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ACADEMIC APPOINTMENTS AND PROFESSIONAL EXPERIENCE

2017 -	Associate Professor of Organizational Behavior (with tenure) Rotman School of Management, University of Toronto
2009 - 2017	Assistant Professor of Organizational Behavior Rotman School of Management, University of Toronto
2010 -	Centre for Quality Improvement and Patient Safety, Affiliate Member
2009 -	Centre for Health Sector Strategy, Member
1998–2003	Olmsted Medical Center, Rochester, MN Chief of Hospital Medical Staff, 2001-2003 Assistant Medical Director for Quality, 2000-2003 Family Physician, 1998-2003

EDUCATION

2009	Ph.D., Management & Organizations; University of Michigan, Ann Arbor, MI
1996–1998	Family Medicine Residency, University of Saskatchewan
1996	MD, University of Saskatchewan <i>Graduated with distinction</i>

PEER-REVIEWED PUBLICATIONS

- *Christianson, M.K. and Barton, M.A. 2021. Sensemaking in the time of COVID-19. *Journal of Management Studies*, 58(2): 572-576.
- *Barton, M.A., Christianson, M.K., Myers, C.G., Sutcliffe, K.M. 2020. Resilience in action: leading for resilience in response to COVID-19. *BMJ Leader*, 4(3): 117-119.
- Christianson, M.K. 2019. More and less effective updating: The role of trajectory management in making sense again. *Administrative Science Quarterly*, 64(1): 45-86.
- Christianson, M.K. 2018. Mapping the terrain: The use of video-based research in top-tier organizational journals. *Organizational Research Methods*, 21(2): 261-287.

* Shared lead authorship

- LeBaron, C.D*, Christianson, M.K. *, **Garrett, L.**, & Ilan, R. 2016. Coordinating flexible performance during everyday work: An ethnomethodological study of handoff routines. *Organization Science*, 27(3): 514-534.
- Maitlis, S. & Christianson, M.K. 2014. Sensemaking in organizations: Taking stock and moving forward. *The Academy of Management Annals*, 8(1): 57-125.
- Web of Science “Highly Cited” paper
 - Featured in an online article collection consisting of the top three most downloaded articles in 2014 in each Routledge Social Sciences journal
- Christianson, M.K., Ilan, R. 2013. End-of-round time compression in physician handoff sessions – Reply. *JAMA Internal Medicine (formerly Archives of Internal Medicine)*, 173(11):1034.
- Cohen, M.D., Ilan, R., **Garrett, L.**, LeBaron, C.D., & Christianson, M.K. 2012. The earlier the longer: Disproportionate time allocated to patients discussed early in attending physician handoff sessions. *Archives of Internal Medicine*, 172(22): 1762-1764.
- Ilan, R., LeBaron, C.D., Christianson, M.K., Heyland, D.K., Day, A., & Cohen, M.D. 2012. Handover patterns: An observational study of critical care physicians. *BMC Health Services Research*, 12(11): 1-10.
- Christianson, M.K., Sutcliffe, K.M., Miller, M.A., & Iwashnya, T.J. 2011. Becoming a high reliability organization. *Critical Care*, 15(314): 1-5.
- Christianson, M.K., Farkas, M.T., Sutcliffe, K.M., & Weick, K.E. 2009. Learning through rare events: Significant interruptions at the Baltimore & Ohio Railroad Museum. *Organization Science*, 20(5): 846-860.
- Grant, A.M., Christianson, M.K., & Price, R.H. 2007. Happiness, health, or relationships? Managerial practices and employee well-being tradeoffs. *Academy of Management Perspectives*, 21(3):51-63.
Finalist for the *Academy of Management Perspectives* 2007 Best Paper Award (one of three papers nominated)
- Blatt, R. *, Christianson, M.K. *, Sutcliffe, K.M. *, & Rosenthal, M.M. 2006. A sensemaking lens on reliability. *Journal of Organizational Behavior*, 27(7): 897-917. (* = shared lead authorship)
- Anderson, P.J.J., Blatt, R., Christianson, M.K., Grant, A.M., Marquis, C., Neuman, E.J., Sonenshein, S., & Sutcliffe, K.M. 2006. Understanding mechanisms in organizational research: Reflections from a collective journey. *Journal of Management Inquiry*, 15(2):102-113. (authors are listed in alphabetical order; all contributions equal)

