

MARTIN SCHULZ
Sauder School of Business
University of British Columbia
2053 Main Mall, Vancouver, BC V6T 1Z2, Canada
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Website: <http://www.martinshub.org/Academic/>

April 15, 2025

EDUCATION

Stanford University:

February 1993 Ph.D. Sociology.
Dissertation: "Learning, Institutionalization, and Obsolescence in Organizational Rule Histories." Dissertation Advisor: James G. March.

WORK EXPERIENCE

7/01 - today Associate Professor, Organizational Behavior and Human Resources Division, Sauder School of Business, University of British Columbia, Canada.

Courses: ♦ Organizational Learning, Knowledge, and Dynamic Surprises
♦ Organizational Behavior and Management ♦ Seminar in Macro-Organizational Theories ♦ Advanced Statistical Models

9/93 - 6/01 Assistant Professor for Management and Organization, School of Business Administration, University of Washington, U.S.A.

Courses: ♦ Business and Society ♦ Organization Structure ♦ Power Tools for Managers and Consultants ♦ Designing Adaptive Organizations ♦ Business Process Reengineering and Improvement ♦ Sociological Theories of the Firm

11/82 - 7/85 Diplom Soziologe at the Institute for Population Research and Social Policy (Bielefeld, West Germany). Developing micro-simulation models, research on demographic processes, developing event sequence analysis software.

RESEARCH INTERESTS

- Theories & models of social and organizational change. In particular, models that can explain the emergence and transformation of structures in organizations and society. Social order.
- Organizational learning, change of organizational rules and routines, change of organizational knowledge, knowledge flows, search, organizational attention, obsolescence, relevance, sampling, sorting, discovery, innovation
- Change of clinical practice guidelines in healthcare organizations, change of organizational policies and legal rules, attention behavior of knowledge workers, the evolution of rule networks and knowledge networks, change of families of entrepreneurs
- Carnegie logics of appropriateness and consequences
- Organization theories, organization design, multinational corporations, international management, dynamic capabilities, resource and knowledge based approaches, behavioral strategy
- Quantitative analysis methods, longitudinal data, big data, dynamic models

PUBLISHED WORK

- Schulz, Martin, Strauss, Erik, and Wiegmann, Leona (2024)
“Information Search and Attention Shifts During Performance Shocks” Academy of Management Annual Meeting Proceedings. Vol 2024, No. 1. Briarcliff Manor, NY 10510: Academy of Management.
- Schulz, Martin (2024)
“The Dynamics of Rules and Attention”. Video produced for the Carnegie School of Organizational Learning Summer Academy. Published online at <https://www.csolconference.org/post/22-the-dynamics-of-rules-and-attention>
- Zhu, K. and Schulz, M. (2023)
“Internal versus external knowledge sourcing of organizational rules: an exploratory study of CPGs in a healthcare organization.” Industrial and Corporate Change, Volume 32, Issue 6, December 2023, Pages 1352-1371.
- Schulz, Martin & Zhu, Kejia (2022)
“Learning by Connecting: How Rule Networks Evolve Through Discovery of Relevance”, Organization Science 33.5: 2018-2040.
- Schulz, Martin, Strauss, Erik, and Wiegmann, Leona (2022)
“Reacting to Failure and Orchestrating Success: How Organizational Performance Shocks Move Attention”, Academy of Management Annual Meeting Proceedings. Vol 2022, No. 1. Briarcliff Manor, NY 10510: Academy of Management.
- Zhu, Kejia, and Schulz, Martin (2022)
“Internal vs. External Knowledge Sourcing of Organizational Rules: An Exploratory Study”, Academy of Management Annual Meeting Proceedings. Vol 2022, No. 1. Briarcliff Manor, NY 10510: Academy of Management.
- Zhu, Kejia & Schulz, Martin (2019)
“The Dynamics of Embedded Rules: How Do Rule Networks Affect Knowledge Uptake of Rules in Healthcare?” in: Journal of Management Studies 56.8 (2019): 1683-1712.
- Schulz, M. (2016)
“Logic of Consequences and Logic of Appropriateness.” In: Augier, M., Teece, D. (eds) The Palgrave Encyclopedia of Strategic Management. Palgrave Macmillan, London. https://doi.org/10.1057/978-1-349-94848-2_544-1
- Schulz, Martin (2015)
“The BTF Vision of Unfolding Rule Worlds”, in: Journal of Management Inquiry 24.3, 332-333.

