

## SERAY ERGENE

Assistant Professor of Management  
URI Coastal Institute Senior Fellow  
College of Business, University of Rhode Island

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### EDUCATION

University of Massachusetts Amherst, MA, USA  
Ph.D. in Management, 2018  
Graduate Certificate in Advanced Feminist Studies, 2017

Bilkent University, Ankara, Turkey  
M.B.A., 2010

Lehigh University, PA, USA  
B.S. Industrial Engineering, 2004  
B.S. Statistics, 2004

### RESEARCH INTERESTS

Sustainability; Environmental Justice and Racism; Feminist New Materialism;  
Critical Management Studies; Science and Technology Studies.

### PUBLICATIONS

- Ergene, S.**, Banerjee, S. B., & Ergene, E. 2024. Environmental Racism and Climate (In)Justice in the Anthropocene: Addressing the Silences and Erasures in Management and Organization Studies. *Journal of Business Ethics*.  
<https://doi.org/10.1007/s10551-024-05723-x>
- Ergene, S.** & Ergene, E. 2024. Manufacturing Climate Precarity and Disaster in the Global South (Book review). *Organization*. <https://doi.org/10.1177/13505084241241966>
- Foster, A., Wissman, N., Bray, L., DeBoer, J., **Ergene, S.**, Stewart, O. J., Dunham, I. 2024. Rising to the Challenge: Embedding Environmental Justice in Management and Organization Studies. *Organization & Environment*, 37(2), 159–193.
- Ergene, S.** & Calás, M.B. 2023. Becoming Naturecultural: Rethinking Sustainability for a More-than-human World. *Organization Studies*, 44(12), 1961-1986.  
*Received the Best Paper in Critical Business Ethics award at the 81st Academy of Management Annual Meeting, August 2021.*
- Ergene, E., Floyd, S., & **Ergene, S.** 2023. Managing goal heterogeneity in strategic initiatives. *Long Range Planning*, 56(4): 102344.
- Ergene, S.**, Banerjee, S. B., & Hoffman, A. J. 2021. (Un)Sustainability and Organization Studies: Towards a Radical Engagement. *Organization Studies*, 42(8): 1319-1335.  
*In 2024, it is ranked as the most cited among the articles published in the last 3 years in the journal Organization Studies.*
- Ergene, S.**, Calás, M.B., & Smircich, L. 2018. Ecologies of Sustainable Concerns: Organization Theorizing for the Anthropocene. *Gender, Work & Organization*, 25(3): 222–245.

- Calás, M.B., **Ergene, S.**, & Smircich, L. 2018. Becoming possible in the Anthropocene? *Becoming-Socialentrepreneurship* as more-than-capitalist practice. In P. Dey, & C. Steyaert (Eds). *Social entrepreneurship: An affirmative critique*: 264-293. UK: Edward Elgar.
- Calás, M.B., Smircich, L., & **Ergene, S.** 2018. Postfeminism as new materialisms: A future unlike the present?. In P. Lewis, R. Simpson, & Y. Benschop (Eds). *Postfeminism and organization*: 197-227. New York: Routledge.

### ACADEMY OF MANAGEMENT BEST PAPER PROCEEDINGS

- Ergene, S.** & Calás, M.B. 2021. Reclaiming Sustainability through Organic Cotton Seeds. *Academy of Management Annual Meeting Best Paper Proceedings*.  
<https://doi.org/10.5465/AMBPP.2021.151>
- Ergene, S.** 2017. Organization theorizing for sustainability: Un-making people and nature exploitable. *Academy of Management Annual Meeting Best Paper Proceedings*.  
<https://doi.org/10.5465/AMBPP.2017.245>

