

Grace L. Augustine

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ACADEMIC POSITIONS

Cass Business School, City University, London, UK
Lecturer (Assistant Professor)

2019-Present

EDUCATION

Ph.D. Joint Program in Management & Organizations and Sociology, Expected August 2019
Kellogg School of Management, Northwestern University, Evanston, IL, USA
Committee: Brayden King (chair), Jeannette Colyvas, Steven Epstein, Wendy Espeland, Klaus Weber

M.S. in Sociology and Management & Organizations, 2016
Northwestern University, Evanston, IL, USA

M.Sc. in Management Research with Distinction, 2010
University of Oxford, Saïd Business School & New College, Oxford, UK
Dean's Prize, Best Overall Performance in Master's Program
Thesis: 'Carbon Market' Keywords: Tracking Field Dynamics and Ferment in Discourse, 1994-2010

B.A. magna cum laude in Organizational Studies, 2005
University of Michigan, Ann Arbor, MI, USA

PUBLICATIONS

Augustine, G., & King, B. G. (2019). Worthy of debate: discursive coherence and agreement in the formation of the field of sustainability in higher education. *Socio-Economic Review*, 17(1), 135-165.

WORKING PAPERS

Augustine, G., Soderstrom, S.,* Milner, D., Weber, K. "Future Construction in geo-engineering solutions to climate change" (Conditionally Accepted at the *Academy of Management Journal*)

Augustine, G. "We're not like those crazy hippies: the emergence of an occupational group from a social movement mandate" (2nd Round Revise & Resubmit at *Organization Science*)

- Best Paper Award, Ivey-ARCS PhD Sustainability Academy, London, Ontario 2017

Augustine, G., Piazza, A.* "Stigmatized category emergence: An historical case of the foundation and evolution of abortion clinics in the United States" (Submitted for Review)

Augustine, G., King, B. "Corporate personhood: firms' presentation of self through the use of anthropomorphizing language" (Preparing for Submission)

Augustine, G., King, B. "Becoming an Insider: Pathways of movement from field founders to sustainability managers" (Data analysis)

Choi, T., Augustine, G. and King, B. “Field of Greens: The Role of Field Conversations on the Adoption and Maintenance of Organization-Level Sustainability Practices” (Data collection & analysis)

Augustine, G., Piazza, A.* “The Doctor is Out: An Ecology of Stigmatized Organizations” (Data collection & analysis)

*authors contributed equally

(Note: titles disguised for blind review)

PRESENTATIONS

2019 *Academy of Management Conference – OMT Division*, “We’re not like those crazy hippies: the emergence of an occupational group from a social movement mandate”

2019 *European Group for Organizational Studies (EGOS) Conference*, “Field of Greens: The Role of Field Conversations on the Adoption and Maintenance of Organization-Level Sustainability Practices,” with Tae-Ung Choi and Brayden King

2018 “We’re not like those crazy hippies: the emergence of an occupational group from a social movement mandate,” presented at the following:

- *Lundquist College of Business, University of Oregon*
- *Beedie School of Business, Simon Fraser University*
- *The Carroll School of Management, Boston College*
- *Cass Business School, City University of London*
- *HEC Paris*
- *IESE Business School*
- *Rotterdam School of Management, Erasmus University*
- *The London School of Economics, Department of Management*
- *London Business School*

2018 *Academy of Management Conference – OMT Division*, “How Stigmatized Categories Emerge: The Genesis of the Abortion Clinic in the United States after Roe v. Wade” with Alessandro Piazza

2018 *Alberta Institutions Conference – PhD Student Workshop*, “Behind the Scenes: Discursive coherence and agreement in the emergence of the field of sustainability in higher education,” with Brayden King

2018 *Center for the Study of Social Movements at Notre Dame’s Young Scholars Conference*, “We’re not like those crazy hippies: the emergence of an occupational group from a social movement”

2017 *Ivey-ARCS PhD Sustainability Academy*, “We’re not like those crazy hippies: the emergence of an occupational group from a social movement”

2017 *Academy of Management Conference – OMT Division*, “Behind the scenes: A backstage look at field formation within sustainability in higher education,” with Brayden King

2017 *Academy of Management Conference – Symposium on Imagined Futures and Economic Mobilization*, “Future Construction in geo-engineering solutions to climate change,” with Daniel Milner, Sara Soderstrom, and Klaus Weber

2017 *Wharton People and Organizations Conference*, “We’re not like those crazy hippies: the emergence of an occupational group from a social movement”

2017 *European Group for Organizational Studies (EGOS) Conference*, “Constructing The Future (Im)Perfect: Geo-Engineering Solutions To Climate Change,” with Daniel Milner, Sara Soderstrom, and Klaus Weber

2017 *Alliance for Research on Corporate Sustainability (ARCS) Conference*, “Behind the scenes: A backstage look at field formation within sustainability in higher education,” with Brayden King

2016 *American Sociological Association (ASA) Conference, Section on Sociology of Law – Invited Session*, “Corporate Personhood: Firms’ presentation of self through the use of anthropomorphizing language,” with Brayden King

2016 *European Group for Organizational Studies (EGOS) Conference*, “Behind the scenes: A backstage look at field formation within sustainability in higher education,” with Brayden King

2016 *University of Wisconsin Sociology Department; Politics, Culture & Society Workshop*, “Behind the scenes: A backstage look at field formation within sustainability in higher education,” with Brayden King

2015 *European Group for Organizational Studies (EGOS) Conference*, “Who are we? It depends: Firms’ presentation of self through the use of anthropomorphizing language,” with Brayden King

