

## Sean Buchanan

Associate Professor, Business Administration  
Asper School of Business, University of Manitoba  
654 Drake Centre, 181 Freedman Crescent, Winnipeg, Manitoba R3T 5V4  
Phone: 204-298-6507  
Email: sean.buchanan2@umanitoba.ca

### Academic Positions

---

- 2022 - Associate Professor, Department of Business Administration  
Asper School of Business, University of Manitoba
- 2015 - 2022 Assistant Professor, Department of Business Administration  
Asper School of Business, University of Manitoba

### Education

---

- 2010 - 2016 YORK UNIVERSITY – Doctor of Philosophy (Ph.D.)  
Schulich School of Business – Organization Studies
- Dissertation:* Trade Associations and the Strategic Framing of Change in Contested Issue Organizational Fields: The Evolution of Sustainability in the Canadian Mining Industry, 1993 – 2013.  
*Committee:* Christine Oliver (Chair), Charlene Zietsma, Mike Valente
- 2009 – 2010 UNIVERSITY OF MANITOBA – Master of Science (M.Sc.)  
Asper School of Business – Business Administration
- 2006 – 2008 UNIVERSITY OF MANITOBA – B. Commerce (Hons.)  
Asper School of Business – Marketing/Human Resources
- 1999 – 2005 UNIVERSITY OF MANITOBA – Bachelor of Arts (Advanced)  
Major in Psychology/Minor in Philosophy

### Published/Accepted Journal Articles

---

- Buchanan, S., Zietsma, C. and Matten, D. (2022). “Settlement Constellations and the Dynamics of Fields Formed around Social and Environmental Issues.” *Organization Science*. Forthcoming.
- Buchanan, S. and Barnett, M. (2022). “Inside the Velvet Glove: Sustaining Private Regulatory Institutions through Hollowing and Fortifying.” *Organization Science*. Forthcoming.
- Ruebottom, T., Buchanan, S., Voronov, M. and Toubiana, M. (2022). “Commercializing the Practice of Voyeurism: How Businesses Leverage Authenticity and Transgression to Create Value.” *Academy of Management Review*. 47(3): 466-488.
- Phung, K., Buchanan, S., Toubiana, M., Ruebottom, T. and Turchick-Hakak. (2021). “When Stigma Doesn’t Stick: Stigma Deflection and Occupational Stratification in the Sharing

Economy.” *Journal of Management Studies*. 58(4): 1107-1139.

Riaz, S. and Buchanan, S. (2021). “Elite Maintenance Work across the Covid-19 Crisis: A Critical View on Power and Language.” *Critical Perspectives on International Business*. 17(2): 210-229.

Buchanan, S. (2020). “Corralling Organizational Institutionalism.” *Journal of Management Inquiry*, 29(3): 251-253

Buchanan, S., Ruebottom, T., and Riaz, S. (2018). “Categorizing Competence: Consumer Debt and the Reproduction of Gender-based Status Differences.” *Organization Studies*, 39(9): 1179-1202.

Buchanan, S. and Marques, J.C. (2018) “How Home Country Industry Associations Influence MNE international CSR Practices: Evidence from the Canadian Mining Industry.” *Journal of World Business*, 53(1), 63-74.

Riaz, S., Buchanan, S., and Ruebottom, T. (2016). “Rhetoric of Epistemic Authority: Defending Field Positions during the Financial Crisis.” *Human Relations*, 69(7): 1533-1561.  
(\*an earlier version appeared in the *Academy of Management Proceedings*)

Riaz, S., Buchanan, S., and Bapuji, H. (2011). “Institutional Work Amidst the Crisis: Emerging Positions of Elite Actors” *Organization*, 18(2): 187-214.

### **Book Chapters**

---

Lawrence, T. B., & Buchanan, S. (2017). “Power, Institutions and Organizations”. In R. Greenwood, C. Oliver, T. B. Lawrence, & R. E. Meyer (Eds.), *The Sage Handbook of Organizational Institutionalism* (pp. 477–506). London: SAGE Publications.

