

CURRICULUM VITAE  
**JUDITH L. WALLS**

**PRIMARY APPOINTMENT**

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2019 – date      *Professor, School of Management*  
*Chair, Sustainability Management*  
*Director, Institute for Economy and Environment (IWÖ-HSG)*  
**University of St. Gallen**

**OTHER CURRENT APPOINTMENTS**

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2016 –            *Research Fellow*  
Center for Organization Research and Design (CORD)  
**Arizona State University**

2018 – 2019     *Chair-Elect*  
Organizations and Natural Environment (ONE) division  
**Academy of Management**

**PRIOR ACADEMIC APPOINTMENTS**

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2013 – 2018     *Assistant Professor, Strategy Management & Organization*  
Nanyang Business School  
*Associate Director, Centre for Business Sustainability (2017-2018)*  
*Faculty Associate, Asian School of the Environment (2016-2018)*  
**Nanyang Technological University**

2009 – 2012     *Assistant Professor*  
John Molson School of Business  
**Concordia University**

2007 – 2009     *Post-Doctoral Research Fellow (Alcoa Foundation)*  
Erb Institute for Global Sustainable Enterprise  
Ross School of Business & School of Natural Resources and Environment  
**University of Michigan**

**EDUCATION**

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**Ph.D. in Management** (Prize for Best Thesis)  
Thesis: "Corporate Governance and Environmental Performance"  
Lally School of Management and Technology, *Rensselaer Polytechnic University*

**M.Sc. in Biodiversity, Wildlife and Ecosystem Health (with Distinction)**  
Edinburgh Medical School: Biomedical Sciences, *University of Edinburgh*

**M.B.A.** (Prize for Best International Business Student)  
NUS Business School, *National University of Singapore*

**B.A. (Honours) in Hispanic Studies**  
School of Languages, Cultures and Religions, *University of Stirling*



# RESEARCH

## PEER REVIEWED PUBLICATIONS

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- Walls JL.** 2018. The power of one: Leadership and corporate sustainability. *European Business Review*. September/October.
- Walls JL & Berrone P.** 2017. The power of one to make a difference: How informal and formal CEO power affect environmental sustainability. *Journal of Business Ethics*, 145(2): 293-308.
- Walls JL & Paquin R.** 2015. Organizational perspectives of industrial symbiosis: A review and synthesis. *Organization & Environment*, 28(1): 32-53.
- Walls JL & Triandis HC.** 2014. Universal truths: Can universally held cultural values inform the modern corporation? *Cross-Cultural Management: An International Journal*, 21(3): 345-356.
- Lewis B, **Walls JL** & Dowell G. 2014. Difference in degrees: CEO characteristics and firm responses to pressure for disclosure. *Strategic Management Journal*, 35(5): 712-722.
- Walls JL & Hoffman AJ.** 2013. Exceptional boards: Environmental experience and positive deviance from institutional norms. *Journal of Organizational Behavior*, 34: 253-271.
- Walls JL, Berrone P & Phan PH.** 2012. Corporate governance and environmental performance: Is there really a link? *Strategic Management Journal*, 33(8): 885-913.
- Schumann B, **Walls JL** & Harley V. 2012. Attitudes towards carnivores: The views of emerging commercial farmers in Namibia. *Oryx*, 46(4): 604-613.
- Walls JL, Phan PH & Berrone P.** 2011. Measuring environmental strategy: Construct development, reliability, and validity. *Business & Society*, 50(1): 71-115.

## CONFERENCE/BEST PAPER PROCEEDINGS

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- Mitzinneck B, **Walls JL**, Dowell G. 2017. Institutional resistance: All-male boards. *Administrative Sciences Association of Canada (ASAC) Best Paper Proceedings*.
- Walls JL & Berrone P.** 2015. The power of one: How CEO power affects corporate environmental sustainability. *Academy of Management (AOM) Best Paper Proceedings*
- Rousseau HE, Berrone P & **Walls JL.** 2014. Let's talk: Examining dialogue among firms and outside actors on social and environmental issues. *Academy of Management (AOM) Best Paper Proceedings*.
- Walls JL.** 2013. Processes of institutional entrepreneurship: CCF's impact on Namibia's agricultural institutions. *Academy of Management Africa Proceedings*, 1(1).