- Schulz, Martin & Zhu, Kejia (2014)
"Shifting Logics: Erosion of Appropriateness and Knowledge Uptake of Rules", in: Academy of Management Proceedings. Vol. 2014, No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2014.
- Zhu, Kejia, & Schulz, Martin (2013)
"Rule Networks and Rule Change: How Do Citation Ties Affect Rule Revisions?" Academy of Management Proceedings. Vol. 2013. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2013
- Schulz, Martin; Jennings, P. Devereaux; Patient, David (2008)
"Cleaning up the Water Law of British Columbia: a Problemistic Approach to Rule Changes" Academy of Management Proceedings 2008.
- Schulz, Martin (2008)
"Staying on Track: A Voyage to the Internal Mechanisms of Routine Reproduction", pages 228-255, in: Markus C. Becker (ed.): Handbook of Organizational Routines. Edward Elgar Publishing Ltd, UK
- Jennings, Devereaux; Schulz, Martin; Patient, David; Gravel, Caroline; Yuan, Ke (2005)
"Weber and Legal Rule Refinement: The Closing of the Iron Cage?" Organization Studies 26(4): 621-653.
- Schulz, Martin (2003)
"Impermanent Institutionalization: The Duration Dependence of Organizational Rule Changes" Industrial and Corporate Change, 12 (5): 1077-1098
- Schulz, Martin (2003)
"Pathways of Relevance: Exploring Inflows of Knowledge into Subunits of Multinational Corporations." Organization Science, 14 (4): 440-459
- Dietz, Joerg; Robinson, Sandra; Folger, Robert; Baron, Robert A.; Schulz, Martin (2003)
"The Impact of Community Violence and an Organization's Procedural Justice Climate on Workplace Aggression," Academy of Management Journal, 46(3), 317-326
- Schulz, Martin; Beck, Nikolaus (2002)
"Die Entwicklung Organisatorischer Regeln im Zeitverlauf." Kölner Zeitschrift für Soziologie und Sozialpsychologie, Sonderheft 42/2002, pages 119-150
- Schulz, Martin (2002)
"Organizational Learning" pp 415-441 in: Joel A. C. Baum (ed) Companion to Organizations, Blackwell Publishers, Oxford, UK

- Schulz, Martin (2001)
"The Uncertain Relevance of Newness: Organizational Learning and Knowledge Flows".
Academy of Management Journal, Vol 44, no 4, 661-681
- Schulz, Martin and Jobe, Lloyd A. (2001)
"Codification and Tacitness as Knowledge Management Strategies: An Empirical Exploration." Journal of High Technology Management Research, 2001, Vol. 12, pages 139-165
- Schulz, Martin and Beck, Nikolaus (2000)
"Comparing Rule Histories in the U.S. and in Germany: Searching for General Principles of Organizational Rules". SFB 504 Working Paper 00-13, 2000 Universität Mannheim
- March, James G., Schulz, Martin, and Zhou, Xueguang (2000)
"The Dynamics of Rules: Change in Written Organizational Codes", Stanford University Press
- Schulz, Martin (1998)
"Limits of Bureaucratic Growth: The Density Dependence of Organizational Rule Births".
Administrative Science Quarterly. Vol 43, No 4, Winter, 1998
- Schulz, Martin (1998)
"A Model of Obsolescence of Organizational Rules," Journal of Computational and Mathematical Organization Theory, Vol 4, No 3, Fall 1998: 241-266
- Schilling, Melissa A. and Schulz, Martin (1998)
"Improving the Organization of Environmental Management: Ecosystem Management, External Interdependencies, and Agency Structures", Public Productivity & Management Review, Vol 21, No 3, March 1998: 293-308
- Schulz, Martin (1992)
"A Depletion of Assets Model of Organizational Learning", in: Journal of Mathematical Sociology, 1992, Vol. 17(2-3), pp. 145-173
- Schulz, Martin (1989)
"The Analysis of Sequence Patterns of Family-Related Events" (Publication in German); in: Alois Herlth and Klaus Peter Strohmeier (Ed): "Lebenslauf und Familienentwicklung", Leske und Budrich: Opladen (West Germany), 1989: 111-146
- Schulz, Martin; Strohmeier, K.P. (1984)
"Professional Career and Family Career: Problems of Reconstruction and Modelling Sequences of Life Course Events" (Publication in German); in: Materialienband: Beiträge aus den Sektions- und ad hoc-Veranstaltungen des 22. Deutschen Soziologentags in Dortmund, West Germany.

