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EDUCATION

Ph.D., Department of Strategic Management and Organization, Carlson School of Management, University of Minnesota. Ph.D. granted August 2005.

M.A., Energy and Resources Group, University of California at Berkeley, May 1993.

MBA, Walter A. Haas School of Business, University of California at Berkeley, May 1991.

B.S. Business Administration, University of California at Berkeley, December 1983.

ACADEMIC EMPLOYMENT

Business Program, University of Washington, Bothell. Assistant Professor and Advisory Council Faculty Fellow. July 2006 to present.

Department of Bio-based Products, University of Minnesota. Corporate Environmental Management Research Associate. September 2005 to June 2006.

TEACHING

Business Program, University of Washington, Bothell

- BBUS 300: Introduction to Management: Fall 2006 (2 sections), Spring 2007 (2), Winter 2008 (3), Fall 2008 (1), Winter 2009 (2), Spring, 2009 (1), Fall, 2009 (1).
- BBUS 461: Business, Government and Society: Summer 2006 (1), Summer 2007 (1), Summer 2008 (1), Summer 2009 (1).
- BBUS 526 (MBA course): Management of Organizations: Winter 2007 (1), Spring 2008 (1), Spring 2009 (1).

Department of Bio-based Products, University of Minnesota

- ENR 3480/5480: Corporate Environmental Management and Strategy: Spring 2006 (1).

Carlson School of Management, University of Minnesota

- MGMT 4002, Managerial Psychology: Spring 2004 (1), Summer 2004 (1).

PUBLICATIONS AND PRESENTATIONS

Published peer-reviewed journal articles, book chapters and other edited publications:

CV of Timothy J. Hargrave, November 2009, page 1

Hargrave, T.J. 2009. Moral Imagination, Collective Action, and the Achievement of Moral Outcomes. *Business Ethics Quarterly*, 19(1), 87-104.

Hargrave, T.J., and A.H. Van de Ven. 2009. Institutional Work as the Creative Embrace of Contradiction. In: T. Lawrence, R. Suddaby, and B. Leca (eds.), *Institutional Work. Actors and Agency in Institutional Studies of Organization*, 120-140. New York: Oxford University Press.

Hargrave, T.J. 2008. The Voluntary Environmentalists: Green Clubs, ISO 14001, and Voluntary Environmental Regulations. (Book review). *Corporate Reputation Review*, 11: 109-111.

Hargrave, T.J., A.H. Van de Ven. 2006. A Collective Action Model of Institutional Innovation. *Academy of Management Review*, 31(4): 864-888.

Van de Ven, A.H., and T.J. Hargrave. 2004. Social, Technical, and Institutional Change: A Literature Review and Synthesis. In M.S. Poole and A.H. Van de Ven (eds.), *Handbook of Organizational Change*, 259-303. New York: Oxford University Press.

Hargrave, T., S. Kerr, N. Helme and T. Denne. 2000. Treaty Compliance as Background for an Effective Trading Program. In S. Kerr (ed.), *Global Emissions Trading: Key Issues for Industrialized Countries*, 43-83. Cheltenham, UK: Edward Elgar.

Hargrave, T. and M. Gowen. 1997. *A Guide to Financing Coalbed Methane Projects*. Washington, DC: US Environmental Protection Agency. EPA 430-B-97-001.

Papers under review and working papers:

Hargrave, T.J., and A.H. Van de Ven. Managing Contradictions in Organizational Theories and Practices. Currently under review. Submitted May, 2009.

Hargrave, T.J. Competing Logics and the Dynamics of Change: A Neoinstitutional Perspective on the Development of Climate Change Institutions. Status: Revise and resubmit at *Business & Society*. Revision currently under review.

Hargrave, T.J. The Role of Business in Environmental Problem Solving: An institutional Process Framework for Research. To be submitted to an upcoming conference on corporate sustainability. Earlier draft presented at 2009 meeting of the International Association of Business and Society, Snowmass, CO, June, 2009.

Hargrave, T.J. Understanding the Configuration of Institutional Logics in Stable Organizational Fields: A Dialectical Perspective. To be submitted to an upcoming conference on institutional theory.

Hargrave, T.J. Redefining Corporate Social Performance from an Institutional Perspective. Working paper currently out for informal review.