### **Other Publications**

---

Buchanan, S. (2019). Book Review: “Regulation and Inequality at Work: Isolation and Inequality beyond the Regulation of Labour” by Vanisha Sukdeo. *Canadian Business Law Journal*, 61(3): 411-415.

Buchanan, S. and Bradshaw, P. (2011). “The Voice from Outside: Stakeholder Resistance in Non-Profit Organizations”. *The Nonprofit Quarterly*, 18(3/4): 85-103.

### **Work in Progress/Under Review**

---

Buchanan, S., Shourkaei, M. M., and Dyck, B. *Title withheld to preserve anonymity*. Revise and Resubmit (1<sup>st</sup> round) at *Journal of Management Studies*.

Buchanan, S., Ruebottom, T., and Riaz, S. *Title withheld to preserve anonymity*. Under review at *American Sociological Review*.

Buchanan, S., Toubiana, M., Riaz, S., and Lounsbury, M. “Manufacturing Confidence: Unpacking the Dual Role of Media in Institutional Processes”. Stage: Final manuscript preparation

Buchanan, S., Kroezen, J., Christensen, L.H., Cummins, M., and Yue, L. “Integrating Research on Business Collective Action”. Stage: Final manuscript preparation for submission to the *Academy of Management Annals*.

Biygautane, M., Clegg, S., and Buchanan S. Institutional power work to maintain institutions: Systemic paralysis and systemic deterrence as mechanisms of change failure. Stage: Final manuscript preparation for submission to *Organization Studies*.

Buchanan, S. and Caza, A. “The Paradox of Embedded Agency Revisited.” Stage: Data Analysis

Dyck, B., Manchanda, R., and Buchanan, S. “People and Planet before Profits: Theory and Best Practices in Social and Ecological Thought Organizations.” Stage: Data Collection

### **Research Funding**

---

Social Sciences and Humanities Research Council – Insight Grant (2022-2027) (\$113,929)

Social Sciences and Humanities Research Council – Insight Development Grant (2018-2020) (\$66,786)

University of Manitoba – University Research Grants Program (2015-2016) – (\$6,786)

Provost Dissertation Scholarship (2014-2015) – (\$22,000)

Social Sciences and Humanities Research Council (2012-2014) - Doctoral Fellowship (\$40,000)

Ontario Graduate Scholarship (2011-2012) – Graduate Scholarship (\$15,000)

Schulich School of Business (2010-2014) - PhD Bursary (\$88,000)

Schulich School of Business (2010-2011) Entrance Scholarship for Merit (\$12,000)

Social Sciences and Humanities Research Council (2009-2010) - Joseph Armand Bombardier

Canada Graduate Scholarship (\$17,500)

University of Manitoba (2009-2010) – Faculty of Graduate Studies Travel Award (\$1,000)

University of Manitoba (2009-2010) - Financial Aid General Financial Award (\$1,000)

