

## Suzanne G. Tilleman

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### ACADEMIC POSITIONS

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University of Montana, Interim Dean	May 2019 – present
University of Montana, Assistant, Associate, then Full Professor	2010 – present
Gonzaga University, Instructor	2010
University of Oregon, Graduate Teaching Fellow	2005 – 2009
Montana State University – Northern, Assistant Professor	2001 – 2005

### EDUCATION

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University of Oregon Ph.D., Strategy and Entrepreneurship	Eugene, OR 2009
Tulane University Master of Business Administration, Management	New Orleans, LA 1999
Georgia Institute of Technology Bachelor of Mechanical Engineering	Atlanta, GA 1994

### REFEREED JOURNAL ARTICLES

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- Tilleman, S.G., Russo, M. V., & Nelson, A. (2020) *Institutional Logics and Technology Development: Evidence from the Wind and Solar Energy Industries*. *Organization Science*. Vol. 31(3), p. 649-670.
- Nair, L.B., Diochon, P.F., Lassu, R. & Tilleman, S.G. (2018) *Let's Perform and Paint! The Role of Creative Mediums in Enhancing Management Research Representation*. *Journal of Management Inquiry*. Vol. 27(3), p. 301-308.
- Paquin, R.L., Busch, T., & Tilleman, S. (2015) *Creating Economic and Environmental Value Through Industrial Symbiosis*. *Long Range Planning*. Vol. 48(2), p. 95-107.
- Paquin, R.L., Tilleman, S.G., & Howard-Grenville, J. (2014) *Is there Cash in that Trash? Factors Influencing Industrial Symbiosis Exchange Initiation and Completion*. *Journal of Industrial Ecology*. Vol. 18(2), p. 268-279.
- Husted, B.W., Russo, M.V., Basurto Meza, C.E., & Tilleman, S.G. (2014) *An Exploratory Study of Environmental Attitudes and the Willingness to Pay for Environmental Certification in Mexico*. *Journal of Business Research*. Vol. 67(5), p. 891-899.

Aten, K. Irwin, J. & Tilleman, S.G. (2012) *Inter-Industry Ideological Groups and the Emergence of Innovative Sustainable Business Practices*. Journal of Ethics & Entrepreneurship. Vol. 2(1), p. 55-72.

Tilleman, S.G. (2012) *Is Employee Organizational Commitment Related to a Firm's Environmental Sustainability Efforts?* Journal of Small Business & Entrepreneurship. Vol. 25(4), p. 283-306

Holloway, S.S., Tilleman, S.G., Macy, R., Parkman, I.D., & Krause, A.J. (2008) *Active Learning in Entrepreneurship: Applying the Jigsaw method to Entrepreneurship Instruction*. USASBE Conference Proceedings, San Antonio, Texas.

## BOOKS

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Starbuck, W.H., & Tilleman, S.G. (Eds.) (2008) ***Organizational Learning and Knowledge Management. Volume III: Learning by Populations of Organization***. Edward Elgar Publishing: UK

## PEER REVIEWED RESEARCH PRESENTATIONS

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Minto, A., Parmigiani, A., & Tilleman, S.G. (2019) *Learning to Lobby: Drivers of Autonomy in Corporate Political Activity*. Academy of Management Meeting in Boston, MA.

Paquin, R. & Tilleman, S.G. (2019) Paper: *Beginner's Luck? Ad-Hoc versus Developing Capabilities Approaches for Closing Material Cycles*. In Symposium: *Circular Economy and Management Theory: Developing Theoretical Underpinnings for an Emergent Concept* Academy of Management Meeting in Boston, MA.

Olk, P., Aten, K., Tilleman, S., & Salem, A. (2018) *Developing a Personal Balanced Scorecard*. Western Academy of Management. Salt Lake City, Utah.

Tilleman, S.G., Paquin, R. & Howard-Grenville, J. (2017) *Comparing ad-hoc versus Developing Capabilities Approaches when Firms Develop New Industrial Symbiosis Exchanges*. ISIE-ISSST (International Society for Industrial Ecology and International Symposium on Sustainable Systems and Technology). Chicago, IL

Russo, M.V., Earle, A., Lahneman, B., & Tilleman, S.G. (2016) *Geography, Personal Values, and Hybrid Companies*. GRONEN (Group of Research on Organizations and the Natural Environment) Research Conference. Hamburg, Germany.

Tilleman, S.G., Paquin, R. & Howard-Grenville, J. (2016) *Comparing Ad Hoc versus Developing Capabilities Problem Solving for Creating Interfirm Advantage*. GRONEN (Group of Research on Organizations and the Natural Environment) Research Conference. Hamburg, Germany.