## OTHER PUBLICATIONS

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- Walls JL.** 2018 What makes a good sustainability leader? Research by Former Erb Postdoc Judith Walls. University of Michigan, Erb Institute for Sustainable Global Enterprise. Available from: <https://erb.umich.edu/2018/11/16/what-makes-a-good-sustainability-leader-research-by-former-erb-postdoc-judith-walls/>
- Walls JL.** 2018. How to hire a change agent. Network for Business Sustainability. Available from: <https://nbs.net/p/how-to-hire-a-change-agent-nbsp-c22cf519-d4cb-42e9-8369-a3bbbf352ab>

- Walls JL & Berrone P.** 2015. How corporate governance affects corporate sustainability and why it matters. *Huffington Post, ARCS Blog.*
- Simons KL & **Walls JL.** 2015 (Second Edition). The U.S. national innovation system. In VK Narayanan & G O'Connor (Eds.), *Encyclopedia of Technology and Innovation Management, Volume 13 of the Wiley Encyclopedia of Management.* Malden, MA: Wiley-Blackwell.
- Walls JL.** 2012. Review essay: The path towards corporate social responsibility. *Environment and Planning C: Government and Policy*, 30(5): 941-942.
- Simons KL & **Walls JL.** 2010. The U.S. national innovation system. In VK Narayanan & G O'Connor (Eds.), *Encyclopedia of Technology and Innovation Management, Volume 13 of the Wiley Encyclopedia of Management.* Malden, Ma: Wiley-Blackwell.
- Lowitt EM, Hoffman AJ, **Walls JL** & Caffrey AM. 2009. *Sustainability and Its Impact on the Corporate Agenda.* Accenture and World Business Council for Sustainable Development.
- Sanderson SW, Simons KL, **Walls JL** & Lai YY. 2008. Lighting. In JT Macher & DC Mowery (Eds.), *Innovation in Global Industries.* Washington DC: National Academies Press.
- Hecht P & **Walls J.** 2004. *The Cheetah Conservation Fund Bush Project.* Case 9-205-046. Boston: Harvard Business School.

## ACADEMIC AWARDS

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- 2017 **Winner, Best Paper Award, Administrative Sciences Association of Canada**  
Mitzinneck B, Walls JL, Dowell G. 2017. Institutional resistance: All-male boards
- 2015 **2015 Outstanding Paper Award, Emerald Literati**  
Walls JL & Triandis HC. 2014. Universal truths: Can universally held cultural values inform the modern corporation? *Cross-Cultural Management: An International Journal*, 21(3): 345-356.
- 2015 **Finalist, Best Paper Award, Academy of Management**  
Walls JL & Berrone P. The power of one: How CEO power affects corporate environmental sustainability.
- 2014 **Winner, Best Paper Award, Academy of Management**  
Rousseau HE, Berrone P & Walls JL. Let's talk: examining dialogue among firms and outside actors on social and environmental issues.
- 2007 **Del and Edith Karger Prize (Best Dissertation)**  
" Lally School of Management and Technology, Rensselaer Polytechnic Institute.
- 2002 **Matsushita Book Prize**  
Best International Business Student (MBA), National University of Singapore

## RESEARCH GRANTS AWARDED

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- 2018 S\$ 58,560: **Ministry of Education Academic Research Fund (AcRF) – Tier 1**  
*Navigating social and environmental disasters: how corporations use narratives for impression management* (awarded successfully but withdrawn due to departure from NTU)
- 2017 S\$ 5,000: **SMO Division Research Fund, Nanyang Business School**  
*Disclosure on forest-related commodities: diffusion and management of business and reputational risks in companies' supply chains*

