

KELLEY A. PACKALEN

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EDUCATION

- Ph.D. *Degree in Industrial Engineering* (department concentration: organizational behavior, strategy and entrepreneurship), Stanford University Jun. 2004
- M.A. *Degree in Sociology*, Stanford University Apr. 2002
- B.A. *Honors Degree in Psychology*, Minor in Economics, Wellesley College May 1997

POSITIONS HELD

- Associate Professor of Strategy and Organization, Queen's School of Business (maternity leave: March 2012-March 2013) 2012-present
- Visiting Professor, Department of Industrial Engineering and Management, Aalto University, Helsinki, Finland (sabbatical) 2013-2014
- Assistant Professor of Strategy and Organization, Queen's School of Business (maternity leaves: April-October 2008; February-October 2010) 2004-2012
- Research Assistant and Teaching Assistant, Stanford University 1999-2004
- Research Associate, Harvard Business School 1997-1999

PUBLICATIONS

Note: Some publications are authored in maiden name of Porter

Seidel, V., Packalen, K.A. & O'Mahony, S. (forthcoming 2016). Help me do it on my own: How entrepreneurs manage autonomy and constraint within incubator organizations. in D. Burton, L. Cohen and M. Lounsbury (Ed.) *Research in the Sociology of Organizations: Work, Structure, and Organizations*.

Packalen, K.A. 2015. Multiple successful models: how demographic features of founding teams differ between regions and over time. *Entrepreneurship & Regional Development*. 27(5-6): 357-385.

Packalen, K.A. 2015. When silos collapse, what happens to the seeds?: A case study of the diffusion of people and ideas when research programs are cancelled. in D. DeTienne & K. Wennberg (Ed.) *Edward Elgar Research Handbook on Entrepreneurial Exit*: 64-86. Northampton, MA: Edward Elgar Publishing.

Powell, W.W., Packalen, K.A., & Whittington, K.C. 2012. Organizational and Institutional Genesis: The Emergence of High-Tech Clusters in the Life Sciences. in: W. Powell and J. Padgett (Ed.) *The Emergence of Organizations and Markets*. Princeton University Press.

Packalen, K.A. 2007. Complementing capital: The role of status, demographic features, and social capital in founding teams' abilities to obtain resources. *Entrepreneurship Theory and Practice*, 31(6): 873–891.

Porter, K.A. & Powell, W.W. 2006. Networks and Organizations. in S. Clegg, C. Hardy, T. Lawrence and W. Nord (Ed.) *The SAGE Handbook of Organization Studies*, second ed.: 776-799. Thousand Oaks, California: Sage Publishing.

Porter, K.A., Bunker Whittington, K.C., & Powell, W.W. 2005. The institutional embeddedness of high-tech regions: Relational foundations of the Boston biotechnology community. In S. Breschi & F. Malerba (Ed.), *Clusters, Networks, and Innovation*: 261-296. Oxford, UK: Oxford University Press.

Case Studies

Nolan, R., Porter, K.A. & Akers, C. 2001. "Cisco Systems Architecture: ERP and Web-enabled IT." *HBS Case 301-099* (included in premier case collection), Spanish version: *HBS Case 302-S26*

Nolan, R., Porter, K.A. & Akers, C. 2001. "Cisco Systems: Web-enablement." *HBS Case 301-056*

Nolan, R. & Porter, K.A. 1998. "Cisco Systems, Inc." *HBS Case 398-127*

Nolan, R. & Porter, K.A. 1998. "Networks and networking software." *HBS Technology Note 799-031*

Nolan, R. & Porter, K.A. 1998. "Sun Microsystems & the N-tier architecture." *HBS Case 399-037*

Nolan, R. & Porter, K.A. 1998. "Working with Your 'Shadow Partner'" *HBS Case 399-051*

Porter, K.A. 1997. "The Future of America Online" *HBS Online Case*

Porter, K.A. & Bradley, S. 1999. "Convergys" *HBS Case 700-042*

Porter, K.A. & Bradley, S. 1999. "eBay, Inc." *HBS Case 700-007*, Spanish version: *HBS Case 702-S04*

Porter, K.A. & Bradley, S. 1999. "XcelleNet, Inc. (supplement)." *HBS Case 799-028*

Porter, K.A. & Bradley, S. 1998. "Edmund's—www.edmunds.com (supplement)." *HBS Case 399-036*

Porter, K.A. & Bradley, S. 1998. "Excite, Inc." *HBS Case 799-044*

Porter, K.A. & Bradley, S. 1998. "IBM's Lotus Development in 1998." *HBS Case 799-014*

Porter, K.A. & Bradley, S. 1998. "State Street Boston Corp: Leading with Information Technology (B)." *HBS Case 799-034*

Popular Press

Packalen, K.A. 2006. "Financial Post New Venture Case Series: Learning to Let Go – The Expert View." *Financial Post Business Magazine*, Dec.: 73-76.

