

Bill Foster, CD, PhD, RC, RMC

Assistant Professor — Strategic Management
Faculty Lead — Prince's Trust Canada

Faculty of Management, Dalhousie University
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EDUCATION

- PhD Strategic Management**
Joseph L Rotman School of Management, University of Toronto
2015
- MBA Strategy (First Class Honours)**
Joseph L Rotman School of Management, University of Toronto
2006
- BEng Chemical and Materials Engineering**
Royal Military College of Canada
1992

EMPLOYMENT HISTORY

- 2015-** Assistant Professor — Strategic Management
Kenneth C. Rowe School of Business, Faculty of Management, Dalhousie University, Halifax, NS
- 2016-2021** Director — International Student Success Program
Kenneth C. Rowe School of Business, Faculty of Management, Dalhousie University, Halifax, NS
- 2019-** Faculty Lead — Prince's Trust Canada
Kenneth C. Rowe School of Business, Faculty of Management, Dalhousie University, Halifax, NS

RESEARCH INTERESTS

social networks, organizational strategy and strategic change, complexity, embeddedness

TEACHING INTERESTS

strategy (core and organizational), strategic change and implementation, strategy and social networks

RESEARCH

Published papers

Cunningham, P, Drumwright, ME, Foster, KW. 2019. Networks of complicity: Social networks and sexual harassment. *Equality, Diversity and Inclusion*, 40(4): 392-409.

Foster, KW. 2015. A network-learning model of strategic change. *Academy of Management Proceedings*, 1: 1-40.

Working papers

Shades of organization past: The influence of organizational membership on new network formation
empirical paper from dissertation, with Bill McEvily (under revision)

Twists and turns, starts and stops: Understanding the transgenerational paths of family firms
theory and empirical paper, with Albert James and Binod Sundararajan (under revision for submission)

The story of embeddedness and reciprocity
theory, literature review, future directions (under revision for submission)

Work in progress

Organizational social networks and interdependence
theory paper from dissertation (under revision)

An NK-landscape model of network search
theory paper from dissertation (under revision)

Network search and optimization of leaders and followers
theory paper with Bill McEvily and Mike Ryall (theory revision)
Management Science (target journal)

The role of identity in leadership emergence in innovative collectives
theory and empirical network paper with Kristin Cullen (data analysis)
Leadership Quarterly (target journal)

Conference presentations

2019 7th International Symposium on Marketing Ethics and Corporate Social Responsibility, Karlstad, SE
Networks of complicity and empowerment: Social networks and sex harassment

2019 Society for Industrial and Organizational Psychology 34th Annual Conference, Washington, DC
Sex harassment: Networks of complicity and empowerment
Session 293: From #MeToo to What Now — The Problem of Sex Harassment
(presented by co-author)

2018 Canadian Council for Small Business Enterprise, Halifax, NS
Social capital and the family business: A typology of transgenerational succession
Session 2.2: Family Business Succession Planning
Live cases and the integration of theory and practice in strategy education
Session 4.2: Entrepreneurship Education & Pedagogy II

- 2018** 14th Family Enterprise Research Conference (FERC), Universidad Panamericana, Guadalajara, Mexico
Social capital and the family business: A typology of transgenerational succession
(presented by co-author)
- 2018** 6th International Symposium on Marketing Ethics and Corporate Social Responsibility, Nottingham, UK
Networks of complicity and empowerment: The influence of social networks on ethical decision-making
- 2017** Academy of Management 77th Annual Meeting, Atlanta, GA
Organizational strategic change and self-organizing networks
BPS/OMT division session 1488: Linking Formal Organization and Informal Social Structure
(AoM Showcase Symposium)
Social networks in the family business context
ENT/MC/ODC division session 1838: Longevity and Resilience at the Interface of Family, Business and the Environment
- 2017** International Multidisciplinary Academic Conference, Orlando, FL
Live cases and the integration of theory and practice in strategy education
- 2017** 2nd Interdisciplinary Perspectives on Leadership Symposium
The role of identity in leadership emergence in innovative collectives
(accepted, unable to attend)
- 2016** Atlantic Schools of Business Conference, 46th Annual Conference, Halifax, NS
Trust, family, and networks: Why do some family businesses stay and others go
Entrepreneurship session
A network-learning model of strategic change
Strategy session
- 2015** Academy of Management 75th Annual Meeting, Vancouver, BC
A network-learning model of strategic change
OMT division session 2126: Hierarchy, Politics and Organizational Learning: Four Simulations
- 2014** Collective Intelligence Conference, MIT, Boston, MA
Modeling dynamic network evolution in the context of strategic change
- 2014** Organization Science Winter Conference XX, Steamboat Springs, CO
Modeling dynamic network evolution in the context of strategic change
- 2011** Academy of Management, 71st Annual Meeting, San Antonio, TX
Predicting tie strength from organizational identification: A theory and empirical test
OMT division session 1172: Organizational Identity
- 2009** Medici Summer School in Management Studies: Organizational categories and identities, La Peitra (NYU), Florence, Italy
Social capital and organizational identity
- 2005** NATO Operational Analysis Seminar, The Hague, The Netherlands
Operational analysis for force-on-force conflicts (Air): Methods and lessons learned

