



## CURRICULUM VITAE

### PERNILLE M. S. SMITH

Department of Management  
Fuglesangs Alle, DK-8210 Aarhus C  
+45 60138547  
[pernille.smith@mgmt.au.dk](mailto:pernille.smith@mgmt.au.dk)

## EDUCATION

- 2012 PhD, Aarhus School of Business and Social Sciences, Aarhus University
- 2005 MSc., Intercultural Management, Copenhagen Business School
- 2002 Master and Bachelor courses completed in economics and psychology, Harvard University, Faculty of Arts and Sciences
- 1998 MA, Business Language (not completed), Copenhagen Business School
- 1995 Bachelor, Business Language, Copenhagen Business School

## AARHUS UNIVERSITY - AARHUS SCHOOL OF BUSINESS - DEPARTMENT OF MANAGEMENT

- Associate Professor** October 2016 -
- Assistant Professor** July 2012 – September 2016
- Research Assistant** Oct 2011 – June 2012
- Doctoral Student** May 2008 – Oct 2011
- Research assistant** Nov 2007 – April 2008

## PUBLICATIONS

### Refereed Journal Publications in international journals:

- Smith, P., Haslam, A., Nielsen, J.F. (2018). In search of identity leadership: An ethnographic study of emergent influence in an interorganizational R&D team. *Organization Studies*.
- Smith, P. (2016). Boundary emergence in inter-organizational innovation: the influence of strategizing, identification and sensemaking, *European Journal of Innovation Management*, 19(1), pp. 47-71.
- Smith, P., Giangreco, A., Carugati, A., Cunha, J., Vasilaki, A. (2013). The Threat of Dis-identification for HR Practices: An Ethnographic Study of a Merger. *European Management Journal*, 31, pp. 308-321.
- Vasilaki, A., Smith, P., Giangreco, A., Carugati, A. (2012). Human Resource Practices and Postmerger Human Integration. *European Journal of Cross-Cultural Competence and Management*, 2 (3-4) pp. 299-318).

## **PUBLICATIONS (cont.)**

Smith, P. (2012). Where Is Practice in Inter-organizational R&D Research? A Literature Review. *Management Research: The Journal of the Iberoamerican Academy of Management*, 10(1) pp. 43-63.

Smith, P., Ulhøi, J., Kesting, P. (2012). Mapping key moderators of employee-driven innovations. *International Journal of Human Resources Development and Management*. 12 (3) p. 224-236.

### **Peer Reviewed Conference Papers**

Burcharth, A.; Smith, P.; Frederiksen, L. (2017). Jump Starting Entrepreneurship: How laid-off employees made a career transition. Paper accepted at the *Academy of Management Annual Meeting*, Atlanta, Georgia, USA.

Tylén, K.; Fusaroli, R.; Smith, P.; Arnoldi, J. (2016). The social route to abstraction. Poster presented at the conference *Cognitive Science 2016*, Philadelphia, United States.

Maibom, C. and Smith, P. (2016). Constructing Meaningfulness Across Institutional Logics in a Hybrid Organization. Paper accepted at the 2016 *Academy of Management Annual Meeting*, Anaheim, California, USA, 5-9 August 2016.

Nielsen, J.F; Degn, L.; Smith, P. (2016). Failing Organizational Centralization - Or a Process of Shifting Dominant Institutional Logics? Paper accepted at the 32<sup>nd</sup> *EGOS Colloquium*, Naples, Italy, 7-9 July, 2016.

Burcharth, A.L., Smith, P., Frederiksen, L. (2016). Jump-starting entrepreneurship: Creating the ideal start or the road to nowhere? Paper accepted at the *DRUID 20<sup>th</sup> Anniversary Conference*, Copenhagen, Denmark, 13-15 June, 2016.

Degn, L.; Nielsen, J.F.; Smith, P. (2016). Transforming Identities in Higher Education – A Case Study of Organisational Change. Paper proposal accepted at the 29<sup>th</sup> *CHER* (Consortium of Higher Education Researchers) Conference, Cambridge, UK, 5-7 September 2016.

Smith, P. and Carugati, A. (2015). Reflecting and practicing in the trading zone: exchange logics in inter-organizational R&D collaborations. Proceedings at the 31<sup>st</sup> *EGOS Colloquium*, Athens, Greece.

