

## Maggie M. Cascadden, PhD Candidate

[cascadde@ualberta.ca](mailto:cascadde@ualberta.ca) – 780-399-3580

### Education

**University of Alberta**, Edmonton, Alberta, Canada 2018 – present\*

Ph.D. Candidate at Alberta School of Business: Strategy, Entrepreneurship and Management

- Thesis: Coal Communities' Telltale Hearts: How do communities survive erosive closures?
- Supervisors: P. Devereaux Jennings and Emily S. Block; Committee Member: Michael Lounsbury

\*Cumulatively, 26 months spent on maternity leave

**Simon Fraser University**, Burnaby, BC, Canada 2015 – 2018

Master of Resource and Environmental Management (Planning)

- Canadian Institute of Planner's Award for Academic Excellence (Top GPA in Program), GPA 4.1
- Thesis: Best practices review of impact and benefits agreements: A case study of the Mary River Project
- Supervisor: Thomas Gunton; Committee Member: Murray Rutherford

**McGill University**, Montreal, Quebec, Canada 2010 – 2014

Bachelor of Arts & Sciences (Hons.): Major Sustainability, Science, and Society; Minor Urban Geography

- Graduated First Class Honours with Distinction, GPA 3.83
- Thesis: Biofuels: A literature and data analysis
- Supervisor: Lea Berrang-Ford

### Research Portfolio

#### Research Interests

Communities, Sustainability, Indigenous Perspectives, Community-Business Partnerships  
Institutional Decline, Maintenance, and Change, Organization Theory

#### Publications

1. **Cascadden, M.**, Bastien, F. Block, E., & Jennings, P.D. Decolonizing Scaffolding: Learning from First Nations' Resurgence to Recalibrate Entrepreneurship. *Accepted at Journal of Management Studies*.
2. **Cascadden, M.**, Block, E. & Bartkus, V. O. Beyond Central Actors: Rethinking the Role of Peripheral Actors in Fields Facing Decline. *Accepted at Research in the Sociology of Organizations*.
3. **Cascadden, M.**, Heales, K., Heidak, P., Kingston, M. & Jennings, P. D. (2025) Hybridizing sustainability metric applications with local stakeholder inputs: A life cycle assessment (LCA) with co-design demonstration. *Organization Studies*, 46(5), 693-720. <https://doi.org/10.1177/01708406241310004>
4. **Cascadden, M.**, Gunton, T. & Rutherford, M. (2021) Best practices for impact benefit agreements. *Resources Policy*, 70, 101921. <https://doi.org/10.1016/j.resourpol.2020.101921>

#### Selected Works in Progress

1. *Pretending the mine won't close: How community actors unintentionally exacerbate institutional infrastructure attrition*. Paper emergent from dissertation work.
2. *New Commons and the Open Access Movement* with E. Micelotta, F. Wijen, M. Lounsbury. Preparing for submission to a special issue of *Business & Society*.
3. *Similar but different: towards a contextualized understanding of geographic communities* with M. Żebrowska.
4. *How Cutting-Edge is too Cutting-Edge? The effects of AI use for novel sustainability materials scale up funding* with B. Deka Kalita, M. Kingston, P. D. Jennings.
5. *Life cycle assessment of novel materials and processes for constructed wetlands* with P. D. Jennings, M. Kingston, P. Heidak.

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### Published Book Chapters

1. Jennings, P.D., **Cascadden, M.** & Hoffman, A. J. (2022). Chapter 12: Sustainability Science and Corporate Cleanup in Community Fields: The Translation, Resistance, and Integration Process Model. *Handbook on the Business of Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*. George, G., Haas, M. R., Joshi, H., McGahan, A. & Tracey, P. (Eds).