OTHER PUBLICATIONS

- Tucci, C., Mueller, J., Christianson, M.K., Whiteman, G., and Bamberger, P. 2019. From the editor - Discovering the discoveries: What AMD authors' voices can tell us. *Academy of Management Discoveries*, 5(3): 209-216.
- Bamberger, P. and Christianson, M.K. 2019. From the editor – The next AMD innovation is here and now: Welcome to interactive data visualization. *Academy of Management Discoveries*, 5(3): 207-208.

Bartunek, J.M., Elsbach, K.D., Bell, E., Markides, C., Christianson, M.K., Sutcliffe, K.M., Pratt, M.G., Coyle-Shapiro, J.A.M., Glynn, M.A., Ocasio, W. and Burton, D., and Ventresca, M. 2019. Theorizing about an AOM President's response to crisis and the counter responses it evoked. *Journal of Management Inquiry*, 28(3): 276-282.

Christianson, M.K. & Whiteman, G. 2018. From the editor - Qualitative discovery: Empirical exploration at AMD. *Academy of Management Discoveries*, 4(4): 397-403.

CHAPTERS IN EDITED VOLUMES

*LeBaron, C. and Christianson, M.K. (in press). Video methods and Routine Dynamics. In Feldman, M., Pentland, B., D'Adderio, L., Dittrich, K., Rerup, C. and Seidl, D. (Eds), *Cambridge Handbook of Routine Dynamics*. Cambridge: Cambridge University Press.

Caza, B. B., Barton, M.A., Christianson, M.K., Sutcliffe, K.M. 2020. Conceptualizing the who, what, when, where, why, and how of resilience in organizations. In Powley, E., Caza, B.B., & Caza, A. (Eds).. *The Research Handbook of Organizational Resilience*. Elgar Publishing.

Sutcliffe, K.M., & Christianson, M.K. 2011. Managing the unexpected. In G. Spreitzer, & K.S. Cameron (Eds.), *Handbook of Positive Organizational Scholarship*: 843-854. Oxford: Oxford University Press.

Christianson, M.K. 2011. Using surprise as a guide: "Aha" moments of confirmation and disconfirmation. In J.E. Dutton & A. Carlsen (Eds). *Research Alive: Exploring Generative Moments in Doing Qualitative Research*. 38-41. Copenhagen: Copenhagen Business School Publishing.

Christianson, M.K., & Sutcliffe, K.M. 2009. Sensemaking, high-reliability organizing, and resilience. In P. Croskerry, K.S. Crosby, S.M. Schenkel, & R.L. Wears (Eds.), *Patient Safety in Emergency Medicine*: 27-33. Philadelphia, PA: Lippincott Williams & Wilkins.

Ashford, S.J., Sutcliffe, K.M., & Christianson, M.K. 2009. Speaking up and speaking out: The leadership dynamics of voice in organizations. In Greenberg, J. & M.S. Edwards (Eds.), *Voice and Silence in Organizations*: 175-201. Bingley, UK: Emerald Publishing Group.

GRADUATE STUDENT SUPERVISION

2021 - present	Jennifer Gutberg, dissertation committee member (IHPME, University of Toronto)
2019 - present	Alycia Damp, dissertation committee member (CILR, University of Toronto)
2019 - present	Siyin Chen, dissertation committee member (Rotman School of Management)
2018 - present	Miya Draga, primary supervisor (doctoral student, Rotman School of Management)
2019	Arieh Riskin, external examiner, dissertation defense (Tel Aviv University)
2017	Jess Schulschenk, external examiner, dissertation defense (University of Cape Town)
2015	Amy Akers, external examiner, dissertation defense (Queen's University)

2015	Leahora Rotteau, external examiner, proposal defense (IHPME, University of Toronto)
2011	Usman Lakshami, MBA independent study
2010	Matthew Ramenaden, MBA independent study

GRANTS

Social Science and Humanities Research Council (SSHRC) Institutional Grant, 2018-2019, \$5608.80. "Crooked teams: Coordination for deviant purposes" Co-PI with Katy DeCelles.

