

# Elizabeth Embry, MPH, MBA

Leeds School of Business • University of Colorado Boulder • 832-721-7460 • [Elizabeth.A.Embry@colorado.edu](mailto:Elizabeth.A.Embry@colorado.edu)

## EDUCATION

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### University of Colorado Boulder, Leeds School of Business

Doctor of Philosophy in Business Administration: Strategy, Entrepreneurship and Operations, anticipated May 2023

Dissertation: *The Integrated Bottom Line: Evidence from the Built Environment*

Committee: Jeffrey York (Chair), Sharon Matusik, Stefanie Johnson, Tima Bansal, Anita McGahan

### Saint Louis University, John Cook School of Business

Master of Business Administration, December 2013

### Boston University

Master of Public Health, January 2011

### Saint Louis University, Doisy College of Health Science

Honors Bachelor of Science: Investigative Medicine, May 2009

## HONORS AND AWARDS

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- 2022 University of Colorado Graduate School Dissertation Fellowship Award
- 2022 BCERC Top 40 Research Paper Award
- 2021 University of Colorado Graduate School Teaching Excellence Award
- 2021 Leeds School of Business PhD Student Teaching Award
- 2020 MacMillan Entrepreneurship Research Award
- 2020 University of Colorado Strategy Research Fellowship Award
- 2019 Center for Ethics and Social Responsibility Research Fellowship
- 2019 Gerald Hart Doctoral Research Fellowship Award
- 2018 Academy of Management Entrepreneurship Division Best Paper
- 2018 Gerald Hart Doctoral Research Fellowship Award
- 2017 University of Colorado Strategy Research Fellowship Award
- 2016 Avis E. Meyer Outstanding Faculty Advisor Award, Saint Louis University
- 2016 Kappa Alpha Theta Outstanding Faculty Member Award, Eta Omega Chapter, Saint Louis University
- 2016 "You Made the Difference" Faculty Honor Roll from Saint Louis University Graduating Seniors
- 2015 Public Health Reports Featured Article
- 2015 ASPPH Best Paper Award
- 2015 Inspiring Excellence in the Classroom Faculty Award, Saint Louis University Athletics Association
- 2014 "You Made the Difference" Faculty Honor Roll from Saint Louis University Graduating Seniors
- 2013 Faculty Commitment to Global Learning Award, Saint Louis University

## JOURNAL PUBLICATIONS

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Vedula, S., York, J., Conger, M., and **Embry, E.** 2022. "Green to Gone? How Institutional Logics Impact the Survival of Hybrid Ventures." *Organization Science*.

Wilson, K., Wood, S., **Embry, E.**, Wright K. 2016. "Using a Community Based Participatory Approach to Create a Competency Based Health Systems Strengthening Curriculum in a Developing Country." *Journal of Health Administration Ed.*, 33(1): 121-140.

\*Arnold, L., **Embry, E.**, Fox, C. 2015. "Advising Undergraduate Public Health Students: A phased approach." *Public Health Reports*. 130: 415-420.

Rozier, M., **Schwaab, E.** 2013. "Responding to the Rise of Student Independent, International, and Cocurricular Experiences." *Journal of Health Administration Ed.*, 30(4): 283-290.

## REFEREED PROCEEDINGS

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**Embry, E.**, Jung, J., Jones, J. 2022. "Innovation and Evolution of Sustainability Practices: Certifications as a Path to Ambiguous Ends." *Frontiers of Entrepreneurship Research Proceedings*

**Embry, E.**, 2018. "Green Beer: The Adoption of Sustainability Practices by New Ventures." *Academy of Management Annual Meeting Best Paper Proceedings*

\* Denotes authors contributed equally

## BOOK CHAPTERS

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Edgar, S., **Embry, E.** 2022. “The Ripple Effect of Artisan Entrepreneurship: Women Crafting Resilient Communities in Developing Countries” *The Handbook of Women Entrepreneurs in Emerging Markets*. de Gruyter: Berlin. *forthcoming*

**Embry, E.**, York, J., Edgar, S. 2022. “Entrepreneurs as essential but missing actors in the Sustainable Development Goals” *Handbook of Business Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*. Edward Elgar: Northampton, MA. ISBN: 9781839105333

Jones, J., **Embry, E.** 2021. “Exploring Impact Investing’s Emergence in the Philanthropic Sector” *A Research Agenda for Social Finance*. Edward Elgar: Northampton, MA. ISBN: 9781789907957