### Reports for Partners

1. Boakye, B., **Cascadden, M.**, Kuschminder, J., Szoke-Burke, S. & Werker, E. (2018). *Implementing the Ahafo Benefit Agreements: Seeking Meaningful Community Participation at Newmont's Ahafo Gold Mine in Ghana*. Report for the Canadian International Resources and Development Institute.  
[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3661951](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3661951)
2. Werker, E., **Cascadden, M.** & Zmuda, K. (2017). *Policies for Generating Socioeconomic Benefits from Natural Resource Extraction Projects: A research report for the Northwest Territories*. Report for the Government of the Northwest Territories. <https://www.jstor.org/stable/pdf/community.27990109.pdf>

### Other Publications

1. Ayukawa, C., **Cascadden, M.** & Parayo, C. (2014). Valuing Pollination: A Cost Benefit Analysis of Watermelon Fields. Report for the Canadian International Resources and Development Institute. *Published in two undergraduate journals at McGill: Field Notes (McGill Undergraduate Geography Society Journal) and Ampersand (McGill Bachelor of Arts and Sciences Integrative Council Journal)*.

### Public Media Featuring my Research

1. *Business PhD Spotlight: Maggie Cascadden. Research that investigates how organizations and communities engage with each other.* By Maggie Cascadden, published in Business PhD Spotlights (May 19, 2025): <https://www.ualberta.ca/en/business/programs/phd/program-overview/phd-candidate-spotlights/business-phd-spotlight-maggie-cascadden.html>
2. *Researchers put oilsands water reclamation materials to the commercialization test.* By Bev Betowski, published in Folio (April 5, 2022): <https://www.futureenergysystems.ca/news/post/researchers-put-oilsands-water-reclamation-materials-to-the-commercialization-test>
3. *Collaborative co-design could be key to better environmental decision making: study.* Published in Future Energy Systems News (September 23, 2020): <https://www.futureenergysystems.ca/news/post/collaborative-codesign-could-be-key-to-better-environmental-decision-making-study>
4. *Renewable energy project must benefit the people who live next to them.* By Kenneth Tam, published in Future Energy Systems News (May 27, 2019): <https://www.futureenergysystems.ca/news/post/renewable-energy-projects-must-benefit-the-people-who-live-next-to-them>
5. *Boots on common ground.* By Kenneth Tam, published in Future Energy Systems News (January 31, 2019): <https://www.futureenergysystems.ca/news/post/boots-on-common-ground>
6. *3MT SFU 2017: Maggie Cascadden.* Published by SFU Graduate Studies on YouTube (September 20, 2018): <https://www.youtube.com/watch?v=cLOixdLFudk>
7. *The rocky intertidal: Starring Pisaster ochraceus.* By Maggie Cascadden, Marianna DiMauro, Chloe Boyle, Aimee McGowan, and Mike Huck, published in Land Lines, the Nature Conservancy of Canada Blog (December 4, 2015): <https://www.natureconservancy.ca/en/blog/archive/the-rocky-intertidal.html>

## Research Experience

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<b>Future Energy Systems Research Project</b> , University of Alberta Doctoral Research Fellow	2018 - present
<b>Canadian International Resources and Development Institute</b> , Simon Fraser University Group Research Assistant	2016 - 2018
<b>Canadian International Resources and Development Institute</b> , University of British Columbia Group Research Assistant	2017
<b>Government of the Northwest Territories</b> Research Assistant	2017
<b>UniverCity Community Trust</b> , Burnaby, BC Research Intern	2016

## Research Presentations

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### Reviewed Presentations and Workshops

