

Maggie M. Cascadden, PhD Candidate

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
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>

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Research Experience

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

Research Presentations

Reviewed Presentations and Workshops

Maggie Cascadden presented unless otherwise noted

Alberta Institutions Conference , Banff, Alberta Cascadden, M. Pretending the Mine Won't Close: How community actors unintentionally exacerbate institutional infrastructure attrition.	2025
85th Academy of Management Conference , Copenhagen, Denmark 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	2025
84th Academy of Management Conference , Chicago, IL Cascadden, M. , *Block, E. & Bartkus, V. O. Beyond Central Actors: Rethinking the Role of Peripheral Actors in Fields Facing Decline. *presenter	2024
83rd Academy of Management Conference , Boston, MA 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.	2023
82nd Academy of Management Conference , Virtual Cascadden, M. & Żebrowska, M., Organizers for Panel Symposium: "Towards a more nuanced understanding of communities: Definitions, debates, and dark sides"	2022
81st Academy of Management Conference , Virtual 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"	2021
Emerging Themes in Indigenous Business , University of Manitoba, Virtual Cascadden, M. , Block, E. & Jennings, P.D. "End of El Dorado? Contested Adoption of Mining Agreements by Canadian Indigenous Communities"	2021

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- 80th 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”
- 35th 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

Service to Profession

ONE-SIM Outreach Award

Co-founder and Co-coordinator, 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 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 Lunch Coordinator	2013 - 2014 2011 - 2013
Kappa Phi Chapter of Alpha Omicron Pi Fraternity , McGill University Green Expectations Chairwoman	2013 - 2014
David Suzuki Foundation @ McGill , McGill University President Executive Committee Member	2013 - 2014 2012 - 2013
'Ecolibrium' Radio Show on CKUT 90.3 FM , Montreal Volunteer	2012

Professional Development

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

Nature Conservancy of Canada, Alberta Region , Calgary, Alberta Conservation Volunteers Assistant	2015
Conservation Volunteers Intern	2014
<ul style="list-style-type: none">Managed major, science-based volunteer projects across Alberta, with up to seventy volunteers per projectProduced 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 Student Animator	2013 - 2014
<ul style="list-style-type: none">Communicated scientific information to visitors in French and English through presentations and as a museum docent	