**Embry, E.**, Jones, J., York, J. 2019. “Climate Change and Entrepreneurship” *Handbook of Inclusive Innovation: The Role of Organizations, Markets and Communities in Social Innovation*. Edward Elgar: Northampton, MA. ISBN: 9781786436016

## PAPERS UNDER REVIEW

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York, J., Dean, T., **Embry, E.**, Pacheco, D., Vedula, S., Wry, T. “Beyond Good Intentions: Advancing Environmental Entrepreneurship Through Literature Review and Theory Development.” 1<sup>st</sup> revise and resubmit at *Journal of Management Studies*

Van Wagoner, H., Volpone, S., **Embry, E.**, Hekman, D., Barnes, L., Reed, R., Rivin, J., Johnson, S. “How Team Gender Diversity and Team Inclusion Climate Combine to Influence Team Boundary Spanning and Team Performance.” Under review at *Journal of Applied Psychology*

Edgar, S., **Embry, E.** “Crafting Community Resilience: A Zambian Artisan Enterprise Instrumental Case Study.” Under review at *Organization Studies (special issue)*

## WORKING PAPERS

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**Embry, E.**, York, J. “The Boulder Energy Challenge: An Entrepreneurial Approach to Public-Private Partnerships.” For submission to *Organization Science*

Christensen, L., Newman, A., **Embry, E.**, Godfrey, P., “Trauma and Entrepreneurial Success: The impact on human capital.” For submission to *Academy of Management Review*

**Embry, E.**, Jung, J., Jones, J. 2022. “Innovation and Evolution of Sustainability Practices: Certifications as a Path to Ambiguous Ends.” For submission to *Organization Science*

**Embry, E.**, Bercovitz, J. “New Money, New Friends: Can Innovation Communities Be Contracted?” For submission to *Strategic Management Journal*

**Embry, E.**, York, J. “Green Beer: The Adoption of Sustainability Practices by New Ventures.” For submission to *Administrative Science Quarterly*

## INDUSTRY PUBLICATIONS

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**Embry, E.** 2021 “Health and Safety Practices in the Craft Beer Industry: A Survey of Brewery Management” for the *Brewers Association*, Boulder, Colorado

Johnson, S., **Embry, E.**, Lee, M., King, S. 2021 “Taking Stock: Data and Perspectives on Justice, Equity, Diversity, and Inclusion in the Sustainable Building Sector.” for the *National Association for the Advancement of Colored People*, Baltimore, Maryland

## REFEREED CONFERENCE PRESENTATIONS

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Edgar, S., **Embry, E.**, 2022. “The Ripple Effect of Artisan Entrepreneurship: Women Crafting Resilient Communities in Developing Countries” Academy of Management Annual Meeting, Seattle, Washington

**Embry, E.**, York, J. 2021. “The Boulder Energy Challenge: An Entrepreneurial Approach to Public-Private Partnerships.” Reversing the Arrow Conference on Entrepreneurship and Society, Lake Tahoe, California

**Embry, E.**, Jung, J., Jones, J. 2022. “Innovation and Evolution of Sustainability Practices: Certifications as a Path to Ambiguous Ends.” Babson College Entrepreneurship Research Conference, Waco, Texas

\*Top 40 Paper Recognition

Christensen, L., Newman, A., **Embry, E.**, Godfrey, P., “Trauma and Entrepreneurial Success: The impact on human capital.” Spring Institute, Chicago, Illinois

**Embry, E.**, York, J. 2021. “The Boulder Energy Challenge: An Entrepreneurial Approach to Public-Private Partnerships.” Academy of Management Annual Meeting, virtual

## **REFEREED CONFERENCE PRESENTATIONS cont.**

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Vedula, S., York, J., Conger, M., **Embry, E.** 2021. “Green to gone? Regional Institutional Logics and Firm Survival in Moral Markets.” European Group for Organizational Studies, Amsterdam

**Embry, E.** 2020. “Praise and Paradox: What We Learned from the Brewers Association Survey.” Craft Brewers Conference, San Antonio, Texas (moved virtual due to COVID)

**Embry, E.,** York, J. 2020. “The Boulder Energy Challenge: An Entrepreneurial Approach to Public-Private Partnerships.” Sustainability, Entrepreneurship and Ethics conference, San Juan, Puerto Rico

**Embry, E.,** Bercovitz, J. 2019. “New Money, New Friends: Can Innovation Communities be Contracted?” Strategic Management Society, Minneapolis, Minnesota

**Embry, E.,** York, J. 2019. “The Boulder Energy Challenge: An Entrepreneurial Approach to Public-Private Partnerships.” Strategic Management Society, Minneapolis, Minnesota

