



UNIVERSITY of
DENVER

DANIELS COLLEGE OF BUSINESS
Department of Management

Aimee L. Hamilton

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Management Department
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EDUCATION

Doctor of Philosophy (PhD), Business Administration <i>Concentration:</i> Management and Organization Smeal College of Business The Pennsylvania State University University Park, PA	2012
Master of Business Administration (MBA) <i>Concentrations:</i> Finance, Public Policy Yale School of Management New Haven, CT	1990
Bachelor of Arts (AB) magna cum laude <i>Concentration:</i> Psychology and Social Relations Harvard College Cambridge, MA	1983

RESEARCH INTERESTS

Organizational identity, image, and reputation; professional identity and identity work
Innovation, collaboration and social networks

PUBLICATIONS

Gioia, D.A. & Hamilton, A. L. 2016. Great Debates in Organizational Identity Study. In M. Pratt, M. Schultz, B. Ashforth, & D. Ravasi (Eds.), *The Oxford Handbook of Organizational Identity*: 21-38. Oxford: Oxford University Press.

Patvardhan, S. D., Gioia, D. A., & Hamilton, A. L. 2015. Weathering a Meta-Level Identity Crisis: Forging a Coherent Collective Identity for an Emerging Field. *Academy of Management Journal*, 58(2): 405-435.

Gioia, D. A., Hamilton, A. L., & Patvardhan, S. D. 2014. Image is everything: Reflections on the dominance of image in modern organizational life. *Research in Organizational Behavior*, 34: 129–154.

Hamilton, A. L. 2013. The Langer Lab's secret sauce. *Nature Biotechnology*, 31(6): 490-490.

Gioia, D. A., Corley, K. G., & Hamilton, A. L. 2013. Seeking Qualitative Rigor in Inductive Research: Notes on the Gioia Methodology. *Organizational Research Methods*, 16(1): 15-31.

Gioia, D. A., Patvardhan, S., Hamilton, A.L., & Corley, K. G. 2013. Organizational identity formation and change. *Academy of Management Annals*, 7(1): 123-193.

Patvardhan, S. & Hamilton, A. L. 2012. Organizational Identity Change: Review and Reflection on Three Decades of Research. *Academy of Management Proceedings*, Boston, Massachusetts, August 2012.

Gioia, D. A., Price, K., Hamilton, A. L., & Thomas, J. 2010. Forging an identity: An insider-outsider study of processes involved in the formation of organizational identity. *Administrative Science Quarterly*, 55: 1-46.

Hamilton, A. L. & Gioia, D. A. 2010. Organizational identity and strategic decision making. In D. Wilson, & P. Nutt (Eds.), *Handbook of Decision Making*: 139-152. Oxford: Wiley-Blackwell.

Hamilton, A. L. & Gioia, D. A. 2009. Fostering sustainability-focused organizational identities. In L. M. Roberts & J. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation*: 427-451. London: Psychology Press.

Hamilton, A. L., Stellar, J. R., & Hart, E. B. 1985. Reward, performance, and the Response Strength Method in self-stimulating rats - validation and neuroleptics. *Physiology & Behavior*, 35(6): 897-904.

PRESENTATIONS

Fukami, C. & Hamilton, A. L. 2016. "Questions, Issues and Concerns about Compassion and Teaching," RMLE Unconference, INSEAD, Fontainebleu, France.

Hamilton, A. L. 2015. "Industry Emergence and Legitimacy Building: The Evolving Case of the Cannabis Industry in the U.S." Extension scholar panel speaker, Strategic Management Society, Denver, Colorado.

Hamilton, A. L., Kayande, U., & Seaborn, P. 2015. "Reputation for quality or prominence: What matters more and why?" Paper presentation, Academy of Management, Vancouver, Canada.

Hamilton, A. L. & Seaborn, P. 2015. "High hopes: Studying the Emergence of the Legitimate Marijuana Industry." Symposium organizers, Academy of Management, Vancouver, Canada.

Hamilton, A. L. & Seaborn, P. 2015. "Cultivating an Industry Identity: Stakeholders' Influence in Colorados Emerging Cannabusiness." Paper symposium presentation, Academy of Management,

Vancouver, Canada.