Social Science and Humanities Research Council (SSHRC) Insight Grant, 2015-2018, \$99,506 Grant # 435-2015-0619. "The emergence and updating of shared understanding in teams during unexpected events" Co-PI with Mary Waller, York University.

Connaught New Researcher Award, University of Toronto, 2011-2012, \$10,000

Ross School of Business Doctoral Research Grant, 2008, \$2,000

Quality of Life Interdisciplinary Forum. Rackham Interdisciplinary Workshop, 2003-2005, \$9,000

Blue Cross Blue Shield of Michigan Foundation Student Award Program Grant, 2003, \$3000

REFEREED CONFERENCE PRESENTATIONS

Christianson, M.K. 2021. Presenter in a panel symposium on "Understanding the workplace consequences of uncertainty through the lens of COVID-19, organized by Aleksandra Pustovit. Accepted for the National Academy of Management Meeting (online). Other participants include Michelle Barton, Jared McGinley, Kathleen Sutcliffe, and Mary Waller.

Christianson, M.K. 2021. Co-organizer of a panel symposium on "Distress and Trauma in the Workplace: Individual, Interpersonal, and Organizational Perspectives" with Miya Draga and Rachel Ruttan. Accepted for the National Academy of Management Meeting (online). Other participants include Ashley Hardin, Bill Kahn, Sally Maitlis, and Kevin Rockmann.

Christianson, M.K. 2021. Co-organizer, along with Curtis LeBaron and Michael Jarrett, of a PDW on "Broadening our vision: Video in organizational studies." Accepted for the National Academy of Management Meeting (online). Other presenters include Philip Gylfe, Feng Liu, Paroutis Sotirios, and Mary Waller.

Christianson, M. K. and LeBaron, C.L. 2020. Paper on "Making sense of handoff routines" accepted as part of a symposium on "Routines and sensemaking: Strengthening connections, extending theory." National Academy of Management Meeting, Vancouver, BC, Aug 7-11, 2020. Paper symposium organized by Brian Hilligoss (other participants include Timothy J. Vogus, Claus Rerup, Morten Vendelo, Jorgen Sandberg, and Martha Feldman).

Christianson, M. K. 2020. Presenter in "Broadening our vision: The multiple lenses of video methods in organizational Studies," a PDW accepted for the National Academy of Management Meeting, Vancouver, BC, Aug 7-11, 2020. Organized by Michael Jarrett and Curtis LeBaron (other participants include Philip Glyfe, Feng Liu, Sotirios Parotuis, Andy Van de Ven, and Mary Waller).

Draga, S., Christianson, M.K., and Ruttan, R. L. 2020. Paper on "Trauma tradeoffs: Navigating employee vs. client needs within trauma-supportive organizations" accepted as part of a

