

JEAN-BAPTISTE LITRICO

Associate Professor and Distinguished Faculty Fellow of Strategy
Smith School of Business, Queen's University
143 Union Street, Kingston, ON, Canada K7L 3N6
jlitrico@queensu.ca

ACADEMIC APPOINTMENTS

Queen's University, Smith School of Business

Director, Centre for Social Impact, 2019-present

Associate Professor of Strategy and Organization (with tenure), 2015-present

Assistant Professor of Strategy and Organization, 2009-2015

McGill University, Desautels Faculty of Management

Instructor, 2007

Research Assistant, Teaching Assistant, 2003-2008

Visiting Positions:

Hitotsubashi University, Institute of Innovation Research (Japan)

Visiting Professor, March-July 2017

Kwansei Gakuin University (Japan)

Visiting Professor, August 2016-January 2017; April-August 2018

Universidad Torcuato di Tela (Argentina)

Visiting Researcher, March-June 2009

EDUCATION

Ph.D. in Management (support area: Sociology)

Desautels Faculty of Management, McGill University, Montreal, Canada

Dissertation: The Diffusion and Evolution of Environmental Management Concepts in Civil Aviation

Committee Members: Robert David, Mary Dean Lee, Ann Langley, Suzanne Staggenborg

M.Sc. in Human Science and Technology

Université de Technologie de Compiègne, France

B.Sc. in Mechanical Engineering and Industrial Design

Université de Technologie de Compiègne, France

Technische Universität Graz, Austria: 1 year exchange program

University of Pennsylvania, USA: 1 year exchange program

RESEARCH INTERESTS

Social Innovation; Institutional Change; Sustainability; Environmental Issues; Business Collective Action

PUBLICATIONS

Besharov, M., Litrico J.-B., & Kislenco S., (in press) "The many roads to revenue generation: Commercialization strategies for nonprofits." *Stanford Social Innovation Review*.

Litrico J.-B. & Besharov, M., (2018) "Unpacking variation in hybrid organizational forms: Changing conceptions of social enterprise among nonprofits, 2000-2013." *Journal of Business Ethics*.

Litrico J.-B. & Lee, M.D. (2018) "Naturalizing sustainability: How industry actors make sense of a threatening concept," *Advances in Strategic Management*, Volume 38: 259-288. Special issue on "Sustainability, Stakeholder Governance and Corporate Social Responsibility."

Litrico J.-B. & David, R.J. (2017). "The evolution of issue interpretation within organizational fields: Actor positions, framing trajectories, and field settlement," *Academy of Management Journal*, 60 (3), 986-1015.

Litrico J.-B. & Choi J.N. (2013). "A look in the mirror: Reflected efficacy beliefs in groups," *Small Group Research*, 44 (6), 658-679.

Litrico J.-B., Lee M.D., & Kossek E.E. (2011). "Cross-level dynamics between changing organizations and career patterns of reduced-load professionals," *Organization Studies*, 32 (12): 1678-1697.

Lee M.D., Kossek E.E., Hall D.T., & Litrico J.-B. (2011). "Entangled strands: A process perspective on the evolution of careers in the context of personal, family, work, and community life," *Human Relations*, 64(12): 1531-1553.

Litrico J.-B. & Lee M.D. (2008). "Balancing exploration and exploitation in alternative work arrangements: A multiple case study in the professional and management services industry." *Journal of Organizational Behavior* 29(8): 995-1020. Lead article in the special issue on Professional Services Firms.

Litrico J.-B. (2007). "Beyond paternalism: Cross-cultural perspectives on the functioning of a Mexican production plant." *Journal of Business Ethics* 73: 53-63.

Reports

"Changing conceptions of social enterprise among nonprofits, 2000-2013," (2014). With Marya Besharov. Executive Feedback Report prepared for study participants. Kingston: Queen's School of Business.

"La diffusion des innovations sociales: Le cas des cuisines collectives," (2014). Executive Feedback Report prepared for study participants. Kingston: Queen's School of Business.

"The diffusion and evolution of environmental management concepts in civil aviation," (2010). Executive Feedback Report prepared for study participants. Montreal: Desautels Faculty of Management, McGill University.

"Development of a learning tool on human resources management: Recommendations and design proposal," (2005). With Schneider P., Jaeger A., Gagnon S., & StAmand S. Report submitted to UNESCO by the Center for International Management Studies, McGill University.

