

CURRICULUM VITAE

ALEX B. BITEKTINE, Ph.D.

**Professor, Senior Editor at *Organization Studies*,
International Research Fellow, the Oxford University Centre for Corporate Reputation
Canada Research Chair in Institutions and Strategic Entrepreneurship, Tier II**

John Molson School of Business, Concordia University

1455 Blvd. De Maisonneuve West, Montreal, Quebec, Canada, H3G 1M8

+1 (514) 344-5941, Email: alex.bitektine@concordia.ca, alex.bitektine@gmail.com

BIOGRAPHIC INFORMATION:

Alex Bitektine is Professor of Management in the John Molson School of Business at Concordia University (Montreal, Canada) and Canada Research Chair in Institutions and Strategic Entrepreneurship, Tier II. He is also a Senior Editor at *Organization Studies*. He holds PhD and MBA from McGill University. His research interests include social evaluations of individuals and organizations (legitimacy, trustworthiness, reputation, status, authenticity, and others), institutional change, international business, as well as application of experimental methods in organizational research. He seeks to integrate multi-level approach and findings from social psychology into Organizational Theory and Management studies.

While his primary areas of expertise are institutional theory and social evaluations (legitimacy, reputation, status, trust, and others), he has contributed to a broad scope of research streams in Management, including, international business, entrepreneurship and innovation, sustainable development, research on upper echelons, non-market strategies, as well as development of organizational research methods. He conducts research using both qualitative and quantitative methods, including case studies, longitudinal data sets, surveys, and lab experiments. He also has extensively contributed to the advancement of Management and Organizational Theory research through theory development and published a number of theory papers on topics ranging from social evaluations and actorhood models to epistemology and research methods.

His work has been published in *Academy of Management Review*, *Academy of Management Journal*, *Journal of World Business*, *Academy of Management Annals*, *Academy of Management Discoveries*, *Journal of Management*, *Journal of Management Studies*, *Journal of Business Ethics*, *Organizational Research Methods*, and others. He also serves on editorial boards of the *Academy of Management Review*, *Strategic Organization*, and the *Academy of Management Learning and Education*.

Alex has been extensively involved in the development of academic community at the international level. He was involved in organizing multiple EGOS tracks, PDWs at EGOS and the AoM meetings, as well as an EGOS standing working group (SWG) on social evaluations, which had its first track in 2022. He also actively contributes to his school, John Molson School of Business through work on multiple committees, PhD curriculum development and organizing of local events. He also contributes through teaching courses on organization theory and design, strategic management, non-market strategies and CSR.

Alex's research has been funded by multiple grants from the Social Sciences and Humanities Research Council of Canada (SSHRC), the *Fonds Québécois de la Recherche sur la Société et la Culture* (FQRSC), as well as by *Direction de la recherche* of HEC Montreal.

EDUCATION:

2002 - 2009	Ph.D., Strategy and Organizational Theory	McGill University , Desautels Faculty of Management, Montreal, Quebec, Canada, Defended <i>April 9, 2009</i>
1998	M.B.A.	McGill University , Desautels Faculty of Management Montreal, Canada
1995	M.A & B.A. in Linguistics	MSU, Philological Faculty

ACADEMIC EMPLOYMENT:

July 2017 – Present	Concordia University , John Molson School of Business, Department of Management, Montreal, QC, Canada, Professor
June 2008 – June 2017	HEC Montreal , Department of Management Montreal, QC, Canada, Professor
2005-2007	Part-time Instructor, Desautels Faculty of Management, McGill University , Montreal, QC, Canada

RESEARCH INTERESTS:

Strategy / OT / International Business: social evaluations (legitimacy, trustworthiness, status, authenticity, and others), international influences on local institutional change, CSR, institutional translation, innovation and entrepreneurship, and non-market strategies;
Research Methods / Philosophy of Science: innovative study designs; deductive theory testing; experimental research methods in institutional theory; discourse analysis.

DISSERTATION:

Legitimacy properties and their implications for organizational theory and strategic management. (Defended April 9, 2009)

Committee: Steve Maguire (McGill University / University of Sydney), Jan Jørgensen (McGill University), Kai Lamertz (Concordia University)

External Examiner: Roy Suddaby, University of Victoria

RESEARCH PUBLICATIONS:

Bitektine, A., P.-Y. Dolbec, M. Martins, S. Kruidenier. Temporary regulations and institutional change: Insights from the Brazilian World Cup experience. *Academy of Management Journal* (Forthcoming, accepted April 2, 2025).

Bitektine, A., N. Gillespie, and D. Lange. From the evaluator's perspective: A functional approach to social judgments. *Academy of Management Review* (Forthcoming, accepted August 29, 2024).