### RESEARCH GRANTS

- Rhode Island Sea Grant (2023-2024) “More Than Recreation: Reframing coastal fishing access in Rhode Island as a food security issue for marginalized racial/ethnic communities”. Treviño et al, \$65K. *Awarded* as a Co-PI.
- University of Rhode Island, Plastics Seed Grant. (2023-2024) “Building bridges: Towards developing equitable and long-term partnerships between community-based organizations and researchers”. Ergene and Treviño. \$36K. *Awarded* as a Co-PI.
- University of Rhode Island, College of Business (Spring 2023) “Developing equitable partnerships between community organizations and researchers”. \$1,000. *Awarded* as a PI.
- University of Rhode Island, Faculty Career Enhancement Grant (2020-2022) “A Social Study of Ocean Plastics in Narragansett Bay”. \$9,530 *Awarded* as a PI.
- Rhode Island Sea Grant (2020-2024) “Are Microplastics a Vector for Organic Pollutants and Disease in Marine Food Webs?”. Davies et al., \$440K *Awarded* as a Co-PI.

### MANUSCRIPTS UNDER REVIEW

- Ergene, S.** (3<sup>rd</sup> R&R) Essay about ocean plastics pollution and the role of organization scholars in socio-ecological crises. *Journal of Management Studies*.
- Ergene, E. & **Ergene, S.\*** (Under 2<sup>nd</sup> review). Paper about cooperatives and Sustainable Development Goals. *Society and Business Review*. \*Authors contributed equally.
- Ergene, S.**, Calás, M.B., & Ergene, E. (1<sup>st</sup> R&R) Paper about organizational transformation around sustainability. *Scandinavian Journal of Management*.
- Ehrnström-Fuentes, M., & **Ergene, S.\*** (Under 1<sup>st</sup> review) Radical perspectives on sustainability and governance: More-than-human approaches. *Handbook of Research on Sustainability and Governance*. \*Authors contributed equally.

### MANUSCRIPTS UNDER DEVELOPMENT

- Ergene, S., & Calás, M.B.** Paper about developing feminist posthuman subject in management and organization studies. (Ethnographic data collected, Preparing manuscript)
- Ergene, S. & Dalton, T.** Paper about stakeholder perspectives on marine plastics. (Data collected through 25 semi-structured interviews, Data analysis stage)
- Treviño, M., **Ergene, S.**, DiCenzo, C. Developing equitable partnerships between community-based organizations and natural scientists. (Data collected through 13 semi-structured interviews, Data analysis stage)
- Ergene, S & Ehrnström-Fuentes, M.** Paper about relational ontologies and dangers of theorizing with hierarchical ontologies. (Preparing manuscript)
- Triki, A., **Ergene, S.**, & Ergene, E. et al. Paper about gender and work-life imbalance in accounting field. (Data collected through 44 semi-structured interviews, Data analysis stage)
- Ergene, S. & Ergene, E.** Paper about performativity of market sustainability tools and technologies. (Data collection stage)
- Trevino, M., **Ergene, S.**, et al. Paper about coastal access and food insecurity. (Data collection stage)

### ACADEMIC CONFERENCE PRESENTATIONS

- Ergene, E., & **S. Ergene.** 2024. Tackling Grand Challenges with Cooperatives: Democracy, Equity, and Ecological Wellbeing. Paper presented at the *61st Annual Meeting of the Eastern Academy of Management*, Providence, RI.
- Treviño, M., **S. Ergene** and C. DiCenzo. 2023. Building Bridges: Strategies for Developing Equitable and Long-term Partnerships between Community-based Organizations and Science Institutions. Paper presented at the *SACNAS National Diversity in STEM Conference*, Portland, OR.
- Treviño, M., B. DuBois, **S. Ergene**, P. Baur, A. Moore, M. Gomez-Chiarri. 2023. More than Recreation: Reframing coastal fishing access in Rhode Island as a food security issue for marginalized ethnic and racialized communities. Paper presented at the *American Shore and Beach Preservation Association*, Providence, RI.
- Ergene, S.**, Banerjee, S. B., & Ergene, E. 2022. Racial Capitalism and Environmental Injustice in the Anthropocene. Paper presented at the *82<sup>nd</sup> Academy of Management Annual Meeting*. Seattle, WA.
- Ergene, S.** 2022. Researching Ocean Plastics Pollution. Paper presented at the *82<sup>nd</sup> Academy of Management Annual Meeting*, Symposium ‘Negotiating Better Worlds in the ‘Anthropocene’: Critical Histories and Future Livelihoods’. Seattle, WA.
- Ergene, S.**, Banerjee, S. B., & Ergene, E. 2022. Racial Capitalism and Environmental Injustice in the Anthropocene. Paper presented at the *38<sup>th</sup> EGOS Colloquium*, sub-theme Inequality, Institutions, and Organizations. Vienna, Austria.