Hamilton, A. L. & Seaborn, P. 2015. Cultivating an Industry Identity: The Agency and Influence of Stakeholders in Colorado's Emerging Cannabusiness, SEE (Sustainability, Ethics, & Entrepreneurship) Conference, Denver, Colorado, May 2015.

Hamilton, A. L., Kayande, U., & Seaborn, P. 2014. Does reputation matter to firm performance? Poster presentation, SEE (Sustainability, Ethics, & Entrepreneurship) Conference, Denver, Colorado, May 2014.

Alexander, B. and Hamilton, A. L. 2013. CSR and Corporate Reputation, Built In or Bolted On? with Bart Alexander, Chief Responsibility Officer, Molson-Coors and Aimee Hamilton, Daniels College of Business. CSR & Sustainability Program (for practitioners), Institute for Enterprise Ethics, Daniels College of Business, December, 2013.

Patvardhan, S. & Hamilton, A.L. 2012. Organizational Identity Change: Review and Reflection on Three Decades of Research. Paper presentation, Academy of Management, Boston, Massachusetts, August 2012.

Patvardhan, S., Gioia, D.A., & Hamilton, A.L. 2012. Identity Crisis and Coherence in an Emerging Field. Paper presentation, Academy of Management, Boston, Massachusetts, August 2012.

Hamilton, A.L. & Gioia, D.A. 2011. Identity Dynamics as a Scaffold for Sustained Innovation. Part of the Symposium, "So, what do you do?" Professional identity content and process" Annual meeting of the Academy of Management, San Antonio, Texas.

Hamilton, A.L. & Gioia, D.A. (Co-Chairs). 2010. Bridging the micro and macro levels in the study of identity. Showcase Symposium at the annual meeting of the Academy of Management, Montreal, Quebec, Canada.

Hamilton, A.L. & Gioia, D.A. 2010. Professional identity and innovation in a high-velocity environment. Part of the Showcase Symposium, "Bridging the micro and macro levels in the study of identity" (A.L. Hamilton and D.A. Gioia, Co-Chairs). Annual meeting of the Academy of Management, Montreal, Quebec, Canada.

Hamilton, A.L. & Gioia, D.A. 2010. Organizational identity formation through a narrative lens. Part of the Showcase Symposium: "Narratives in Identity Construction: Insights from Research on Individuals and Organizations" (R. Barbulescu and J. Tosti-Kharas, Co-Chairs). Presented at the annual meeting of the Academy of Management, Montreal, Quebec, Canada.

Hamilton, A.L. & Gioia, D.A. 2010. Organizational identity and strategic decision making. Part of the Professional Development Workshop, "Does Decision Making Research Matter? Some Issues and Remedies (P.C. Nutt & D.C. Wilson, Co-Chairs). Conducted at the annual meeting of the Academy of Management, Montreal, Quebec, Canada.

Hamilton, A. L. & Gioia, D.A. 2009. Professional identity, organizational identity, and scientific innovation. Paper symposium presentation at the annual meeting of the Academy of Management,

Chicago, IL.

Hamilton, A. L. & Kayande, U. 2009. Does reputation matter to organizational performance? A meta-analysis. Paper presentation at the annual meetings of the Academy of Management, Chicago, IL.

AWARDS

Daniels College of Business

Scholarship Enhancement Summer Grant and Course Release Award 2015-2016, 2016-17
Scholarship Enhancement Course Release Award 2014-2015

Academy of Management, Managerial and Organizational Cognition Division

Finalist, Best Paper Award, 2012

The Pennsylvania State University

Rider Graduate Fellowship, 2010-2011
Smeal Competitive Dissertation Summer Stipend Award, March 2010
Smeal Doctoral Research Grant Award, January 2010
Grace G. Albrecht Women in Management Graduate Scholarship, 2009-2010
Miltenberger Scholarship, 2009-2010
Smeal College of Business PhD Enhancement Scholarship Recipient, 2006-2009

UNIVERSITY TEACHING EXPERIENCE

University of Denver (2013 to date)

MGMT 4620 – Organizational Dynamics, Fall 2015
MGMT 2100 – Management and Organizational Behavior, multiple quarters 2014-present
MGMT 2152 – Organizational Behavior, Fall 2015 & Winter 2013 (Colorado Women’s College Course)
MGMT 2150 – Introduction to Organizational Behavior, Spring 2013

The Pennsylvania State University (2007 – 2012)

MGMT/ENGR/IST 426 – Invention Commercialization, Fall 2011 & Spring 2012
MGMT 301 – Basic Management Concepts, Summer 2011
MGMT 326 – Organizational Behavior and Design, Spring 2011
MGMT 341 – Human Resources Management, Fall 2007 & 2008

ACADEMIC SERVICE

Member, 2016. Management Department Chair Search Committee, Daniels College of Business, University of Denver.