Hargrave, T.J. Morally Imaginative Action: A Process Model and Contingency Approach. Draft presented at 2009 Academy of Management meeting symposium.

Conference papers and presentations:

T.J. Hargrave. Morally Imaginative Action: A Process Model and Contingency Approach. Presented at 2009 Academy of Management meeting symposium: Moral imagination: Schemas, organizations, systems, Chicago, August 2009.

Hargrave, T.J. 2009. Measuring CSP at the Aggregate Level. Presented at annual meeting of the International Association of Business and Society, Snowmass, CO, June 2009.

Hargrave, T.J. 2009. The Social Impact of Corporate Social Responsibility: A Dialectical Perspective. Presented at annual meeting of the International Association of Business and Society, Snowmass, CO, June 2009.

Hargrave, T.J., and A.H. Van de Ven. 2008. Managing Institutional Contradictions: A Contingency Theory. Presented at annual meeting of European Group for Organizational Studies (EGOS), Amsterdam, July 2008.

Hargrave, T.J. 2007. Moral Imagination and Collective Action. Presented at Society of Business Ethics annual meeting, Philadelphia, PA, August 2007.

Hargrave, T.J. 2006. That's (Not) the Way We Do Things: An Exploration of the Influence of Institutional Pressures and Managerial Cognitions on Firm Actions. Accepted for presentation at the Academy of Management 2006 annual meeting, Organization and Management Theory (OMT) division.

Hargrave, T.J. 2006. Institutional Change as Syncretism. Presented at University of Alberta conference on institutional theory, June 2006.

Hargrave, T.J. 2005. Institutional Entrepreneurship, Dialectics, and Collective Action. Presented at Academy of Management annual meeting, Honolulu, HI, August 2005.

Hargrave, T.J. 2005. Making Sense of Institutional Change: A Case Study of Strategic Responses to Global Climate Change. Presented at Business and Environmental Sustainability conference, Carlson School of Management, University of Minnesota, April 15, 2005.

Hargrave, T.J. 2004. The Role of Managers' Mental Models in Processes of Change. Presented at Academy of Management annual meeting, New Orleans, LA, August 2004.

Participant in: Uncomfortable Questions for Comfortable Researchers: A Forum on Challenges Facing Change Research. Academy of Management annual meeting, New Orleans, LA, August 2004.

Hargrave, T.J. 2004. When the Present Meets the Past: Integrating Institutional and Cognitive Perspectives to Explain Firms' Actions Related to Global Climate Change. Midwest Academy of Management annual meeting, Minneapolis, MN, May 2004.

Van de Ven, A.H., and T.J. Hargrave. 2003. Converging Perspectives on Institutional Change in the Technology and Social Movements Literatures. Presented at Academy of Management annual meeting, Seattle, WA, August 2003.

Hargrave, T.J. 2002. Environmental Policy and Competitive Advantage: A Resource-based View. Presented at Academy of Management annual meeting, Denver, CO, August 2002.

Hargrave, T. and N. Helme 1998. Growth Baselines: Reducing Emissions and Increasing Investment in Developing Countries. Presented at Air and Waste Management Association annual meeting, San Diego, CA, June 1998.

Hargrave, T. and N. Helme 1998. Methods for Ensuring Compliance in an International Greenhouse Gas Trading System. Presented at Air and Waste Management Association annual meeting, San Diego, CA, June 1998.

Invited presentations:

Hargrave, T.J. Managing the Contradictions of Organizational Life. Presented to UW Bothell Business Program Advisory Board, May 2009.

Non-peer reviewed papers addressing issues related to the Kyoto Protocol and implementation of greenhouse gas emissions trading systems:

Publications Related to the Kyoto Protocol and International Climate Policy:

- Hargrave, Tim, Jurgen Lefevere, Karen Lawson, Fran Sussman, Stan Kolar, Tinus Pulles and Eric Creemers. 2001. Monitoring, Reporting and Verifying Emissions in a European Greenhouse Gas Emissions Trading System. Prepared for the European Commission's Environment Directorate.
- Hargrave, Tim. 2001. Assessing the Impacts of the Commitment Reserve and Other Carbon Market-related Policies. Prepared for distribution at COP6 bis, Bonn, Germany, July 2001.
- Helme, Ned and Tim Hargrave. 2000. Ensuring Compliance with the Kyoto Protocol's Article 3 Commitments. CCAP COP6 Viewpoint 1.
- Hargrave, Tim and Ned Helme. 2000. The Fungibility of CERs. CCAP COP6 Viewpoint 2.
- Hargrave, Tim and Ned Helme. 2000. Defining the "Share of Proceeds": An Alternative Approach. CCAP COP6 Viewpoint 4.
- Hargrave, Tim. 2000. Building Consensus About the Structure of the CDM: An Examination of the CDM Project Cycle. Presented at CDM Dialogue workshop, Paris, France, May 2000.
- Hargrave, Tim. 2000. Establishing Developing Country Greenhouse Gas Limitation Commitments. Presented at International Emissions Trading Dialogue workshop, Scottsdale, Arizona, USA, January 2000.
- Hargrave, Tim. 2000. The Role of the Private Sector in Expert Reviews. Presented at International Emissions Trading Dialogue workshop, Scottsdale, Arizona, USA, January 2000.
- Hargrave, Tim. 2000. Using Article 5.2 Adjustments as a Compliance Tool. Presented at International Emissions Trading Dialogue workshop, Scottsdale, Arizona, USA, January 2000.
- Hargrave, Tim, Ned Helme, Tim Denne, Suzi Kerr and Jurgen Lefevere. 1999. Design of a Practical Approach to Greenhouse Gas Emissions Trading Combined with Policies and Measures in the EC. Prepared for the European Commission's Environment Directorate.

- Hargrave, Tim, Ned Helme, Suzi Kerr and Tim Denne. 1999. Defining Kyoto Protocol Non-Compliance Procedures and Mechanisms. October 1999. Presented at workshop at the Fifth Conference of the Parties to the UN Framework Convention on Climate Change, October 1999.
- Hargrave, Tim. 1999. Identifying the Proper Incidence of Regulation in a European Union GHG Emissions Allowance Trading System. Prepared for the European Commission's Environment Directorate.
- Hargrave, Tim and Jurgen Lefevere. 1999. Compliance-Related Aspects of GHG Emissions Trading in the EU. Prepared for the European Commission's Environment Directorate.
- Hargrave, Tim. 1999. Eligibility Requirements for Continued Participation in International Emissions Trading. Presented at International Emissions Trading Dialogue workshop, Toronto, Canada, March 1999.
- Hargrave, Tim, Ned Helme and Ingo Puhl. 1998. Options for Simplifying Baseline Setting for Joint Implementation and Clean Development Mechanism Projects.
- Hargrave, Tim, Ned Helme and Suzi Kerr. 1998. The Clean Development Mechanism: How do we get there from here?
- Hargrave, Tim, and Ned Helme. 1998. An International Market in Credits for Early Greenhouse Gas Emission Reductions.
- Helme, Ned, Tim Hargrave and Ingo Puhl. 1998. Setting Priorities for the Implementation of the Kyoto Agreement: Making Flexibility Mechanisms Work. Prepared for the OECD Forum on Climate Change, February 1998.
- Hargrave, Tim, and Ned Helme. 1997. Greenhouse Gas Emissions Trading: Improved Compliance at Reduced Cost.
- Hargrave, Tim, and Ned Helme. 1997. Integration of Joint Implementation into an Annex I Greenhouse Gas Trading System.

Papers on Domestic Greenhouse Gas Emissions Trading (Airlie Carbon Trading Papers series):

- Hargrave, Tim. 2000. An Upstream/Downstream Hybrid Approach to Greenhouse Gas Emissions Trading.
- Winkelman, Steve, and Tim Hargrave. 2000. Transportation and Domestic Greenhouse Gas Emissions Trading.
- Hargrave, Tim. 1998. US Carbon Emissions Trading: Description of an Upstream Approach.
- Hargrave, Tim, David Festa and Sam Keller. 1998. Accounting for Non-Fuel Uses of Fossil Fuel in an Upstream Carbon Trading System.
- Kline, David, Tim Hargrave and Christine Vanderlan. 1998. The Treatment of Biomass Fuels in Carbon Emissions Trading Systems.

NON-ACADEMIC EMPLOYMENT HISTORY

Center for Clean Air Policy, Washington, DC. Senior Policy Analyst, 1997 - 2001. Policy Analyst, 1994 - 1996.