- Ergene, S.** & Ergene, E. 2021. Going Beyond Market-based and Critical Perspectives: A Performative Approach to Sustainability Tools and Technologies. Paper presented at the 41<sup>st</sup> *Strategic Management Society Annual Conference*. Virtual.
- Ergene, S.** & Calás, M.B. 2021. Reclaiming Sustainability through Organic Cotton Seeds. Paper presented at the 81<sup>st</sup> *Academy of Management Annual Meeting*. Virtual. Received the Best Paper in Critical Business Ethics.
- Ergene, S.** 2021. A Process Study of Addressing Grand Challenges. Paper presented at the 81<sup>st</sup> *Academy of Management Annual Meeting*. Virtual.
- Calás, M.B., & **Ergene, S.** 2021. For Inclusivity in the Anthropocene, Change the Subject: Neither Systems, nor Levels, nor Grand Challenges. Paper presented at the 37<sup>th</sup> *EGOS Colloquium*, sub-theme Organization Studies in the Anthropocene: System Change, Not Climate Change. Virtual.
- Liu, K.L., Karamemis, G., & **Ergene, S.** 2021. Does Incentivizing Consumers to Collect Garments Achieve Sustainability and Increase Manufacturers' Performance? Paper presented at the *Northeast Decision Sciences Institute 50<sup>th</sup> Annual Conference*.
- Ergene, S.** 2019. Intentional Engaging as a Process of Doing Sustainability. Paper presented at the 35<sup>th</sup> *EGOS Colloquium*, sub-theme Strategizing for Grand Challenges. Edinburg, UK. Nominated for *That's Interesting! Award*.
- Calás, M.B., & **Ergene, S.** 2019. Re-claiming "The Subject" for the Anthropocene: Necessary Struggles over Materiality and Representation in Organization Theory. Paper presented at the 35<sup>th</sup> *EGOS Colloquium*, sub-theme Discursive and Material Struggles over the Natural Environment. Edinburg, UK.
- Ergene, S.** 2018. Corporate Sustainability as Practice: Doing Sustainability by Intervening. Paper presented at the 78<sup>th</sup> *Academy of Management Annual Meeting*. Chicago, IL.
- Ergene, S.** 2018. Corporate Sustainability as Practice: Doing Sustainability by Intervening. Paper presented at the 10<sup>th</sup> *Alliance for Research on Corporate Sustainability*. Boston, MA.
- Ergene, S.** 2017. Assembling Sustainable Supply Chains. Paper presented at the 37<sup>th</sup> *Strategic Management Society Annual Conference*. Houston, TX.
- Ergene, S.** 2017. Organization Theorizing for Sustainability: Un-making People and Nature Exploitable. Paper presented at the 77<sup>th</sup> *Academy of Management Annual Meeting*. Atlanta, GA.
- Ergene, S.**, Calás, M.B., & Smircich, L. 2017. Organizing in/for the Anthropocene: Radical Transdisciplinary Thinking. Panelist and co-organizer at the 77<sup>th</sup> *Academy of Management Annual Meeting*, Showcase Symposium. Atlanta, GA.
- Ergene, S.** 2017. Re-thinking Sustainability from Feminist Ecological Perspectives. Paper presented at the *Administrative Sciences Association of Canada*. Montréal, Canada.

