

Professor Patrick J. Callery

The University of Vermont
School of Business Administration
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Education

Ph D, University of California, Santa Barbara, 2018.
Major: Economics and Environmental Science & Management

MA, University of California, Santa Barbara, 2014.
Major: Economics

MBA, University of California, Berkeley, 2009.
Major: Strategy and Finance

MS, University of Michigan, 1995.
Major: Mechanical Engineering

BS, Boston University, 1994.
Major: Mechanical Engineering

Non-UVM Employment History

Academic - Post-Secondary

Assistant Professor, Carleton University. (2018 - 2021).

Lecturer, University of California, Santa Barbara. (2017 - 2018).

Professional

Product Line Manager, Source Photonics. (2010 - 2012).

Regional Sales Manager, Source Photonics. (2008 - 2010).

Equity Research Analyst, Piper Jaffray Co. (2007 - 2008).

Sales Engineering Manager, Opnext, Inc. (2004 - 2007).

Director of Quality Assurance, Opnext, Inc. (2003 - 2004).

Product Manager, Pine Photonics. (2001 - 2003).

Product Engineer, Hewlett-Packard Co. (2000 - 2001).

Manufacturing Consulting Engineer, Hewlett-Packard Co. (1996 - 2000).

Design Engineer, General Electric Aircraft Engines. (1993 - 1995).

Licensures and Certifications

General Securities Representative (Series 7), Financial Industry Regulatory Authority (FINRA). (2007 - 2009).

Research Analyst (Series 86 & 87), Financial Industry Regulatory Authority (FINRA). (2007 - 2009).

Uniform Securities Agent (Series 63), Financial Industry Regulatory Authority (FINRA). (2007 - 2009).

Professional Memberships

Strategic Management Society. (February 2017 - Present).

Academy of Management. (June 2016 - Present).

Awards and Honors

Excellence in Refereeing Award, Journal of Policy Analysis and Management. (2023).

Best Reviewer Award, Academy of Management Discoveries. (2022).
<https://aom.org/membership/awards-and-recognition/publication-awards/2022-publication-awards>

Outstanding Reviewer Award, Academy of Management STR Division. (August 2021).

Outstanding Reviewer Award, Academy of Management STR Division. (August 2020).

Best Reviewer Award, Academy of Management, ONE Division. (August 2017).

TEACHING

Teaching Experience

The University of Vermont (only includes courses taught since 2001)

BSAD 025, Sustainable Bus Strategies, 2 courses.

BSAD 290, Global Business Theme Capstone, 3 courses.

BUS 2150, Sustainable Bus Strategies, 4 courses.

BUS 4920, Strategic Theme Capstone: GB, 1 course.

MBA 301, Business Strategies for Sustainable World, 1 course.

MBA 6010, Business Strategies for Sustainable World, 3 courses.

MBA 6020, Business Strategies for Sustainable World, 1 course.

RESEARCH

Published Intellectual Contributions

Book Chapters

Callery, P. J. (2023). Corporate sustainability disclosure standards must emphasize outcomes over policies. In Slobodan Kacanski, Johannes Kabderian Dreyer, Kristian J. Sund (Ed.), *Measuring sustainability and CSR: From reporting to decision-making*. Springer: Ethical Economy book series.

Refereed Journal Articles

Callery, P., Kim, E.-H. (2024). Set & Done? Tradeoffs between Saliency and Attainment Pressures in Corporate Carbon Target Management. *Journal of Management Studies*.

Callery, P. J. (2024). Strategic motivations for corporate social responsibility: profitability or legitimacy?. *Journal of Business Economics*, 94, 947-974.

Callery, P. J. (2022). Join in... and drop out? Firm adoption of and disengagement from voluntary environmental programs. *Organization & Environment*, 35(1), 30-56.

Callery, P. J. (2022). The influence of strategic disclosure on corporate climate performance ratings. *Business & Society*.

Journal Articles

Callery, P. J., Perkins, J. L. (2021). Detecting false accounts in intermediated voluntary disclosure. *Academy of Management Discoveries*, 7(1), 40-56.

Andrus, J. L., Callery, P. J., Grandy, J. B. The uneven returns of transparency in voluntary nonfinancial disclosure. *Organization & Environment*.

Callery, P. J., Goodwin, C. C., Moncayo, D. (2021). Norm proximity and optimal social comparisons for energy conservation behavior. *Journal of Environmental Management*, 296.