Invited presentations

- 2021 Faculty of Management (Research Day), Dalhousie University, Halifax, NS
Twists and turns, starts and stops: Understanding the transgenerational paths of family firms
- 2018 Faculty of Management (Research Day), Dalhousie University, Halifax, NS
Networks of complicity and empowerment: The influence of social networks on ethical decision-making
- 2016 Rowe School of Business, Faculty of Management, Dalhousie University, Halifax, NS
An NK-landscape model of network search
- 2015 Rowe School of Business, Faculty of Management, Dalhousie University, Halifax, NS
Informality rising: Organizational change and self-organizing networks
- 2015 IAE Toulouse School of Management, Toulouse 1 Capitole University, Toulouse, FR
Informality rising: Organizational change and self-organizing networks
- 2014 Raj Sooin College of Business, Wright State University, Dayton, OH
Informality rising: Organizational change and self-organizing networks

Invited consortia

- 2018 Canadian Council for Small Business Enterprise, Halifax, NS
Paper Development Workshop organized by Journal of Small Business and Entrepreneurship
- 2014 Academy of Management, 74th Annual Meeting, Philadelphia, PA
BPS Dissertation Consortium
session with Hart Posen, Wisconsin
- 2011 Academy of Management, 71st Annual Meeting, San Antonio, TX
OMT Doctoral Student Consortium
session with Michael Pratt, Boston College; and Anne Bowers, UofT
- 2011 Reputation Institute, 15th Annual Conference, New Orleans, LA
Doctoral Student Pre-Conference Consortium
session with David Deephouse, UAlberta; Naomi Gardberg, CUNY;
and Davide Ravasi, Bocconi
- 2009 Academy of Management, 69th Annual Meeting, Chicago, IL
OMT Dissertation Proposal Workshop
session with David Whetten, BYU
- 2009 Medici Summer School in Management Studies: Organizational categories and identities,
La Pietra (NYU), Florence, Italy

Conference participation

- 2019 7th International Symposium on Marketing Ethics and Corporate Social Responsibility, Karlstad, SE
- 2019 Society for the Advancement of Management Studies Forum, Cambridge, UK
- 2018 Canadian Council for Small Business Enterprise, Halifax, NS
- 2018 6th International Symposium on Marketing Ethics and Corporate Social Responsibility
- 2017 Academy of Management, 77th Annual Meeting, Atlanta, GA

- 2016 Atlantic Schools of Business, 46th Annual Conference, Halifax, NS
- 2015 Academy of Management, 75th Annual Meeting, Vancouver, BC
- 2014 Facilitating the Creation and Transfer of Knowledge (NSF), The Wharton School, University of Pennsylvania, Philadelphia, PA
- 2014 Academy of Management, 74th Annual Meeting, Philadelphia, PA
- 2014 Collective Intelligence Conference, MIT, Boston, MA
- 2014 Organization Science Winter Conference XX, Steamboat Springs, CO
- 2011 Academy of Management, 71st Annual Meeting, San Antonio, TX
- 2011 Reputation Institute, 15th Annual Conference, New Orleans, LA
- 2009 Academy of Management, 69th Annual Meeting, Chicago, IL
- 2007 Identity, innovation and learning, Carnegie Mellon University, Pittsburgh, PA

TEACHING

Course development and delivery

- 2015- *Rowe School of Business, Dalhousie University, Halifax, NS*
 Bachelor of Commerce — COMM 4351 - Competitive Strategy
 - average student rating 4.64/5.00 (2018: **4.64**)
 Bachelor of Commerce — COMM 4352 - Strategic Management
 - average student rating 4.71/5.00 (2016: 4.65, 4.64, 4.42; 2017: 4.84, 4.64, 4.56; 2018: 4.73, 4.56; 2019: **4.93**; 2020-22: COVID no rating; 2023: tbd)
 Centre for Executive and Graduate Education — Strategic Decision-making
 - Nova Scotia Health Authority — Strategic Health Leadership Certificate (Experienced Leaders)
 - average student rating 6.70/7.00 (2019: **6.70**)
 Masters of Business Administration — BUSI 6005 - Strategy Implementation
 - average student rating 4.43/5.00 (2018: 4.36; 2019: **4.50**; 2020-22: COVID no rating; 2023: tbd)
 Masters of Business Administration — BUSI 6914 - How to get ahead: Social capital
 - elective course (2021: COVID no rating)
 Masters of Business Administration — BUSI 6952 - Leadership
 - directed reading (fall 2019)
 Masters of Business Administration — BUSI 6953 - Strategic leadership and decision-making
 - directed reading (winter 2020)
 Masters of Public Administration — MGMT 6735 - 21st Century Public Service Leadership
 - average student rating nr/5.00 (2021: COVID no rating; 2023: tbd)

