

Maggie M. Cascadden, PhD Candidate

cascadde@ualberta.ca

Research Interests

Communities, Closure, Institutional Maintenance and Change, Sustainability, Organizations, Power, Diffusion, Dissolution

Education

University of Alberta, Edmonton, Alberta, Canada Sept 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?

Simon Fraser University, Burnaby, BC, Canada Sept 2015 – Oct 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 tool for sustainable development

The GREEN Program, Iceland March 2015

Renewable Energy and Sustainability Course

McGill University, Montreal, Quebec, Canada Sept 2010 - Apr 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

Publications

1. 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>
2. Jennings, P.D., Cascadden, M.M., Hoffman, A. J. (2022). Chapter 12: Sustainability Science and Corporate Cleanup in Community Fields: The Translation, Resitance, 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).
3. 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

Papers in Progress

1. Cascadden, M., Heales, K., Heidak, P., Kingston, M. & Jennings, P. D. [Title redacted]. *Under third review at Organization Studies*.
2. Cascadden, M., Bastien, F. Block, E., & Jennings, P.D. [Title redacted]. *Submitted to Journal of Management Studies*.
3. *Communities and their dark sides, a review with M. Żebrowska*
4. *Life cycles analysis of novel materials and processes for constructed wetlands* with P. D. Jennings, M. Kingston, P. Heidak
5. *How Cutting-Edge is too Cutting-Edge? The effects of product and pitch novelty on scale up funding* with P. D. Jennings, B. Deka Kalita, M. Kingston

Research and Conference Presentations

Land and Water Reclamation Workshop, Edmonton, AB October 2023

Cascadden, M., Heales, K., Heidak, P., Kingston, M. & Jennings, P. D. [Title redacted because it's under review].

How Cutting-Edge is too Cutting-Edge? The effects of product and pitch novelty on scale up funding with P. D. Jennings, B. Deka Kalita, M. Kingston

83rd Academy of Management Conference, Boston, MA August 2023

Cascadden, M. Bastien, F., Block, E. & Jennings, P.D. [Title redacted because it's under review].

Cascadden, M., Heales, K., Heidak, P., Kingston, M. & Jennings, P. D. [Title redacted because it's under review].

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- 82nd Academy of Management Conference, Virtual** August 2022
Cascadden, M. & Żebrowska, M., Panel Symposium: "Towards a more nuanced understanding of communities: Definitions, debates, and dark sides"
- Land and Water Reclamation Workshop, Virtual** December 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, Canada** November 2021
Cascadden, M. Block, E., Jennings, D. "Community Power and Agreement Quality: Cultural resources and formal agreements in Canadian Mining"
- Future Energy Systems Energy Week Symposium, University of Alberta, Virtual** October 2021
Cascadden, M., Kingston, M. & Jennings, P.D. "Life Cycle Analysis of Novel Materials and their Making"
- 81st Academy of Management Conference, Virtual** August 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** May 2021
Cascadden, M., Block, E. & Jennings, P.D. "End of El Dorado? Contested Adoption of Mining Agreements by Canadian Indigenous Communities"
- 80th Academy of Management Conference, Virtual** August 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** May 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"
- Alberta School of Business Conference, University of Alberta, Edmonton, Canada** November 2019
Cascadden, M. "This Land is Our Land: Power and Agreements in Canadian Mining, a QCA Analysis", Poster Presentation
- 35th EGOS Colloquium, University of Edinburgh, Edinburgh, Scotland** July 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"
- International Association of Impact Assessment Conference, Simon Fraser University, Vancouver, BC** November 2016; February 2018
Cascadden, M. "Best Practices for Impact Benefit Agreements"
- Three Minute Thesis Competition, Simon Fraser University, Burnaby, BC** March 2017
First Place Winner of the Faculty of the Environment Heat, Competed in the campus-wide finals
- McGill Sustainability Symposium, McGill University, Montreal, Canada** April 2014
Ayukawa, C., Cascadden, M. & Parayo, C. "Valuing Pollination: A Cost Benefit Analysis of Watermelon Fields"
• Research was published in Field Notes, the McGill Undergraduate Geography Society Journal, and Ampersand, the McGill Bachelor of Arts and Sciences Integrative Council
- National Integrative Research Conference, McGill University, Montreal, Canada** March 2014
Ayukawa, C., Cascadden, M. & Parayo, C. "Valuing Pollination: A Cost Benefit Analysis of Watermelon Fields"

Invited Talks

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1. Presentation at Technical Meeting, Indigenous Services Department, Stantec Calgary Office May 2022
 2. Presentation for Alberta Institute of Agrologists November 2021
 3. Calgary Public Library Talk on the Future of Energy May 2019