- 2016 S\$ 99,719: **Ministry of Education Academic Research Fund (AcRF) – Tier 1**  
*Trophy hunting: Understanding how asymmetric stakeholder power polarizes the debates about the industry, to develop a new holistic model of multi-level governance for environmental sustainability that includes a business perspective*
- 2014 S\$ 49,909: **Sustainable Earth Office (SEO), Nanyang Technological University**  
*The environmental governance and impact of mining companies in Mongolia.*
- 2013 S\$ 97,050: **Ministry of Education Academic Research Fund (AcRF) – Tier 1**  
*The role of executives' emotions in corporate environmental sustainability.*
- 2012 C\$ 5,000: **David O'Brien Centre for Sustainable Enterprise**  
*Institutional entrepreneurship: The role of an NGO.*
- 2010 C\$ 89,150: **Social Sciences and Humanities Research Council of Canada (SSHRC)**  
*Corporate environmentalism versus greenwash: Where does the truth lie?*
- 2010 C\$ 6,330: **David O'Brien Centre for Sustainable Enterprise**  
*Understanding how companies develop green capabilities over time.*

## **REFEREED CONFERENCE PRESENTATIONS**

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- 2019 Ng ESQ & Walls JL. *Managerial Responses to Paradoxes in Corporate Sustainability: A Cognitive Framing Perspective*. Academy of Management Journal (AMJ) Workshop.
- 2018 Walls JL, Ng ESQ & Wingard G. *Managerial Tensions for Sustainability in the Mongolian Mining Industry*. Academy of Management (AOM).
- 2018 Walls JL, Ng ESQ & Wingard G. *Coping with Tensions in Sustainability: A Lived Experience of Managers in the Mongolian Mining Industry*. Group for Research on Organizations and the Natural Environment (GRONEN).
- 2018 Walls JL, Ng ESQ & Wingard G. *Coping with Tensions in Sustainability: The Lived Experience of Managers in the Mongolian Mining Industry*. Sustainability, Ethics & Entrepreneurship (SEE).
- 2018 Haigh N & Walls JL. *Bunny Huggers Versus Self-Gratifying Killers: Finding Solutions in the Debate About Trophy Hunting*. Society for the Advancement of Socio-Economics (SASE).
- 2017 Walls JL & Bulmer K. *Emotional Drivers of Sustainability*. Academy of Management (AOM).
- 2017 Mitzinneck B, Walls JL & Dowel G. *Institutional Resistance: All-Male Boards in the 21st Century*. Academy of Management (AOM).
- 2017 Mitzinneck B, Walls JL & Dowel G. *Institutional Resistance: All-Male Boards in the 21st Century*. Administrative Sciences Association of Canada (ASAC).
- 2017 Mitzinneck B, Walls JL & Dowel G. *Only Men on Board? Institutional Resistance in the S&P 500*. Alliance for Research on Corporate Sustainability (ARCS).
- 2017 Walls JL & Bulmer K. *Basic emotions in Corporate Environmental Sustainability*. Alliance for Research on Corporate Sustainability (ARCS).
- 2017 Walls JL & Bulmer K. *Lie to me: Basic emotion and deception cues in environmental management*. NTU-Academy of Management Discoveries (AMD) Workshop.
- 2016 Mitzinneck B, Dowell G, Walls JL. *Resistance to Institutional Norms: All-Male Boards in S&P 500 Firms, 2003-2012*. Strategy Management Society (SMS).
- 2016 Lewis B, Dowell G, Walls JL. *The Environmental Consequences of Voluntary Information Disclosure*. Strategic Management Society (SMS).
- 2016 Ng SQE, Walls JL, Wingard G. *Getting to the Heart of Greenwashing: CEO Values and Motivation for Corporate Sustainability in the Mongolian Mining Industry*. Academy of Management (AOM).