- symposium on “Navigating distress: Exploring how people make sense of negative emotions in the workplace.” Accepted for National Academy of Management Meeting, Vancouver, BC, Aug 7-11, 2020. Co-organized this symposium with Miya Draga and Rachel Ruttan (other participants include Lisa Barnes, Rachel Burgess, Jason Colquitt, Katy DeCelles, Jane Dutton, Ashley Hardin, Sora Jun, David Long, Sally Maitlis, Kevin Rockmann, and Kristina Workman).
- Nikolaeva, R., Christianson, M.K., and Bamberger, P. 2019. "Conducting abductive studies: Moving from data to interpretation to theory." European Academy of Management (EURAM) Annual Conference, Lisbon, Portugal, June 26-28, 2019.
- Christianson, M.K. 2018. Presented “Managing a real-world unexpected event: Trajectories of routine and non-routine activities” at National Academy of Management Meeting, Chicago, IL Aug 10-14, 2018. Presented as part of a symposium on “Tracing trajectories: Analyzing and visualizing unfolding sequences of action” co-organized with Mary Waller and Serena Sohrab (other participants include Sarah Kaplan, Seth Kaplan, Brian Pentland, Wendy Reid, Ramón Rico, Marzieh Saghafian, and Sjr Uitdewilligen).
- Christianson, M.K. 2018. Opening panel presenter and discussant for EGOS Subtheme 43: Multimodal methods in organization research. European Group of Organizational Studies Annual International Colloquium. Tallinn, Estonia, July 5-7, 2018.
- Christianson, M.K. 2018. "Abduction: Implications for management and organizational research." European Academy of Management (EURAM) Annual Conference, Reykjavik, Iceland. June 19, 2018.
- Christianson, M.K. 2015. Discussant for symposium on macro adaptive sensemaking, organized by Claus Rerup at National Academy of Management Meeting, Vancouver, BC, Aug 5-11. (other participants include Yanfei Hu, Callen Anthony, Lee Watkiss, Claus Rerup, Mark Zbaracki, Joe Porac, Sally Maitlis, Woody Powell).
- Christianson, M.K. 2015. Presented “Looking for synergies, learning from others” at National Academy of Management Meeting, Vancouver, BC, Aug 5-11. (part of a symposium on sensemaking; other participants include Tim Hoff, Gerardo Patriotta and Claus Rerup).
- Christianson, M.K. (with Curtis LeBaron, Lyndon Garrett, Roy Ilan, and Michael Cohen). 2014. “Microcycling: The dynamic interplay between lists and stories within handoff routines” at the Organization Science Winter Conference in Steamboat Springs, CO, Feb 6-9, 2014. Presented as part of the opening plenary panel, “More than ‘dead habits’: Exploring the dynamic interplay within and between consequential routines” (co-organized with Curtis LeBaron. Other participants included Silke Bucher, Ann Langley, Melissa Valentine, Arie Lewin, Silvia Massini, and Brian Hilligoss).
- Christianson, M.K. (with Mary Waller). 2013. Presented “Reconciling conflicting accounts and taking action: The interplay of sensemaking and attention on 9/11” at National Academy of Management Meeting, Orlando, FL, Aug 9-13. (part of a symposium on sensemaking and attention; other participants include Willie Ocasio, Sally Maitlis, Claus Rerup, Mark Zbaracki, Joe Porac, Ann Frost, and Jeannette Eberhard).
- Christianson, M.K. (with Curtis LeBaron, Lyndon Garrett, and Michael Cohen), 2012. Paper presented by LeBaron. “Maintaining an organizational routine: A video-based study of physician handovers” at National Academy of Management Meeting, Boston, MA. Part of a symposium on “Exploring How individuals shape, coordinate, and maintain organizational

