

DANIEL MILNER

daniel.milner@okstate.edu | www.linkedin.com/in/danielmilnerphd/

RESEARCH INTERESTS

Institutional change, group processes, systems psychodynamics, environmental justice, qualitative methods

ACADEMIC APPOINTMENT

Oklahoma State University Spears School of Business

Assistant Professor of Management

2022 -

EDUCATION

Ph.D., Management & Organizations

2022

Kellogg School of Management, Northwestern University

M.S., Management & Organizations

2017

Kellogg School of Management, Northwestern University

B.S., Economics (concentration in Management), *cum laude*

2014

The Wharton School, University of Pennsylvania

RESEARCH

Peer-Reviewed Articles

Ocasio, William, Jo-Ellen Pozner, & **Daniel Milner** (2020). Varieties of Political Capital and Power in Organizations: A Review and Integrative Framework. *Academy of Management Annals*, 14(1): 303-338.

- *Academy of Management Annals* Best Article Finalist

Augustine, Grace, Sara Soderstrom, **Daniel Milner**, & Klaus Weber (2019). Constructing a Distant Future: Imaginaries in Geoengineering. *Academy of Management Journal*, 62(6): 1930-1960.

Other Publications

Ocasio, William, Luke Rhee, & **Daniel Milner** (2020). Attention, Knowledge, and Organizational Learning. In L. Argote & J. M. Levine (Eds.), *The Oxford Handbook of Group and Organizational Learning* (pp. 81-94). Oxford University Press.

Hirsch, Paul M. & **Daniel Milner** (2016). When Scandals Yield “It’s About Time!” Rather than “We’re Shocked and Surprised!”. *Journal of Management Inquiry*, 25(4): 447-449.

Working Papers

Milner, Daniel & Cecilia Flores. Dyadic holding environments. Target: *Academy of Management Journal*.

Flores, Cecilia & **Daniel Milner**. Skin in the game: Micro-interactions of social impact orchestration in a boundary organization. Target: *Organization Science*.

- Nominated for EGOS Colloquium “That’s Interesting!” Award

Works in Progress (* indicates equal authorship; ^ indicates PhD student supervision)

Djabbarov, Ibrat*, **Daniel Milner***, & Andrey Pavlov. Theorizing agency in organization studies. Target: *Academy of Management Annals*.

Flores, Cecilia*, & **Daniel Milner***. Developing reflexivity in “zoom through” video methods. Target: *Organizational Research Methods*.

Kim, Wookyoung^, & **Daniel Milner**. Guardians under pressure: How museums navigate institutional boundaries between social responsibility and financial sustainability. Target: *Organization Science*.

Milner, Daniel. Intersectionality, systems psychodynamics and generative AI alignment. Target: *Academy of Management Review*.

Milner, Daniel*, Elizabeth Klock*, Leslie Garza^, & Anna C. Lennard. Sensemaking and team emergent states: organization theory and organizational behavior views. Target: *Administrative Science Quarterly*.

Smith, Alexis N.*, John Holden*, & **Daniel Milner***. Two papers on intersectionality, applied to legal studies and organization theory. Targets: *Academy of Management Review* and a law review.

INVITED & CONFERENCE PRESENTATIONS

2024

Panelist for “Explaining ourselves: Crafting and communicating an academic identity narrative” PDW at 84th Annual Meeting of the Academy of Management, Chicago.

Milner, D. 2024. Research clinic at Warwick Summer School on Practice and Process Studies: Impact of emerging "intelligent" technologies on organisational practices and processes, Coventry, UK.

Flores, Cecilia. & **Milner, D.** Skin in the game: Micro-interactions of social impact orchestration in a boundary organization. Sub-theme 50: Open Social Innovation: Exploring the Role of Time, Space, and People in Tackling Societal Challenges at the 40th EGOS Colloquium, Milan.

2023

Accepted to PROS, PHILOS, and EGOS, but due to family emergencies, withdrew.

2022

Milner, D. Institutional Logics and Economic Development in Latin America: Event Sequencing in Institutional Reforms to Argentina’s YPF. Main program at the 6th Triennial Alberta Institutions Conference, Edmonton.

2021

Rice University, Strategy and Environment area.

Oklahoma State University, Strategic Management group.

Milner, D. Institutional logics and path realization in policy reforms to Argentina’s YPF. Sub-theme 22 – *Comparative Institutional Perspectives on Alternative Forms of Organizing around Social Problems* at the 37th EGOS Colloquium (virtual).

2020

Doctoral Student Consortium, Organization & Management Theory Division. At the 80th Annual Meeting of the Academy of Management (virtual).

Doctoral Student Consortium, Organizational Development & Change Division. At the 80th Annual Meeting of the Academy of Management (virtual).

