scholarship, 1984-85

OTHER

Languages: English (bilingual), Finnish (native), Swedish, German, Spanish