

Grace L. Augustine

Cass Business School
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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, 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 Management & Organizations and Sociology, 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

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

PUBLICATIONS

Augustine, G., Piazza, A.* "Category Evolution Under Conditions of Stigma: The Segregation of Abortion Provision into Specialist Clinics in the United States" (Forthcoming at *Organization Science*)

Augustine, G. "We're not Like Those Crazy Hippies: The Dynamics of Jurisdictional Drift in Externally-mandated Occupational Groups" (Forthcoming at *Organization Science*)

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

Augustine, G., Soderstrom, S.,* Milner, D., Weber, K.* (2019) Constructing a distant future: Imaginaries in geoeengineering. *Academy of Management Journal*, 2(6), 1930–1960.

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.

*authors contributed equally

WORKING PAPERS

Piazza, A., Augustine, G. "The Doctor is Out: An Ecology of Stigmatized Organizations" (Revise & Resubmit)

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

Choi, T., Augustine, G. and King, B. “Field of Greens: The role of cross-organizational collective action for advancing sustainability implementation” (Preparing for Submission)

Augustine, G., Hedberg, L., Choi, T., and Lounsbury, M. “Unfinished Business: Constructing a More Sustainable University” (Preparing for Submission)

Augustine, G., King, B. “Corporate personhood: firms’ presentation of self through the use of anthropomorphizing language” (Data collection & analysis)

(Note: Working paper titles disguised for blind review)

PRESENTATIONS

2020 *European Group for Organizational Studies (EGOS) Conference*, “Unfinished Business: Constructing a More Sustainable University,” with Leanne Hedberg, Tae-Ung Choi, and Mike Lounsbury

2020 *Organization Studies Summer Workshop*, “Becoming an Insider: Pathways of movement from field founders to sustainability managers”

2020 *Edinburgh Paper Development Workshop*, “Becoming an Insider: Pathways of movement from field founders to sustainability managers”

2020 *University of Bath Strategy & Organisation Seminar*, “Constructing and navigating jurisdictional boundaries from an external mandate”

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:

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

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

- Best Dissertation Award, Organizations & the Natural Environment (ONE) Division of the Academy of Management (2020)
- 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

- Chair, ONE Committee to choose Best Dissertation Award Winner (2021)
- Pre-Selection Jury Member, *ONE-SIM Award for Best Outreach Activities Based on a Published Paper* (2020-present)
- Reviewer, *Organization Science, Academy of Management Journal, Organization Studies, Journal of Management Studies, & Academy of Management Discoveries* (2020-present)
- Reviewer, Academy of Management Annual Conference, OMT & ONE Divisions (2017-2021)
- 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

2020 - Module Leader and Co-Designer, *Business in Society*, Cass Business School, Bachelor's Degree (315 students)

2020 – Co-Module Leader, *Critical Analysis for Business*, Cass Business School, Bachelor's Degree (615 students)

2019, 2020 – Co-Designer and Co-Instructor, *Corporate Social Responsibility*, Cass Business School, Bachelor's Degree (100-200 students)

2019, 2020 – Instructor, *Critical Analysis for Business*, Cass Business School, Bachelor's Degree (30 students, 2 discussion groups)

2019, 2020 – Co-Instructor, *Introduction to Management*, Cass Business School, Bachelor's Degree (400-600 students)

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*

ENGAGEMENT ACTIVITIES

2020 - How Corporate Social Responsibility (CSR) and Sustainable Development (SD) Functions Impact the Workplace

- *Engagement Project with the International Labor Organization (ILO)*

PROFESSIONAL EXPERIENCE

The Cara Program, Chicago, IL 2013-2014
Associate Director at Social Enterprise Aimed at Training and Employing Homeless Individuals

Sustrans, Cardiff, UK 2011-2012
Project Officer on European Union Sustainable Transportation Project

Smith School of Enterprise and the Environment, Oxford, UK 2009-2011
Research Associate, World Business Council on Sustainable Development Project

University of Michigan Ross School of Business, Ann Arbor, MI 2007-2009
Research Associate and Sustainability Case Study Lead

Deloitte Consulting, Detroit, MI 2006-2007
Business Analyst, Strategy and Operations