

MIA RAYNARD

Vienna University of Economics and Business (WU Vienna)
Institute for Change Management and Management Development
Welthandelsplatz 1, Building D2/B – 2.334
1020 Vienna, Austria
Phone: +43 131 336 4461
E-mail: mia.raynard@wu.ac.at

Professional Employment

- 2021 – Associate Professor, *Vienna University of Economics and Business*, Department of Management
- 2020 Privatdozentin (PD), Habilitation in Business Administration
- 2016 Assistant Professor, *Vienna University of Economics and Business*, Department of Management

Education

- 2016 *University of Alberta*, PhD in Strategic Management and Organization
Dissertation Committee: Royston Greenwood, Michael Lounsbury, Bob Hinings, Dev Jennings, and John Amis.
- 2012 Visiting Scholar, *Harvard Business School* – Organizational Behavior Department
- 2006 *National Sun Yat-Sen University (Taiwan)*, MBA
- 2002 *McGill University*, B.COM in International Business

Research Interests

My main research interest lies at the intersection of organization theory, change, and global issues. By examining diverse empirical contexts including emerging economies, family-owned businesses, CSR and sustainability, and occupations and professions, my research agenda focuses on understanding processes of change, and how organizations and managers experience, interpret, and respond to pressures for change.

Research Activities

Publications:

Gümüşay, A., Raynard, M., Albu, O., Etter, M., & Roulet, T. (forthcoming). Digital technology and voice: How platforms shape institutional processes through visibilization. ***Research in the Sociology of Organizations***.

Wang, M., Raynard, M., & Greenwood, R. (in press). From Grace to Violence: Stigmatizing the Medical Profession in China ***Academy of Management Journal***.

Raynard, M., Kodeih, F., & Greenwood, R. (2021). Proudly Elitist and Undemocratic? The Distributed Maintenance of Contested Practices. ***Organization Studies***, 42(1):7-33

Raynard, M., Lu, F., & Jing, R. (2020). Reinventing the State-Owned Enterprise? Negotiating Change during Profound Environmental Turbulence. ***Academy of Management Journal***, 63(4): 1300-1335.

Raynard, M. (2016). Deconstructing Complexity: Configurations of Institutional Complexity and Structural Hybridity. ***Strategic Organization***, 14(4): 310-335.

Marquis, C., & Raynard, M. (2015). Institutional Strategies in Emerging Economies. ***Academy of Management Annals***, Volume 9: 291-335.

Raynard, M., Johnson, G., & Greenwood, R. (2015). Institutional Theory and Strategic Management. In M. Jenkins & V. Ambrosini (Eds.), ***Strategic Management: A Multiple-Perspective Approach***. Palgrave.

Hinings, C.R., & Raynard, M. (2014). One More Time: Church, Sect, Denomination, Ecclesia and Other Forms of Religious Organization. In N. Phillips, M. Lounsbury, & P. Tracey (Eds.), ***Research in the Sociology of Organizations: Religion and Organizational Theory***, 41: 159-186.

Raynard, M., Lounsbury, M., & Greenwood, R. (2013). Legacies of Logics: Sources of Community Variation in CSR Implementation in China. In M. Lounsbury & E. Boxenbaum (Eds.), *Research in the Sociology of Organizations: Institutional Logics in Action*, 39: 243-276.

Micelotta, E.R., & Raynard, M. (2011). Concealing or Revealing the Family? Corporate Brand Identity Strategies in Family Firms. *Family Business Review*, 24(3): 197-216.

Greenwood, R., Raynard, M., Kodeih, F., Micelotta, E.R., & Lounsbury, M. (2011). Institutional Complexity and Organizational Responses. *Academy of Management Annals*, 5: 317-371.

Research in Progress:

Kodeih, F., Raynard, M., & Arjaliès, D. Nothing to Trade? Cross-Occupational Collaborations Involving Nascent Occupations.

Raynard, M., Liu, Y., & Greenwood, R. For Love of Country, Money, or Morals? Political Imprints and the Shaping of CSR in China.

