

Professor Patrick J. Callery

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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

RESEARCH

Research Publications

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. <https://doi.org/10.1007/978-3-031-26959-2>

Refereed Journal Articles

- Callery, P. (2026). The influence of rating methodology on disclosure behavior. *Business Strategy and The Environment*. <https://onlinelibrary.wiley.com/doi/10.1002/bse.70700>
- Etzion, D., Callery, P., Baudoin, L., Pongeluppe, L., Lancaster, C., Panwar, R. (2025). Good Data, Good Questions: Leveraging Comprehensive, Direct-Observation Data Sets for Impactful Research on Organizations and the Environment. *Organization & Environment*, 39(1). <https://doi.org/10.1177/10860266251403388>
- Callery, P., Kim, E.-H. (2024). Set & Done? Tradeoffs between Salience and Attainment Pressures in Corporate Carbon Target Management. *Journal of Management Studies*. <https://onlinelibrary.wiley.com/doi/10.1111/joms.13140>
- Callery, P. J. (2024). Strategic motivations for corporate social responsibility: profitability or legitimacy? *Journal of Business Economics*, 94, 947-974. <https://doi.org/10.1007/s11573-024-01193-9>
- Callery, P. J. (2022). Join in... and drop out? Firm adoption of and disengagement from voluntary environmental programs. *Organization & Environment*, 35(1), 30-56. <https://doi.org/10.1177/10860266211011233>

Callery, P. J. (2022). The influence of strategic disclosure on corporate climate performance ratings. *Business & Society*. <https://doi.org/10.1177/00076503221115715>

Andrus, J. L., Callery, P. J., Grandy, J. B. (2022). The uneven returns of transparency in voluntary nonfinancial disclosure. *Organization & Environment*.

Callery, P. J., Perkins, J. L. (2021). Detecting false accounts in intermediated voluntary disclosure. *Academy of Management Discoveries*, 7(1), 40-56.
<https://doi.org/10.5465/amd.2018.0229>

Journal Articles

Callery, P. J., Goodwin, C. C., Moncayo, D. (2021). Norm proximity and optimal social comparisons for energy conservation behavior. *Journal of Environmental Management*, 296.
<https://doi.org/10.1016/j.jenvman.2021.113332>

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. <https://doi.org/10.1016/j.jclepro.2017.10.252>

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. <http://dx.doi.org/10.2139/ssrn.3520685>

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.
<https://doi.org/10.1007/s10021-015-9842-4>

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).

Research Currently in Progress

"B-Corporations and Family Business" (Planning).
New working paper.

"Directing executive bonuses to address the climate crisis: Is it effective?" (On-Going).
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).
Working paper. Previously presented at SMS Annual Conference 2021.

"Economic and Environmental Tensions for Small Vermont Dairy Farms" (Planning).
Working paper.

"Firm resources, complementary assets, and survival: Lessons from the solar energy venture capital boom" (Writing Results).
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).
Revise & Resubmit at Organization & Environment (ABS Grade 3)

"How do Firms Respond to Ratings? The Influence of Rating Methodology on Disclosure Behavior" (Writing Results).
Working paper. Submitted to AOM 2022 Annual Meeting

"Induced innovation in the public sector: Evidence from landfill methane emissions regulation" (Writing Results).
Working paper. Full manuscript previously presented at AOM 2021.

"Management incentives for climate change and corporate carbon emissions reduction targets" (Writing Results).
Working paper. Submitted to AOM 2022 Annual Meeting.

"Moving targets: Aggressiveness, attainment, and temporal dynamics in corporate carbon targets" (On-Going).
Reject and resubmit, Strategic Management Journal (ABS Grade 4*)

"Transparency and secrecy: Corporate disclosure strategies under stakeholder pressure" (Writing Results).
Working Paper. Presented at AOM Annual Meeting 2020 and SMS Annual Conference 2019.

"Uncovering accountability cracks: Microfoundational missteps during crisis" (On-Going).
Under review at Accounting, Auditing, and Accountability Journal

Contracts, Grants and Sponsored Research

Fellowship

Callery, P., "Deckers Outdoor Corporation Fellowship," Sponsored by UC Santa Barbara, College/University. (2016 - 2017).

Callery, P., "Bren School Department Fellowship," Sponsored by UC Santa Barbara, College/University. (2015 - 2017).

Callery, P., "Crossroads Fellowship: Psychology, Environment, and Public Policy," Sponsored by UC Santa Barbara, College/University. (2013 - 2014).

Callery, P., "Deckers Outdoor Corporation Fellowship," Sponsored by UC Santa Barbara, College/University. (2012 - 2014).

Callery, P., "Holbrook Foundation Fellowship: Institute for Energy Efficiency," Sponsored by UC Santa Barbara, College/University. (2012 - 2013).

Grant

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. J. (Principal), "Corporate Accountability in Voluntary Carbon Emissions Reduction," Sponsored by Canada Social Sciences and Humanities Research Council (SSHRC), Government and Public Sector. (2019 - 2022).

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).

Keddie, L. (Principal), Callery, P. (Co-PI), "Corporate Social Responsibility Performance-Based Incentives and Climate Change," Sponsored by Canada Social Sciences and Humanities Research Council (SSHRC), Government and Public Sector. (2021 - Present).

Miller, R. (Principal), Callery, P. (Co-PI), Meadowcroft, J. (Co-PI), "Carleton Centre for a Carbon-Free Future," Sponsored by Carleton University, College/University. (2019 - 2020).

Auld, G. (Principal), Callery, P. (Contributor), Meadowcroft, J. (Contributor), Cooke, S. (Contributor), Dorries, H. (Contributor), Hebert, K. (Contributor), "The Future of Global Biodiversity Governance," Sponsored by Carleton University, College/University. (2019 - Present).

Callery, P. J. (Principal), Perkins, J. (Co-PI), "H. William Kuni Bren Fellows Award," Sponsored by University of California, Santa Barbara, College/University. (2016 - 2017).

Callery, P. (Principal), Potoski, M. (Co-PI), "UC Global Food Initiative," Sponsored by University of California Office of the President, College/University. (2014 - 2015).

Callery, P. J. (Principal), Goodwin, C. C. (Co-PI), Moncayo, D. (Co-PI), "The Green Initiative Fund," Sponsored by University of California, Santa Barbara, College/University. (2014 - Present).

Awards and Honors

Corporate Responsibility Research Conference: Best Paper Award, Corporate Responsibility Research Conference. (October 2021).

Alliance for Research on Corporate Sustainability Conference Outstanding Paper Award, Alliance for Research on Corporate Sustainability (ARCS). (June 2021).

TEACHING

Teaching Experience

The University of Vermont

BSAD 025, Sustainable Bus Strategies, 2 courses.

BSAD 290, Global Business Theme Capstone, 3 courses.

BUS 2150, Sustainable Bus Strategies, 5 courses.

BUS 4920, Global Business Strategic Cap, 4 courses.

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

MBA 6010, Business Strategies for Sustainable World, 6 courses.

SERVICE

Department Service

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

Service to Academic Community

Faculty Advisor, SIMBA Fund. (October 2025 - Present).

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

University Service including GSB

Committee Member, Sustainable Campus Fund. (January 2026 - Present).

University Senate Service, 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).