- Ergene, S.** 2016. Studying ‘Materialization of Sustainability’ as an Object of Research. Paper presented at the *Unbounding Ethnography: Theory and Method Beyond the Disciplines Conference*, University of Massachusetts Amherst, MA.
- Ergene, S., Calás, M.B., & Smircich, L.** 2015. Possibilities of Imagining Alternative Organizing from Postcapitalist Politics. Paper presented at the *International Conference in Critical Management Studies*, sub-theme The Ethics and Politics of Dissensus: Democracy as Alternative, Leicester, UK.
- Ergene, S.** 2014. ‘Sustainability’: For Affirmative Possibilities. Paper presented at the 74<sup>th</sup> *Academy of Management Annual Meeting*, All Academy Theme Symposium ‘Hot Words and the Politics of Language’. Philadelphia, PA.
- Ergene, S., Calás, M.B., & Smircich, L.** 2014. Re-imagining Sustainability: Feminist Perspectives and Organizational Scholarship. Paper presented at the *Gender, Work and Organization*, 8<sup>th</sup> Biennial International Interdisciplinary Conference, sub-theme Gendering Environmental Sustainability: The Cultural Politics of Nature. Keele, UK.
- Calás, M.B., **Ergene, S.**, & Smircich, L. 2014. Re-imagining “Inequality” and “Diversity” as Postcapitalist Practices. Paper presented at the 30<sup>th</sup> *EGOS Colloquium*, sub-theme Reimagining Management Practices in Times of Rising Inequality along Socio-Demographic Lines. Rotterdam, Netherlands.
- Ergene, S., Calás, M.B., & Smircich, L.** 2013. Entrepreneurial Movements: Developing a Moving Theoretical Lens for Novel Modes of Organizing. Paper presented at the 29<sup>th</sup> *EGOS Colloquium*, sub-theme Processes of Organizational Creativity: Collective Entrepreneurship, Co-Creation and Collaborative Innovation. Montréal, Canada.

### INVITED TALKS AND OTHER PRESENTATIONS

- Professional Development Workshop –Presenter**, Exploring Degrowth in Organization Studies: A Multifaceted Lens. To be presented at the 84<sup>th</sup> *Annual Meeting of the Academy of Management*, Chicago, IL. 2024.
- Invited Research Talk**, Qualitative Research Journey, University of Massachusetts Amherst, MA, 2024.
- Keynote Speech**, Becoming Naturecultural for Hope and Justice in Times of Socio-ecological Crises, *Gender, Work, & Organization workshop*, Johannes Kepler University, Austria, 2024.
- Invited Research Talk**, Re-thinking Sustainability for More-than-human Worlds, Hanken School of Economics, Finland, 2024.
- Invited Research Talk**, (Un)Sustainability and Organization Studies: Towards a Radical Engagement with More-than-human Worlds, Hanken School of Economics, Finland, 2023.
- Keynote Speech**, What Does It Mean to be a Management Scholar in the Anthropocene?, *EGOS Colloquium winter workshop*, Exeter University, UK, 2022.

**Invited Research Talk**, Inspiring Sustainability Research Towards a Radical Engagement, Saint Mary's University, Canada, 2022.

**Invited Research Talk**, Toward a Circular Textile Industry in RI, *Textile Sustainability Forum* presented by RITIN, URI and Polaris MEP, University of Rhode Island, 2022.

**Professional Development Workshop – Keynote Presenter**, Beyond-Human Methodologies in Management Research. Presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA. 2022.

**Invited Research Talk**, Envisioning Sustainability Research Towards a Radical Engagement, Umeå University, Sweden, 2022.

**Plenary – Presenter**, Irresponsibility + Unsustainability = Extinction. Can It Be Avoided?. Presented at the 37<sup>th</sup> EGOS Colloquium, 2021.

**Professional Development Workshop – Moderator**, From “Scientific Activist” to “Activist Scientist”. Presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management, 2021.

**Professional Development Workshop – Presenter**, International Early Academic Careers: How to stand out in the virtual job market? Presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management, 2021.

**Professional Development Workshop – Presenter**, Building a Research Agenda and Community for the Anthropocene Epoch. 80<sup>th</sup> Annual Meeting of the Academy of Management, 2020.

**Professional Development Workshop – Presenter**, Socialism in Management Thought and Practice: Past, Present, Future. 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, 2019.