Kaufmann, F.X.; Quitmann, J.; Schulz, M.; Simm, R.; Strohmeier, K.P. (1984)
“*Family Development in North-Rhine Westphalia: Socio-Spatial Context, Modeling, and Microsimulation.*” (Publication in German) IBS - Materialien Nr. 17, ISBN 3-923340-01-4, Universität Bielefeld.

INVITED PRESENTATIONS

Martin Schulz. 2024. “*The Dynamics of Rules and Attention*”, invited presentation at the Carnegie School of Organizational Learning Summer Academy. Online. Summer 2024.

Martin Schulz. 2022. “*Weaponizing Organization Theories to Save the World*”, invited presentation for the Fifth Lugano Conference on Organizations, Università della Svizzera italiana, Lugano, Switzerland, June 28-30, 2022.

Martin Schulz. 2022. “*Orchestrating Success and Reacting to Failures: Organizational Attention Shifts Before and After Organizational Performance Shocks*”, invited presentation (via Zoom) at the School of Business and Economics, Maastricht University, Holland, March 9, 2022

Martin Schulz. 2019. “*In Memoriam: James G. March 1928 - 2018: Reflections of Jim as a Teacher and Advisor*”, invited after-dinner presentation at the special-purpose “Conference in Honor of James G. March” at the Carnegie Mellon University (Oct 4-5, 2019).

Martin Schulz. 2019. “*When the Sociology of Organizations Goes to Business School - Sleeping With the Enemy or Suicide Mission?*”, invited presentation for the panel “Whatever Happened to the Sociology of Organizations?” at the meetings of the Canadian Sociological Association at Congress 2019.

Martin Schulz. 2019. “*Organizational Learning and Social Order*” invited presentation for the panel “*Remembering Jim March*”, presented at the Carnegie School of Organizational Learning Conference, Pacific Grove, CA, May, 2019.

Martin Schulz. 2018. “*Unleashing Organization Theory*”, Panel organized (with Aleksandra Rebeka, Tulane) at the Carnegie School of Organizational Learning Conference, Pacific Grove, CA, Aug 2018. Panel members: W. Richard Scott (Stanford), Richard Burton (Duke), and Linda Argote (Carnegie Mellon).

Martin Schulz. 2017. “*A Conversation on Organizational Learning Research that Uses Big Data*” (‘Fire-Side Chat’), Carnegie School of Organizational Learning Conference (CSOL), Pacific Grove, CA, Aug 2017

Martin Schulz. 2015. “*Exposure to Differences: Rule Networks as a Source of Change in Rule Systems*”. Presented at Lehrstuhl Prof. Dr. Schreyögg, Freie Universität Berlin, Germany, June, 2015

Martin Schulz. 2013. *“Logics of Appropriateness and Consequences: Basic Models and Extensions”*. Presented at the Faculty of Economics, University of Lugano, Switzerland, Oct 2013

Martin Schulz. 2013. *“Rule Networks and Rule Change: How Do Citation Ties Affect Rule Revisions?”*. Presented at the WHU - Otto Beisheim School of Management, Vallendar, Germany.