Russo, M.V., Earle, A., Lahneman, B., & Tilleman, S.G. (2015) *Geography, Personal Values, and Hybrid Companies*. Academy of Management Meeting in Vancouver, British Columbia.

Tilleman, S.G., Paquin, R. & Howard-Grenville, J. (2015) *Gains Large and Small Through Industrial Symbiosis*. Sustainability, Ethics, Entrepreneurship Research Conference. Denver, Colorado.

Tilleman, S.G., Paquin, R. & Howard-Grenville, J. (2014) *The Influence of Institutional Logics on Firm Gains from Industrial Symbiosis*. GRONEN (Group of Research on Organizations and

the Natural Environment) Research Conference. Helsinki, Finland.

Holloway, S. Martin, D. Plant, E. Schouten, J., & Tilleman, S.G. (2014) *From Evangelical Roots to Capitalist Returns: Market Formation from Community Beginnings*. Academy of Marketing Sciences World Marketing Congress. Lima, Peru. Presented by Martin & Schouten.

Tilleman, S.G. & Plant, E. (2014) *The Emergence of Organic Food Supply Chains in the United States: No Country for Old Tomatoes*. Western Academy of Management in Napa, California.

Tilleman, S.G., Paquin, R. & Howard-Grenville, J. (2013) *Something from Nothing: A Resource-based View of Industrial Symbiosis*. Western Academy of Management in Santa Fe, New Mexico.

Tilleman, S.G. & Aten, K. (2013) *Using a Thermal Conduction Model to Improve our Thinking about Transaction Cost Economic*. Western Academy of Management in Santa Fe, New Mexico.

Russo, M.V., Earle, A., Lahneman, B., & Tilleman, S.G. (2012) *Geographic Clustering by Hybrid Companies: Shared Values, Institutions, and Resource Acquisition*. Academy of Management Meeting in Boston, Massachusetts.

Symposium (2012) *Sustainability and Clustering*. Presenter and Author. Academy of Management meeting in Boston, Massachusetts.

Paquin, R., Busch, T., & Tilleman, S. (2012) *Making do with less: Analyzing Industrial Symbiosis as a policy tool for environmental efficiency among firms*. Group on Organizations and the Natural Environment (GRONEN) Research Conference in France. Presented by Busch.

Sebastio, H., Holloway, S., Krause, A., Althouse, J., & Tilleman, S.G. (2012) *Implications, benefits, and approaches to teaching means-driven entrepreneurship*. United States Association of Small Business and Entrepreneurship in New Orleans, Louisiana.

Aten, K. Irwin, J. & Tilleman, S.G. (2012) *Inter-Industry Ideological Groups and the Emergence of Innovative Sustainable Business Practices*. United States Association of Small Business and Entrepreneurship in New Orleans, Louisiana

Tilleman, S.G. & Russo, M.V. (2011) *Aligning Institutional Logics to Enhance Regional Cluster Emergence*. Energy, Organizations, and Society conference at UC-Davis, California.

Paquin, R., Tilleman, S., & Busch, T. (2011) *Analyzing industrial symbiosis as a policy tool for environmental efficiency among firms*. International Conference on Industrial Ecology in Berkeley, California.

Tilleman, S.G. (2011) *Organizational Commitment When Concern for the Environmental Aligns*. Western Academy of Management Meeting in Victoria, British Columbia.

Tilleman, S.G. (2010) *Aligning Institutional Logics to Enhance Regional Cluster Emergence*. Academy of Management Meeting in Montreal, Quebec.

Tilleman, S.G. (2010) *Formal rules, informal constraints, and regional cluster emergence*. Academy of Management Meeting in Montreal, Quebec.

All-Academy Symposium (2009) *Issues surrounding the Emergence and Diffusion of Technologies for Renewable Energy Generation*. Presenter for the Academy of Management meeting in Chicago, Illinois.

Paquin, R., Tilleman, S.G., & Howard-Grenville, J. (2009) *Is There Cash in this Trash? Exploring Industrial Symbiosis through a Strategic Management Lens*. International Conference on Industrial Ecology in Lisbon, Portugal.

Aten, K. Irwin, J. & Tilleman, S.G. (2008) *Inter-Industry Ideological Groups and the Emergence of Innovative Sustainable Business Practices*. Presented at Academy of Management Meeting in Anaheim, California.

Tilleman, S.G. (2008) *Greening and Organizational Commitment*. Presenting at Academy of Management Meeting in Anaheim, California.

Organizer for Entrepreneurship Division Professional Development Workshop (2008) *Social Entrepreneurship: Why should we care? The questions academics ask*. Academy of Management Meeting in Anaheim, California.

Holloway, S., Krause, A., Parkman, I., & Tilleman, S.G. (2008) *Active Learning in Entrepreneurship: Applying the Jigsaw Method to Entrepreneurship Instruction*. USASBE Conference in San Antonio, Texas. Winner of best pedagogy workshop.