**Research Retreat – Panelist**, Plastics: An Interdisciplinary Research Challenge. *Plastics: Land to Sea*, URI Alton Jones Camp, 2019.

### ACADEMIC COMMUNITY SERVICE

**AOM Division Co-chair** – Elected to Critical Management Studies division 5-year leadership team (2024-2029)

**Editorial Board Member** – *Organization* journal since 2021.

**Reviewer**, Ad-hoc reviewer for *Journal of Management Studies*, *Organization Studies*, *Journal of Business Ethics*, *Business & Society*, and the Academy of Management conference.

**Research Workshop – Organizer**, First workshop of the research group Ecological Crises & Organization (ECO) network, to be held virtually on May 13-14, 2024.

**Panel Symposium – Organizer**, Developing a Research Agenda for Climate Justice in Management and Organization Studies. 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, 2023.

**Professional Development Workshop – Organizer**, Unconferencing SAP & Beyond: An Open Space for Emerging Topics and Nascent Projects. 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, 2023.

**Early Career Program – Organizer**, Coordinating early career program of *Strategizing Activities and Practices* interest group at the 79<sup>th</sup>, 80<sup>th</sup> and 81<sup>st</sup> Annual Meetings of the Academy of Management, 2019 – 2021.

**Research Track Convener – Organizer**, Hosting a research track at the *Gender, Work, & Organization* conference, 2021.

**Virtual Café Americas – Organizer**, Hosting a community session for scholars in the Americas region for *Strategizing Activities and Practices* interest group at the 80<sup>th</sup> Annual Meeting of the Academy of Management, 2020.

**Professional Development Workshop – Organizer**, Researcher’s Guide to the Anthropocene: Learning from Foundations of ONE. 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, 2018.

**Professional Development Workshop – Organizer**, After Climate Denying? Possibilities for/in the Anthropocene. 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, 2017.

#### **AWARDS AND HONORS**

Research Star Award - URI College of Business, 2024

Bravo Zulu Award - URI College of Business, 2024

Top Journal Publication Award (\$1,000) – URI College of Business, 2023

Best Paper in Critical Business Ethics – Academy of Management Annual Meeting, CMS Division, 2021

Thomas Chisholm Undergraduate Teaching Award – URI College of Business, 2021

Best Student Paper Award – Academy of Management Annual Meeting, SAP Group, 2018

Best Student Paper Award – Academy of Management Annual Meeting, CMS Division, 2017

Best Student Paper Award – Annual Meeting of the Administrative Sciences Association of Canada, Social Responsibility Division, 2017

Stanley Young Memorial Fellowship (\$8,000) – Dept. of Management, UMass Amherst, 2018

Dissertation Research Fellowship (\$4,000) – Graduate School, UMass Amherst, 2017

Dissertation Research Grant (\$1,000) – Graduate School, UMass Amherst, 2017

Graduate Scholarship for PhD. Studies – University of Massachusetts Amherst, 2012 – 2017

Merit Scholarship for MBA – Bilkent University, 2009 – 2010

Alpha Pi Mu – Industrial Engineering Honor Society, 2004

Phi Beta Delta – Honor Society for International Scholars, 2003

NSCS – The National Society of Collegiate Scholars, 2001

## MEDIA APPEARENCES

**Interview** – Article titled “Business for the Next Century” in The University of Rhode Island Magazine, 2023. <https://www.uri.edu/magazine/issues/fall-2023/business-for-the-next-century/>

**Live Interview** – Ocean Plastics and Textile Sustainability hosted by URI Alumni Foundation, 2022. <https://www.youtube.com/watch?v=SmT5YGcT9Xg>

**Video** – Presentation made during Textile Sustainability Forum, URI, 2022: <https://www.youtube.com/watch?v=ySNMyEW4Tfo>

**Interviews** – MBA/OCG 539 Hacking for Oceans course. Interviewed by various sources:

URI Front page: <https://www.uri.edu/features/how-were-hacking4oceans/>

URI News: <https://www.uri.edu/news/2022/04/new-hacking-4oceans-course-gives-students-real-world-experience/>

The Good 5 Cent Cigar: <https://rhodycigar.com/2022/04/21/ocean-science-business-hybrid-class-prepares-for-2023-school-year/>

**Video** – Best Paper in Critical Business Ethics award video hosted by the Academy of Management Critical Management Studies (CMS) division, 2021.