CONFERENCE PAPERS

International Council of Small Businesses 2014 Annual Meeting (Dublin)
Helping Entrepreneurs Succeed: Advisory Relationships in Government-funded Programs

Jun. 2014

- International Council of Small Businesses 2011 Annual Meeting (Stockholm)**
 Finding the right one: Forming successful advisor relationships in small firms (with L. Dyer) Jun. 2011
- Academy of Management 2009 Annual Meeting (Chicago, IL)**
 Organizational and institutional genesis: The emergence of high-tech clusters in the life sciences (with W. Powell & K. Whittington) Aug. 2009
- Santa Fe Institute Book Conference: The Emergence of Organizations and Markets (Schenna, Italy)**
 Organizational and institutional genesis: The emergence of high-tech clusters in the life sciences (with W. Powell & K. Whittington) Apr. 2009
- Academy of Management 2007 Annual Meeting (Philadelphia, PA)**
 How faculty founders shape their firms' alliance portfolios Aug. 2007
- Strategic Management Society, New Frontiers in Entrepreneurship Conference (Catania, Italy)**
 Does the company create science or does science create the company?: The case of ImmuLogic and its collaborators May 2007
- Strategic Entrepreneurship Workshop (Amsterdam, Netherlands)**
 A myriad of networks: Understanding the relationships between organizational and entrepreneurial team networks Jul. 2006
- MIT Sloan Business Policy Studies Mini-Conference (Cambridge, MA)**
 What you are or where you come from? How faculty founders and their institutions shape their firms' portfolios May 2006
- Academy of Management 2005 Annual Meeting (Honolulu, HI)**
 Institutional embeddedness of high-tech regions: Relational foundations of the Boston biotech region Aug. 2005
- Berkeley-Stanford-Michigan: Mini-conference on University Industry Interfaces (Stanford, CA)**
 Biography and geography: Divergent models of entrepreneurship in Boston and San Francisco Bay area biotechnology Nov. 2004
- Strategic Management Society Annual Meeting (San Juan, PR)**
 Should they quit their day jobs?: Regional variations in founding teams and firm resource obtainment Oct. 2004
- Babson Kauffman Entrepreneurship Research Conference (Scotland, UK)**
 You can't leave your past behind: The influence of founders' career histories on their firms Jun. 2004
- INFORMS 2002 Annual Meeting (San Jose, CA)**
 Founders' impact on firm alliances Nov. 2002

CONFERENCE PRESENTATIONS

- Academy of Management 2015 Annual Meeting (Vancouver, BC)** Aug. 2015
Studying Entrepreneurial Exits Professional Development Workshop
- Kauffman Emerging Scholars Conference (Kansas City, MO)** Oct. 2014
Advisory Relationships in Government-funded Programs
- Work Technology & Organization Reunion Workshop (Stanford, CA)** July 2014
How networks intersect: A longitudinal case study of the interplay between personal and organizational connections
- The Role of Networks and Institutions in the Production and Transfer of Knowledge (Eugene, OR)** Nov. 2009
Using a community before going it alone: Incubating institutions and entrepreneurial occupations (with V. Seidel)
- National Bureau of Economic Research, Location of Biopharmaceutical Activity Pre-Conference (Cambridge, MA)** July 2007
Which secrets need to be in the air?: An analysis of the geographic division of labor in the biopharmaceutical industry (with K. Bunker Whittington, J. Owen-Smith & W. Powell)
- Work Technology & Organization 10 Year Anniversary Conference (Stanford, CA)** Sep. 2006
Movement between network types: Understanding the temporal relationships between organizational and entrepreneurial team networks
- SSRC Corporation as a Social Institution Workshop (Berkeley, CA)** Jun. 2003
You can't leave your past behind: The influence of founders' career histories on their firms (dissertation proposal)
- Founders: Do they matter? Jun. 2002
- ## INVITED PRESENTATIONS
- 2014 Economic Revitalization Conference: Mapping the Future: Technology, People & Rural Prosperity (Kingston, ON)** Apr. 2014
Advisory Relationships in Government-funded Programs
- Strategy Research Colloquium (SRC), Department of Industrial Engineering & Management, Aalto University (Helsinki, Finland)** Oct. 2013
Role theory and the entrepreneur's autonomy-dependence paradox: Insights from a study of a business incubator
- EDCO 55th Annual Conference and Showcase (Toronto, ON)** Feb. 2012
Advisor relationships in rural businesses
- The Creative Rural Economy – From Theory to Practice (Kingston, ON)** Jun. 2011
Panel discussion: Challenges and solutions for creative sector businesses
- 2011 The Study of Business and Knowledge Workshop (Kingston, ON)** May 2011
Workshop for graduate students at QSB: "Entrepreneurship & knowledge"