Milner, D. Institutional logics and economic development in Latin America. Sub-theme 12 – *Institutions, Innovation, Impact: Temporal, Spatial and Material Foundations of Institutional Innovation and Change* at the 36th EGOS Colloquium (virtual).

EGOS Pre-Colloquium PhD Workshop at the 36th EGOS Colloquium (virtual).

2018

Doctoral Student Consortium, International Management Division. At the 78th Annual Meeting of the Academy of Management, Chicago.

Milner, D. and W. Ocasio. Legitimacy Contests and the Development of Institutional Logics: Neoliberalism in Mexico’s Petroleum Sector. Sub-theme *More to Talk About: Unexpected Roles of Language in Organizing* at the 34th EGOS Colloquium, Tallinn.

Milner, D. and W. Ocasio. Legitimacy Contests and the Development of Institutional Logics: Neoliberalism in Mexico’s Petroleum Sector. PhD Workshop at the 5th Triennial Alberta Institutions Conference, Edmonton.

2017

Augustine, G. L., **D. Milner**, S. Soderstrom, and K. Weber. Constructing the Future (Im)perfect: Geo-engineering Solutions to Climate Change. Symposium *Imagined Futures and Economic Mobilization* at the 77th Annual Meeting of the Academy of Management, Atlanta.

Milner, D. and W. Ocasio. Neoliberalism in Mexico’s Petroleum Sector: An Institutional Logics Perspective. Symposium *Theorizing with History: Lessons from the Study of Institutional Logics and Imprinting* at the 77th Annual Meeting of the Academy of Management, Atlanta.

Milner, D. Neoliberalism in Mexico’s Petroleum Sector: An Institutional Logics Perspective. Sub-theme *The Multiplicity of Institutional Logics* at the 33rd EGOS Colloquium, Copenhagen.

Milner, D. and W. Ocasio. Like Oil and Water: Assimilation of Field-Level Logics in the 2013 Neoliberal Reforms to Mexico’s Petroleum Sector. Kellogg-Booth Student Symposium, Chicago.

ORGANIZED CONFERENCE SESSIONS

- With J. Koh. 2024. Symposium *Situating Design in Organizations: Seeing the Design Process through a "Process Thinking" Lens* (G. Baldessarelli, C. Diaz, E. M. Gerber, & V. Seidel, panelists) at the 84th Annual Meeting of the Academy of Management, Chicago.
- With I. Djabbarov and A. Pavlov. 2024. Symposium *Agency at the Crossroads: New Paths, Problems, and Perspectives for a Central Concept* (S. Massaro, M. J. Murcia, M. Uhl-Bien, and M. Zundel, panelists) at the 84th Annual Meeting of the Academy of Management, Chicago.
- With M. Radic and A. N. Tirapani. 2018. Symposium *Privatizations in Organization Studies* (P. S. Adler, R. E. Meyer, and A. G. Scherer, panelists) at the 78th Annual Meeting of the Academy of Management, Chicago.

TEACHING

Instructor

Oklahoma State University (undergraduate)

Strategic Management

9 sections

Northwestern University (undergraduate)

Leadership in Organizations

1 section

Teaching Assistant

Northwestern University (MBA; * denotes guest lecture)

*Leadership in Organizations**

10 sections

Power in Organizations

4 sections

*Negotiation Strategies; Strategy Implementation; Leading the Strategic Change Process**

2 sections

Managing Organizations for Growth; Leading and Managing Diverse Organizations; Bargaining

1 section

University of Pennsylvania (undergraduate)

Latinos in the United States

1 section

SERVICE

Oklahoma State University

Seminar Speaker Series Committee

2024

School Representative, PhD Project Conference

2024

Hiring Committee, Strategy position

2023

Management Faculty of Color Association (MFCA)

Treasurer

2023 -

Academy of Management

Reviewer, Annual Meeting

2017 - 2019, 2024 - 2025

Associate Editor, Annual Meeting OMT Program

2024

- 2024 OMT ABCD Award - *Above and Beyond the Call of Duty*

Ad Hoc Reviewing

Academy of Management Journal, Journal of Business Venturing, Journal of Management Studies, Long Range Planning, Organization Studies, Review of Social Economy, Sociology of Education

STUDENT SUPERVISION

Oklahoma State University

Jett Millican (undergraduate interdisciplinary thesis: business & sociology)

Spring 2024

PROFESSIONAL MEMBERSHIPS

AKRI: The A. K. Rice Institute for the Study of Social Systems

2024 -

MFCA: Management Faculty of Color Association

2022 -

EGOS: European Group for Organizational Studies

2017 -

AOM: Academy of Management

2017 -