

DANIEL MILNER

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RESEARCH INTERESTS

Institutional change, systems psychodynamics, intersectionality, microsociology, environmental justice

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

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*.

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

2025 (invited)

Milner, D. & Flores, M.C. Dyadic working through: A process model of reflexively developing boundary infrastructure and permeability. 41st EGOS Colloquium, Athens.

Kim, W. & **Milner, D.** Guardians under pressure: Discrete-time event history analysis of how museums navigate institutional boundaries between social responsibility and financial sustainability. 41st EGOS Colloquium, Athens.

Milner, D. Aligning the interinstitutional systems of oppression: A systems psychodynamics view. 7th Alberta Institutions Conference, Banff.

Milner, D. Aligning the interinstitutional systems of oppression: A systems psychodynamics view. Annual Academic Conference of OPUS—An Organisation for Promoting Understanding of Society (virtual).

2024

Flores, M.C. & **D. Milner.** Skin in the game: Micro-interactions of social impact orchestration in a boundary organization. 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. 6th 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. 37th EGOS Colloquium (virtual).

2020

Milner, D. Institutional logics and economic development in Latin America. 36th EGOS Colloquium (virtual).

2018

Milner, D. & Ocasio, W. Legitimacy Contests and the Development of Institutional Logics: Neoliberalism in Mexico's Petroleum Sector. 34th EGOS Colloquium, Tallinn.

2017

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

Milner, D. & Ocasio, W. Neoliberalism in Mexico's Petroleum Sector: An Institutional Logics Perspective. Symposium, 77th Annual Meeting of the Academy of Management, Atlanta.

Milner, D. Neoliberalism in Mexico's Petroleum Sector: An Institutional Logics Perspective. 33rd EGOS Colloquium, Copenhagen.

Milner, D. & Ocasio, W. 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 Koh, J. 2024. Situating Design in Organizations: Seeing the Design Process through a "Process Thinking" Lens (Baldessarelli, G., Diaz, C., Gerber, E.M., & Seidel, V., panelists). 84th Annual Meeting of the Academy of Management, Chicago.

With Djabbarov, I. & Pavlov, A. 2024. Agency at the Crossroads: New Paths, Problems, and Perspectives for a Central Concept (Massaro, S., Murcia, M.J., Uhl-Bien, M., & Zundel, M., panelists). 84th Annual Meeting of the Academy of Management, Chicago.

With Radic, M. & Tirapani, A.N. 2018. Privatizations in Organization Studies (Adler, P.S., Meyer, R.E., & Scherer, A.G., panelists). 78th Annual Meeting of the Academy of Management, Chicago.

INVITED ACADEMIC WORKSHOPS

Panelist, Explaining ourselves: Crafting and communicating an academic identity narrative, 84 th Annual Meeting of the Academy of Management, Chicago.	2024
Research clinic, Warwick Summer School on Practice and Process Studies: Impact of emerging "intelligent" technologies on organisational practices and processes, Coventry.	2024
Doctoral Student Consortium, Organization & Management Theory Division, 80 th Annual Meeting of the Academy of Management (virtual).	2020
Doctoral Student Consortium, Organizational Development & Change Division, 80 th Annual Meeting of the Academy of Management (virtual).	2020
Pre-Colloquium PhD Workshop, 36 th EGOS Colloquium (virtual).	2020
Doctoral Student Consortium, International Management Division, 78 th Annual Meeting of the Academy of Management, Chicago.	2018
PhD Workshop, 5 th Alberta Institutions Conference, Edmonton.	2018

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

Management Faculty of Color Association

Treasurer 2023 -

Academy of Management

Reviewer, Annual Meeting 2017-19, 2024 -

Associate Editor, Annual Meeting OMT Program 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

Oklahoma State University

Member, Seminar Speaker Series Committee 2024

School Representative, PhD Project Conference 2024

Supervisor, Jett Millican, undergraduate interdisciplinary thesis: business & sociology 2024

Member, Strategic Management Hiring Committee 2023

Kellogg

Coordinator, MORS PhD Student Buddy System 2015-18, 2020

Founding Treasurer and Board Member, Northwestern Comunidad Latinx 2017-19

Organizer, MORS Qualitative Methods Reading Group 2017-18

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 -

WORK & VOLUNTEER EXPERIENCE

Tulsa Peoples' Orchestra	Tulsa, OK
Cellist	2023
Compass Pro Bono	Chicago, IL
Deputy Project Leader	2020-21
Consultant	2019-20
United States Soccer Federation	Chicago, IL
Grade 8 Referee	2015-18
The Wharton School	Philadelphia, PA
Research Assistant, Management Department, Organizational Behavior group	2013-14
Research Assistant, to Professor Katy Milkman	2013
University of Pennsylvania Harnwell College House	Philadelphia, PA
Residential Advisor	2012-14
Café du Soleil	Philadelphia, PA
Manager	2012-14
Assistant Manager	2011-12
Café Assistant	2010-11

PERSONAL INFORMATION

Languages: English (native), Spanish (native), French (proficient)
Citizenships: USA, Argentina