Nielsen, J.F. and Smith, P. (2015). An organizational change failure - Or merely manifestations of multiple institutional logics? Paper presented at the *23rd Nordic Academy of Management Conference*, Copenhagen, Denmark.

Smith, P. and Nielsen, J.F. (2013). The Emergence of Shared Leadership in Inter-organizational R&D. *Academy of Management. Annual Meeting Proceedings*, Vol. 2013, No. 1, 14396, Orlando, Florida, USA.

Smith, P. (2012). Innovating in the Trading Zone: Organizing Inter-organizational R&D. *Academy of Management Annual Meeting Proceedings*, Vol. 2012, No. 1, 14634, in Boston, Massachusetts, USA. 1<sup>st</sup> runner up for Best Student Paper Award.

## **PUBLICATIONS (cont.)**

Smith, P. (2011). The Evolution of Boundaries in Inter-organizational R&D. Paper presented at *European Academy of Management Conference (EURAM) 2011*, Tallinn, Estonia.

Smith, P and Ulhøi, J.P. (2010). Understanding Boundary Spanning in High Tech Inter-organizational Innovation: A Longitudinal Micro Level Study. Paper presented at *11th Continuous Innovation Network Conference 2010*, Zürich, Switzerland.

Smith, P.; Cavalcante, S.; Kesting, P. and Ulhøi, J. (2010). Opening up the Business Model: A Multi-dimensional View of Firms' Inter-organizational Innovation Activities. Paper presented at *11th Continuous Innovation Network Conference 2010*, Zürich, Switzerland.

Smith, P., Giangreco, A., Vasilaki, A., Carugati, A. (2009). On the Impact of HR Practices on Identity: Notes from an Ethnographic Study of a Merger. *Swiss Sociology Conference*, Geneva, Switzerland, September 7-9 2009.

Kesting, P., Ulhøi, J.; Smith, P. (2008). Enhancing Bottom-Up Innovations: an Employee-Driven Perspective. Proceedings of the *Strategic Management Society India Special Conference 2008*. Hyderabad, India, December 12-14, 2008

Smith, P., Kesting, P., and Ulhøi, J. (2008). What are the driving forces of employee-driven innovation? *9th Continuous Innovation Network Conference 2008*, Valencia, Spain, September 5-9, 2008.

## **Other papers in the pipeline**

Burcharth, A., Smith, P., Frederiksen, L. (2018). Phoenix Entrepreneurship: How laid-off employees made a career transition with the support of Nokia.

Smith, P. and Carugati, A. (2018). The Counterintuitive Dynamics of Strategic Behavior: Advancing Knowledge Creation in Inter-organizational R&D. (Submitted to the HICSS Conference 2019).

Tylen, K., Fusaroli, R., Smith, P., Arnoldi, J. (2018). The social route to abstraction: interaction enhances category learning through increasing levels of complexity.

## **Other Publications**

Smith, P. (2012). *Knowledge Exchange and Knowledge Creation in Inter-organizational R&D: A Longitudinal Study of Micro-level Practices in Collaborative Innovation*. PhD dissertation, February 10<sup>th</sup> 2012, Aarhus University, Business and Social Science. ISBN 978-9778826-15-2 (PhD dissertation)

## **Teaching Materials**

Smith, P.; Carugati, A.; Giangreco, A. (2008) *The Scanfin Merger: a Matter of Culture and Identity* (Case A). 408-115-1. ECCH, Cranfield University, UK.

Smith, P.; Carugati, A.; Giangreco, A. (2008) *The Scanfin Merger: Communicating a New Corporate Identity to Employees* (Case B). 908-025-1. ECCH, Cranfield University, UK.

Smith, P.; Carugati, A.; Giangreco, A. (2008) *The Scanfin Merger: Managing Organisational Change* (Case C). 308-343-1. ECCH, Cranfield University, UK.

Smith, P.; Carugati, A.; Giangreco, A. (2008) *The Scanfin Merger: Technology, Strategy and Change* (Case D). 608-037-1. ECCH, Cranfield University, UK.

## **GRANTS & ACKNOWLEDGMENTS**

Starting grant of DDK 1.500.000 (€ 200.000) in October 2016. The funding was granted for a research study on assimilation and integration of external knowledge in open innovation activities.