Martin Schulz. 2013. *“When Rules Grow Persistent: Problem-Based Adaptation of Clinical Practice Guidelines”*. Presented at the WiSo-Fakultät der Universität zu Köln, Germany, Oct 2013.

Martin Schulz. 2011. *“Rule Persistence: How Problem Absorption Affects the Integration of Knowledge into Clinical Practice Guidelines”*. Presented at the University of Lugano (Switzerland) Jun 2011

Martin Schulz. 2011. *“Rule-Based Learning: Problem Absorption and Knowledge Integration into Clinical Practice Guidelines”*. Presented at the Rotterdam School of Management, Erasmus University, Jun 2011

Martin Schulz. 2009. *“A Problemistic Approach to Rule Evolution”*. Presented at the Shidler College of Business, University of Hawai, May 2009

Martin Schulz. 2008. *“Cleaning up the Water Law of British Columbia: A Problemistic Approach to Rule Change”*. Presented at the Universitaet Mannheim (Germany), University of Lugano (Switzerland), and the ETH Zuerich (Switzerland), 2008

Martin Schulz. 2007. *“Staying on Track: A Voyage to the Internal Mechanisms of Routine Reproduction”*. Presented at the University of Mannheim (Germany), May 2007

Martin Schulz. 2006. *“A Problemistic Approach to Institutional Change: The Evolution of the British Columbia Water Law 1914 to 2003”*. Presented at the London Business School, 2006 and at the Graduate School of Business at Stanford University, 2006

PRESENTATIONS GIVEN AT PROFESSIONAL MEETINGS

Martin Schulz 2025

“Closing Knowledge Gaps: How Curiosity-Driven Search Shapes Concentration of Attention to Information Sources”. Poster presented at Organization Science Winter Conference, Los Angeles, California, February 2025

Martin Schulz 2024

“Information Search and Attention Shifts during Performance Shocks”. Presented at the Academy of Management Annual Meetings in Chicago, August, 2024.

Martin Schulz 2024

"Closing Knowledge Gaps: Concentration of Attention during Curiosity-Driven Search". Presented at the Carnegie School of Organizational Learning Conference (CSOL) in St. Augustine, FL, May, 2024.

Martin Schulz 2024

"Organizational Performance Shocks and Knowledge Worker Attention Shifts", Poster presented at Organization Science Winter Conference, Zurich Switzerland, March, 2024

Martin Schulz 2023

"How Search Processes Shape Attention to Information Sources". Presented at the Academy of Management Annual Meetings in Boston, August, 2023.

Martin Schulz 2022

"Reacting to Failure and Orchestrating Success: How Organizational Performance Shocks Move Attention". Presented at the Academy of Management Annual Meetings in Seattle, WA, August, 2022.

Kejia Zhu & Martin Schulz 2022

"Internal vs. External Knowledge Sourcing of Organizational Rules: An Exploratory Study". Presented at the Academy of Management Annual Meetings in Seattle, WA, August, 2022.

Martin Schulz 2022

"Knowledge Worker Attention Shifts Before and After Organizational Performance Shocks". Presented at EGOS Colloquium 2022, Sub-theme 47: "'Orgachines?'" Organizational Decision-making and Machine Algorithms", Vienna, Austria, July, 2022

Martin Schulz 2021

"Knowledge Worker Attention Cycles: Dynamic Surprises in a Multi-Dashboard Environment" Presented (via Zoom) at the Carnegie School of Organizational Learning Conference (CSOL), August 2021

Kejia Zhu & Martin Schulz 2020

"Internal versus External Knowledge Sourcing of Organizational Rules: An Exploratory Study" Poster accepted for presentation at the Organization Science Winter Conference 2020, March 5-8, 2020 in Monterey, CA (the conference was cancelled due to COVID19)

Kejia Zhu & Martin Schulz 2018

"The Dynamics of Embedded Rules: How Do Rule Networks Affect Knowledge Uptake of Rules in Healthcare?" presented at the PDW on the "Past And Future of March And Simon's 'Organizations'" at the Academy of Management Annual Meetings in Chicago, IL. Aug 2018