Maggie Cascadden presented unless otherwise noted

- Alberta Institutions Conference**, Banff, Alberta 2025  
**Cascadden, M.** Pretending the Mine Won't Close: How community actors unintentionally exacerbate institutional infrastructure attrition.
- 85<sup>th</sup> Academy of Management Conference**, Copenhagen, Denmark 2025  
Deka Kalita, B. **Cascadden, M.**, \*Kingston, M. & Jennings, P. D. Beyond Central Actors: Rethinking the Role of Peripheral Actors in Fields Facing Decline. \*will be presenting
- 84<sup>th</sup> Academy of Management Conference**, Chicago, IL 2024  
**Cascadden, M.**, \*Block, E. & Bartkus, V. O. Beyond Central Actors: Rethinking the Role of Peripheral Actors in Fields Facing Decline. \*presenter
- 83<sup>rd</sup> Academy of Management Conference**, Boston, MA 2023  
1. **Cascadden, M.**, Bastien, F., Block, E. & Jennings, P.D. Decolonizing Scaffolding: Learning from First Nations' Resurgence to Recalibrate Entrepreneurship.  
2. **Cascadden, M.**, Heales, K., Heidak, P., Kingston, M. & Jennings, P. D. Hybridizing sustainability metric applications with local stakeholder inputs: A life cycle assessment (LCA) with co-design demonstration.
- 82<sup>nd</sup> Academy of Management Conference**, Virtual 2022  
**Cascadden, M.** & Żebrowska, M., Organizers for Panel Symposium: "Towards a more nuanced understanding of communities: Definitions, debates, and dark sides"
- 81<sup>st</sup> Academy of Management Conference**, Virtual 2021  
1. **Cascadden, M.**, Heales, K. Block, E. & Jennings, P.D. "End of El Dorado? Diffusion of Power and the Power of Diffusion"  
2. Etchanchu, H., Lefsrud, L., **Cascadden, M.**, Panel Symposium: "Addressing Grand Challenges in Organization Theory: Systems Change through Theory, Critical Engagement, and Action"
- Emerging Themes in Indigenous Business**, University of Manitoba, Virtual 2021  
**Cascadden, M.**, Block, E. & Jennings, P.D. "End of El Dorado? Contested Adoption of Mining Agreements by Canadian Indigenous Communities"

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- 80<sup>th</sup> Academy of Management Conference**, Virtual 2020  
**Cascadden, M.**, Heales, K. Block, E. & Jennings, P.D. "What's in a Name? The Impact of Disadvantaged Community Power, Logics, and Identity on Cross-Sector Collaborative Agreement Quality"
- Austrian Early Scholars Workshop in Management**, Johannes Kepler University, Virtual 2020  
**Cascadden, M.**, Block, E. & Jennings, P.D. "What's in a Name? The Impact of Disadvantaged Community Power, Logics, and Identity on Cross-Sector Collaborative Agreement Quality"
- 35<sup>th</sup> EGOS Colloquium**, University of Edinburgh, Edinburgh, Scotland 2019  
**Cascadden, M.**, Heales, K., Block, E. & Jennings, P.D. "Not without you: The Impact of Logics and Power Differentials among Indigenous Groups and Canadian Mining Firms on Negotiated Agreements"
- McGill Sustainability Symposium**, McGill University, Montreal, Quebec 2014  
Ayukawa, C., **Cascadden, M.** & Parayo, C. "Valuing Pollination: A Cost Benefit Analysis of Watermelon Fields"
- National Integrative Research Conference**, McGill University, Montreal, Quebec 2014  
Ayukawa, C., **Cascadden, M.** & Parayo, C. "Valuing Pollination: A Cost Benefit Analysis of Watermelon Fields"

**Non-reviewed Presentations and Workshops**

- Alberta School of Business Conference**, University of Alberta, Edmonton, Alberta 2021  
**Cascadden, M.**, Block, E., Jennings, D. "Community Power and Agreement Quality: Cultural resources and formal agreements in Canadian Mining" (Poster)
- Land and Water Reclamation Workshop**, Edmonton, Alberta 2023
1. **Cascadden, M.**, Heales, K., Heidak, P., Kingston, M. & Jennings, P. D. Hybridizing sustainability metric applications with local stakeholder inputs: A life cycle assessment (LCA) with co-design demonstration.
  2. *How Cutting-Edge is too Cutting-Edge? The effects of product and pitch novelty on scale up funding* with B. Deka Kalita, M. Kingston, P. D. Jennings
- Land and Water Reclamation Workshop**, University of Alberta, Virtual 2021  
**Cascadden, M.**, Kingston, M. & Jennings, P.D. "Life Cycle Analysis of Novel Materials and their Making"
- Future Energy Systems Energy Week Symposium**, University of Alberta, Virtual 2021  
**Cascadden, M.**, Kingston, M. & Jennings, P.D. "Life Cycle Analysis of Novel Materials and their Making"
- Alberta School of Business Conference**, University of Alberta, Edmonton, Alberta 2019  
**Cascadden, M.** "This Land is Our Land: Power and Agreements in Canadian Mining, a QCA Analysis" (Poster)
- International Association of Impact Assessment Conference**, Simon Fraser University, Vancouver, BC 2018  
**Cascadden, M.** "Best Practices for Impact Benefit Agreements"
- Three Minute Thesis Competition**, Simon Fraser University, Burnaby, BC 2017  
First Place Winner of the Faculty of the Environment Heat, Competed in the campus-wide finals
- International Association of Impact Assessment Conference**, Simon Fraser University, Vancouver, BC 2016  
**Cascadden, M.** "Best Practices for Impact Benefit Agreements"

