

Dr. Meghan Van Portfliet

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PERSONAL SUMMARY

I am currently an Assistant Teaching Professor at Leeds School of Business at CU Boulder. My research interests lie in the broad fields of Organization Studies and Business Ethics, with a particular interest in whistleblowing and organizational ignorance. My PhD project focused on exploring and contributing to the fields of whistleblowing and organizational behaviour. Although I am in the early stages of my career, I have a promising publishing potential. I have published two papers in ABS 3* journals, one single-authored piece in the *Journal of Business Ethics*, and one with a co-author in *Organization*. I have two additional pieces that are in the final stages of preparation and will be submitted to 3* and 4* journals, and several book chapters accepted for publication in 2022. I have a robust research pipeline that I look forward to engaging with, in the area of Organizational Behavior. I have experience teaching at both undergraduate and post graduate levels on modules such as Management In Practice, Organizational Behavior and Change, Leadership and Executive Coaching, and Business Ethics and Sustainability.

EDUCATION

PhD in Management at Queen's University Belfast – Oct. 2015 – December 2019

Title of Project: *Whistleblowers, Advocates and Stigma: An ethnography or recognition relationships in practice.*

Supervisors: Professor Kate Kenny (Queen's Management School) and Dr. Cillian McBride (School of History, Anthropology, Philosophy and Politics).

International MBA at Queen's University Belfast – September 2014- September 2015

Overall Result: Distinction (Graduated top of class)

Thesis Title: *Barriers to public sector engagement with CSR*

Supervisor: Dr. Joanne Murphy (Queen's Management School)

BA in Journalism from Metropolitan State University of Denver – August 2002- May 2005

Overall Result: 3.8 GPA (Equivalent of 2.1 on UK scale)

1st year was completed at University of Northern Colorado (August 2001-May 2002) before transferring.

RESEARCH ACTIVITIES

Peer-reviewed Publications:

Van Portfliet, M. and Fanchini, M. (2023) How to study strategic ignorance in organizations: A material approach *ephemera* 23(1) 217-230

Van Portfliet, M. and Kenny, K. (2021) "Whistleblowing advocacy: Solidarity and fascinane". *Organization*, DOI: doi.org/10.1177/13505084211051049

Van Portfliet, M. and Phillips, A. (2021) "Who is Speaking Please? The role of identity in attitudes toward whistleblowing", in L. Kierans, D. Lewis and W. Vandekerckhove (eds)

Selected Papers from the International Whistleblowing Research Network Conference at Maynooth University. International Whistleblowing Research Network: Maynooth. pp. 7-29.
<https://mural.maynoothuniversity.ie/15140/?s=03>

Van Portfliet, M. (2020) “Resistance Will Be Futile?: The stigmatization (or not) of whistleblowers”. *Journal of Business Ethics*, DOI: 10.1007/s10551-020-04673-4

Van Portfliet, M. (2019) “Wikileaks: Truth or power” *Ephemera: theory and politics in organization* 19(4): 875-881 (Invited Review)

Van Portfliet, M. and Kenny, K. (2022) Wikileaks and Whistleblowers in A Ceron (ed) *Encyclopaedia of Technology & Politics*. Edward Elgar Publishing, London, pp 180-185.

Van Portfliet, M. Kenny, K. and Irfan, M. (2023) When Employees Speak-up: Human Resource Management Aspects of Whistleblowing in P Holland, T Bartram, T. Garavan, and K. Grant (eds) *The Emerald Handbook of Work, Workplaces and Disruptive Issues in HRM*. Emerald Publishing Limited, London, pp 533-547.

K Kenny, M Irfan, M Van Portfliet (2023) Whistleblowing in S. Johnstone, JK Rodriguez, A. Wilkinson, *Encyclopedia of Human Resource Management* (2nd ed), Edward Elgar: London, pp 410-411

Books:

Whistleblowing Policy and Practice Volume 1: Internal Aspects (edited volume- **under contract** with Palgrave, target date January 2025)

Whistleblowing Policy and Practice Volume 2: External Aspects (edited volume- **under contract** with Palgrave, target date January 2025)

Work in Progress:

Whistleblowing is a Developmental Exchange – Target Journal: *Human Relations*
Co-Author: Dr. Joshua Nunziato