- Managed the Center's US EPA-funded domestic Greenhouse Gas Emissions Trading Braintrust, which developed recommendations for the design and implementation of a US greenhouse gas emissions allowance trading program. Author of seminal papers on key carbon trading program design issues. Managed stakeholder dialogue process. Engaged in legislative strategy development and coalition building. Managed staff and consultants.

- Researched and developed policy positions on international greenhouse gas emissions trading.
- As part of a team hired by the European Commission's Environment Directorate, developed recommendations for the design of a GHG trading system for the European Union. This system began operation in 2005.
- Managed and executed policy analysis for the Center's work with the Southeast Wisconsin Dialogue on Ozone Pollution and Global Climate Change. Developed recommendations to Wisconsin Governor Thompson.

Alternative Energy Development, Inc. Silver Spring, Maryland. Renewable Energy/Climate Change Specialist, 1996 – 1997.

- Co-authored a US EPA report on the financing of coalbed methane recovery and utilization projects.
- Contributed to the writing of a handbook for World Bank task managers on the greenhouse gas impacts of World Bank projects.

Accounting and Financial Consultant. Seattle, WA. 1993-1994.

National Economic Development and Law Center. Berkeley, CA. Economic Development Researcher, 1990 - 1993.

Parnassus Fund, San Francisco, CA. Investment Analyst, Summer 1989.

CR-P Associates. Moraga, CA. Financial Analyst, 1986 - 1988.

- Performed financial analysis for an international financial consulting firm. Assisted in the analysis and execution of Latin American debt repurchases, sales and swaps, and analyzed the financial feasibility of Latin American investment opportunities and debt-for-equity conversions.

Touche Ross & Co., San Francisco, CA. Tax Consultant, 1985 – 1986.

- Prepared corporate, partnership and individual income tax returns.

Coopers & Lybrand, San Francisco, CA. Staff Auditor, 1984 - 1985.

- Assisted in auditing the financial statements of companies in numerous industries.

ACADEMIC SERVICE

Committee assignments, Business Program, University of Washington, Bothell: Ad hoc Committee on Undergraduate Writing, 2008; Petitions Committee, 2008-2009 (chair), 2007-8 (member); Organizational Behavior Search Committee, 2007-8; Undergraduate Assessment Committee, 2006-8; Redesign of BBUS 300 Committee, 2006-7.

Research circles: Circle on management scholarship (with Paul Collins, Manuela Hoehn-Weiss, and Kevin Laverty), 2007-8; circle on analysis of greenhouse gas mitigation projects (with Nives Dolsak and Kevin Laverty), 2007-8.

Teaching circle (with Manuela Hoehn-Weiss and David Goldstein), 2006-7.

Independent study sponsorships: Kristi Simon, Summer, 2009; Steven Schain, Murdani Wibisono, Spring 2009; Sarah Navarro, Summer 2008; Huong Ngo, Summer 2008; Patrick Foster, Sunny Tumber, Winter 2008; Erin Milandin, Spring 2007.

Faculty advisor: Green Entrepreneurship club.

Recommendation letters: UW Bothell students: Yevgeniy Bloss, Tiffany Bond, Caroline Eagle, Lu Jiang, Kim La, Jones Ndze, Kristen Strand. University of Minnesota students: Ibanga Umanah.

Regular review assignments: Member of Corporate Responsibility Review Panel, Journal of Business Ethics, 2008-- ; Academy of Management annual meetings, Organizational Management Theory, Organizations and the Natural Environment, and Social Issues in Management divisions, 2002 – present; Society of Business Ethics annual meetings, 2007 and 2008.

Ad hoc review assignments: Academy of Management Review; Academy of Management Journal; Business Ethics Quarterly; European Conference on Information Systems; Journal of Business Venturing; Journal of Management Inquiry, Organization Studies.

Session chair and discussant, Academy of Management and Society of Business Ethics annual meetings.

Professional memberships: Academy of Management, Organizational and Management Theory (OMT) division, Organizations and the Natural Environment (ONE) group, and Social Issues in Management (SIM) division; Society of Business Ethics; International Association for Business and Society.

OTHER

- Certified Public Accountant (inactive), State of California. Licensed 1986.