Member, 2016. DU IMPACT 2025 “One DU” cluster, “Enrich the Academic Culture” implementation team.

Faculty participant, 2016. Project X-ITE, University of Denver.

Faculty facilitator, 2016. Denver MBA and Comcast Ideation Challenge, Daniels College of Business, University of Denver.

Faculty facilitator, 2016. “Navigating Qualitative Dissertations: Advice from the Experts,” Professional Development Workshop co-sponsored by RM, MOC, OB and OMT at the annual meeting of the Academy of Management, Anaheim, California.

Workshop organizer, 2016. “Teaching in the Rough,” Professional Development Workshop co-sponsored by MOC and MED at the annual meeting of the Academy of Management, Anaheim, California.

Faculty facilitator, 2016. Arrow Ideation Challenge, Daniels College of Business, University of Denver.

Member, 2015-16. MBA Teaching Team, Daniels College of Business, University of Denver.

Volunteer, 2016. Managerial and Organizational Cognition (MOC) Division, Academy of Management.

Committee member, 2015-16. Scholarship Enhancement Committee, Daniels College of Business, University of Denver.

Course coordinator, 2015. BSBA Assurance of Learning Program, Daniels College of Business, University of Denver.

OMT Session Chair, 2015. “Identity and Responses to Threat or Dissonance,” Paper session at the annual meeting of the Academy of Management, Vancouver, Canada.

Session Chair, 2014. “Inside Out: The Influence of Emotion, Social Identity, and Gender on Entrepreneurial Success.” SEE (Sustainability, Ethics, & Entrepreneurship) Conference, Denver, Colorado.

Assistant Professor of Management Search Committee member, 2013-2014. Daniels College of Business, University of Denver.

Daniels Chair in Business Ethics Search Committee member, 2012-2013. Daniels College of Business, University of Denver.

OB Session Chair, 2013. “Managing Opposites” and “Social Capital and Social Networks,” Paper sessions at the annual meeting of the Academy of Management, Orlando, Florida.

OB Session Chair, 2011. “Organizational and Individual Process that Affect Creativity and Innovation,” Paper session at the annual meeting of the Academy of Management, San Antonio, Texas.

OMT Session Chair, 2011. “Organizational identity,” Paper session at the annual meeting of the Academy of Management, San Antonio, Texas.

Smeal AACSB Maintenance of Accreditation Team, Student Member, January 2009

Organization Science, Ad Hoc Reviewer, 2013-present

Journal of Applied Behavioral Science, Ad Hoc Reviewer, 2011

Organization Studies, Ad Hoc Reviewer, 2011

Annual Meeting of the Academy of Management, Ad Hoc Reviewer, 2007 – present

PROFESSIONAL AFFILIATIONS

Academy of Management; *Managerial and Organizational Cognition*, *Organization and Management Theory*, *Organizational Behavior*, *Organizations and the Natural Environment*, *Research Methods*, and *Technology and Innovation Management* Divisions and *Strategy as Practice* Interest Group.

UNIVERSITY EMPLOYMENT

University of Denver, Denver, CO 2012-present
Assistant Professor of Management

The Pennsylvania State University, University Park, PA. 2002 - 2012
Research Assistant, 2006-2012
Instructor, 2007-2012
Assistant to the Vice President for Alumni and Development, 2003-2006
Alumni Relations Director, Smeal College of Business, 2002

OTHER RELEVANT WORK EXPERIENCE

Prudential Securities 1990-1991, 2000
Vice President, Municipal Finance Group, Miami Office (2000)
Associate, Municipal Finance Group, New York Office (1990-1991)

First Southwest Company 1995-1998
Principal, Municipal Finance Department, Miami Office

CS First Boston 1991-1995
Vice President, Public Finance, Miami Office (1994-1995)
Associate, Public Finance, New York Office (1991-1993)