- 2016 Ng SQE, Walls JL, Wingard G. *Getting to the Heart of Greenwashing: CEO Values and Motivation for Corporate Sustainability in the Mongolian Mining Industry*. Alliance for Research on Corporate Sustainability (ARCS).
- 2016 Ng SQE, Walls JL, Wingard G. *Getting to the Heart of Greenwashing: CEO Values and Motivation for Corporate Sustainability in the Mongolian Mining Industry*. Sustainability, Ethics & Entrepreneurship (SEE).
- 2016 Ng SQE, Walls JL, Wingard G. *Getting to the Heart of Greenwashing: CEO Values and Motivation for Corporate Sustainability in the Mongolian Mining Industry*. Group for Research on Organizations and the Natural Environment (GRONEN).
- 2015 Ng SQE, Walls JL, Wingard G. *Getting to the Heart of Greenwashing: CEO Values and Motivation for Corporate Sustainability in the Mongolian Mining Industry*. SMU-Academy of Management Journal (AMJ) Workshop.
- 2015 Walls JL, Berrone P. *The Power of One: How CEO Power Affects Environmental Sustainability*. Academy of Management (AOM).
- 2014 Rousseau H, Berrone P, Walls JL. *Raising the Voice: Dialogue as a 'Catalyst' for Change in Complex Institutional Environments*. Strategic Management Society (SMS).
- 2014 Walls JL & Ratiu C. *Corporate Visions of Sustainability: Implications for Management Theory*. Academy of Management (AOM).
- 2014 Rousseau H, Berrone P & Walls JL. *Let's Talk: Examining Dialogue among Firms and Outside Actors on Social and Environmental Issues*. Academy of Management (AOM).
- 2013 Walls JL. *Processes of institutional Entrepreneurship: The Cheetah Conservation Fund's Impact on Namibia's Agricultural institutions*. Academy of Management (AOM), Africa.
- 2011 Lewis B, Walls JL & Dowell G. *CEO Educational Background and Firm Environmental Performance*. Academy of Management (AOM).
- 2011 Lewis B, Walls JL & Dowell G. *TMT Educational Background and Firm Environmental Performance*. Alliance for Research on Corporate Sustainability (ARCS).
- 2010 Marsh J, Kotrozo J & Walls JL. *What Combinations of Monitoring Work? Applying Set-theoretic Methods to Corporate Governance*. New Directions for Corporate Governance Research: Configurations & Comparative Approaches. Academy of Management (AOM).
- 2010 Walls JL & Hoffman AJ. *Micro-Processes of Positive Organizational Deviance: The Board of Directors as a Sense-Making Filter*. Alliance for Research on Corporate Sustainability (ARCS).
- 2009 Walls JL, Phan PH & Berrone P. *An Assessment of the Construct Validity of Environmental Strategy Measures*. Special Issue Conference for Business & Society.
- 2008 Walls JL. *Towards a Strategic Theory of Industrial Symbiosis: Mechanisms for Success*. Academy of Management (AOM).
- 2008 Akpınar A, Jiang Y, Gomez-Mejia LR, Berrone P & Walls JL. *Strategic Use of Corporate Social Responsibility as a Signal for Good Management*. Academy of Management (AOM).
- 2008 Marsh J, Kotrozo J & Walls JL. *Set-theoretic Research in the Context of Corporate Governance*. Academy of Management (AOM).
- 2008 Walls JL & Hoffman AJ. *Board Make-Up and Organizational Receptivity to Field-Level Pressures: Corporate Proactivity on Environmental Strategy and Minority Voices*. European Group for Organizational Studies (EGOS).
- 2008 Akpınar A, Jiang Y, Gomez-Mejia LR, Berrone P & Walls JL. *Is Corporate Social Responsibility a Signal for Good Management?* European Group for Organizational Studies (EGOS).
- 2008 Walls JL & Hoffman AJ. *Not All Boards Are Created Equal: Interaction Effects among Board Composition, Interlocks and Environmental Strategy*. Group for Research on Organizations and the Natural Environment (GRONEN).

- 2007 Walls JL, Phan PH & Berrone P. *A Longitudinal Study of the Link between Corporate Governance and Environmental Strategy*. Academy of Management (AOM).
- 2007 Sanderson S, Simons K, Walls JL & Lai YY. *Innovation Challenges in the Lighting Industry*. Sloan Industry Studies Annual Conference.
- 2006 Walls JL & Phan P. *A Corporate Governance Framework of Environmental Strategy: An Empirical investigation*. Academy of Management (AOM).
- 2005 Walls JL & Phan P. *A Governance Framework for Understanding Environmental Strategy*. Academy of Management (AOM).
- 2004 Linton J & Walls JL. *Assessing the Economic Rationality of Remanufacturing Products*. Gordon Research Conference on Industrial Ecology.