Potoski, M., Callery, P. J. (2018). Peer communication improves environmental employee engagement programs: Evidence from a quasi-experimental field study. *Journal of Cleaner Production*, 172, 1486-1500.

Glassman, D., Potoski, M., Callery, P. (2017). The missing metrics that matter to investors – how companies can develop ESG financial value creation metrics. *Journal of Environmental Investing*, 7, 206-221.

Aceves-Bueno, E., Adeleye, A. S., Bradley, D., Tyler Brandt, W., Callery, P., Feraud, M., Garner, K. L., Gentry, R., Huang, Y., McCullough, I., Pearlman, I., Sutherland, S. A., Wilkinson, W., Yang, Y., Zink, T., Anderson, S. E., Tague, C. (2015). Citizen Science as an Approach for Overcoming Insufficient Monitoring and Inadequate Stakeholder Buy-in in Adaptive Management: Criteria and Evidence. *Ecosystems*, 18(3), 493-506.

Presentations Given

- Callery, P. (Author & Presenter), Kim, E.-H. (Author), Harvard Workshop on Corporate Carbon Targets Research, "Set & Done? Tradeoffs between Salience and Attainment Pressures in Corporate Carbon Target Management," Harvard University Salata Institute, Cambridge, Massachusetts, United States. (October 25, 2024).
- Callery, P. J. (Author & Presenter), Kim, E.-H. (Author), 16th Annual ARCS Research Conference, "Set & Done? Tradeoffs between Stakeholder Expectation and Attainment Pressures in Corporate Carbon Target Management," Alliance for Research on Corporate Sustainability, Los Angeles, California, United States. (June 5, 2024).
- Callery, P. (Author & Presenter), Kim, E.-H. (Author), Academy of Management 83rd Annual Meeting, "Evolving Practices of Carbon Target Management: Outcomes and Implications," Academy of Management, Boston, Massachusetts, United States. (August 2023).
- Callery, P., GundXchange seminar series, "Improving Accountability for Corporate Climate Commitments," Gund Institute for the Environment, University of Vermont, Burlington, Vermont, United States. (April 2023).
- Callery, P., Climate Change Seminar Series, "Improving Accountability for Corporate Climate Commitments," Carleton University, Ottawa, Canada. (November 2022).
- Callery, P., 82nd Annual Meeting of the Academy of Management, "How do firms respond to ratings? The influence of rating methodology on disclosure behavior," Academy of Management, Seattle, Washington, United States. (August 2022).
- Callery, P. (Author & Presenter), Kim, E.-H. (Author), 82nd Annual Meeting of the Academy of Management, "Management incentives for climate change and corporate carbon emissions reduction targets," Academy of Management, Seattle, Washington, United States. (August 2022).
- Callery, P. J. (Author & Presenter), IWO Sustainability Seminar series, "Moving targets: Aggressiveness, attainment, and temporal dynamics in corporate carbon targets," University of St. Gallen, Switzerland. (November 2021).
- Callery, P. J. (Author & Presenter), Bren School Seminar Series, "The problem(s) with corporate carbon targets," UC Santa Barbara, Santa Barbara, California, United States. (October 2021).
- Callery, P. J. (Author & Presenter), Kim, E.-H. (Author), Corporate Responsibility Research Conference, "Symbolic management of carbon targets," Open University of Israel, Israel. (October 2021).
- Callery, P. J. (Author & Presenter), Strategic Management Society Annual Conference, "Double down or dumb it down? Investigating firm responses to carbon emissions reduction target shortfall," Strategic Management Society, Canada. (September 2021).
- Callery, P. J. (Author & Presenter), Kim, E.-H. (Author), Strategic Management Society Annual Conference, "Management incentives for climate change and corporate carbon emissions reduction targets," Strategic Management Society, Canada. (September 2021).
- Callery, P. J. (Author & Presenter), Potoski, M. (Author), Academy of Management Annual Meeting, "Induced innovation in the public sector: Evidence from landfill methane emissions regulation," Academy of Management. (August 2021).