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Awards

1. FES Opportunity Award May 2023
2. Winner: Best Presentation, Future Energy Systems Energy Week Symposium October 2021
3. Selected for #ThinklistNext21 April 2021
4. University of Alberta Recruitment Scholarship, University of Alberta September 2018
5. Future Energy Systems Graduate Fellowship, University of Alberta September 2018
6. Canadian Institute of Planners Student Award for Academic Excellence, Simon Fraser University November 2017
7. Canadian Graduate Scholarship, Social Sciences and Humanities Research Council, Simon Fraser University May 2016
8. Graduate Fellowship, Simon Fraser University September 2015
9. Joan McCallum and Scholarship Awards, Kappa Phi Chapter of Alpha Omicron Pi Fraternity April 2014

Academic Work

Future Energy Systems Research Project, University of Alberta, Edmonton, Alberta 2018 - present
Doctoral Research Fellow

University of Alberta, Edmonton, Alberta, Canada 2021 - 2022
Instructor

- SMO 321: Introduction to Strategic Management and Organization Design (Winter 2021)
- SMO 310: Introduction to Strategy, Entrepreneurship, and Management (Winter 2022)

Simon Fraser University, Burnaby, BC, Canada 2016 - 2018
Research Assistant

- Selected to work on a Canadian International Resources and Development Institute (CIRDI) project about impact benefit agreements for non-renewable resource development projects because of expertise on sustainable development
- Wrote and submitted three reports reviewing impact benefit agreement literature and using the review to assess an existing agreement
- Reports were used to inform CIRDI's CoLab Peru's policy paper critically assessing Peru's mining laws

Teaching Assistant 2016 - 2018

- Economics, human geography, economic geography, physical geography, and environmental science tutorials
- Responsible for preparing a weekly tutorial lecture and was a first point of contact for upwards of 60 students
- Guest lectures about international climate change governance, environmental assessment, and impact benefit agreements

University of British Columbia, Vancouver, BC, Canada 2017
Research Assistant

- Selected to work on a project about Newmont's CSR strategy at the Ahafo Mine because of impact benefit agreements expertise
- Wrote chapters 1, 3, and 5 and helped edit a research report written by a six-person research group: <https://tinyurl.com/y77lgdet>

Government of the Northwest Territories, Canada 2017
Research Assistant

- Hired as a researcher on a consulting team tasked with providing recommendations for resource revenue sharing governance
- Wrote chapters on resource development benefits and benefit capture tools including CSR, legislation, and contractual agreements

UniverCity Community Trust, Burnaby, BC, Canada 2016
Research Intern

- Conducted an independently designed and scoped research project modelling household energy consumption using urban form
- Used quantitative methods and the modelling tools SketchUp and Energy Proforma
- Presented results to the UniverCity Planning Board of Directors in September 2016

Professional Service

ONE-SIM Outreach Award 2019 - present
Co-founder and Coordinator, www.outreach-award.org

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ASQ Blog , https://asqblog.com/	2021 - 2023
Organizer	
Future Energy Systems Equity, Diversity, and Inclusion Student Committee	2021 - 2023
Peer Consultant	
Graduate Student Association Budget and Finance Committee Member	2019 - 2021
New Doctoral Student Consortium , Academy of Management Conference	
Program Committee Co-Chair	2021
Committee Member and Convener	2020
Ad Hoc Reviewer	
Organization & Environment	since 2023
Organization Studies	since 2020
Academy of Management Conference	since 2019
Business Doctoral Association , University of Alberta, Edmonton, Alberta, Canada	
VP External	2020 - 2021
VP Community	2019 - 2020
Future Energy Systems Alumni Outreach Program , University of Alberta, Edmonton, Alberta	
Presenter	2019 - 2020
Resource and Environmental Management Student Union , Simon Fraser University, Burnaby, BC	
President	2016 - 2017
First Year Representative	2015 - 2016
Student Association of Sustainability, Science, and Society , McGill University, Montreal, Quebec	
VP Academic	2013 - 2014
Plate Lending And Trash Eradication (PLATE) Club , McGill University, Montreal, Quebec	
Vice President - Internal	2013 - 2014
Lunch Coordinator	2011 - 2013
Arts Undergraduate Society (AUS) Environment Council , McGill University, Montreal	2013 - 2014
VP Internal	
Kappa Phi Chapter of Alpha Omicron Pi Fraternity , McGill University, Montreal, Quebec	2013 - 2014
Green Expectations Chairwoman	
David Suzuki Foundation @ McGill , McGill University, Montreal, Quebec, Canada	2012 - 2013
President	
'Ecolibrium' Radio Show on CKUT 90.3 FM , Montreal, Quebec, Canada	2012
Volunteer	

Other Work Experience

Nature Conservancy of Canada , Alberta Region, Calgary, AB, Canada	
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, Canada	2013 - 2014
Student Animator	
<ul style="list-style-type: none">Communicated scientific information to visitors in French and English through presentations and as a museum docent	