"Making flexibility work: What managers have learned about implementing reduced-load work," (2005). With Kossek E.E. and Lee M.D., with Gersick C., Hall D.T., Schreiber C., Bernstein, M., Lirio P., Friede A., Karakas F. Executive Feedback Report prepared for study participants in Phase II of "Managing Professionals in New Work Forms," Montreal: Faculty of Management, McGill University.

"Crafting lives that work: A six-year retrospective on reduced-load work in the careers and lives of professionals and managers," (2005). With Kossek E.E. and Lee M.D., with Gersick C., Hall D.T., Schreiber C., Bernstein, M., Lirio P., Friede A., Karakas F. Executive Feedback Report prepared for study participants in Phase I of "Managing Professionals in New Work Forms," Montreal: Faculty of Management, McGill University.

"Food for thought: A patchwork of quotes from participants in the McConnell Applied Dissemination Workshop," (2004). Report submitted to the McConnell Foundation, Montreal, QC.

ACADEMIC AWARDS

ABCD (Above and Beyond the Call of Duty) Reviewing Award, OMT Division, AOM: 2015, 2018

Distinguished Faculty Fellow of Strategy, Smith School of Business: 2014-17, 2017-20

New Researcher Achievement Award, Queen's School of Business: 2011
 Nominated for Graduation Prize, McGill University: 2010
 Dissertation Research Award, SSHRC Grant Subcommittee, McGill University: 2008
 Excellence in Teaching Award, Ph.D. Program in Management, McGill University: 2007
 Doctoral Fellowship, Fonds Québécois de Recherche sur la Société et la Culture: 2006
 Arthur Tagge McGill Majors Fellowship, McGill University: 2005
 Norman Strauss Doctoral Fellowship, McGill University: 2004
 Recruitment Doctoral Fellowship, McGill University: 2003
 Honours (Mention Bien), M.Sc. Program, Université de Technologie de Compiègne: 1997
 Erasmus Scholarship, European Union: 1994
 Full Tuition Scholarship for one year exchange at the University of Pennsylvania: 1992

RESEARCH GRANTS

Social Sciences and Humanities Research Council of Canada Insight Grant (2017), Principal Investigator (with M. Spitzmuller, Co-Investigator), \$124,760
 Monieson Collaborative Research Grant (2016), Smith School of Business, Project Lead (with M. Spitzmuller, Co-Investigator), \$87,740
 Undergraduate Student Summer Research Grant (2014), Queen's University, Ara Dungca (Student), JB Litrico (Advisor), \$5,000
 Social Sciences and Humanities Research Council of Canada Insight Development Grant (2013), Principal Investigator (with M. Besharov, Co-Investigator), \$45,831
 General Research Grant (2013), with G. Andrevski, Queen's School of Business, \$4,200
 Faculty Development Fund (2013), Queen's School of Business
 SSHRC 4A Status Grant (2012), Queen's University, \$5,000
 General Research Grant (2012) (with T. Dacin), Queen's School of Business, \$5,000
 D.I. McLeod Research Assistantship, Smith School of Business: 2010, 2011, 2012, 2013, 2019
 General Research Grant (2011), sole investigator, Queen's School of Business, \$4,900
 Faculty Development Fund, Queen's School of Business: 2010, 2011

PRESENTATIONS

Refereed Conference Presentations

Litrico J.-B., Marques J.C. & van Wijk J., "Coach or referee (or both)? The multifaceted role of business-interest meta-organizations in the governance of organizational fields" *European Group for Organizational Studies Colloquium 2019*, Edinburgh, UK.

Litrico J.-B., Edman J. & Hoyt, E. "Stalled emergence: How social and ecological embeddedness constrained growth in the Japanese whale-watching field" *Academy of Management Annual Meeting 2018*, Chicago, IL.

Litrico J.-B. & Besharov M. "Unpacking variation in hybrid organizational forms: Changing models of social enterprise among nonprofits, 2000-2013" *Academy of Management Annual Meeting 2018*, Chicago, IL.

Litrico J.-B., Marques J.C. & van Wijk J., "Field governance: Business interest organizations and collective action in response to social activism" *European Group for Organizational Studies Colloquium 2018*, Tallinn, Estonia.

Litrico J.-B., Edman J. & Hoyt, E. "Stalled emergence: How social and ecological embeddedness constrained growth in the Japanese whale-watching field" *Society for the Advancement of Socio Economics Annual Conference 2018*, Kyoto, Japan.