### **Research Awards and Nominations**

---

**Nominee, Best Paper on Environmental and Social Practices (2020)** – Academy of Management OMT Division

**Nominee, Best Phenomenon Based Paper Award (2019)** – Journal of World Business

**ABCD Reviewer Award (2019)** – Academy of Management OMT Division

**Nominee, Seymour Schulich Teaching Excellence Award (2014)** – Schulich School of Business

**Nominee, Best Paper on Environmental and Social Practices (2014)** – Academy of Management OMT Division

### **Selected Conference Presentations**

---

- Buchanan, S., Ruebottom, T. & Riaz, S. (2020) "From fringe to focal: How framing sustains issue salience." Presented at the Academy of Management Annual Meeting, August 6<sup>th</sup>-10<sup>th</sup>, 2020 (Virtual)
- Phung, K., Buchanan, S., Toubiana, M., Ruebottom, T. & Turchick-Hakak, L. (2019) "When Stigma Doesn't Stick: Stigma Deflection and Occupational Stratification in the Sharing Economy". Presented at the Oxford Reputation Symposium, August 28<sup>th</sup> – 30<sup>th</sup>, 2019, in Oxford, UK.
- Buchanan, S. & Barnett, M. (2019) "Sustaining Industry Self-Regulation: A Process Model". Presented at the Academy of Management Conference, August 9<sup>th</sup>- 13<sup>th</sup>, in Boston, MA.
- Ruebottom, T., Buchanan, S., Voronov, M. & Toubiana, M. (2019). "Transgression and Authenticity: How Voyeuristic Businesses Organize to Create Value" Presented at European Group of Organizational Scholars (EGOS) conference, July 4<sup>th</sup> – 6<sup>th</sup>, 2019, in Edinburgh, UK.
- Buchanan, S. and Barnett, M. (2019) "Sustaining Industry Self-Regulation: A Process Model". Presented at the Society for the Advancement of Socio-Economics, June 27<sup>th</sup>-29<sup>th</sup>, in New York, NY.
- Phung, K., Toubiana, M., Buchanan, S., Ruebottom, T. & Turchick-Hakak, L. (2018) "Uber'ing Away Stigma: The Impact of Sharing Technology on Stigmatized Occupations". Presented at the European Group of Organizational Scholars (EGOS) conference, July 5<sup>th</sup> – 7<sup>th</sup>, 2018, in Tallinn, Estonia
- Buchanan, S., Ruebottom, T., and Riaz, S. (2018). "From fringe to focal: How axiological, methodological, and ontological framings impact the prominence of issues in discursive fields". Presented at the European Group of Organizational Scholars (EGOS) conference, July 5<sup>th</sup> – 7<sup>th</sup>, 2018, in Tallinn, Estonia
- Buchanan, S. (2018). "Turning lead into gold: Conflict and the durability of a field settlement in Canadian mining". Presented at the *Alberta Institutions Conference*, June 8<sup>th</sup> – 9<sup>th</sup>, 2018, in Edmonton, AB
- Buchanan, S. (2017). "Media texts as a multifaceted window into institutional processes". Presented at "Talk as Data: New Approaches to Analyze Text to Advance Theory" (Organizer: Jeffery Loewenstein). Presented at the Academy of Management Conference, August 4<sup>th</sup> – 8<sup>th</sup>, in Atlanta, GA.
- Buchanan, S. Toubiana, M., and Riaz, S. (2017). "The dynamics of rhetoric in disrupted organizational fields. Presented at the Academy of Management Conference, August 4<sup>th</sup> – 8<sup>th</sup>, in Atlanta, GA.
- Buchanan, S., Toubiana, M., Riaz, S. and Lounsbury, M. (2016). The dynamics of rhetoric in disrupted organizational fields. Presented at the European Group of Organizational Scholars (EGOS) conference, July 6<sup>th</sup> – 8<sup>th</sup>, 2016 in Naples, Italy.
- Buchanan, Ruebottom, T and Riaz, S. (2016). "Categorizing competence: Consumer debt and the reproduction of gender based status differences". Presented at the Academy of Management Conference, August 5<sup>th</sup> – 9<sup>th</sup>, in Anaheim, CA.
- Buchanan, S. (2015). "Trade associations and change in Contested issue fields: Strategic framing and the evolution of sustainability in the Canadian mining industry." Presented at the *Alberta Institutions Conference*, June 12<sup>th</sup>-14<sup>th</sup>, 2015, in Banff, AB.
- Riaz, S. and Buchanan, S. (2014). "Relational work by elite actors: Defining authority relationships as institutional maintenance." Presented at the *Academy of Management Conference*, August 1<sup>st</sup> – 5<sup>th</sup>, 2014, in Philadelphia, PA.
- Buchanan, S., Riaz, S., and Toubiana, M. (2013). "The media and institutional maintenance: The case of consumer debt." Presented at the *Academy of Management Conference*, August 9<sup>th</sup> - 13<sup>th</sup>, 2013, in Orlando, FL.