All-Academy Symposium (2007) *The Emergence of Cleantech: Venture Capital and the Emergence of a New Clean Technology Industry*. Panelist for the Academy of Management meeting in Philadelphia, Pennsylvania.

Tilleman, S.G. (2007) *Additives in Transaction Cost Equations*. Presented at the Western Academy of Management Conference in Missoula, Montana. Nominated for best student paper.

Tilleman, S.G. & Russo, M.V. (2006) *Does a Social Mission Engender Greater Employee Commitment?* Presented at the conference Business as an Agent of World Benefit, a collaboration between the United Nations Global Forum and the Academy of Management.

## **INVITED PRESENTATIONS**

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Tilleman, S.G. (2019) *Teaching Excellence: Being a Good Teacher While Being a Good Researcher*. Doctoral Consortium, Western Academy of Management

Tilleman, S.G., Pain, G.C.F., & Paquin, R.L. (2019) *Sustainability Reports: Does Communication Lead to Hypocrisy or Impact?* Invited research talk Lundquist College of Business, University of Oregon.

Tilleman, S.G. (2018) *Creating Economic and Environmental Value Through Industrial Symbiosis*. Invited research talk Naval Post Graduate School, Monterey, California.

Pain, G.C.F., Paquin, R.L., & Tilleman, S.G. (2018) *Sustainability Reports: Does Communication Lead to Hypocrisy or Impact?* Hypocrisy in Responsibility, Paper Development Workshop for special issue of the Journal of Business Research. Queen Mary University, London, UK

Tilleman, S.G. (2017) *Creating Economic and Environmental Value Through Industrial Symbiosis*. Pacific Economic Cooperation Council, Sustainable Development and Circular Economy. Seminar One in Bozeman, MT

## WORKING PAPERS

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Russo, M.V., Earle, A., Lahneman, B., & Tilleman, S.G. *Local Social Context and Hybrid Ventures: Community Values, Political Ideology, and Mission Variation*. Preparing for submission to Journal of Business Venturing.

Pain, G.C.F., Paquin, R.L., & Tilleman, S.G. *Sustainability Reports: Does Communication Lead to Hypocrisy or Impact?*

Martin, D., Schouten, J., Tilleman, S.G., Plant, E. & Holloway, S. *From Evangelical Roots to Capitalist Returns: Market Formation from Community Beginnings*. Preparing for submission to Journal of Business Research.

Aten, K. & Tilleman, S.G. *Frames, Fear, and Trust: Walking Away from Nanotechnology*.

Tilleman, S.G., Paquin, R. & Howard-Grenville, J. *Beginner's Luck? Ad-Hoc versus Developing Capabilities Approaches for Closing Material Cycles*.

Tilleman, S.G. & Plant, E. *The Emergence of Organic Food Supply Chains in the United States: No Country for Old Tomatoes*.

## GRANTS

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School of Business Administration, University of Montana, curriculum development grant, 2016

Funding to develop a new capstone course meeting requirements for integration, assessment, and discipline specific advanced writing course.

School of Business Administration, University of Montana, research grant, The Influence of Institutional Logics on Firm Gains from Industrial Symbiosis, 2014

Funding to develop a new capstone course meeting requirements for integration, assessment, and discipline specific advanced writing course.

Strategy Research Foundation, Self-Transcendent Values and Geographic Clustering, Co-Principal Investigator, 2013

Funding to underwrite coding and data purchase for research on values and geographic clustering.

School of Business Administration, University of Montana, curriculum development grant, 2013

Funding to develop a new course on the complex interaction of economic, regulatory, technological, and social factors that shape how businesses react and respond to sustainability, and how individuals and firms can create value and competitive advantage.

University of Montana Research Grant, The Emergence of Organic Food Supply Chains in the United States, Co-Principal Investigator, 2011

Funding to study the impact of congruous community ideology, as well as different types of uncertainty on the emergence of supply chains in new product categories. The funding was used to develop the dataset from National Organic Directories of America.