2011 KIS Showcase - New Horizons in Rural Economic Development (Kingston, ON)	
Panel discussion: Rural Eastern Ontario - building a new generation of entrepreneurs	Apr. 2011
Rotman Strategic Management Workshop (Toronto, ON)	
Evolving Resumes: Regional and temporal variations in biotechnology founding teams	Mar. 2007
Stanford Organizations and Networks Group (Stanford, CA)	
What you are or where you come from? How faculty founders and their institutions shape their firms' portfolios	May 2006
OCRI Meeting, Commercialization of Technology Products & Services (Ottawa, ON)	
Biotech firms and their founders	Apr. 2005
USASBE Meeting, Kauffman Dissertation Fellows Ceremony (Palm Springs, CA)	
You can't leave your past behind: The influence of founders' career histories on their firms	Jan. 2005

TEACHING

<i>Entrepreneurship & Innovation</i> , MSc & PhD Program, Queen's University	2015-
<i>Social Innovation & Impact</i> , Commerce Program, Queen's University	2015-
<i>New Business Development</i> , Commerce Program, Queen's University	2005-2007; 2012, 2014-
<i>Business & Corporate Strategy</i> , Commerce Program, Queen's University	2015-
<i>Strategic Innovation & Entrepreneurship</i> , Accelerated MBA, Queen's University	2008-2009
<i>Creativity, Innovation & Entrepreneurship</i> , Queen's Full-time MBA, Queen's University	2007-2010
<i>Managing New Ventures</i> , MBA for Science & Technology, Queen's University	Winter 2007
<i>Introduction to Entrepreneurship</i> , Commerce Program, Queen's University	2006-2007; 2012
<i>Business Policy</i> , Commerce Program, Queen's University	2004-2005
Co-director, <i>New Venture Laboratory</i> , AeA/Stanford Executive Institute	2002 & 2003
<i>Organizational Behavior and Management</i> , Management Science and Engineering Masters Program, Stanford University	Spring 2003

FELLOWSHIPS AND AWARDS

Faculty Development Fund Award	Jan. 2012 Jul. 2015 Sep. 2015
SSHRC Partnership Development Grant	Apr. 2011
Monieson Centre Conference Funding	Apr. 2011
Faculty Development Fund Award	Mar. 2011

Economic Developers Council of Ontario (EDCO) Funding	Dec. 2010
Royal & SunAlliance Funding	Sep. 2010
Monieson Centre Conference Funding	Oct. 2009
SSHRC CURA invitation for full submission	Mar. 2008
D.I. McLeod Term Research Assistantships	Sep. 2007
SSHRC General Grant Competition 4A Status	May 2007
Funding from Queen's University in recognition for SSHRC 4A Status	June 2006
Funding from Queen's School of Business in recognition of SSHRC 4A Status	June 2006
SSHRC General Grant Competition 4A Status	May 2006
Syracuse University Experiential Classroom Excellence in Case Teaching Award	Sep. 2005
D.I. McLeod Term Research Assistantships	Jan. 2005
Ewing Marion Kauffman Foundation: Emerging Scholars Initiative	Jan. 2003
SSRC: Fellow of the Program on the Corporation as a Social Institution	Feb. 2002

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Membership

Academy of Management (OMT, TIM, and ENT divisions)	1999-present
Strategic Management Society	2003-present
United States Association of Small Business and Entrepreneurship	2005-present
Family Firm Institute	2009-2011

Reviewer

<i>Entrepreneurship & Regional Development</i> : Ad hoc reviewer	2012-present
<i>Strategic Management Journal</i> : Ad hoc reviewer	2002-present
<i>Academy of Management</i> : OMT division (recognized as a Top 25 reviewer in 2003)	2003-present
<i>Research Policy</i> : Regular ad hoc reviewer	2006-present
<i>Journal of Management Studies</i> : Ad hoc reviewer	2007-present
<i>Academy of Management Journal</i> : Ad hoc reviewer	2007-present
<i>Family Business Review</i> : Ad hoc reviewer (Member of review board 2009-2010)	2009-present
<i>Academy of Management</i> : Entrepreneurship Division	2010-present
<i>Applied Psychology: An International Review</i> : Ad hoc reviewer	2011-present
<i>Entrepreneurship & Regional Development</i> : Ad hoc reviewer	2013-present