What’s the Story: How whistleblowing is presented in the Media – Target Journal: *The Journal of Business Ethics*.
Co-Author: Dr. Arron Phillips

Don’t shoot the messenger: Understanding organizational answers to whistleblowing through Boltanski’s critique– Target Journal: *Human Relations*
Co-author: Dr. Mahaut Fanchini

Implosive Ignorance: Exploring the Undoing of Strategic Ignorance with Goffman’s Performance – Target Journal: *Human Relations* (Reject and Resubmit given October 2023)
Co-Author: Dr. Mahaut Fanchini

Response and Repair: Whistleblower Persistence and Identification– Target Journal: *Journal of Business Ethics*
Co-authors: Dr. Tom Clonan, Professor Kate Kenny, Mr. John Devitt

Whistleblowing Persistence: A struggle for recognition– Target Journal: *Organization*

Is whistleblowing an individual choice or collective duty? Slit-drum beating as an effective means of counteracting corruption in Indonesia – Target Journal- *TBD*
Co-authors: Dr. Ide Juang Humantito, Professor Marianna Fotaki

Essai: Whistleblowing in an MNC – Target Journal: *Journal of World Business*
Co-Author: Professor Kate Kenny

Whistleblowing and Digital Affect Culture - Target Journal – *Organization Studies*
Co-Author: Professor Kate Kenny

Practitioner Reports:

Speak Up Report 2017 (Transparency International Ireland) Available at:
[https://transparency.ie/sites/default/files/17.12.13_speak_up_report_ie_final.pdf] with John Devitt and Susheela Math.

Conference Presentations:

6th – 8th July: European Group for Organizational Studies Colloquium 2023

University of Cagliari, Cagliari Italy

Paper: Implosive Ignorance: Exploring the Undoing of Strategic Ignorance with Goffman's Performance

Co-Author: Dr. Mahaut Fanchini

7th-9th July: European Group for Organizational Studies Colloquium 2022

University of Vienna, Vienna Austria

Paper: Speaking Out and Digital Affect Culture

Co-Author: Professor Kate Kenny

17th September: International Whistleblowing Research Network Conference 2021

Maynooth University, Dublin, Ireland

Paper: Attitudes Towards Whistleblowing: A Comparative study of reactions from Ireland, the UK, Australia and Norway

Co-Author: Dr. Arron Phillips

8th-10th July: European Group for Organizational Studies Colloquium 2021

Vrije Universiteit Amsterdam, Amsterdam, Netherlands (Online)

Paper: "I have proof!": A material perspective on confronting strategic ignorance with artifacts

Co-Author: Dr. Mahaut Fanchini

27th – 29th June: Critical Management Studies Conference 2019

The Open University, Milton Keynes, England

Paper: Sweeping the dust under the carpet: the construction of organisational ignorance through deceptive answers in internal whistleblowing cases

Co-Author: Dr. Mahaut Fanchini

10th-14th August: Academy of Management Conference 2018

Chicago, IL, USA

Paper: "Whistleblowing Persistence: A Struggle for Recognition"

Co-Author: Professor Kate Kenny

5th -7th July: European Group for Organizational Studies Colloquium 2018

Estonian Business School, Tallinn, Estonia

Paper: “Whistleblowing Persistence: A Struggle for Recognition” (revised title)
Co-Author: Professor Kate Kenny

30th August – 1st September: Irish Academy of Management Conference 2017

Queen’s University Belfast.

Paper: “Is there any recognition in blowing the whistle?”

Co-Author: Professor Kate Kenny

3rd-5th July: Critical Management Studies Conference 2017

Adelphi Hotel, Liverpool, UK

Paper: “Is there any recognition in blowing the whistle?”

Co-Author: Professor Kate Kenny

22nd-23rd June: Whistleblowing Research Network Conference 2017

FAFO, Oslo, Norway

Paper: “Is there any recognition in blowing the whistle?”

Co-Author: Professor Kate Kenny

Invited Seminars and Speaking Engagements (Expenses Paid)

Whistleblowers and Public Integrity Conference (practitioner conference) – November 2022
Vancouver, Canada.