HONORS, AWARDS AND GRANTS

- Department Nominee, OMT Doctoral Student Consortium (2018)
- Participant, Medici Summer School in Bologna, Italy; Topic: Business & Society (2018)
- Invited Attendee, Center for the Study of Social Movements at Notre Dame’s Young Scholars Conference (2018)
- Alumnae of Northwestern University Grant with Co-Investigators: Beth Redbird, John Lee, Christopher Robinson, Kat Albrecht, Saheli Nath (2018), \$10,000
- Best Paper Award, Ivey-ARCS PhD Sustainability Academy, London, Ontario (2017)
- Fellow, Ivey-ARCS PhD Sustainability Academy, London, Ontario (2017)
- Kellogg School of Management Graduate Student Research Grant (2017), \$4,500
- Northwestern University Graduate Research Grant (2017), \$3,000
- Northwestern Sociology External Training Grant (2017), \$412
- Dispute Resolution Research Center Research Grant (2016), \$4,737
- Department Nominee for OMT Dissertation Proposal Workshop (2016)
- MacArthur Summer Research Fellowship with Wendy Griswold (2015), \$1,250
- First Place, Oikos Case Competition Corporate Sustainability Track – co-author (2011), \$5,000
- Third Place, Oikos Case Competition Corporate Sustainability Track – co-author (2008)

PROFESSIONAL SERVICE

- Ad-Hoc Reviewer, *Organization Science & Academy of Management Discoveries*
- Reviewer, Academy of Management Annual Conference, OMT & ONE Divisions (2017-2019)
- Co-organizer: Social Movements Workshop at Northwestern (2016-2018)
- Coordinator, The Buffett Institute Global Climate Change Governance Group (2017-2018)
- Graduate Student Admissions Committee Member (2017)
- Reviewer, Alliance for Research on Corporate Sustainability (ARCS) Conference (2017)
- Organizer: Social Interaction & Organizing Workshop at Northwestern (2015-2016)
- Coordinator for Graduate Student Recruitment (2016)

TEACHING

2019 - Co-Designer and Co-Instructor, *Corporate Social Responsibility*, Cass Business School, Undergraduate Course

2018, 2019 - Teaching Assistant, *Leading High Impact Teams*, Executive Education at the Kellogg School of Management

- Coordinated course design, management, and grading for two sections of 45 Executive MBA students

2016, 2017, 2018 - Teaching Assistant, *Leadership in Organizations*, the Kellogg School of Management

- Coordinated course design, management, and grading for eight sections of 70 MBA students

2017, 2018 - Teaching Assistant, *Negotiation Fundamentals*, the Kellogg School of Management

- Coordinated course design, management, and grading for two sections of 75 Executive MBA students and two sections of 45 MBA students

2014 - Teaching Assistant, *Introduction to Sociology*, Northwestern University

- Co-led a weekly discussion section of 20 undergraduate students
- Designed the section syllabus, administered homework and exams, and completed grading

2009 - Guest Lecturer, *Strategy 310: The World Economy*, University of Michigan Ross School of Business

- Independently led a case-based MBA session on ecological entrepreneurship and eco-capitalism

TEACHING CASES (SELECTED)

Jones, Jamie & Augustine, G., "HP: Imprinting the Global Health Sector," Kellogg School of Management Cases, 2015

Jones, Jamie & Augustine, G., "Innovation at One Acre Fund: Seeing the Forest for the Trees," Kellogg School of Management Cases, 2015

Hoffman, Andrew, Howie, S., & Augustine, G., "Coke in the Cross Hairs: Water, India, and the University of Michigan," The Erb Institute for Global Sustainable Enterprise at the University of Michigan, 2010

- *First Place, 2009 Oikos International Case Competition Corporate Sustainability Track*

Walsh, James P. & Augustine, G., "Caring Company: Building a Corporate Social Responsibility Movement in Hong Kong," The William Davidson Institute, 2009

Ashford, Susan, Augustine, G., and James, A., "Leadership Crisis Challenge," The William Davidson Institute & Ross Leadership Initiative, 2008

- *Winner of the 2011 University of Michigan Provost's Teaching Innovation Prize*

Lyon, Tom & Augustine, G., "BP and the Whiting Refinery: Beyond Petroleum," The Erb Institute for Global Sustainable Enterprise at the University of Michigan, 2008

Hoffman, Andrew, Henn, R., Augustine, G., Vannette, D., "Living Homes Case Study," The Erb Institute for Global Sustainable Enterprise at the University of Michigan, 2007

London, Tom, Augustine, G. & Lee, M., "Targeting Malaria: Comparing Charity and Social Marketing-based Approaches," The William Davidson Institute, 2008

- *Third Place, 2008 Oikos International Case Competition Corporate Sustainability Track*

PROFESSIONAL EXPERIENCE

The Cara Program, Chicago, IL <i>Associate Director at Social Enterprise Aimed at Training and Employing Homeless Individuals</i>	2013-2014
Sustrans, Cardiff, UK <i>Project Officer on European Union Sustainable Transportation Project</i>	2011-2012
Smith School of Enterprise and the Environment, Oxford, UK <i>Research Associate, World Business Council on Sustainable Development Project</i>	2009-2011
University of Michigan Ross School of Business, Ann Arbor, MI <i>Research Associate and Sustainability Case Study Lead</i>	2007-2009
Deloitte Consulting, Detroit, MI <i>Business Analyst, Strategy and Operations</i>	2006-2007