- Riaz, S. and Buchanan, S. (2013). “Bankers in crisis: Constructing an epistemic authority hierarchy through rhetorical institutional work.” Presented at the *European Group of Organizational Scholars (EGOS) Conference*, July 4<sup>th</sup>-6<sup>th</sup>, Montreal, QC.
- Buchanan, S. and Matten, D. (2013). “Why do multinational corporations become involved in global governance?” Presented at the *Journal of Management Studies* paper development workshop, May 23-24<sup>th</sup>, 2013, Copenhagen, Denmark
- Zietsma, C., Laurila, J., and Buchanan, S. (2013). “Institutional logics in comparative perspective: forestry certification in Finland and British Columbia, Canada.” Presented at the *Institutional Logics Workshop* at Cardiff University, April 8<sup>th</sup>-9<sup>th</sup>, Cardiff, Wales.
- Buchanan, S. (2012). “Understanding cross-National variation in corporate social performance: A comparative institutional analysis.” Presented at the *Academy of Management Conference*, August 3<sup>rd</sup> – 7<sup>th</sup>, 2012, Boston, MA.
- Buchanan, S. and Matten, D. (2012). “Agency and institutions at the global level: An institutional conceptualization of the political role of multinational corporations.” Presented at the *European Group of Organizational Scholars (EGOS) Annual Conference*, July 7<sup>th</sup> – 9<sup>th</sup>, Helsinki, Finland.
- Buchanan, S., Riaz, S., and Bapuji, H. (2012). “What’s in your wallet: Consumer debt, the media and institutional work.” Presented at *European Group of Organizational Scholars (EGOS) Annual Conference*, July 7<sup>th</sup> – 9<sup>th</sup>, Helsinki, Finland.
- Buchanan, S. (2012) “The national-level drivers of corporate social performance.” Presented at the 5<sup>th</sup> *Annual Comparative Research in Law and Political Economy Conference*, March 1-2<sup>nd</sup>, Osgoode Law School, Toronto, ON.
- Buchanan, S. (2011). “What constrains socially responsible managers? CSR and the technical environment. Presented at the *Academy of Management Conference*, August 12<sup>th</sup> – 16<sup>th</sup>, 2011, San Antonio, TX.
- Riaz, S., Bapuji, and Buchanan, S. (2011). “Rhetorical strategies of institutional work: The banking profession and the financial crisis.” Presented at the 71<sup>st</sup> *annual Academy of Management Conference*, August 12<sup>th</sup> – 16<sup>th</sup>, 2011, San Antonio, TX.
- Buchanan, S. (2011) “CSR, short-Termism, and managerial discretion: The importance of the technical environment.” Presented at the *Society for the Advancement of Socio-Economics Annual Conference*, July 23<sup>rd</sup> – 25<sup>th</sup>, 2011, Madrid, Spain.
- Buchanan, S. (2010). “Toward an institutional theory of corporate social performance”. Presented at the *Academy of Management Conference*, August 7<sup>th</sup> – 11<sup>th</sup>, 2010, Montreal, Qc.

### **Conference Symposia and Professional Development Workshops**

---

**Participant:** When is the right time to grow my family? PDW. Academy of Management Annual Meeting, Seattle, WA. Aug 5<sup>th</sup>-9<sup>th</sup>.

**Participant:** Junior Faculty Consortium. Academy of Management Annual Meeting, Chicago, IL. August 10<sup>th</sup>-14<sup>th</sup>, 2018.

**Co-Organizer:** Organizing Business Collective Action sub-theme. European Group of Organizational Scholars (EGOS), Copenhagen, Denmark, July 6<sup>th</sup> – 8<sup>th</sup>, 2017. With Jochem Kroezen, Lærke Højgaard Christiansen and Charlene Zietsma.