Presentation: The Costs of Speaking Up

RDM Management Group- Managing Through Crisis Series- October 2020

Presentation: Why Whistleblowing Matters to Organizations and Employees

Queen’s Management School Seminar Series- October 2020

Paper: How Not to Make a Whistleblower

University of Sheffield – Journal Club Seminar Series- February 2020

Paper: Whistleblowing Persistence: A struggle for recognition

NUI Galway – Whitaker Institute Ideas Forum – January 2020

Paper: Whistleblowing Persistence: A struggle for recognition

Badan Pengawasan Keuangan dan Pembangunan (Indonesian Government Auditors Office) –
September 2019

Paper: Whistleblowing: Costs, Benefits and Protection

University of Greenwich- Whistleblowing Symposium – June 2019

Paper: Resistance Will Be Futile? The stigmatization (or not) of whistleblowers

University of Utrecht- School of Governance Seminar Series – June 2019

Paper: Resistance Will Be Futile? The stigmatization (or not) of whistleblowers

Media and Practical Engagement:

In addition to the below I have provided submissions on the Scottish Whistleblowing Standards (June 2019), to the Australian Securities and Investments Commission (July 2019), and the Irish Department of Public Expenditure and Reform (January 2020) to ensure that

guidance and legislation on whistleblowing takes into account the relevant recent research.

June 2021: Interview for documentary feature film. Working title ‘The Honesty Gene’- interviewed as expert commentary for a documentary about female whistleblowers. Wisser Films. (Released 2023)

January 2021: “How much money does whistleblowing cost people who speak out?” – RTE Brainstorm. Available: <https://www.rte.ie/brainstorm/2021/0118/1190400-whistleblower-costs/>

Co-Authors: Professor Kate Kenny and Ms. Stephanie Casey

January 2020: “Transposing the EU Whistleblower Directive into National Law: What Every Policymaker Should Know” – Policy Brief (submission made to the Irish government). Available: <https://www.whistleblowingimpact.org/wp-content/uploads/2020/09/EU-Directive-Transposition-Brief-Final-1.pdf>

Lead author. Co-authors: Professor Kate Kenny, Dr. Lauren Kierans, Dr. Vigjilenca Abazi and Dr. John Cullen

July 2019: “Blog: Making a Report - best practice for organisations” – Institute of Business Ethics. Available: <https://www.ibe.org.uk/blog/blogpost/making-a-report-best-practice-for-organisations/29097/>

February 2018: “A Cold Winter for Irish Whistleblowers” – the Irish Times. Available: <https://www.irishtimes.com/business/work/a-cold-winter-for-corporate-whistleblowers-1.3713558>

Co-author: Professor Kate Kenny

Research Grants:

May 2023: Awarded a **CESR Research Fellowship** for my project Whistleblowing and the Media (\$5000 value)

January 2022: Awarded **NUI ERC Grant** for seminar series Whistleblowing and External Partners, a series of webinars with Kate Kenny from NUI Galway and Lauren Kierans from Maynooth University, to be followed by a PDW in April 2023. (€5000 value).

December 2020: Awarded **EDI Project Fund 2020/21** from NUI Galway for organization of a Webinar: Speaking (her) Truth to Power: Women Whistleblowers in Organizations (€400 value).

October 2020: Finalist for REWIRE postdoctoral funding from the University of Vienna.

October 2018: Placed on the reserve list for funding for Horizon 2020 Project “GeCOPIC”.

June 2017: Successfully obtained **Sir Robert Hart’s travel scholarship**, of the total value of £600, in support of my PhD fieldwork.

September 2015: Awarded **Queen’s University Belfast International Studentship Scheme** which provided three years’ tuition and stipend for my PhD studies (~£80,000 value).

Planning and Coordination of Workshops and Seminars

July 2024- Chairing Sub-theme 42:

[Ignorance, Technology, Power: The Organization of \(Non-\)Knowledge in a Digital Era](#) at EGOS 40th Colloquium in Milan, Italy.

March 2023: Hosted a Paper Development Workshop and Keynote Speaker at NUI Galway (with Professor Kate Kenny and Dr. Lauren Kierans). 16 attendees from 9 countries submitted papers and attended the workshop.

March 2022: Hosted virtual event “Whistleblowing and Advocacy”, at Cork University Business School as part of a NUI series of seminars on “Whistleblowing and External Partners” (with Professor Kate Kenny, NUIG and Dr. Lauren Kierans, Maynooth University coordinating the other events in the series).