<https://www.youtube.com/watch?v=MNI9xth2ZhU>

**Interview** – Impact Scholar Community hosted by the Academy of Management Organization and the Natural Environment (ONE) division, 2021.

<https://www.impactscholarcommunity.com/post/seray-ergene-university-of-rhode-island-assistant-professor>

## TEACHING EXPERIENCE

**Assistant Professor**, College of Business, University of Rhode Island, Kingston, RI, 2018-present

- Dissertation and Thesis committee member, D.B.A. and M.S. students, (10 students)
- Directed Study, Undergraduate and Graduate levels (5 students)
- Teaching ‘Strategic Management’ capstone course to senior-level business majors (Fall 2018 – Fall 2024)
- Designed, prepared, and taught the specialty course 2023 Honors Colloquium titled “Not Business as Usual: Business for the Common Good”.
- Taught ‘Hacking for Environment: Oceans’ course to interdisciplinary graduate-level students. This course was developed and offered for the first time in the Fall 2021.
- Assisted in developing the course INE 304G “Social Entrepreneurship and Innovation”.
- Completed Online Pedagogy course offered by URI ATL, February 2021
- Honors Project Faculty Sponsor for the project titled ‘Tackling Ocean Plastics’, Spring 2020

**Instructor**, Isenberg School of Management, UMass, Amherst, MA, 2014-2018

- Teaching ‘Social Entrepreneurship’, ‘Business Policy and Strategy’ and ‘Organizational Behavior’ courses to junior and senior management students



- Fall 2017, Spring 2018- Social Entrepreneurship
- Fall 2015 – Spring 2017- Business Policy and Strategy
- Fall 2014, Spring 2015- Organization Behavior

**Instructor**, Faculty of Business Administration, Bilkent University, Ankara, Turkey, 2011-2012

- Teaching ‘Marketing Principles’ course to senior year Graphic Design, Communication and Design, Engineering, and Economics department students
  - Spring 2011 – Spring 2012

### SELECT UNIVERSITY SERVICE

**Co-organizer of 2023 Honors Colloquium.** Organized a 13-week long public seminar series titled “Not Business as Usual: Business for the Common Good” at URI during Fall 2023.

**Internal Advisory Committee.** Board member for the new initiative, “Plastics: Land to Sea COLAB”, formed under the Office of Research and Economic Development. Help support the cultivation of collaborations with policymakers, industry, non-profits, academics, and others, 2021- ongoing.

**Metcalf Institute Business Plan.** Assisted the directors of Metcalf Institute to create a business plan for streamlining their old and new programs, 2021.

**Provost’s URI 101 Task Force.** Helped prepare task force recommendations for re-designing the first-year student experience at URI, 2019.

**Search Committee.** Evaluate about a hundred candidates for three tenure-track Strategic Management positions at the College of Business:

- Co-chaired two tenure-track Entrepreneurship, Innovation and Strategy search, 2022-2023
- Search committee member of two tenure-track Strategy positions, 2019-2020.

**Research and Doctoral Committee.** Help promote research culture at the College of Business, 2018-2020.

- Organized grants workshops and speaker events in 2019.
- Co-initiated ‘Sustainability Research Group’ and organized three college-wide meetings.

### PROFESSIONAL EXPERIENCE

**Project Finance Analyst**, Project & Structured Finance Dept., Garanti Bank, Istanbul, Turkey, 2007-2008

- Developing project finance modeling for infrastructure projects such as energy plants, ports, airports and bridges, and preparing project reports for top management decision-making

**Segmentation Analyst**, Customer Relationship Management and Marketing Dept., Garanti Bank, Istanbul, Turkey, 2005-2006

- Preparing and reporting quarterly segmentation data to top management, coordinating relations between data warehouse and the bank, and maintaining the accuracy of segmentation computer model