Van Wagoner, P., **Embry, E.,** Volpone, S. 2019. “Leveraging Diversity to Enhance Inclusion Efforts for Team Processes and Outcomes.” Academy of Management Annual Meeting, Boston, Massachusetts

**Embry, E.** 2018. “Green Beer: The Adoption of Sustainability Practices by New Ventures.” Academy of Management Annual Meeting, Chicago, Illinois

\*Best Paper Recognition from Entrepreneurship Division

**Embry, E.** York, J. 2018. “The Boulder Energy Challenge: An Entrepreneurial Approach to Public-Private Partnerships.” Harvard Kennedy School Social Innovation and Change Initiative Conference on Rethinking Cross-Sector Social Innovation, Harvard University, Boston, Massachusetts

**Embry, E.** 2016. “The Intersection of Trauma and Education: A Rising Reality in Belize City, Belize” Global Health Midwest Conference, Omaha, Nebraska

Loughran, M., **Embry, E.** 2014. “Learning from Systems: A Cuban Approach to HIV/AIDS”, American Public Health Association, New Orleans, Louisiana

**Embry, E.** 2014. “Best Practices in the Implementation of Short-Term Cultural Immersion Trips for Undergraduates in Public Health” Associated Schools of Public Health Conference, New Orleans

**Embry, E.** 2014. “One Degree – Two Continents: A 2+2 Bachelors in Public Health” Association of American Colleges and Universities Global Learning Symposium, Minneapolis, Minnesota

Wilson, K., **Embry, E.,** Wood, S. 2014. “Community Based Participatory Action to Improve Lives, A Collaborative Approach to Enhancing Health Services Delivery in Zambia” AUPHA Global Symposium, San Antonio, Texas

**Embry, E.** 2012. “Advising Students: What They Need to Know and Where to Find It,” Associated Schools of Public Health Conference, San Francisco, California

**Embry, E.** 2012. “The Role of Community Colleges in Undergraduate Public Health Education,” Associated Schools of Public Health Conference, San Francisco, California

**Embry, E.** 2011. “Field Experience, Service Learning and Community Engagement in Public Health,” Associated Schools of Public Health Conference, Washington, D.C.

## **TEACHING EXPERIENCE**

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**University of Colorado Boulder: Leeds School of Business** Boulder, CO

BUSM 4010: *Professional Business Plan Development* (Undergraduate Business Minors)

Instructor: Spring 2021

ESBM 3700: *Entrepreneurial Environments* (Undergraduate Business Majors)

Instructor: Fall 2019

MBAX 6180: *New Venture Launch* (MBA, Law, Masters – interdisciplinary)

Co-developed course with Dr. Jeffrey York

Teaching assistant: Spring 2020, Spring 2021, Spring 2022

MBAX 6130: *Sustainable Venturing* (MBA, Masters- Environmental Science)

Teaching assistant: Spring 2019, Spring 2020, Spring 2022

ORGL 5315: *Strategy and Innovation* (MBA, Masters- Organizational Leadership)

Teaching assistant: Summer 2022

## **TEACHING EXPERIENCE cont.**

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BADM-ENVM 6930: *Business of Sustainable Energy* (MBA, Masters- Environmental Science, Engineering)

Teaching assistant: Spring 2019, Spring 2020, Spring 2021, Spring 2022

**Saint Louis University: College for Public Health and Social Justice**, St. Louis, MO

PUBH 235: *Contemporary Issues in Global Health* (Undergraduate Public Health, Health Management, Social Work)

Developed course

Instructor: Spring 2011, Fall 2012, Spring 2013, Fall 2014, Spring 2015, Fall 2015, Spring 2016, Fall 2016

PUBH 495: *Global Health Field Immersion* (Undergraduate Public Health, Health Management)

Developed course, hybrid classroom and fieldwork

Instructor: Spring 2011, Spring 2012

SWRK 705: *Global Issues and Practice* (MSW)

Co-developed course with Dr. Jami Curley

Team taught with Dr. Jami Curley: Spring 2015, Spring 2016

SWRK 703: *International Social Work: Social, Economic, and Health Systems in Cuba* (MPH, MSW)

Co-developed course with Dr. Jami Curley, hybrid classroom and fieldwork

Team taught with Dr. Jami Curley: August 2015

BDSP 5215: *Global Health and Infectious Disease* (MPH, MHA, professional continuing education)

Co-developed course with Dr. Terri Rebmann, hybrid in-person and online

Team taught with Dr. Terri Rebmann: Summer 2016

PUBH 201: *Introduction to Global Health* (Undergraduate Public Health, Health Management, Social Work, International Studies)