March 2021: Hosted event “Gender and Whistleblowing” at the Whitaker Institute, NUI Galway, with Professor Kate Kenny (I am project lead, Professor Kenny is supporting).

September 2020: Co-hosted event “Organizations in Covid-19: Embodiment, ethics and lockdown” at the Whitaker Institute, NUI Galway with Kate Kenny

April 2019: Co-organized “Whistleblowing: Symposium and Paper Development Research Workshop” at NUI Galway with Professor Kate Kenny and Dr. Muhammad Irfan

September 2017: Co-organized Transparency International Ireland’s Integrity at Work Conference, Dublin, Ireland.

April 2017: Co-organized Transparency International Ireland’s Integrity at Work Forum, Dublin, Ireland.

December 2016: Co-organized Transparency International Ireland’s Integrity at Work Forum, Dublin, Ireland.

December 2016: Co-organized an Ephemera workshop “Speaking Truth to Power: Theorizing Whistleblowing” at QUB with Kate Kenny.

Reviewer for:

Journal of Applied Psychology- since 2023

Journal of Management Inquiry- since 2023

Journal of Management Philosophy- since 2023

Journal of Conflict Management – since 2023

Organization – since 2019

Business Ethics: A European Review – since 2019

Ephemera- since 2018

TEACHING EXPERIENCE

Teaching Assistant Professor- January 2023 – Present

BCOR 1015 – World of Business. Multiple sections. Class size: 50

BCOR 2302- Business Ethics and Sustainability. Multiple Sections. Class Size: 75

BADM 1206 – First Year Global Experience (International Business with week long trip abroad to Ireland) Class size: 20 students.

Lecturer in Management- December 2021- December 2022

MG4052/MG5006- Management in Practice- Undergraduate module for non-business students. Class size: 112 students.

MG6812- Innovative Problem Solving and Decision Making- Course on PG Certificate in Project Management. Class size: 12 students.

MG6507- Ethics and Sustainability- Course on the Executive MBA program. Class size: 26 students

Student evaluations for all modules are included in a separate file.

Teaching Assistant for Business and Society – January-September 2021

MG5113 – Master’s Level Module. Class Size- 60 students. Role includes delivery of tutorials, marking assessment (January-March), and **supervision of 6 Masters students’ dissertations** (March – September). Also marking assessments for MG3104, an undergraduate module in Business Ethics.

Student evaluations report included in separate attachment.

Lecturer in Executive Leadership and Coaching (Organizational Behaviour): January-February 2018.

BUS2032 – Second Year Undergraduate Module. Class Size: 2 students

Student Evaluation for BUS2032: 5/5. (results can be found at:

<https://www.surveymonkey.com/results/SM-SJFSPMNP8/>)

This role was a temporary cover for another part-time lecturer. Duties included creating lecture slides, delivering lectures and tutorials, communicating with students, marking assessment and moderating student presentations.

UNIVERSITY EMPLOYMENT

January 2023- Present: Assistant Teaching Professor, Leeds School of Business, University of Colorado Boulder

- Taught multiple sections of BCOR 1015- World of Business (50 students per section)
- Taught multiple sections of BCOR 2302 Business Ethics and Sustainable Governance (75 students per section)
- Taught BADM 1260 – First Year Global Experience (20 students)

September 2019-present: Associate Member, Whitaker Institute, NUI Galway

December 2021- December 2022: Lecturer in Management, Cork University Business School, University College Cork.

- Taught and coordinated MG4052/MG5006- Management in Practice (for non-business students) (112 students)
- Taught and coordinated MG6812- Innovative Problem Solving and Decision Making- Course on PG Certificate in Project Management (12 Students)
- Responsible for all assessment design and marking.

January – September 2021- Teaching Assistant, NUI Galway (Professor Kate Kenny)

- marked final exams for MG3104 (400)
- delivered Tutorials for MG5113 Business and Society (115 students)
- marked assessments for MG5113 Business and Society (115 students)
- supervised 6 Masters students’ dissertations, marked 6 dissertations (not from the students I supervised)

September 2019- January 2020: Research/Teaching Assistant, NUI Galway (Professor Kate Kenny)

- marked final exams (334) for SBE3000 Business Ethics module
- marked group projects (10) and individual assignments (77) for MG5113 Business & Society
- Assisted in preparation of Grant Application to ERC.