- Callery, P. J. (Author & Presenter), Kim, E.-H. (Author), Academy of Management Annual Meeting, "Moving targets: Aggressiveness, attainment, and temporal dynamics in corporate carbon targets," Academy of Management. (August 2021).
- Callery, P. J. (Author & Presenter), Kim, E.-H. (Author), Alliance for Research on Corporate Sustainability Conference, "Moving targets: Aggressiveness, attainment, and temporal dynamics in corporate carbon targets," Alliance for Research on Corporate Sustainability, Italy. (June 2021).
- Callery, P. J. (Author & Presenter), Joo, Y. (Author), Academy of Management Annual Meeting, "Firm Resources, Complementary Assets and Survival: Lessons from the Solar Energy Venture Capital Boom," Academy of Management. (August 2020).
- Callery, P. J. (Author & Presenter), Academy of Management Annual Meeting, "Transparency and Secrecy: Corporate Information Strategies Under Competitive and Stakeholder Pressure," Academy of Management. (August 2020).
- Callery, P. J. (Author & Presenter), Joo, Y. (Author), Strategic Management Society Annual Conference, "Business Model Innovation and Value Appropriation: Lessons from the Solar Energy Venture Capital Boom," Strategic Management Society, Minneapolis, Minnesota, United States. (October 2019).
- Callery, P. J. (Author & Presenter), Strategic Management Society Annual Conference, "Transparency and Secrecy: Corporate Disclosure Strategies Under Stakeholder Pressure," Strategic Management Society, Minneapolis, Minnesota, United States. (October 2019).
- Andrus, J. (Author & Presenter), Callery, P. J. (Author), Grandy, J. (Author), Academy of Management Annual Meeting, "Appealing to the Wrong Stakeholder? The Uneven Returns of Transparency in Voluntary Disclosure," Academy of Management, Boston, Massachusetts, United States. (August 2019).
- Callery, P. J. (Author & Presenter), Academy of Management Annual Meeting, "Intermediated Voluntary Disclosure: Stakeholder Sword or Corporate Shield?," Academy of Management, Boston, Massachusetts, United States. (August 2019).
- Callery, P. J. (Author & Presenter), Academy of Management Annual Meeting, "Join In... and Drop Out? Firm Adoption of and Disengagement from Voluntary Environmental Programs," Academy of Management, Boston, Massachusetts, United States. (August 2019).
- Callery, P. J. (Author & Presenter), Alliance for Research on Corporate Sustainability Conference, "Join In... and Drop Out? Firm Adoption of and Disengagement from Voluntary Environmental Programs," Alliance for Research on Corporate Sustainability, Chapel Hill, North Carolina, United States. (June 2019).
- Andrus, J. (Author), Callery, P. J. (Author & Presenter), Grandy, J. (Author), Strategy Science Conference, "Appealing to the Wrong Stakeholder? The Uneven Returns of Transparency in Voluntary Disclosure," INFORMS, Salt Lake City, Utah, United States. (May 2019).
- Callery, P. J. (Author & Presenter), Academy of Management Annual Meeting, "Competing Motives for Corporate Social Responsibility: Identification Through Peer Group Selection," Academy of Management, Atlanta, Georgia, United States. (August 2017).
- Callery, P. J. (Author & Presenter), Perkins, J. (Author), Academy of Management Annual Meeting, "Unmasking Symbolic Management: Evidence from Voluntary Corporate Carbon Disclosures," Academy of Management, Atlanta, Georgia, United States. (August 2017).

Callery, P. J. (Author & Presenter), Perkins, J. (Author), Strategic Management Society Special Conference, "Unmasking Symbolic Management: Evidence from Voluntary Corporate Carbon Disclosures," Strategic Management Society, Banff, Canada. (June 2017).

Potoski, M. (Author), Callery, P. J. (Author & Presenter), Academy of Management Annual Meeting, "Peer Communication Improves Environmental Employee Engagement: Evidence from a Field Study," Academy of Management, Anaheim, California, United States. (August 2016).

Callery, P. J. (Author & Presenter), Academy of Management Annual Meeting, "Peer Effects and Strategic Corporate Social Responsibility," Academy of Management, Anaheim, California, United States. (August 2016).

Potoski, M. (Author), Callery, P. J. (Author & Presenter), Alliance for Research on Corporate Sustainability Conference, "Peer Communication Improves Environmental Employee Engagement: Evidence from a Field Study," Alliance for Research on Corporate Sustainability, Boulder, Colorado, United States. (May 2016).

Callery, P. J. (Author & Presenter), UCLA Center for Corporate Environmental Performance Research Colloquium, "Peer Effects and Strategic Corporate Social Responsibility," UCLA Center for Corporate Environmental Performance, Los Angeles, California, United States. (January 2016).