Instructor: Fall 2011, Spring 2011

## **PROFESSIONAL EXPERIENCE**

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**Research Consultant**, University of Colorado Boulder, Leeds School of Business

March 2017 to August 2017, Boulder, Colorado

- Collected and analyzed data for the Foundation for Safety Leadership Research Initiative funded by the Centers for Disease Control and Prevention's National Institute for Occupational Safety and Health
- Composed reports for participating construction companies and funding agency

**Director of Global Health**, Saint Louis University, College of Public Health and Social Justice

December 2012 to March 2017, St. Louis, Missouri

- Developed and implemented the strategic plan for global health initiatives for the new college
- Facilitated global research and educational programs in 11 countries
- Coordinated coursework and international internships for students in Health Management, Public Health and Social Work
- Directed local staff in the college's four international platforms: Democratic Republic of the Congo, Honduras, China and Spain

**Interim Director of Pre-Health and Pre-Law Studies**, Saint Louis University, Office of the Provost

January 2016 to July 2016, St. Louis, Missouri

- Directed advising and curriculum planning for undergraduates pursuing pre-professional career tracks in health-related fields (medicine, dentistry, optometry, physician assistance, physical therapy, pharmacy, podiatry, and veterinary medicine), and in legal professions
- Collaborated with department chairs and chief academic administration across the university for program development to enhance pre-professional research opportunities
- Designed and conducted the teach-out plan to terminate the existing major and minor in Legal Studies in accordance with Higher Learning Commission policies and procedures
- Chaired admissions process and steering committees for the Pre-Medical Scholar and Pre-Law Scholars programs
- Managed staff and budget that supports advising for students from all colleges and schools

**Program Director Zambia Health Systems Strengthening Initiative**, Saint Louis University and Catholic Health Association

March 2013 to August 2014, St. Louis, Missouri and Lusaka, Zambia

- Directed the creation of leadership and governance curriculum for the country-wide implementation of a health systems strengthening initiative
- Led initial needs assessment trip and training of trainers for capacity building in Lusaka, Zambia
- Managed the program budget of \$250,000
- Member of the Zambian Advisory Committee to coordinate initiative partners: Ascension Healthcare, Catholic Relief Services, the University of Notre Dame, and the Churches Health Association of Zambia

## **PROFESSIONAL EXPERIENCE cont.**

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### **Undergraduate Program Coordinator, Saint Louis University, School of Public Health**

March 2011 to December 2012, St. Louis, Missouri and Madrid, Spain

- Oversaw undergraduate programs in Health Management, Emergency Management and Public Health in Missouri and Madrid
- Planned curriculum and course flow for both bachelor's degrees and minors
- Marketed and promoted undergraduate programs to prospective students and community partners
- Coordinated co-curricular programs including field experiences, internships, and volunteer opportunities

### **Adjunct Instructor, Saint Louis University, School of Medicine, Arts and Science, College for Public Health and Social Justice**

March 2011 to March 2017, St. Louis, Missouri

- Held teaching appointments in the School of Medicine, Department of Epidemiology, Department of International Studies, and the School of Social Work (see teaching section)
- Served as faculty mentor for Global Medical Brigades and Public Health Undergraduate Student Association
- Developed and taught courses for undergraduates, masters, international and continuing education students for both in person and online formats
- Co-Created International Medical Residency Rotation preparatory course for Medicine Abroad Program

### **Emergency Humanitarian Aid Specialist, World Health Organization, Western Pacific Regional Office**

October to December 2010, Manila, Philippines

- Conducted post-disaster evaluations for the Safe Hospitals Initiative for Typhoon Megi in the Philippines
- Created the Health Cluster Toolkit, a compilation of resources for disaster preparation and response
- Wrote press-releases about health responses to disasters affecting the Western Pacific Region

### **Research Assistant, World Food Programme**

September to October 2010, Manila, Philippines

- Compiled and analyzed surveys from Mindanao Internally Displaced Population (IDP) Livelihood study
- Presented study results to stakeholders at the University of the Philippines

### **Project Trainer, Eben-Ezer Clinic**

May 2009 to August 2010, Boston, Massachusetts and Haute-Limbe, Haiti

- Coordinated laboratory supply chain improvements
- Conducted clinic evaluation post-earthquake to assess patient management with displaced population
- Updated medical records database and system in Creole and English
- Trained four Haitian clinic staff members on record management and database