- Gelman, S., Fralich, R., Bitektine, A., and Zahraei, S. When Does a Generalist CEO Create Shareholder Value? The Effect of Managerial Challenge. *Journal of Corporate Finance*. (Forthcoming, accepted, November 6, 2025)
- Lange, D., N. Gillespie., and A. Bitektine (2025) The Evaluator's Perspective: Understanding Valence Alignment in Organizational Evaluations. *The Oxford Handbook of Organizational Social Evaluations*. Oxford University Press, Oxford, UK.
- Bitektine, A. and F. Song (2023) On the role of institutional logics in legitimacy evaluations: The effects of pricing and CSR signals on organizational legitimacy. *Journal of Management*, 49(3): 1070–1105.
- Bitektine, A., J. Lucas, O. Schilke, and B. Aeon (2022) Experiments in organization and management research. *Oxford Research Encyclopedia of Business and Management*, M. Hitt (Ed.) Oxford University Press, New York, NY. ISBN: 9780190224851
- Bitektine, A., P. Haack, J. Bothello, and J. Mair (2020) Inhabited actors: Internalizing institutions through communication and actorhood models. *Journal of Management Studies*, 57(4): 885-897.
- Fralich, R. and A. Bitektine (2020) The ‘Matthew effect’ in strategic decision-making: How CEO status affects investment decisions. *Long Range Planning*, 53(3): 1-21.
- Bitektine, A., Nason, R. (2020) Towards a multi-level theory of institutional contestation: Exploring category legitimation across domains of institutional action. *Research in Sociology of Organizations – Microfoundations of Institutions*, 65A: 43–65.
- Bitektine, A., K. Hill, F. Song, and C. Vandenberghe (2020) Organizational legitimacy, reputation and status: Insights from micro-level measurement. *Academy of Management Discoveries*, 6(1): 107–136.
- Song, F. and A. Bitektine (2018) Firm status and evaluators’ trust: The many ways to trust a firm. *Journal of Business Ethics*. Vol. 153(2): 503-518.
- Bitektine, A., J. Lucas, and O. Schilke (2017) Institutions under a microscope: Experimental methods in institutional theory. *Sage Handbook of Unconventional Methodology in Organization and Management Research*, A. Bryman and D. Buchanan (Eds.) Sage Publications Inc., Thousand Oaks, CA, 147-167.
- Suddaby, R., A. Bitektine, and P. Haack (2017) Legitimacy. *Academy of Management Annals*. Vol. 11 (1): 451-478.
- Bitektine, A. and D. Ghadiri (2016) Social Judgment Theory. *The SAGE Encyclopedia of Corporate Reputation*, Craig Carroll (Ed.) Sage Publications Inc., Thousand Oaks, CA, Vol. 2: 768-770. ISBN: 9781483376516.
- Poisson-De Haro, S. and A. Bitektine (2015) Global sustainability pressure and strategic

- choice: The role of firm's structures and non-market capabilities in selection and implementation of sustainability initiatives. *Journal of World Business*. Vol. 50 (2), April 2015: 326–341.
- Bitektine, A. and P. Haack (2015) The macro and the micro of legitimacy: Towards a multi-level theory of the legitimacy process. *Academy of Management Review*, Special Topic Forum “Communication, Cognition and Institutions”. Vol. 40(1), January 2015: 49-75.
- Bitektine, A. and D. Miller (2015) Methods, Theories, Data, and the Social Dynamics of Organizational Research. *Journal of Management Inquiry*. Vol.24(2), April 2015: 115-130
- Bitektine, A. (2011) Towards a theory of social judgments of organizations: The case of legitimacy, reputation, and status. *Academy of Management Review*, Vol. 36 (1), January 2011: 151-179.
- Bitektine, A. (2010) Prospective Case Studies. *Encyclopedia of Case Study Research*, A.J. Mills, G. Durepos, E. Wiebe (Eds.) Sage, London, 2010, 746-748. ISBN : 9781412956703
- David, R., and A. Bitektine (2009) The Deinstitutionalization of Institutional Theory? Exploring Divergent Agendas in Institutional Research. *Book chapter. Handbook of Organizational Research Methods*, D.Buchanan & A.Bryman (Eds.) Sage, London, UK, 2009, 160-175. ISBN: 1412931185.
- Bitektine, A. (2009) What makes us faddish? Resource space constraints and the ‘garbage can’ model of social science research. *Scandinavian Journal of Management*, 25, 217-220
- Bitektine, A. (2008) Prospective case study design: Qualitative method for deductive theory testing. *Organizational Research Methods* Journal (sponsored by the AoM's Research Methods Division), Vol. 11, Issue 1, January 2008, 160-180.
- Bitektine, A. (2008) Organizational populations in institutional competition: A typology of legitimacy-based entry deterrence strategies. *Corporate Reputation Review*, Vol. 11 No 1, April 2008, 73-93.