Callery, P. J. (Author & Presenter), Riley, A. (Author), California Higher Education Sustainability Conference, "Student Fee Initiative for University Renewable Energy Infrastructure Development," San Francisco State University, San Francisco, California, United States. (July 2015).

Callery, P. J. (Author & Presenter), Goodwin, C. (Author), Moncayo, D. (Author), California Higher Education Sustainability Conference, "Implementing Electricity Social Norm Messaging: Overcoming the Boomerang Effect. A Field Experiment," San Diego State University, San Diego, California, United States. (June 2014).

Contracts, Grants and Sponsored Research

Awarded/Funded

Grants

Callery, P. (Co-PI), Gamble, E. (Co-PI), Sharma, P. (Co-PI), "Certified B Corporations and Family Business," Sponsored by University of Vermont Gund Institute for Environment, College/University, \$2,500.00. (December 2023 - Present).

Callery, P. (Principal), "Stimulating Agricultural Methane Recovery," Sponsored by University of Vermont Office of the Vice President for Research, College/University, \$3,000.00. (November 2022 - Present).

Awards and Honors

Corporate Responsibility Research Conference: Best Paper Award, Corporate Responsibility Research Conference. (October 2021). Paper: Symbolic Management of Corporate Carbon Targets
Authors: Patrick Callery and Eun-Hee Kim

Alliance for Research on Corporate Sustainability Conference Outstanding Paper Award, Alliance for Research on Corporate Sustainability (ARCS). (June 2021). Paper: Moving Targets: Aggressiveness, Attainment, and Temporal Dynamics in Corporate Carbon Targets
Authors: Patrick Callery and Eun-Hee Kim

Research Currently in Progress

"B-Corporations and Family Business" (Planning). Co-Author(s): Gamble, Edward, Callery, Patrick, Sharma, Pramodita
New working paper.

"Directing executive bonuses to address the climate crisis: Is it effective?" (On-Going). Co-Author(s): Leanne Leddie (Carleton University), Awais Mojai (Carleton University), Callery, Patrick
Reject and resubmit at European Accounting Review (ABS Grade 3)

"Double down or dumb it down? Investigating firm responses to carbon emissions reduction target shortfall" (Writing Results). Co-Author(s): Callery, Patrick, Eun-Hee Kim (Fordham University), Glen Dowell (Cornell University)
Working paper. Previously presented at SMS Annual Conference 2021.

"Economic and Environmental Tensions for Small Vermont Dairy Farms" (Planning). Co-Author(s): Callery, Patrick
Working paper.

"Firm resources, complementary assets, and survival: Lessons from the solar energy venture capital boom" (Writing Results). Co-Author(s): Callery, Patrick, Youngbin Joo (Leeds University)
Working paper. Presented at AOM 2020 Annual Meeting and SMS Annual Conference 2019.

"Good Data, Good Questions: Identifying and Utilizing Comprehensive, Unmediated, Free Datasets for Impactful Research on Organizations and the Environment" (On-Going). Co-Author(s): Etzion, Dror, Callery, Patrick, Leo Pongeluppe (University of Pennsylvania), Rajat Panwar (Oregon State University), Lucie Baudoin (Excelia Business School), Cady Lancaster (Oregon State University)
Revise & Resubmit at Organization & Environment (ABS Grade 3)

"How do Firms Respond to Ratings? The Influence of Rating Methodology on Disclosure Behavior" (Writing Results). Co-Author(s): Callery, Patrick, Miron Avidan (University of St. Gallen)
Working paper. Submitted to AOM 2022 Annual Meeting

"Identifying business-level strategy in the wild" (Writing Results). Co-Author(s): Gove, Steve, DeWitt, Rocki-Lee, Callery, Patrick, Dempsey, Stephen
Pedagogical piece / Experiential exercise based on materials developed for BSAD 025 / BUS 2150. Initially prepared for submission to special issue of *Organization Management Journal* (GSB Fourth Tier (Grade 1)) but was rejected from the special issue for "being too long". Currently seeking outlet.

"Induced innovation in the public sector: Evidence from landfill methane emissions regulation" (Writing Results). Co-Author(s): Callery, Patrick, Matthew Potoski (UC Santa Barbara)
Working paper. Full manuscript previously presented at AOM 2021.