## **INVITED TALKS AND PRESENTATIONS**

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- 2018 Moderator: Learning Panel. The "MAD" Conference: Managing Agriculture Digitally – Innovations for Sustainable Food. Singapore Management University & APAARI.
- 2018 Perception and Sustainability: The Role of Emotions. Environmental Humanities: Paving the Way Towards a Sustainable Future. Symposium, NTU
- 2018 Law and Governance, Incentives and Motivations for Sustainability. Singapore Sustainability Symposium, NTU
- 2018 Institutional Resistance: All-Male Boards in the 21st Century, Gender Initiative and Social Innovation groups, INSEAD
- 2017 Institutional Resistance: All-Male Boards in the 21st Century, University of Western Australia Business School
- 2017 Institutional Resistance: All-Male Boards in the 21st Century, University of Cape Town
- 2017 Corporations and Stakeholder Dialogue, Asian School of the Environment, NTU
- 2010 Sustainability for Business, Marianopolis College
- 2010 Corporate Social Responsibility and Firm Performance, CIRANO

## **MEDIA MENTIONS**

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- Pek S.B. 2016. How are NGOs innovating to reach palm oil financiers and companies? Mongabay. Available from: <https://news.mongabay.com/2016/02/how-are-ngos-innovating-to-reach-palm-oil-financiers-and-companies/>
- Deloitte. 2016. Good governance driving company performance? Boardroom dilemmas & good-practice interventions. (No longer available online)
- Greenbiz. 2013. How corporate governance influence environmental performance. Available from: <https://www.greenbiz.com/news/2013/02/08/how-corporate-governance-influences-environmental-performance> (also published in CSR Risk)
- Science Daily. 2012. 'Large and dirty' companies adopting greener strategies to earn more green. <https://www.sciencedaily.com/releases/2012/10/121015131547.htm>

# TEACHING

## TERTIARY EDUCATION

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### Undergraduate

- 2014 – 2018 ***Business Gone Green (ABo603)***  
A coordinated, undergraduate course on business and sustainability that uses a flipped-classroom design, using a blog as basis for self-learning.
- 2016 – 2018 ***Seeing through the Haze (GC0001) – MOOC***  
University-wide massive (closed) online course on sustainability, using the palm oil industry as a case study. Mandatory for 6,000 incoming undergraduate students annually.
- 2014 – 2016 ***Introduction to Sustainability (GC0001) – MOOC***  
Introductory university-wide, cross-disciplinary massive (closed) online course on sustainability. Mandatory for 6,000 incoming undergraduate students annually.
- 2012 ***Corporate Governance and Social Responsibility (MANA499)***  
Undergraduate course on business, sustainability, and corporate governance.
- 2009 – 2012 ***Strategy and Competition (COMM401)***  
Coordinated capstone course on corporate strategy. Case-method teaching and evaluation.
- 2008 ***Global Enterprise and Sustainable Development (ENVIRON367)***  
Course on global business and sustainability. Targeted at students from business, environmental science, economics and political sciences.

### Masters

- 2019 ***Sustainability in Singapore and South-East Asia (8,239)***  
Masters course on sustainability topics in Singapore and the ASEAN region; one-week block seminar with site visits to and speakers from companies.

### PhD

- 2019 ***Seminar in Sustainability and Energy Management: From Insight to Impact (10,170)***  
Ph.D. course on sustainability and energy topics for business
- 2015 ***Business Issues in Sustainability (BP7901)***  
Ph.D. course on sustainability issues in business, an interdisciplinary elective course.
- 2014, 2015 ***Theoretical Foundations of Strategic Management (MG9104)***  
Introductory Ph.D. course in strategy.

## STUDENT SUPERVISION

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### PhD Students

- Ng, Eunice SQ. (Exp. 2019) The Influence of Managerial and Organizational Biases on Corporate Environmental Performance.
- Ratiu, Cata. 2011. Proactive Sustainability Strategies and Capability Development: Insights from the Public Transport Industry.

### Masters Students

- Dubsky, Jason. 2010. MSc in Administration: International IT Governance: An Exploratory Research.
- Schumann, Bonnie. 2009. MTech in Nature Conservation: The Needs of Emerging Commercial Farmers in Namibia in Relation to Human-Carnivore Conflict.