Session Chair/Facilitator

Academy of Management 2011 Annual Meeting (San Antonio, TX)	Aug. 2011
Alliance Edge Annual Conference (Toronto, ON)	Sep. 2005
Academy of Management 2005 Annual Meeting (Honolulu, HI)	Aug. 2005
Alliance Edge Annual Conference (Kingston, ON)	Sep. 2004
Academy of Management 2004 Annual Meeting (New Orleans, LA)	Aug. 2004
Babson Kauffman Entrepreneurship Research Conference (Babson, MA)	Jun. 2003
INFORMS 2002 Annual Meeting (San Jose, CA)	Nov. 2002

Consortia

Entrepreneurship Junior Faculty Consortium (Philadelphia, PA), Attendee	Aug. 2007
OMT Junior Faculty Consortium (Honolulu, HI), Attendee	Aug. 2005
OB/ODC/OMT AOM Doctoral Students' Consortium (Seattle, WA), Attendee	Aug. 2003
Babson Kauffman Entrepreneurship Research Conference Doctoral Students' Consortium (Babson, MA), Attendee	Jun. 2003

Research Seminars

Community of Social Innovation (COSI) 2016 Workshop (Stanford, CA), attendee	Apr 2016
Community of Social Innovation (COSI) 2015 Workshop (Ann Arbor, MI), attendee	

International Council of Small Businesses Young Researchers' Writing Workshop (Stockholm, Sweden), Attendee	May 2015 Jun. 2011
Grounded & Groundbreaking Workshop (London, ON), Attendee	
Stanford Technology Ventures Program Research Seminar (Stanford, CA), Organizer	Apr. 2007 2003 & 2004

Teaching Workshops

AOM Teaching & Learning 2015 Conference (Vancouver, BC)	Aug. 2015
Capsim Capstone's Train the Trainer Workshop (Chicago, IL)	Jul. 2015
Course Design@Queen's workshop (Kingston, ON), Attendee	Dec. 2014
Scientific Association for Entrepreneurship Education Annual Conference (Helsinki, Finland), Attendee	Sep. 2013
Harvard Business School: The Art & Craft of Discussion Leadership – Part II (Boston, MA), Attendee	Jun. 2011
Queen's Centre for Teaching & Learning workshop with Utrecht faculty, Attendee	Apr. 2006
Syracuse University Experiential Classroom (Syracuse, NY), Attendee	Sep. 2005
Ivey Case Teaching Workshop (London, ON), Attendee	Aug. 2004
Queen's University Focus on Foundations (Kingston, ON), Attendee	2004-2005

Other workshops

Entrepreneur Workshop #1: ELORIN Spring Training (Kingston, ON), Instructor	Mar. 2009
Ice Cream Parlour Simulation, Shad Valley Summer Program (Kingston, ON), Instructor	2007-2015
Queen's full-time MBA, New Ventures Club, Speaker	Sep. 2007
Employment Equity Training - Appointments / RTPC, Attendee	Sep. 2007

Committees

Member, Certificate in Business Curriculum Committee, QSB	2014-present
Member, Certificate in Business Academic Progress Committee, QSB	2014-present
Member, Undergraduate Curriculum Committee, QSB	2014-present
Member, QSB Research Pool Committee	2014-present
Member, PARTEQ Angel Network Investment Committee	2011-2012
Member, Goodes Communication Task Force	2011-2012
Member, KEDCO's Enterprise Facilitation Resource Board	2009-2012
Chair, Unit Research Ethics Board, QSB	2007-2008
Member, Research Committee, QSB	2007-2008
Member, Undergraduate Curriculum Committee, QSB	2005-2007
Member, Undergraduate Academic Progress Committee, QSB	2005-2007

Business Plan Competitions

Judge, Idea Fest Social Business Plan Competition (all student levels at Queen's)	Mar. 2015
Judge, PELA PIT Business Plan Competition (high school)	Jun. 2011
Judge, QSB PELA Business Plan Competition (all student levels at Queen's University)	Mar. 2011
Judge, QEC Taster (Queen's Commerce)	Oct. 2009
Judge, Q'ACE Business Plan Competition (undergraduate)	2009, 2011, 2015
Judge, Queen's Innovation Fund internal competition (Queen's MBA)	Aug. 2009
Organizer, Paul and Tom Kinnear Business Plan Competition (Queen's Commerce)	2008-present
Judge, First Capital Challenge, Kingston, ON (Community)	2005-2007
Judge, MBAst Business Plan Competition (Queen's MBA in science & technology)	Apr. 2006
Co-organizer of Queen's University Wes Nicol Business Plan Competition	2005, 2006