Litrico J.-B., Marques J.C. & van Wijk J., “Institutional complexity response strategies: Exploring the role of Business-Interest Organizations” *European Group for Organizational Studies Colloquium 2017*, Copenhagen, Denmark.

Litrico J.-B. & van Wijk, J., “Responding to institutional complexity: Exploring the role of Business-Interest Organizations” *Academy of Management Annual Meeting 2015*, Vancouver, BC.

MacAulay M. & Litrico J.-B., “Boundary work in meta-organizations” *European Group for Organizational Studies Colloquium 2015*, Athens, Greece.

Litrico J.-B. & Besharov M. “Constructing institutional complexity: Changing conceptions of social enterprise” *Academy of Management Annual Meeting 2014*, Philadelphia, PA.

Litrico J.-B. & David R. “A field-level analysis of response to institutional pressure: Divergent framing of environmental management in civil aviation” *European Group for Organizational Studies Colloquium 2014*, Rotterdam, Holland.

Litrico J.-B. & Besharov M., “Pathways toward institutional complexity: Changing conceptions of social enterprise among nonprofits, 2000-2010” *European Group for Organizational Studies Colloquium 2014*, Rotterdam, Holland.

Litrico J.-B. & Lee, M.D. “Responding to industry identity threat: Naturalizing ‘sustainability’ in aviation” *European Group for Organizational Studies Colloquium 2013*, Montreal, QC.

Litrico J.-B. & Besharov M., “Emergence of a hybrid category: Changing conceptions of social enterprise, 2000-2010” *Academy of Management Annual Meeting 2013*, Orlando, FL.

Litrico J.-B. & David R. “How umbrella constructs evolve within fields: The framing of environmental management in aviation” *Academy of Management Annual Meeting 2012*, Boston, MA.

Litrico J.-B. “Who are we becoming? Managing collective identity during the scaling up of social innovations” *NYU Satter Conference on Social Entrepreneurship 2010*, NYC.

Litrico J.-B. “Framing the environmental impact of aviation: A longitudinal perspective” *Organization Studies Workshop 2010*, Margaux, France.

Litrico J.-B., Lee M.D. and Kossek E.E. “Cross-level dynamics between individual career journeys and organizational currents” *Academy of Management Annual Meeting 2009*, Chicago, IL.

Litrico J.-B. “Spillover: On the fluidity of management practices – how they spread across organizational boundaries,” *Academy of Management Annual Meeting 2008*, Anaheim, CA.

Litrico J.-B. “Framing as a strategic response to meaning inflation in the diffusion of collective kitchens in Quebec,” *European Group for Organization Studies 2008*, Amsterdam, Holland.

Litrico J.-B. “Meaning inflation and identity maintenance in the diffusion of new organizational forms: The case of collective kitchens in Quebec” *Cornell-McGill Conference on Institutions and Entrepreneurship 2007*, Cornell University, Ithaca, NY.

Litrico J.-B. “A story of institutional entrepreneurship: The diffusion of collective kitchens in Quebec.” *Administrative Sciences Association of Canada Annual Meeting 2006*, Banff, Alberta.

Litrico J.-B. & Lee M.D. “Balancing exploration and exploitation in alternative work arrangements: A multiple case-study in the professional and management services industry” *Academy of Management Annual Meeting 2005*, Honolulu, HI.

Litrico J.-B. “Legitimacy delays in the diffusion of new organizational forms” *Administrative Sciences Association of Canada Annual Meeting 2005*, Toronto, ON.

Invited Presentations

2019 Community for Social Innovation, Toronto

Faculty Research Seminar, Smith School of Business, Queen’s University.

- 2018 John Molson School of Business, Concordia University.
 Innovation Research Center, Kwansai Gakuin University, Nishinomiya, Japan
 Smith School of Business Research Showcase, Kingston, Queen's University, Kingston, Canada
- 2017 Institute of Innovation Research Seminar, Hitotsubashi University, Tokyo, Japan
 McGill MBA Program in Japan, Tokyo, Japan
 Colloquium on Organization Studies, Sophia University, Tokyo, Japan
- 2016 Institute of Innovation Research Seminar, Hitotsubashi University, Tokyo, Japan
 Canadian Studies Seminar, Kwansai Gakuin University, Nishinomiya, Japan
 Japanese Association of Canadian Studies Annual Meeting, Tokyo, Japan
 ITAM, D.F., Mexico
 School of Policy Studies Seminar Series, Queen's University, Kingston, Canada
- 2015 Smith School of Business Research Showcase, Queen's University, Kingston, Canada
 Queen's University SSHRC Research Showcase, Queen's University, Kingston, Canada
- 2014 Center for Responsible Leadership, Queen's School of Business, Kingston, Canada
- 2013 Community for Social Innovation, Toronto
 Queen's School of Business Faculty Research Seminar, Queen's University, Kingston, Canada
 Ontario Qualitative Research Workshop, Queen's University, Kingston, Canada
- 2008 London Business School, U.K.
 Queen's School of Business, Queen's University, Kingston, Canada
 Rochester Institute of Technology, USA
 McGill University, Montreal, Canada
- 2004 Concordia University, Montreal, Canada
- 2003 University of Technology of Compiègne, France.