- routines” (co-organized symposium with Curtis LeBaron, other participants in symposium include Markus Becker, Claus Rerup, Carlo Salvato, and Daniel Levinthal).
- Christianson, M.K. (with Curtis LeBaron, Lyndon Garrett, and Michael Cohen), 2012. Paper presented by LeBaron. “Routines as coauthored events: Interdependent maintenance of routines through reinforcement and repairs” at the Fourth International Symposium on Process Organization Studies. Kos, Greece, June 20-23.
- Christianson, M.K. 2012. Presented “Sensemaking and updating” at the High Reliability Organization Research Workshop. Invitation only. Nashville, TN, May 3-5.
- Christianson, M.K. & Waller, M. 2011. Presented “The emergence of shared understanding during unexpected events: An example from 9/11.” National Academy of Management Meeting, San Antonio, TX. Part of a symposium on “Transitions in understanding: Exploring how understanding evolves in dynamic contexts” (co-organized symposium with Mary Waller, other participants included Michelle Barton, John Carroll, Michelle Williams, Claus Rerup, Sjur Utdehwilligen, and Kathie Sutcliffe).
- Christianson, M.K. 2011. Presented “Practice makes perfect: Using simulation to help teams learn to coordinate” Part of a symposium on “Learning to coordinate: The dynamic interplay between relationships and structures” organized by JP Stephens and Jody Hoffer Gittel.
- Christianson, M.K. 2011. Presented “‘It doesn’t feel right’: Exploring how updating is shaped through interaction.” at the Third International Symposium on Process Organization Studies. Corfu, Greece, June 15-18.
- Christianson, M.K. 2010. Presented “Gaining insight into diagnostic error: Observing how physicians detect and correct misdiagnoses in real time” at Diagnostic Errors in Medicine Conference, Oct 2010. Toronto, ON.
- Christianson, M.K. 2010. Organized PDW for National Academy of Management Meeting, Montreal, QC. “Studying sensemaking: A methodological toolkit.” (presenters included Sally Maitlis, Claus Rerup, Jenny Rudolph, Tim Vogus, and Mary Waller).
- Christianson, M.K. 2010. Participated in PDW at National Academy of Management Meeting, Montreal, QC. PDW organized by Jane Dutton and Arne Carlsen: “Unleashing generativity: A workshop on moments of aliveness, inspiration and imagination in qualitative research.”
- Christianson, M.K. 2010. Presented, “Sensemaking, error detection and correction, and handoffs. ACM Conference on Computer Supported Collaborative Work, Savannah, GA. Presented as part of a session on “Handoffs and handovers: Collaborating in turns,” organized by Michael Cohen, Emily Patterson, Brian Hilligoss, and Nikhil Sharma.
- Christianson, M.K & Barton, M. 2008. Organized PDW for the National Academy of Management Meeting, Anaheim, CA: “Studying complex interdependent work: A methodological toolkit.” (presenters included Curtis LeBaron, David Obstfeld, Mary Waller, and J. Stuart Bunderson).
- Christianson, M.K. 2007. “‘Aha’ and ‘oops’: The role of surprise in updating.” National Academy of Management Meeting, Philadelphia, PA. Presented in a Showcase Symposium on “Organizational surprise” organized by Beth Bechky and Dan Gruber.
- Christianson, M.K. 2006. “Making sense of the patient’s symptoms: Resilient organizing in the emergency department. National Academy of Management Meeting, Atlanta, GA. Presented as part of a symposium on “Organizational resilience: A social mechanisms perspective” (co-organized symposium with Michelle Barton).

- Christianson, M.K. & Sutcliffe, K.M. 2005. "Organizing to increasing mindful interaction: Lessons from healthcare." National Academy of Management Meeting, Honolulu, HI. Presented as part of a symposium on "Building capabilities: Reconceptualizing organizational resources" (co-organized symposium with Kathleen Sutcliffe).
- Christianson, M.K., Spreitzer, G.M., Sutcliffe, K.M. & Grant, A.M. 2005. "An empirical examination of thriving at work." National Academy of Management Meeting, Honolulu, HI.
- Christianson, M.K., Grant, A.M., & Price, R.H. 2005. "Tradeoffs in well-being at work: Toward an integrated understanding." National Academy of Management Meeting, Honolulu, HI.
- Christianson, M.K., Blatt, R., & Sutcliffe, K.M. 2004. "Relational dynamics of silence and voice: Lessons from medical errors." National Academy of Management Meeting, New Orleans, LA. Presented as part of a symposium "Remaining silent: The challenges of voice in dynamic settings" (co-organized symposium with Ruth Blatt and Kathleen Sutcliffe).