1<sup>st</sup> runner up for Best Student Paper Award at the OCIS division of the Academy of Management Annual Meeting 2012 (Boston) for the paper "Innovating in the Trading Zone: Organizing Inter-organizational R&D".

Seed funding, Interacting Minds Centre, Aarhus University. The funding was granted together with Jakob Arnoldi in December 2012 in the support of running a number of pilot experiments in connection with the project "Innovation: Coordinated Sensemaking"; experiments that will function as a basis for a proper experimental design. Grant amount: DDK 27.300 (€ 3600)

Købmand Ferdinand Sallings Mindefond, Granted in January 2010 in support of my PhD and my visiting scholarship at INSEAD, France. Grant amount: DDK 150.000 (€ 20.000)

## **PROFESSIONAL SERVICE**

Head of Studies of Master in Digital Innovation, Aarhus University, BSS since 2016

Member of the assessment committee of PHD candidate Jonnie De Lacy, QUT Business School, Queensland University of Technology. Thesis title: "Task Engagement at Work: Characteristics, Antecedents and Consequences"

Reviewer of the Academy of Management Annual Meeting since 2010

Reviewer for Scandinavian Journal of Management since 2017

Reviewer for European Journal of Innovation Management since 2016

Founder of the "Management Practice and Process Research Community". An interdisciplinary research group of 28 scholars at the Department of Management that aims at fostering high-quality process- and practice-based management studies (<http://mgmt.au.dk/management-practice-and-process-research-community/>)

## **VISITING SCHOLAR**

March - August 2010: Visiting PhD scholar at INSEAD, Fontainebleau, France. Invited by professor Peter Zemsky and professor Soumitra Dutta.

## **FORMAL EDUCATION IN TEACHING AND RESEARCH METHODS**

2017: Pedagogical training program in master thesis and PhD supervision.

2014: Successful completion of the NIH web-based training course "Protecting Human Research Participants". Certification Number 1548648.

2013-2014: Pedagogical training program for assistant professors (including the module on Blended Learning – Go Online).

2008: Dissemination training for PhD students.

## **TEACHING EXPERIENCE**

### **Aarhus University (since 2008):**

Professional/Executive: Strategy and Business Development (MBA), Human Resource Management (MBA); Innovation Management (Master in IT), Organizing for Innovation (Master in Digital Innovation), Change Management (tailor made firm program).

Master level: Organizing for Innovation, Managing Innovation, Organizational Development and Leadership, Strategy and Business Development, Human Resource Management and Development, Leadership, Strategizing and Organizing, New Product Development Clinique, Classical and Contemporary Readings in Innovation and Entrepreneurship, Individual Competencies.

Bachelor/HD level: Organization and Business Models of IT-Innovations, International Business and Management, Team Management.

### **University of Verona, Italy (2010-2011):**

Professional/Executive: Management of Innovation (Master of Business Intelligence and Knowledge Management)

### **IESEG School of Management, France (2005-2014):**

Professional/Executive: Innovation Management

Master level: Intercultural Management; Change Management; Organizational Identity; International Business Case Studies; Managing Corporate Communications.

## **OTHER PROFESSIONAL EXPERIENCE**

### **Nordea, eBanking Department, Copenhagen, Denmark**

#### **Business developer**

2002 - 2003

Responsible for the development and implementation of smart card technology (chip) into Nordea Bank's credit and debit cards. This included development of a chip card strategy; technology and vendor selection/evaluation; Joint development with vendors; planning and implementation of internal and external processes; national and international coordination and negotiation.

### **Nordea, Group Identity & Communications Department, Copenhagen, Denmark**

#### **Internet communications consultant**

1999 –2002

Development of Nordea's corporate websites. Idea generation; project management; coordination with external web agencies; online media activities, cross marketing agreements, coordination between online and offline communication campaigns; and usability testing. Took part in a major re-design project as a result of a merger in 2000.

## **PROFESSIONAL EXPERIENCE (cont.)**

### **Mestanas & Partners, Copenhagen, Denmark**

#### **Internet communications consultant**

1998 –1999

Development of internet communication strategies. Development of a Danish analysis and ranking of corporate online branding. Set-up of the Danish Online Branding Forum consisting of members from industry, consulting and academia.

## **LANGUAGES**

Danish	Mother tongue
English	High level written and spoken
French	High level written and spoken
Italian	High level written and spoken
German	Conversational level

(understand Spanish, Swedish and Norwegian)