SCHOLARLY AWARDS AND HONOURS:

- Outstanding Reviewer Award – *Academy of Management Review*, 2025
- Outstanding Reviewer Award – *Academy of Management Review*, 2023
- Outstanding Developmental Reviewer Award – *Academy of Management Review*, 2022
- Best Paper Award – 2022 Australia-New Zealand International Business Association (ANZIBA) Annual Conference, Melbourne, Australia, February 2022.
- Young Researcher Award (*Prix Jeune Chercheur*) – HEC Montreal, Nov, 2010 (\$5,000).

Best Student Paper Award – Administrative Sciences Association of Canada (ASAC) 2008 Conference, Halifax, Nova Scotia, June 2008.

Best Student Paper Award – Administrative Sciences Association of Canada (ASAC) 2007 Conference, Ottawa, Ontario, June 2007.

Best Paper Proceedings – The Academy of Management Annual Meeting, Honolulu, Hawaii, August 2005.

SERVICES TO THE ACADEMIC COMMUNITY:

2023-present Senior Editor – *Organization Studies* (a Financial Times' FT-50 journal)

2023-present International Research Fellow - *Oxford University Centre for Corporate Reputation*

2020-present Member of the Editorial Review Board – *The Academy of Management Review*

2017-present Member of the Editorial Review Board – *The Academy of Management Learning and Education*

2013-present Member of the Editorial Review Board – *Organization Studies*

2020-present Member of the Editorial Board – *Strategic Organization*

2011-present Reviewer for *Academy of Management Journal*, *Journal of Management Inquiry*, *Organization Science*, *Strategic Organization*, *Administrative Science Quarterly*, *Journal of Business Venturing*, *Journal of World Business*, *Journal of Business Ethics*, and others.

2012-2023 Member of the Editorial Board – *Journal of Management Studies*

2024: Convenor of subtheme 5. “Multi-level approaches to social evaluations: From the micro to the macro and back” *40th EGOS Colloquium*, Milan, Italy, July 4-6, 2024.

2023: Organizer of the AoM PDW “Experiments in Institutional Theory and Strategy Research” (OMT, BPS, MOC Divisions) *AoM Meeting*, Boston, MA, August 4-8, 2023.

2021-2022 Division Chair – Organizational Theory Division. *Administrative Sciences Association of Canada* (ASAC)

2022: Organizer of the AoM PDW “Experiments in Institutional Theory and Strategy Research” (OMT, BPS, MOC Divisions) *AoM Meeting*, Seattle, July August 4-8, 2022.

2022: Convenor of Pre-Colloquium Workshop. “Research Methods for Social evaluations in Organization Studies” *38th EGOS Colloquium*, Vienna, Austria, July 6, 2022.

- 2021:** Organizer of the AoM PDW “Experiments in Institutional Theory and Strategy Research” (OMT, BPS, MOC Divisions) *AoM Meeting*, Online, July 29 - August 4, 2021.
- 2021:** Convenor of subtheme 25. “Social Evaluations in an Age of Disruption: Processes of Creation, Maintenance, and Destruction of Social Evaluations” *37th EGOS Colloquium*, Amsterdam, Holland - Online, July 8-10, 2021.
- 2020-2021** Divisional Editor – Organizational Theory Division. *Administrative Sciences Association of Canada* (ASAC).
- 2019-2020** Program Coordinator – Organizational Theory Division. *Administrative Sciences Association of Canada* (ASAC).
- 2018-2020** Member of the SSHRC's Insight Grants Review Panel - the Business committee.
- 2020:** Organizer of the AoM PDW “Experiments in Institutional Theory and Strategy Research” (OMT, BPS, MOC Divisions) *AoM Meeting*, Online, August 7-11, 2020.

PROFESSIONAL EXPERIENCE:

- 1997 – 2012 Biotechnology/Pharmaceutical Industry (Canada, United States, Global):
Held several managerial level positions in health care Marketing Research, Global Commercial Development (innovative products), and Business Development (pharmaceutical product licensing). Conducted training for sales management teams, developed extensive experience in product licensing, promotion response modeling, demand forecasting, and sales planning. Consultant, strategic planning, business development, and market research.

LANGUAGES:

English, French, Spanish, basic knowledge of Italian
German in progress (taking courses)