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### Invited Talks to Non-Academic Audiences

1. *Impact Benefit Agreements: Best Practices and Beyond* 2022  
Presentation to Indigenous Services Department, Stantec Calgary Office
2. *Life Cycle Assessment of Novel Materials*, Presentation for Alberta Institute of Agrologists 2021
3. Future Energy Systems “Bite Size Research” Alumni Event 2020
4. Calgary Public Library Talk on the Future of Energy 2019
5. *The Energy Proforma*, Presentation to UniverCity Planning Board of Directors 2016

### Collaborations and Partnerships

1. **Alberta Innovates** 2024  
for *How Cutting-Edge is too Cutting-Edge? The effects of AI use for novel sustainability materials scale up funding*, with B. Deka Kalita, M. Kingston, P. D. Jennings
2. **Science and Engineering Labs**, Land and Water Theme, Future Energy Systems since 2018

### Honours, Awards, and Recognitions

1. **Doctoral Student Award for Professional Excellence**, Alberta School of Business (\$1,250) 2024
2. **FES Opportunity Award**, University of Alberta (\$2,235) 2023
3. **Future Energy Systems Graduate Fellowship**, University of Alberta (\$13,000 x4) 2018-2023
4. **Winner: Best Presentation**, Future Energy Systems Energy Week Symposium 2021
5. **Selected for #ThinklistNext21**, University of Bath 2021
6. **University of Alberta Doctoral Recruitment Scholarship**, University of Alberta (\$25,000) 2018
7. **Canadian Institute of Planners Student Award for Academic Excellence**, Simon Fraser University 2017
8. **Canadian Graduate Scholarship, Social Sciences and Humanities Research Council**,  
Simon Fraser University (\$17,500) 2016
9. **Graduate Fellowship**, Simon Fraser University (\$5,000) 2015
10. **Joan McCallum Award for Living the Values of AOII**, Kappa Phi Chapter Alpha Omicron Pi Fraternity 2014
11. **Scholarship Awards for Highest GPA**, Kappa Phi Chapter Alpha Omicron Pi Fraternity 2014
12. **Alexander Rutherford Scholarship**, Government of Alberta (\$2,500) 2010

### Teaching Portfolio

#### Teaching Experience

**University of Alberta** 2021 - 2022

Instructor

1. SMO 310: Introduction to Strategy, Entrepreneurship, and Management (Winter 2022, 4.35/5)
2. SMO 321: Introduction to Strategic Management and Organization Design (Winter 2021, 4.8/5)

Guest Lecturer

1. **Impact Benefit Agreements: Best Practices and Beyond.** 2022  
Delivered to BLAW 428/628: Natural Resource and Environmental Law
2. **Environment, Sustainability, and Organizations.** 2021  
Delivered to SMO 310: Introduction to Strategic Management and Organization Design