### **Research Assistant, Boston Medical Center**

December 2009 to May 2010, Boston, Massachusetts

- Assisted Dr. Tanya Geha and Dr. Kirk Dearden in research studies
- Conducted literature reviews and evaluated AFASS criteria in existing databases
- Conducted patient interview for qualitative data collection
- Trained Boston University medical students on data entry and research protocols

## **PROFESSIONAL SERVICE**

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### **University of Colorado Boulder, Leeds School of Business**

President, Doctoral Business Student Association, AY 2020-21, 2021-22

Student Member, Doctoral Curriculum and Policy Committee, AY 2020-21, 2021-22

Student Representative, Diverse Scholars PhD Program, September 2020

Vice President, Doctoral Business Student Association, AY 2019-20

### **University of Colorado Boulder, Deming Center for Entrepreneurship**

Co-host and Facilitator, Teaching through Trauma workshop, April 2021

Mentor, New Venture Launch student start-ups, AY 2019-20, 2020-21

Judge, Engineering New Venture Creation, December 2019, May 2020

Guest Writer, Entrepreneurship Pulse newsletter, 2018- present

### **Saint Louis University**

Committee on Evaluations, Pre-Medical Scholars Program, 2013-2017

Masters of Public Health Steering Committee, College of Public Health and Social Justice, 2014-2017

Faculty Advisor, Global Brigades, 2014-2016

Planning Committee, JESIE International Summer Institute, 2013-2016

Co-Chair of Global Engagement Committee, University Strategic Planning, 2014-2015

## **PROFESSIONAL SERVICE cont.**

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### **Saint Louis University cont.**

Advisory Board Member, International Studies Interdisciplinary Program, 2014-2016

ATLAS Planning Committee, International Studies, 2012-2016

Judge, Presidential Scholars and MLK Scholars, 2012-2015

Faculty Advisor, Public Health Undergraduate Student Association, 2012-2015

### **Professional Organizations**

Reviewer: Academy of Management Annual Meeting (ENT, SIM and ONE division), Strategic Management Society Annual Meeting, American Public Health Association Annual Meeting, American College of Healthcare Executives Annual Meeting

## **COMMUNITY SERVICE**

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Mentor, ThinkingHuts, Boulder, Colorado, 2020-present

Mentor, SlickTools, Boulder, Colorado, 2020-present

Advisory Board Member, Jesuit Social Research Institute, New Orleans, Louisiana, 2015-present

Chair of Development Committee, 2017- present

Executive Director Search Committee, 2020

Entrepreneurship Advisor, SpinningBabies, Minneapolis, Minnesota, 2021- present

Entrepreneurship Advisor, Accompany Doula Care, Boston, Massachusetts, 2018- present

Board Member, Global STL Consortium, St. Louis, Missouri, 2016-2017

Public Health Advisor, Global Brigades, Tegucigalpa, Honduras, 2012-2017

Advisory Board Member, Health Literacy Missouri, St. Louis, Missouri, 2011-2013

## REFERENCES

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### **Jeffrey York**

Associate Professor of Entrepreneurship and Strategy  
Chair of Division of Social Responsibility and Sustainability  
Leeds School of Business  
University of Colorado Boulder  
Boulder, CO 80309  
Phone: (303) 492-3783  
Email: [jeffrey.york@colorado.edu](mailto:jeffrey.york@colorado.edu)

As my dissertation chair and primary advisor, Jeff can speak to my research portfolio and skills, teaching experience, and professional service.

### **Sharon Matusik**

Dean  
Ross School of Business  
University of Michigan  
Ann Arbor, MI 48109  
Phone: (734) 615-5002  
Email: [matusik@michigan.edu](mailto:matusik@michigan.edu)

As the former Dean at University of Michigan and a member of my dissertation committee, Sharon has strong knowledge of my research and service to the university.

### **Stefanie Johnson**

Professor of Organizational Leadership  
Director of Doerr Institute for New Leaders  
Rice University  
Houston, TX 77251  
Phone: (303) 704-5901  
Email: [stefanie.johnson@rice.edu](mailto:stefanie.johnson@rice.edu)

As a co-author and member of my dissertation committee, Stef can speak to my research, specifically my studies focused on diversity, equity and inclusion, and health and safety.

### **W. Brad Werner**

Faculty Director of the Deming Center for Entrepreneurship  
Leeds School of Business  
University of Colorado Boulder  
Boulder, CO 80309  
Phone: (312) 509-0377  
Email: [walter.werner@colorado.edu](mailto:walter.werner@colorado.edu)

As the faculty director, Brad can discuss my teaching expertise and student rapport, as well as my involvement with the Deming Center and Boulder community.