Martin Schulz 2017

“Connecting Encoded Knowledge: The Evolution of Organizational Knowledge Networks”, presented at the Organization Science Winter Conference (OSWC XXIII), Park City, UT, February, 2017

Martin Schulz & Kejia Zhu 2016

“Weaving Organizational Rule Tapestry: How Discovery of Relevance Shapes Rule Network Tie Formation”, presented at the 111th Annual Meeting of the American Sociological Association in Seattle WA, August, 2016

Martin Schulz 2016

“Learning and Rules”, presented at the Carnegie School of Organizational Learning Conference in Asilomar (CSOL), CA, August 2016

Marjan Houshmand & Martin Schulz 2016

“The Effect of Entrepreneurship on the Financial Wellbeing of Family Members”, presented at the Academy of Management Annual Meetings in Anaheim, CA, August 2016

Martin Schulz & Kejia Zhu 2016

“Rule Network Evolution as Discovery of Knowledge Relevance” presented at the Academy of Management Annual Meetings in Anaheim, CA, August 2016

Martin Schulz 2016

“Learning and Knowledge”, Discussion Paper Session, Academy of Management Annual Meetings in Anaheim, CA, August 2016

Martin Schulz 2016

“Lessons Learned” Plenary Panel of the Organization Science Winter Conference (OSWC XXII), Park City, UT, Feb 2016

Marjan Houshmand & Martin Schulz 2015

“The Fruits of Passion: The Effect of Entrepreneurship on Life Satisfaction of Family Members”, presented at the Academy of Management Annual Meetings in Vancouver, BC August 2015

Martin Schulz 2015

“A Relevance-based Model of Rule Network Tie Formation”, presented at the Carnegie School of Organizational Learning Conference (CSOL) in Asilomar, CA May 2015

Martin Schulz & Kejia Zhu 2014

“Shifting Logics: Erosion of Appropriateness and Knowledge Uptake of Rules” presented at the Academy of Management Annual Meetings in Philadelphia, PA, August 2014

Martin Schulz 2014

"Rule networks and rule change", presented at the Carnegie School of Organizational Learning Conference in Asilomar (CSOL 2014), May 2014

Martin Schulz & Kejia Zhu 2014

"Shifting Logics and Knowledge Uptake of Rules: Erosion and Anchoring of Appropriateness" (Poster Presentation) presented at the Organization Science Winter Conference (OSWC XX), Steamboat Springs, CO, February 6-9, 2014

Kejia Zhu & Martin Schulz 2013

"Rule Networks and Rule Change: How Do Citation Ties Affect Rule Revisions?" presented at the Academy of Management Annual Meetings in Orlando, FL August 2013

Kejia Zhu & Martin Schulz 2013

"Knowledge Network and Knowledge Change: How Citation Ties Affect Rule Revisions" (Poster Presentation) presented at the Organization Science Winter Conference (OSWC XIX), Steamboat Springs, CO, February, 2013

Martin Schulz & Kejia Zhu 2012

"When Rules Grow Persistent: Problem-Based Adaptation of Clinical Practice Guidelines" presented at the Academy of Management Meetings, Boston, MA, August, 2012

Martin Schulz & Kejia Zhu 2012

"Experience Routing and Self-Organization of Organizational Rule Networks", Organization Science Winter Conference (OSWC XVIII), Steamboat Springs, CO, February, 2012

Marjan Houshmand & Martin Schulz 2012

"ICT-Enabled Social Networks and Issue Construction in the Arab Spring", (Poster Presentation) presented at the Organization Science Winter Conference (OSWC XVIII), Steamboat Springs, CO, February, 2012

Martin Schulz & Kejia Zhu 2011

"Rule-Based Learning: Path Dependent Knowledge Integration into Clinical Practice Guidelines", (Poster Presentation) presented at the Organization Science Winter Conference (OSWC XVII), Steamboat Springs, CO, Feb, 2011