July-September 2019: Research Assistant, Warwick Business School (Professor Marianna Fotaki)

- prepared Impact report for REF submission.
- Interviewed practitioners from numerous countries

- Transcribed data
- May 2018:** Teaching Assistant, QUB (Lucy McCarthy)
 - marked final exams for MGT1012 module (Business, Government, and Society) – 50 students
- April-May 2018:** Research Assistant, QUB (Professor Kate Kenny, Professor Marianna Fotaki, Professor Wim Vandekerckhove)
 - edited the book *The Whistleblowing Guide: Speak-Up Arrangements, Challenges, and Best Practices* published by Wiley in 2019.
 - included developing teaching materials and creating a guide for practitioners.
- March/April 2018:** Teaching Assistant – QUB (Miss Lindsay Smith)
 - moderated and marked presentations for BUS2032 module- 2 students
- November 2017-January 2018:** Research Assistant, QUB (Professor Kate Kenny)
 - edited the book *Whistleblowing: Towards a New Theory* published by Harvard University Press in 2019.
- June-August 2017:** Research Assistant, Warwick Business School (Professor Marianna Fotaki)
 - Lead author on tender for Horizon 2020 funding from the European Commission titled: *Gender Equality Community of Practice: Transforming Institutions and Organisational Cultures in Higher Education (GECOPIC)*
 - placed on the reserved list for funding
- June 2016:** Teaching Assistant, QUB (Dr. Heike Schroder)
 - Marking of exams for MGT 1001 Introduction to Management- 40 students.
- June 2015:** Teaching Assistant, QUB (Dr. Lisa Messina)
 - Marking of exams for MGT 2011 International Business – 180 students.

OTHER EMPLOYMENT

DISH- Englewood, CO

September 2020- November 2021

IT Contracts Manager

In this role, an IT Manager I position, I manage the contracts for the new DISH Retail Wireless Team, ensuring that agreements and funds are in place for the various projects that are ongoing. It requires excellent communication, both written and verbal, across multiple levels (peer, Director, VP) and excellent organization skills. Responsibilities include technical writing (documenting processes, putting together playbooks), process optimization, project management (working cross-functionally with legal and the business to ensure that contracts meet the needs for both, working through TSA contracts), and managing a \$64M budget.

Cricket Communication (now Cricket Wireless); Greenwood Village, CO

October 2005 -September 2014

I worked in a range of roles and teams at Cricket, gaining a well-rounded view of the business and in-depth understanding of processes and business requirements. New roles were always the result of promotions. My key roles and relevant achievements are:

Manager - Ecommerce

- Assisted in website re-platform that launched in March 2014.
- Supported transition to new Cricket Wireless website after merger with AT&T.
- Strategically managed inventory through Black Friday to help achieve the company's first ever million-dollar sales day for web sales.
- Ensured product accuracy and brand alignment on company webpages.
- Coordinated preparation of test environment setup with multiple stakeholders.
- Worked cross-functionally to streamline testing-related processes for timely updates.

Manager- Merchandising/Retail Design

- Oversaw and coordinated new store openings, including fixtures and merchandising.
- Improved distribution of marketing materials for 1700 stores, increasing efficiency and reducing costs.
- Streamlined communication with field staff through creation of merchandising blog.
- Worked with various teams to design and deploy new Muve Music fixtures (4 versions with multiple components provided by multiple vendors) in 1700 stores over 5 months. Project was completed on time and within allocated budget.

Analyst - Sales and Marketing

- Successfully rolled out new queuing system, including training, to 250 retail and 15 franchise locations on time and within budget.
- Worked with Finance Director to monitor and control indirect channel budgets.
- Provided monthly reporting to Indirect Channel Director and Finance Director.
- Supported nationwide sales teams by managing Market Dealer Fund (MDF).
- Created and executed bi-annual trainings on MDF tool use and reporting structure.
- Worked with internal audit to ensure MDF funds were spent correctly.
- Work with finance to report MDF usage and ensure contractual obligations were met.

OTHER SKILLS

- Open X
- JIRA
- Script Manager
- Salesforce.com
- Qualitative Research Design and Analysis
- Copy Editing
- Business Intelligence
- SharePoint
- Oracle Commerce ATG
- Organizational theory
- NVivo
- Proficient in Spanish

REFERENCES

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