Academic Conference Organization and Discussant Participation:

- Discussant*, European Group for Organization Studies Colloquium, Edinburgh, UK, July 2019.
- Session Chair & Discussant*, Administrative Sciences Association of Canada Annual Meeting, St Catherines, June 2019.
- Session Chair*, Academy of Management Annual Meeting, Chicago, August 2018.
- Workshop Organizer* (with M. Spitzmuller), Queen's Workshop on Meaning across Levels, October 2017.
- Session Chair*, Academy of Management Annual Meeting, Vancouver, August 2015.
- Session Chair*, European Group for Organization Studies Colloquium, Athens, July 2015.
- Discussant*, Queen's Qualitative Research Workshop, Kingston, ON, May 2013.
- Workshop Organizer* (with C. Cloutier, L. Cohen, T. Dacin, R. Huising, S. Kaplan, C. Rerup, M. Zbaracki), Quebec-Ontario Qualitative Research Workshop, Montreal, May 2015.
- Discussant*, European Group for Organization Studies Colloquium, Rotterdam, July 2014.
- Discussant*, European Group for Organization Studies Colloquium, Montreal, QC, July 2013.
- Discussant*, Queen's Qualitative Research Workshop, Kingston, ON, May 2013.
- Workshop Organizer* (with C. Cloutier, L. Cohen, T. Dacin, R. Huising, S. Kaplan), Queen's Qualitative Research Workshop, Kingston, ON, May 2013.
- Subtheme Convenor* (with T. Dacin and P. Tracey), "Collective Processes of Social Innovation", EGOS Colloquium, Helsinki, July 2012.
- Discussion Paper Coach*, Academy of Management Annual Meeting, Boston, MA, OMT division, August 2012.

Organizer of Panel-Symposium (with S. Shah), “Developing more robust theory by building bridges between qualitative and quantitative research methods,” sponsored by the RM, OMT and BPS divisions, Academy of Management Annual Meeting, Anaheim, CA, August 2008.

Paper Session Discussant, Administrative Sciences Association of Canada Annual Meeting, Halifax, NS, June 2008. Organization Theory Division.

Paper Session Discussant, Administrative Sciences Association of Canada Annual Meeting, Ottawa, ON, June 2007. Organization Theory Division.

Paper Session Discussant, Administrative Sciences Association of Canada Annual Meeting, Banff, Alberta, June 2006. Organization Theory Division.

TEACHING

Queen’s University

Business and Corporate Strategy, Commerce Program, 2015-2019

Strategy Process, PhD Program, 2011-2015, 2019

Organizational Analysis, Commerce Program, 2010-2015

Strategies for Social Innovation, Commerce Program, 2010

Guest Lecturer in the Program for Professional Development in Ultra Large-Scale Software Systems, Computer Science Department, Queen’s University, 2012, 2013, 2015, 2016.

McGill University / ESPM (Brazil):

Cross-cultural Management, MBA/Undergraduate Summer School in Brazil, 2007

Hitotsubashi University (Japan):

International Comparison of Innovation, Undergraduate/Graduate elective, 2017

Kwansei Gakuin University (Japan):

Business and Society in Canada, Undergraduate elective, 2016, 2018

Strategic Management in Canada, Undergraduate elective, 2016, 2018

Global Career Seminar in Japan (Cross-Cultural College), 2016, 2018

Research Supervision and Committees

Andrew Roland, M.Sc. 2012 (Reader)

Tom Moir, M.Sc. 2013 (Supervisor)

Diego Soares, M.Sc. 2014 (Supervisor)

Yoanna Sayili, M.Sc. 2014 (Reader)

Dean Howley, M.Sc. 2015 (Supervisor)

Kui Chen, M.Sc. 2015 (Reader)