Kejia Zhu & Martin Schulz 2011

"Knowledge Structure and Knowledge Change: Experience and Attention Transfer in Rule Networks." presented at the Preconference of the Organization Science Winter Conference (OSWC XVII), Steamboat Springs, CO, February 2011

Markus Becker & Martin Schulz 2011

“Organizational Memory And Persistence: How Can Routines and Rules Persist Despite Perennial Gales of New Problems and Solutions?” presented at the Organization Science Winter Conference (OSWC XVII), Steamboat Springs, February 2011

Martin Schulz 2011

“Problem Absorption in Rule Birth and Revisions” presented at the Organization Science Winter Conference (OSWC XV), Steamboat Springs, CO, February 2011

Schulz, Martin and Beck, Nikolaus 2009

“A Problemistic Approach to Rule Evolution”, presented at the Organization Science Winter Conference (OSWC XV), Steamboat Springs, Colorado, February 2009.

Schulz, Martin; Jennings, P. Devereaux; and Patient, David 2008

“Rule Persistence and Change: A Problemistic Approach to the Evolution of the Water Law of British Columbia”, presented at the Academy of Management Meetings, Anaheim, California, August, 2008

Schulz, Martin; Kiefer, Tina, and Barclay, Laurie 2008

“‘What a Hassle’ - Cognitive and Emotional Reactions to Bureaucratic Rules” presented at the Academy of Management Meetings, Anaheim, California, Aug 2008

Schulz, Martin 2007

“Staying on Track: A Voyage to the Internal Mechanisms of Routine Reproduction” presented at the Third International Conference on Organizational Routines, Strasbourg, France, 25-26 May 2007

Schulz, Martin; Jennings, P. Devereaux; Patient, David; Gravel, Caroline; Yuan, Ke 2006

“A Problemistic Approach to Institutional Change: The Evolution of the British Columbia Water Law 1900 to 2000”. Presented at the Academy of Management Meetings, Atlanta, Georgia, 2006.

Schulz, Martin; Jennings, P. Devereaux; Patient, David; Gravel, Caroline; Yuan, Ke 2006

“A Problemistic Approach to Institutional Change: The Evolution of the British Columbia Water Law 1900 to 2000”. Presented at the Organization Science Winter Conference, Steamboat Springs, Colorado, 2006.

Schulz, Martin; Kiefer, Tina, and Barclay, Laurie 2005

“When Rules Go Wrong: Understanding Reactions to Bureaucratic Hassle”. Poster presented at the Academy of Management Meetings, Honolulu, Hawaii, 2005

Jennings, P. Devereaux; Schulz, Martin; Patient, David; Gravel, Caroline; Yuan, Ke 2004

“The Ecological Dynamics of Legal Rule Revision” Presented at the Academy of Management Meetings, New Orleans, 2004

Branzei, Oana; Schulz, Martin; Vertinsky, Ilan 2004

"Product Innovation in Heterogeneous R&D Networks: Paths to Exploration and Exploitation" Presented at the Academy of Management Meetings, New Orleans, 2004

Schulz, Martin; Jennings, P. Devereaux; Gravel, Caroline; Patient, David; Yuan, Ke 2003

"Discovering the Dynamics of Institutional Environments: Modeling Legal Rule Revision." Presented at the Academy of Management Meetings, Seattle, Aug 2003

Schulz, Martin; Beck, Nikolaus 2002

"Organizational Rules and Organizational Rule Histories: A Review of Current Research on Rule-Based Models of Organizational Learning" presented at Academy of Management Meetings in Denver, Colorado, Aug 2002

Schulz, Martin 2002

"Impermanent Institutionalization: The Duration Dependence of Organizational Rule Changes" presented at "Institutions and Organizations Conference in Honor of James G. March", July 4-6, 2002, Lucca, Italy

Schulz, Martin 2002

"Forgotten Rules: The Duration Dependence of Organizational Rule Revisions and Suspensions" presented at the Second Joint Japan-North America Conference on Mathematical Sociology, May 31 - June 2, 2002, Coast Plaza Suite Hotel, Vancouver, BC, Canada

Schulz, Martin and Beck, Nikolaus 2000

"Iron Laws of Bureaucracy – Comparing Incremental and Radical Change of Organizational Rules in the U.S. and in Germany" presented at Academy of Management Meetings in Toronto, Canada, Aug 2000

Schulz, Martin 2000

"Institutionalization and Evolution of Knowledge in Organizations: Inspirations from Research on Rules and Knowledge Flows" presented at the KNEXUS Research Symposium on "Institutionalization of Knowledge: How Institutions Develop and Spread Knowledge", Institute for International Studies, Stanford University, July 31 - August 2, 2000.