Teaching Assistant

1. SMO 330: Exploring Innovation and Entrepreneurship (Fall 2025) 2025

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### Simon Fraser University

2016 - 2018

Teaching Assistant

1. EVSC 100: Introduction to Environmental Science (x3, Summer 2017, Fall 2017, Spring 2018)
2. GEOG 322W: World Resources (Writing Course) (Spring 2018)
3. REM 321: Ecological Economics (Fall, 2017)
4. GEOG 104: Climate Change, Water, and Society (Spring 2017)
5. GEOG 100: Earth Systems (Fall 2016)

Guest Lecturer

1. **Mining Impacts and IBAs.** Delivered to GEOG 322W: World Resources (Writing Course) 2018
2. **Climate Governance.** Delivered to GEOG 104: Climate Change, Water, and Society (x2) 2017
3. **Environmental Impact Assessment.** Delivered to EVSC 100: Introduction to Environmental Science 2017

### Teaching Development

1. **Graduate Teaching and Learning Certificate (Level 2)**, University of Alberta 2024 – 2025
2. **Graduate Teaching and Learning Certificate (Level 1)**, University of Alberta 2019 – 2021
3. **TA Day Workshops**, Simon Fraser University 2016 – 2018

### Professional Service

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#### Service to Profession

##### ONE-SIM Outreach Award

Co-founder and Co-coordinator, [www.outreach-award.org](http://www.outreach-award.org)

2019 - present

##### Ad Hoc Reviewer

Organization & Environment

since 2023

Organization Studies

since 2020

Academy of Management Conference

since 2019

##### ASQ Blog

Organizer, Editor, and Social Media Manager, [www.asqblog.com](http://www.asqblog.com)

2021 - 2023

##### New Doctoral Student Consortium, Academy of Management Conference

Program Committee Co-Chair

2021

Committee Member and Convener

2020

#### Service to University

##### Future Energy Systems Equity, Diversity, and Inclusion (EDI) Student Committee

Peer Consultant

2021 - 2023

##### Graduate Student Association Budget and Finance Committee

Member

2019 - 2021

##### Business Doctoral Association, University of Alberta

VP Communications

2020 - 2021

VP Community

2019 - 2020

##### Resource and Environmental Management Student Union, Simon Fraser University

President

2016 - 2017

First Year Representative

2015 - 2016



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**Student Association of Sustainability, Science, and Society**, McGill University  
VP Academic 2013 - 2014

**Arts Undergraduate Society (AUS) Environment Council**, McGill University  
VP Internal 2013 - 2014

### **Service to Sustainability**

**Nature Conservancy of Canada**, Alberta  
Conservation Volunteer 2018

**Plate Lending and Trash Eradication (PLATE) Club**, McGill University  
VP Internal 2013 - 2014  
Lunch Coordinator 2011 - 2013

**Kappa Phi Chapter of Alpha Omicron Pi Fraternity**, McGill University  
Green Expectations Chairwoman 2013 - 2014

**David Suzuki Foundation @ McGill**, McGill University  
President 2013 - 2014  
Executive Committee Member 2012 - 2013

**'Ecolibrium' Radio Show on CKUT 90.3 FM**, Montreal  
Volunteer 2012

### **Professional Development**

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**Field Research Safety**, University of Alberta 2025

**Indigenous Canada Course**, University of Alberta 2023

**Workplace Violence and Harassment Prevention Course**, University of Alberta 2022

**Renewable Energy and Sustainability Course**, The GREEN Program, Iceland 2015

### **Other Work Experience**

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**Nature Conservancy of Canada, Alberta Region**, Calgary, Alberta  
Conservation Volunteers Assistant 2015

Conservation Volunteers Intern 2014

- Managed major, science-based volunteer projects across Alberta, with up to seventy volunteers per project
- Produced written, video, and social media content that was included on the Nature Conservancy of Canada's website, the award-winning LandLines Blog, and in emails sent nationwide; video content totaled over 1000 views, <https://www.natureconservancy.ca/en/blog/authors/maggie-cascadden.html>

**Environment Canada**, Musée Biosphere Museum, Montreal, Quebec 2013 - 2014  
Student Animator

- Communicated scientific information to visitors in French and English through presentations and as a museum docent