## RESEARCH INTERESTS

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Regional business clusters, Industrial symbiosis, Sustainable entrepreneurship, and Panel data methods

## TEACHING EXPERIENCE

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### University of Montana

Average Instructor Rating: 4.55/5.0

BMGT 486/BGEN 499	Strategic Venture Management	27 sections
MGMT 446	Strategic Management	8 sections
BMGT 410	Sustainable Business Practices	4 sections
MBA 655	Advanced Entrepreneurship Seminar I	3 sections
MBA 694	Advanced Entrepreneurship Seminar II	3 sections
BMGT 665	Strategic Management Seminar	2 sections

### Gonzaga University

Average Instructor Rating: 6.50/7.0

BUSN 481	Strategic Management
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### University of Oregon:

Average Instructor Rating: 4.33/5.0

MGMT 321	Managing Organizations
MGMT 417	Negotiations
BA 453	Business Strategy
MGMT 610	Sustainable Business – Invited lecture on social entrepreneurship

## AWARDS AND HONORS

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University of Montana, Outstanding Management Faculty, 2011-2012, 2013-2014, 2014-2015, 2017-2018

Knick Family Faculty Fellowship, 2017-2020

Research Impact Award for 2015 Long Range Planning article, Organizations and Environment Division of the Academy of Management, 2016

Best Paper Award, GRONEN (Group of Research on Organizations and the Natural Environment) Research Conference, 2016

Nominated for Emerging Scholar Award, Organizations and Environment Division of the Academy of Management, 2014

Article nominated for Practitioner Impact Award, Organizations and Environment Division of the Academy of Management, 2014

Finalist for best dissertation, Organizations and Environment Division of the Academy of Management, 2010

Lundquist College of Business Ph.D. Program's Outstanding Teacher Award, 2008

*S. G. Tilleman, August 2020 – page 6 of 9*

Recognized five (5) times for Excellence in Teaching by the Lillis College of Business, University of Oregon, 2006-2008

Academy of Management, Organizational and Management Theory Doctoral Consortium, 2008

Research funding, *Jumping in with Both Feet or Testing the Water in Industrial Symbiosis?* Lundquist College of Business, University of Oregon, 2008 summer research fellowship.

Finalist Best Student Paper, Western Academy of Management, 2007

West Coast Research Symposium Doctoral Student Consortium, 2007

Academy of Management, New Doctoral Consortium, 2006

Research funding, *Does a Social Mission Engender Greater Employee Commitment?* Lundquist College of Business, University of Oregon, 2006 summer research fellowship.

## **PROFESSIONAL ACTIVITIES AND SERVICE**

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### **SERVICE – UNIVERSITY**

University of Montana, Faculty Senate, 2012-2015

Co-chair of the University of Montana, Sustainable Campus Committee, 2012 - 2015

University of Montana Business Plan Competition Steering Committee, 2010 – 2013

University of Montana Commencement Committee, 2014-2019

Commencement Marshall, University of Montana, 2015-2019

Campus Drive Volunteer for Faculty and Staff Giving Campaign, 2010-2011

### **SERVICE – COLLEGE**

Management and Marketing Department, Department Chair, 2017 - 2019

Management and Marketing Department, Faculty Evaluation Committee Chair, 2016-2017

Dean Search Committee, UM School of Business, 2015-2016

Developed and advise Sustainable Business Strategy Certificate, 2013- present

University of Montana College of Business Administration Committee Assignments  
-Undergraduate Assessment 2015-2019

- Strategic Plan Implementation Task Force – 2018-2019
- Recruitment & Retention 2016-2017
- Co-chair Sustainability Committee, 2011- 2015
- Undergraduate Curriculum 2013-2015, 2017
- International Partnerships 2015-2016
- Research & Grants 2011-2013

Montana Academy of Distinguished Entrepreneurs member, 2011-2017

Developed new capstone course for UM School of Business, 2012 & 2016

#### **SERVICE – ACADEMIA**

Western Academy of Management

- Track Chair for Business Policy and Strategy, 2014 - 2015
- Executive Committee, Representative at Large, 2015-2017

Editorial Board, Organizations & Environment, 2018 –

SEE – Sustainable, Ethics, & Entrepreneurship Conference – Advisory Panel 2016

GRONEN (Group for Research on Organizations and the Natural Environment) – Scientific Committee 2016, 2020

#### **REVIEWING**

Organization & Environment, Review Board

Ad hoc reviewing

- Journal of Management Inquiry, 2016
- Journal of Management, 2015
- Business & Society, 2015 - 2016
- Journal of Business Venturing, 2011
- Organization & Environment, 2012-2016
- Journal of Industrial Ecology, 2013
- Nonprofit & Voluntary Sector Quarterly, 2012-2013

Conference reviewing

- Western Academy of Management, 2009, 2011- 2016
- Academy of Management 2006-2016
- International Society of Industrial Ecology, 2015
- United States Association of Small Business and Entrepreneurship conference, 2008, 2012

#### **SERVICE – COMMUNITY/STATE**

MontPIRG Panelist on Implementation of Sustainability Efforts, 2015



Invited speaker for Youth Entrepreneurship Seminar, 2011, 2012

Developed course Sustainable Business Practices: Issues and Actions 2013

Invited speaker for Missoula Economic Partnership Innovation Initiative, 2013

Invited speaker for Mansfield Center Asian Fellows Economic Development Program, 2013, 2014

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management

Western Academy of Management