"Management incentives for climate change and corporate carbon emissions reduction targets" (Writing Results). Co-Author(s): Callery, Patrick, Eun-Hee Kim (Fordham University) Working paper. Submitted to AOM 2022 Annual Meeting.

"Moving targets: Aggressiveness, attainment, and temporal dynamics in corporate carbon targets" (On-Going). Co-Author(s): Callery, Patrick, Eun-Hee Kim (Fordham University) Reject and resubmit, Strategic Management Journal (ABS Grade 4*)

"Transparency and secrecy: Corporate disclosure strategies under stakeholder pressure" (Writing Results). Co-Author(s): Callery, Patrick Working Paper. Presented at AOM Annual Meeting 2020 and SMS Annual Conference 2019.

"Uncovering accountability cracks: Microfoundational missteps during crisis" (On-Going). Co-Author(s): Gary Caton (Montana State University), Gamble, Edward, Callery, Patrick Under review at Accounting, Auditing, and Accountability Journal

SERVICE

Department Service

Committee Member, Gund Institute for Environment. (September 2023 - Present).

College Service

Program Coordinator, Grossman School of Business Research Seminar Series. (August 2023 - Present).

University Service

Committee Member, Faculty Senate. (August 2023 - Present).

Professional Service

Reviewer, Ad Hoc Reviewer, Corporate Social Responsibility and Environmental Management. (2025 - Present).

Reviewer, Ad Hoc Reviewer, Business Strategy and the Environment. (2024 - Present).

Reviewer, Ad Hoc Reviewer, Climatic Change. (2024 - Present).

Reviewer, Ad Hoc Reviewer, Environmental and Sustainability Indicators. (2024 - Present).

Reviewer, Ad Hoc Reviewer, Environmental Policy and Governance. (2024 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Business Ethics. (2024 - Present).

Reviewer, Ad Hoc Reviewer, Resource and Energy Economics. (2024 - Present).

Reviewer, Ad Hoc Reviewer, Energy Research and Social Science. (2023 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Accounting and Organizational Change. (2023 - Present).

Editorial Review Board Member, Journal of Business Research. (January 2023 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Business Research. (2022 - Present).

Reviewer, Ad Hoc Reviewer, Science. (2022 - Present).

Editorial Review Board Member, Academy of Management Discoveries. (2021 - Present).

Reviewer, Ad Hoc Reviewer, Academy of Management Discoveries. (2020 - Present).

Reviewer, Ad Hoc Reviewer, Management Science. (2020 - Present).

Reviewer, Conference Paper, Strategic Management Society. (2019 - Present).

Reviewer, Ad Hoc Reviewer, Leadership Quarterly. (2018 - Present).

Reviewer, Ad Hoc Reviewer, Nature Climate Change. (2018 - Present).

Reviewer, Ad Hoc Reviewer, Strategic Management Journal. (2018 - Present).

Reviewer, Conference Paper, Academy of Management. (2016 - Present).

Reviewer, Conference Paper, Alliance for Research on Corporate Sustainability. (2016 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Cleaner Production. (2016 - Present).

Reviewer, Ad Hoc Reviewer, Organization & Environment. (2016 - Present).

Editorial Review Board Member, Cambridge University Press: (2021 - 2026).

Reviewer, Ad Hoc Reviewer, Business Ethics & Environmental Responsibility. (2022).

Reviewer, Ad Hoc Reviewer, Business & Society. (2021).

Reviewer, Ad Hoc Reviewer, Journal of Policy Analysis and Management. (2021).

Committee Member, Carleton University Sprott School of Business. (2020 - 2021).

Committee Member, Carleton University Sprott School of Business. (2020 - 2021).

Committee Member, Carleton University Sprott School of Business. (2020 - 2021).

Committee Member, Carleton University. (2019 - 2021).

Chairperson, Strategic Management Society. (September 2021).

Chairperson, Academy of Management, ONE Division. (August 2021).

Committee Member, Carleton University. (2019 - 2020).

Chairperson, Academy of Management, ONE Division. (August 2020).

Reviewer, Grant Proposal, Carleton University. (2019).

Committee Member, Carleton University Sprott School of Business. (2018 - 2019).

Chairperson, Strategic Management Society. (October 2019).

Committee Member, UCSB Bren School. (2017 - 2018).

Editor, Associate Editor, Journal of Environment and Development. (2013 - 2017).

Public Service

Program Coordinator, National Ski Patrol. (2001 - 2016).