**Participant:** Junior Faculty Consortium. Western Academy of Management (WAM), Palm Springs, CA. March 22<sup>nd</sup> – 25<sup>th</sup>, 2017.

**PDW Organizer:** Business Collective Action in the 21<sup>st</sup> Century. Academy of Management Annual Meeting, Anaheim, CA, August, 2016. With Jochem Kroezen, Lærke Højgaard

Christiansen, Jose Carlos Marques. Participants: Mark Mizruchi, Lyn Spillman, Michael Barnett, Marc Schneiberg, Klaus Weber, Mary-Hunter McDonnell, Sebastien Mena, Brandon Lee.

**Symposium Organizer:** New Directions in Business Collective Action Research. *Academy of Management Annual Meeting*, Vancouver, BC, August, 2015. Panelists: Michael Barnett, Edward Walker, Brandon Lee, Jakomijn van Wijk, and JB Litrico.

**Participant:** Organization and Management Theory (OMT) Doctoral Consortium. *Academy of Management Conference*, Philadelphia, PA. August, 2014

**Symposium Organizer:** Attending to Capitalism in Organizational Institutionalism. *Academy of Management Annual Meeting*, Orlando, FL, August, 2013. Panelists: Michael Lounsbury, Paul Hirsch, Renate Meyer, and Marc Ventresca.

**Participant:** Panel Session: What are the Challenges/Advantages of Being/Becoming a Critical Management Researcher and Educator? *Academy of Management Conference*, Orlando, FL. August, 2013.

## Teaching

---

### Credit Courses

**University of Manitoba – Asper School of Business (2022 - )**  
GMGT 4210: Seminar in Management and Capitalism (BComm)

**University of Manitoba - Asper School of Business (2016 - )**  
GMGT 1010: Business and Society, Core Course (BComm)

**York University – Schulich School of Business (2013 – 2014)**  
ORGS 2010: Organizations and Their Environments, Core Course (BBA)

### Guest Lectures in Credit Courses

**GMGT 7440 - Doctoral Seminar in Organizational Theory (2017)**  
Bruno Dyck - Asper School of Business

**GMGT 7XXX – Doctoral Seminar in Theory Building (2019)**  
Jijun Gao – Asper School of Business

## Teaching Awards and Recognitions

---

**CATL Students' Teachers Recognition Reception (2021)**  
Asper School of Business

## Student Supervision

---

## Graduate Committees

**Stephen James (2021 - )** Peace and Conflict Studies

**Erica Jung (2020 - )** Department of Education

**Arjun Odedra (2020 - )** Business Administration

**Savanna Vagianos (2020 - )** Business Administration

**Mojtaba Mohammadnejad Shourkai (2020 - )** Business Administration

**Rowan El-Baily (2018 – 2019)** Marketing

## Academic Service and Professional Development

---

**Journal Reviewer:** *Academy of Management Journal; Academy of Management Review; Organization Science; Journal of Management Studies; Organization Studies; Journal of Management; Journal of Business Venturing; Human Relations; Journal of Business Ethics; Organization; Journal of World Business; European Management Review; Journal of Management Inquiry.*

**Conference Reviewer:** Academy of Management OMT, SIM, MOC Divisions (2010-2022)

## Administrative Service

---

Academic misconduct review committee (2021) – Asper School of Business

Sustainability Expert Group (2021) – Asper School of Business

EDI Task Force (2020 - ) – Asper School of Business

Strategy/Organization Theory hiring committee (2020) – Business Administration

Research and Publications Committee (2020 - ) – Asper School of Business

Senate Committee (2018) – University of Manitoba

HRM Hiring Committee (2017-18) – Business Administration

International Business Hiring Committee (2016) – Business Administration

Futures Fund Scholarship Committee (2015) – Asper School of Business

Course Coordinator for GMGT 1010 (2015 - ) – Asper School of Business