Suchit Ahuja, Ph.D. 2017 (Member of Doctoral Committee)

Jeff Wiebe, Ph.D. 2019 (Member of Doctoral Committee)

Simon Iskander, M.Sc. 2018 (Reader)

Hadi Shaheen, M.Sc. 2019 (Supervisor)

Carol Li, Ph.D. Candidate (Member of Doctoral Committee)

Muhammad Deabas, Ph.D. Candidate (Supervisor)

External Examiner:

Rachel Jackson, University of Cape Town Graduate School of Business MBA (2014)
 Anne Pao, University of Cape Town Graduate School of Business MBA (2014)
 Una Wilson, University of Cape Town Graduate School of Business MSc (2014)
 Sean Buchanan, Schulich School of Business, York University, PhD (2016)

PROFESSIONAL SERVICE

Editorial Board Member:

- *Strategic Organization* (December 2015-)

Grant Reviewer:

- SSHRC (Social Sciences and Humanities Research Council of Canada): Member of the Selection Committee, Insight Grants (Business, management and related fields, 2018; 2019); External Reviewer.
- FQRSC (Fonds Québécois de Recherche sur la Société et la Culture) : Member of the Selection Committee, Young Professors Program (2011); External Reviewer.

Ad hoc Reviewer for Journals / Publishers:

- *Academy of Management Journal*
- *Business Ethics Quarterly*
- *Business & Society*
- *Canadian Journal of Administrative Sciences*
- *Gestion*
- *Harvard Business School Publishing*
- *Human Relations*
- *INFORMS Organization Science Dissertation Proposal Competition*
- *Journal of Organizational and Occupational Psychology*
- *Journal of Management Studies*
- *Organization Science*
- *Organization Studies*
- *Pearson Higher Education*
- *Small Group Research*
- *Strategic Organization*
- *Cambridge University Press*

Ad hoc Reviewer for Conferences:

- *Academy of Management Annual Meetings*
- *Administrative Sciences Association of Canada Annual Meetings*
- *Strategic Management Society Conference*

Smith School of Business Service

Renewal, Tenure and Promotion Committee: 2013

Research Committee: 2014, 2015, 2018, 2019

Awards Committee: 2018

Building Usage Committee: 2012

Unit Research Ethics Board, 2017

Strategy Area Seminar Series Coordinator: 2011, 2013, 2014, 2017, 2018, 2019

Strategy Area Representative, Commerce Course Information Session: 2012, 2013

Internal Advisory Board, Center for Social Impact: 2011-2015
 Judge, ICBC Case Competition: 2010, 2011, 2012, 2013, 2014
 Judge, QCC Case Competition: 2011
 Strategy Area Comprehensive Exam Coordinator: 2019
 Participation to area activities: Faculty hiring, MSc/PhD students recruitment, etc.

Queen's University and Broader Community Service

President of the Board of Directors, Queen's Daycare Corporation, 2015-2016
 Board of Directors, Queen's Daycare Corporation, 2014
 Dissertation Defense Chair, 2016, 2018
 Session Leader for Queen's Reads Program: 2013
 Reviewer of Queen's Chancellor's Scholarship applications: 2011, 2014, 2015
 Presenter, SSHRC Grant Development Session, Queen's University Research Services: 2013
 Roundtable Discussant, Queen's Conference on Philanthropy: 2010
 Panel Presenter, Center for Teaching and Learning Workshop: 2009
 Co-Founder and first elected Vice President Academic, Desautels Doctoral Students Society, McGill University

BUSINESS EXPERIENCE / CONSULTING

2005 Training Needs Assessment of UNESCO Managers: Individual interviews and focus groups conducted at UNESCO headquarters in Paris, France. Work under contract for the Center for International Management Studies, McGill University

2004 Formative Evaluation of the Program for Voluntary Leaders, J. W. McConnell Family Foundation, in collaboration with Prof. Frances Westley, McGill University, and Dr. Michael Q. Patton. The results were presented at the Workshop on Social Innovation hosted by the McConnell Foundation, Montreal, Canada

1995–2003 Montupet SA, a specialist in aluminum automotive components
Technical Director (Mexico, 2^{1/2} years)
Product Development Director (Canada, 6 months)
Project Manager (France, 2 years)
Co-founder and Technical Representative, German Commercial Office (Germany, 2 years)
Project Engineer (France, 1 year)

LANGUAGES

French, English, Spanish: Fully fluent.
 German: Advanced.
 Japanese: Basic.