Schulz, Martin 1999

"Pathways of Relevance: Exploring Inflows of Knowledge into Subunits of MNCs" presented at the Academy of Management Meetings in Chicago, Aug 1999.

Schulz, Martin 1998

"The Uncertain Relevance of New Knowledge: Organizational Learning and Knowledge Flows in Multinational Corporations" presented at the Academy of Management Meetings in San Diego, CA, Aug 1998.

Schulz, Martin and Jobe, Lloyd A. 1997

"Codification and Tacitness as Knowledge Management Strategies: An Empirical Exploration", presented at the Academy of Management Meetings in Boston, MA, Aug 1997. An earlier version of this paper was presented at the 16th International Conference of the Strategic Management Society in Phoenix, AZ, Nov 10-13, 1996.

Schulz, Martin and Jobe, Lloyd 1996

"Determinants of Knowledge Flows in MNCs: Effects of Interdependence, Strategic Context, Innovation, and Codification" presented at the Academy of Management Meetings in Cincinnati, Ohio.

Schulz, Martin 1996

"Refinement: The Occurrence Dependence of Organizational Rule Changes" presented at the Conference on Organizational Memory and Learning at Stanford University, June, 1996

Schulz, Martin 1995

"Limits to Bureaucratic Growth: The Density Dependence of Organizational Rule Births", presented at the 1995 Annual Meeting of the American Sociological Association in Washington, DC (also presented at the 1995 Academy of Management Meetings in Vancouver, BC)

Schulz, Martin 1994

"Persistence or Obsolescence: The Duration Dependence of Organizational Rule Change", presented at the 1994 Annual Meeting of the American Sociological Association in L.A.

Schulz, Martin 1992

"Tracking, Refinement, or Retention: The Integrity of Organizational Experience", presented at the Annual Meeting of the American Sociological Association, Pittsburgh, Pennsylvania, August 24, 1992.

Schulz, Martin 1991

"Organizational Learning in an Administrative Rule System", presented at the Annual Meeting of the American Sociological Association, Cincinnati, Ohio, August 27, 1991.

Schulz, Martin 1989

"Thematic Convergence in Rule Learning: Detection of Competency Traps", presented at the Annual Meeting of the American Sociological Association, San Francisco, Aug 10, 1989.

DOCTORAL STUDENT SUPERVISION

Principal Supervisor: Houshmand, Marjan

Student Degree Received: Aug 2015

Current Position: Associate Professor, University of Hawaii, USA

Principal Supervisor: Kejia Zhu

Student Degree Received: July, 2014

Current Position: Associate Professor, University of Waterloo, ON, Canada

Co-Supervisor: Nevo, Dorit

Student Degree Received: July, 2003

Current Position: Associate Professor, Lally School of Management, Rensselaer Polytechnic Institute, New York, USA

Co-Supervisor: Branzei, Oana

Student Degree Received: Dec 2004

Current Position: Professor, Ivey Business School, Western University, Canada

AWARDS AND FELLOWSHIPS

Above and Beyond the Call of Duty Award (ABCD Award), OMT Division, Academy of Management, 2022

Research Grant from SSHRC for research on “Knowledge Sourcing of Organizational Rules” (CDN\$63,624), Canada, 2018

Research Grant from the Dr. Werner Jackstädt-Stiftung (Germany) for research on “Entscheidungsfindung im digitalen Zeitalter: Einfluss individueller und organisationaler Informationsverarbeitung auf den Unternehmenserfolg” (Euro 100,000), 2016