- 2021- *School of Public Administration, Dalhousie University, Halifax, NS*
 Masters of Public Administration — MGMT 6735 - 21st Century Public Service Leadership
 - executive education (summer 2021)

- 2000-2006 *Canadian Forces College, Toronto, ON*
 National Security Studies Program — Master of Defence Studies
 - cap-stone lectures and case study
 Advanced Military Studies Program — Master of Defence Studies
 - cap-stone lectures and simulation case study
 Joint Command and Staff Program — Master of Defence Studies
 - cap-stone lectures and simulation case study
 - European field study (“staff ride” — planned learning event)

Professional development

2018- Dalhousie Faculty Certificate in Teaching and Learning (enrolled)
Core course: *Learning focused course design (completed 2019)*
Studio course: *Beyond content (completed 2019)*
Studio course: *Engaging in the scholarship of teaching and learning (completed 2019)*
Studio course: *Teaching dossier workshop (completed 2019)*
Studio course: *Foundations in online course design (completed 2020)*

Instructor

1998-1999 *Royal Canadian Air Force, 415 (Maritime Patrol) Squadron, Greenwood, NS*
Navigator professional category training
• progression, and annual theory and practical exams

SERVICE

Reviewing experience

Academy of Management (OMT Division) — 2011 to present
Canadian Journal of Small Business and Entrepreneurship — ad hoc
Administrative Science Quarterly — ad hoc
Journal of Management Studies — ad hoc
Journal of Small Business and Entrepreneurship — ad hoc
Management Science — ad hoc
Personnel Review — ad hoc
Social Sciences and Humanities Research Council of Canada — ad hoc
Southern Management Association — 2021 to present

Dalhousie University institutional committees (internal)

Dalhousie University Senate — member
Dalhousie University Senate Appeals Committee — Panel Chair, and member
Dalhousie University International Student Support Team — member
Faculty of Management (FoM) BCOMM Program Review Committee — member
FoM BMGMT Program Committee — member
FoM Strategy and Structural Change Committee — member
Rowe School of Business (RSB) Strategic Renewal Steering Committee — member
RSB Rank, Appointment, Tenure, and Salary Committee — member
RSB BCOMM Program Committee — member
RSB Prince's Operation Entrepreneur (POE) — Faculty Lead, and mentor
RSB BCOMM International Student Case Competition — faculty advisor
RSB BCOMM Jeux du Commerce Central (JDCC) — Strategy team faculty coach; RSB Faculty Co-captain
RSB BCOMM Distributive Education Clubs of America (DECA) — faculty advisor
RSB Tenure-track Faculty Search Committee (OB hire, Strategy LTA hire) — member

Memberships

Academy of Management (BPS, OMT)
Administrative Sciences Association of Canada

European Group for Organization Studies
Informs (Management Science, Organization Science, Strategy Science)

INDUSTRY EXPERIENCE

- 2011-2013** Director — Subsidized Education Programs
Department of National Defence, Canadian Forces Recruiting Centre, Toronto, ON
- 2009-2011** Director — Strategic Plans
Department of National Defence, Joint Task Force Central / Land Force Central Area HQ, Toronto, ON
- 2006-2009** PhD Student (sponsored by the Department of National Defence)
Rotman School of Management, University of Toronto, Toronto, ON
- 2000-2006** Strategic Planning Analyst / Project Manager / Modeling and Simulation Manager
Department of National Defence, Canadian Forces College, Toronto, ON
- 1995-2000** Tactical Navigator / Crew Lead Navigator
Royal Canadian Air Force, 415 (Maritime Patrol) Squadron, Greenwood, NS
- 1992-1995** Air Navigator Training
Royal Canadian Air Force, Canadian Forces School of Air Navigation, Winnipeg, MB

AWARDS

- Outstanding Service Award, Nova Scotia School Athletic Federation
Rocky Lake Junior High School, 2020
- FoM Teaching Excellence Award
Finalist 2018, 2019
- Insight Development Grant
Social Sciences and Humanities Research Council, 2018
- KPMG Family Business Centre research grant
Rowe School of Business, 2016
- Research Development Fund grant
Rowe School of Business, 2016
- School of Graduate Studies Conference Travel grant
University of Toronto, 2011
- Clasp to Canadian Forces Decoration for 22 years of distinguished service
Royal Canadian Air Force, 2010
- Canadian Forces PhD Scholarship
Department of National Defence, 2006-7, 2007-8, 2008-9

Bregman Scholar and Dean's List (First Class Honours — MBA Graduation)

Rotman School of Management, University of Toronto, 2006

Dean's List (First Class Honours — MBA First Year)

Rotman School of Management, University of Toronto, 2003

Canadian Forces Decoration for 12 years of distinguished service

Royal Canadian Air Force, 2000

Swordfish of the Year — Commanding Officer's award for operational and service excellence

Royal Canadian Air Force, 415 (Maritime Patrol) Squadron, 1999

LANGUAGES

Fluent in French