Jing, R., Van de Ven, A., & Raynard, M. A Process Model of Momentum Construction: Connecting Chinese and Western Perspectives.

Raynard, M., Lawrence, T.B., Toubiana, M., & Delmestri, G. Institutional Boundaries: Love, Hate and Private Enterprise in Chinese Socialism.

Biscaro, C., Delmestri, G., & Raynard, M. Cruising Past the Scrutiny: How Social Exchanges Shape Issue Settlements.

Zhang, C., Zhao, YF., & Raynard, M. Legitimizing a Nascent Organizational Category: The Emergence of Social Enterprises in China.

Kutscher, G., Kodeih, F., Schildt, H., & Raynard, M. Navigating the Moral Maze of an Escape Room: Bridging Cultural Spheres in a Political Art Project

Jain, T., Arora, P., & Raynard, M. Governing within and across Nations: How Informal Institutions Influence Transnational Governance.

Teaching Interests & Activities

I have taught courses at the PhD, Master's, and Bachelor's level in areas such as Organizational Behavior, Small Business and Entrepreneurship, Strategic Management, and Organizational Change. I have also organized Post-Doc writing clubs and PhD workshops on qualitative research methods, organization theory, and academic career-related topics.

Courses Taught:

- *Research Seminar*, PhD course, WU Vienna
- *Strategic Management*, Master's course, WU Vienna
- *Managing Organizations and People*, Bachelor's course, WU Vienna
- *Strategic Management and Organizational Design*, Bachelor's Course, WU Vienna
- *Fundamentals in Operative Management*, Bachelor's Course, WU Vienna
- *New Venture Creation*, Bachelor's Course, University of Alberta

Professional Engagement

Editorial Board Service

- 2021 – *Organization Studies*
- 2018 – *Administrative Science Quarterly*
- 2015 – *Journal of Management Studies*
- 2012 – *Family Business Review*

Other Service

- 2022 Local Organizer, *EGOS Colloquium 2022*
- 2019 Faculty Mentor, *Academy of Management* New Doctoral Student Consortium,
- 2018 Faculty Mentor, *Academy of Management* OMT Doctoral Student Consortium
- 2011 – Ad hoc Reviewer, *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Organization Studies*, *Research Policy*, *Journal of Management Studies*, *Strategic Organization*, *Management and Organization Review*, and *Family Business Strategy*.
- 2010 – OMT Communications Committee member – *Academy of Management*, Organization Management and Theory Division

Awards, Scholarships, and Research Funding

- 2021 Decade Award for the most highly cited paper published in the *Academy of Management Annals* in the last 10 years
WU City of Vienna Best Paper Award
Responsible Research in Management Award Finalist
Academy of Management – OMT Division Reviewer Award
- 2019 Karen Legge Prize for exceptional contribution by an early academic, *Society for the Advancement of Management Studies*
Academy of Management – OMT Division Reviewer Award
- 2018 WU Visiting Fellow Grant
WU Small-scale Projects Grant
OMT Best Environmental and Social Practices Paper Award Finalist
- 2017 OMT Best International Paper Award Finalist
- 2016 Lou Pondy Best Dissertation Award Finalist
- 2012-15 Family Business Excellent Reviewer Award
- 2012 Izaak Walter Killam Memorial Scholarship
Andrew Stewart Memorial Graduate Prize
Business PhD Award
Academy of Management – OMT Division Reviewer Award
- 2011 Queen Elizabeth II Graduate Scholarship
Deloitte Graduate Fellowship
- 2010 Provost Doctoral Entrance Award Renewal
PhD Endowment Faculty Fellowship
Business PhD Scholarship
- 2009 Provost Doctoral Entrance Award
Business PhD Scholarship

Professional Affiliations

- 2021 – *Migration, Business & Society* (MBS) Network
- 2020 – *OS4Future*
- 2010 – *Academy of Management* (AOM) member – Organization Management and Theory Division, Organization Development and Change Division, and Strategy Division
European Group for Organizational Studies (EGOS) member