# SERVICE

## EDITORIAL BOARDS AND REVIEWING

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- Editorial Boards:** *Journal of Business Venturing* (since 2010)  
*Journal of Management* (since 2011)  
*Organization & Environment* (since 2018)
- Associate Editor:** *Academy of Management, ONE Division* (2011, 2014, 2016)
- Ad-hoc reviewing:** Over 25 journals/conferences including: *Academy of Management Journal, Business & Society, Corporate Governance: An International Review, Journal of Business Ethics, Organization & Environment, Strategic Management Journal, etc.*  
*AOM, ARCS, GRONEN, SMS*

## SERVICE TO THE SCHOLARLY COMMUNITY

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### Academy of Management (AOM) – Organizations & Natural Environment (ONE division)

- 2016 – 2021 **Executive Team track**  
2018-19 Division Chair Elect  
2017-18 Program Chair  
2016-17 Program Chair Elect (PDW Chair)
- 2013 – 2016 Chair and Member of Awards Team  
2015 Facilitator & Panelist, Designing Sustainable Governance  
2015 Faculty advisor, Doctoral Consortium  
2013 Faculty advisor, Junior Faculty Consortium  
2010 Faculty advisor, Doctoral Consortium  
2009 Panelist, Doctoral Consortium

### Alliance for Research on Corporate Sustainability (ARCS)

- 2016 – date Member, Doctoral Committee  
2016 – date Advisory Board, ARCS-Ivey PhD Academy  
2015 – 2018 Board Director, representing NTU Singapore

### Group for Research on Organizations and the Natural Environment (GRONEN)

- 2019 Doctoral Consortium Facilitator, GRONEN/WASEDA Workshop, Tokyo  
2015 Scientific Committee Member

### David O'Brien Centre for Sustainable Enterprise (DOCSE)

- 2012 – date Scientific Committee Member

## SERVICE TO THE UNIVERSITY

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- 2017 Workshop for the Centre for Research on the Environment and Society, NTU  
2014 – date Coordinator, Interdisciplinary Research Seminar Series on Business Sustainability, NBS/NTU  
2014 – Sustainability Committee, NBS/NTU  
2013 – 2014 Chair, Residents Committee (HAS-FH), NTU  
2012 Mentor, Sauvé Scholars Program, Concordia University  
2012 Organizer, Research Workshop, DOCSE, Concordia University  
2011 – 2012 Chair & Member, Ph.D. Committee, Concordia University  
2009 – 2012 Member, Brownbag Committee, Concordia University

## SERVICE AWARDS

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- 2011 Sustainability Champion Award, *Concordia University*

# INDUSTRY & OTHER

## INDUSTRY EXPERIENCE

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2006 - 2009	<i>Independent Consulting</i> For: <b>Accenture, JWT, BrainReserve, Taylor-Rafferty</b> Sustainability strategy & marketing (consulting) Shareholder analytics (quantitative analysis)	U.S.A.
2002 – 2007	<i>Volunteer Program Director &amp; Operations Manager</i> <b>Cheetah Conservation Fund</b> Management of volunteers and volunteer program (management) Development of systems and processes & daily operations management (operations) Strategic planning (business planning) Back-up for animal husbandry of cheetahs, dogs, goats (wildlife/livestock management)	Africa
2000 – 2002	<i>Vice President (Business Development)</i> <b>Thomson Financial - Corporate</b> New business development (business development) Corporate training on investor relations (training) Shareholder analysis & market intelligence analysis (quantitative analysis) Investor roadshow management (event management) Perception studies (qualitative analysis) Management, hiring, developing, and training of analysts (management)	Asia-Pacific
1996 – 2000	<i>Director of Research &amp; Director of Consulting</i> <b>Thomson Financial – Corporate</b> (previously <b>Technimetrics</b> ) Shareholder analysis & market intelligence analysis (quantitative analysis) Investor roadshow management (event management) Perception studies (qualitative analysis) Management, hiring, developing, and training of analysts (management) Management and research of investor and shareholder databases (research)	Europe

## LANGUAGES

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English	Fluent (considered as first language)
Dutch	Native tongue
Spanish	Advanced
German/Swiss German	Advanced
French	Advanced
Afrikaans	Good comprehension