Member of the “Health Policy & Systems Management Research Grants Committee”, 2013, Canadian Institutes of Health Research (CIHR)

Research Grant from SSHRC for research on the topic “Problem Distributions and Rule Change: Understanding How Rules Persist and Evolve” (CDN\$75,200), Vancouver, Canada, 2011

Research Grant from SSHRC for research on the topic “When Rules Go Wrong: Understanding Reactions to Bureaucratic Hassle” (CDN\$ 91,523), Vancouver, Canada, 2005

Research Grant from the Hampton Foundation for research on “Formalizing ‘Fairness’: Can Organizational Policies Dictate What is (Un)Fair?” (CDN\$ 3,000), Vancouver, Canada, 2004.

Outstanding Reviewer Award of the BPS Division of the Academy of Management, 2003

Above and Beyond the Call of Duty Award (ABCD Award), OMT Division, Academy of Management, 2002

Carolyn Dexter Award Nominee (Academy of Management, 2002) for the paper “Organizational Rules and Rule Histories: A Review of Rule-Based Models of Organizational Learning” (together with Nikolaus Beck, U. of Erfurt).

Visiting Lecturer, “Organizational Learning and Knowledge”, Graduiertenkolleg, Fakultät für Betriebswirtschaft (Faculty of Business), Christian Albrechts Universität Kiel, Summer 2002

Research Grant from the Hampton Foundation for research on “Problem Absorption and Resolution in Organizational Learning” (CDN\$ 40,000), Vancouver, Canada, 2002.

Research Grant from SSHRC for research on “An Institutional Ecology of Regulatory Rules”, (CDN\$ 93,690), with Devereaux Jennings, Vancouver, Canada, 2002.

Research Fellow at the Lehrstuhl für Allgemeine Betriebswirtschaftslehre und Organisation (Prof. Dr. Alfred Kieser), Universität Mannheim, Germany, Spring Quarter 1999

Grant from the Carnegie Bosch Foundation for research on the project “Organizational Learning in Multinational Enterprises”, (US\$ 16,000) February 1996

Two Grants from the Center for International Business Education and Research for the Project “Organizational Learning in Multinational Enterprises”, (US\$ 16,000) Seattle, March 1995 and January 1996

Award from the Andrew Mellon Foundation through the Population Studies Committee at Stanford, May 1986. W. Brian Arthur, Dean and Virginia Morrison Professor of Population Studies.

EDITORSHIPS AND MEMBERSHIPS ON REVIEW BOARDS

Associate Editor, Management Science, 2006-2010

Member, Editorial Review Board of Organization Science, 2006-ongoing

Member, Editorial Review Board of Academy of Management Journal (AMJ), 2004-2007

Member, Editorial Review Board of Strategic Organization (SO), 2002-2007

CURRENT AND PAST REVIEWER ACTIVITIES

Reviewer for Journals and Academic Conferences

Public Administration Review
Administrative Science Quarterly
Organization Studies
Industrial and Corporate Change
Academy of Management Journal
Academy of Management Review
Organization Science
SO! Strategic Organization
International Social Science Journal
Management Science
CMOT Computational and Mathematical Organization Theory
Journal of Mathematical Sociology
Academy of Management Meetings - OMT section
Academy of Management Meetings - BPS section

External Reviewer for Funding Agencies

U.S. National Science Foundation
CIHR – Canadian Institutes of Health Research
SSHRC – Social Sciences and Humanities Research Council
NSERC – Natural Sciences and Engineering Research Council
SNSF – Swiss National Science Foundation

OTHER INFORMATION

ORCID ID: 0000-0002-2213-6174

MEMBERSHIPS Academy of Management, INFORMS, CSA

COMPUTER SKILLS

Operating Systems:	UNIX, Windows, Eumel
Statistical Packages:	SAS, STATA, RATE, TDA, LIMDEP, GAUSS, GLIM SPSS BMDP,
Computer Languages:	Python, Fortran, C++, XML, Snobol, Pascal, Basic, Elan
Databases:	MySQL