INVITED PRESENTATIONS

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| 2020 | 25th Annual Wharton OB Conference
Healthcare Management seminar series, IHPME, University of Toronto |
| 2019 | Asper School of Business, University of Manitoba |
| 2017 | TOPOS Research Seminar, Said Business School, Oxford University
Research Seminar Series, Johns Hopkins Carey Business School |
| 2016 | Surgical Grand Rounds, Toronto General Hospital, Toronto ON |
| 2015 | Wharton School Seminar on the Evolution of Organizations and Industries
Organizational Behavior Seminar Series, Queen's School of Business,
Queen's University
Institute for Work & Health, Toronto, ON |
| 2013 | ICOS University of Michigan |
| 2012 | 18th Annual Wharton OB Conference
4th Annual University of Toronto Centre for Patient Safety Symposium
Ivey Research Series, University of Western Ontario
OBHR Division Seminar Series, Sauder School of Business, University of
British Columbia
Centre for Health Care Management, University of British Columbia
Grand Rounds, SickKids Hospital, Toronto, ON |
| 2011 | Harvard's Center for Medical Simulation |
| 2010 | University of Michigan (Management & Organizations) |
| 2009 | Boston University
Boston College
University of Toronto
University of Texas at Austin |

ACADEMIC HONORS AND AWARDS

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| 2020 | Rotman School of Management Teaching Award |
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2019	Co-recipient of the Roger Martin Excellence Award in Teaching
2016	Rotman School of Management Teaching Award
2015	Rotman School of Management Teaching Award
2015	Outstanding Reviewer (Managerial and Organizational Cognition), Academy of Management
2014	Outstanding Reviewer (Managerial and Organizational Cognition), Academy of Management
2014	Ross School of Business Distinguished PhD Alumni Award, University of Michigan
2013	Excellence in Teaching Award (BCom), Rotman School of Management
2012	Excellence in Teaching Award (BCom), Rotman School of Management
2011	Excellence in Teaching Award (BCom), Rotman School of Management
2010	Excellence in Teaching Award (BCom, MBA), Rotman School of Management
2010	Outstanding Reviewer (Health Care Management), Academy of Management
2010	Emeritus Award, Ross School of Business, University of Michigan (Awarded to the graduating doctoral student judged to have the best dissertation)
2009	Finalist, ProQuest Distinguished Dissertation Awards, University of Michigan
2008	Runner-up, INFORMS Organization Science Dissertation Proposal Competition
2007	Outstanding Reviewer (Organizational Behavior Division), Academy of Management
2007	Finalist for the Academy of Management Perspectives Best Paper Award (one of three papers nominated)
2007	Rackham Predoctoral Fellowship, University of Michigan
2006	Gerald and Lillian Dykstra Fellowship for Teaching Excellence (Ross School of Business)
2005	Thomas William Leabo Memorial Award (Ross School of Business), (Awarded to a third year doctoral student at the Ross School Business for academic achievement)

EXTERNAL PROFESSIONAL SERVICE

Editor, special issue on errors in organizations, *Academy of Management Discoveries*

Editorial board

Academy of Management Discoveries, Associate Editor (2017–2020; 2020-2023)

Academy of Management Discoveries, media editor (2014–2017)

Administrative Science Quarterly (2017-present)
Organization Science (2013– present)

Ad hoc reviewer

Academy of Management Journal
Academy of Management Review
Human Relations
Management Science
Organization Studies
Strategic Management Journal

Academy of Management service

Cognition in the Rough facilitator, Managerial and Organizational Cognition division, 2011-21

Representative-at Large, Managerial and Organizational Cognition division, 2011–14

PhD Student Representative, Health Care Management division, 2006–09

Managerial and Organizational Cognition division, Best Student Paper Award Committee, 2015

Organizational Behavior division, Best Symposium Award Committee, 2013

INTERNAL PROFESSIONAL SERVICE

Specialized Graduate Program Committee, 2018-2021

Examiner's Committee 2018-2019; 2020-2021

Faculty Awards Committee, 2020

OBHRM Selection and Recruitment Committee, 2017-2018

Executive Committee, Rotman School of Management, 2012–2016

OBHRM Selection and Recruitment Committee (both junior and senior faculty searches), 2013–2014

BIC Advisory Committee, 2014–2015

Rotman Commerce RSM260 Course Coordinator, 2013–2018; 2021

Rotman Commerce Management Program Specialist Info Session presenter, 2016

Research brown bag (“Lunch and learn”) presenter, 2011