**Wen Pan Fagerlin, Ph.D**



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**Research Interests:**

Sustainability; Innovation; Digitalization; Generative AI

Strategy implementation; Management Control; Performance Measurement; Organizational Learning; Leadership; Knowledge Management

**Permanent Position 2020-**

Senior Lecturer & Deputy Program Director of Civil Engineer Program in Industrial Economics and Management, Blekinge Institute of Technology, Karlskrona, Sweden

**Former Academic Employment & Post-doctoral Research Experience**

* Affiliated Researcher, Hitotsubashi University School of Business Administration, Tokyo, Japan 2019-2022
* Postdoctoral Fellow, Hitotsubashi University Business School, Tokyo, Japan 2018-2019
* Lecturer, Kristianstad University, Kristianstad, Sweden 2016-2018

**Education**

* **Ph.D., Business Administration, Lund University, 2016**
* **M.Sc., Business Administration, Lund University, 2009**
* **Master of Economics, Shanghai Academy of Social Sciences, Shanghai, China 2006**
* **Bachelor of Economics, Hubei University, Wuhan, China 2001**

**List of Publications**

**Pan Fagerlin, W.** and Wang, Y. (2021), “Top managers' communication efforts as response to tensions in product innovation: an attention-based view”, Baltic Journal of Management, Vol. 16 No. 1, pp. 21-45. <https://doi.org/10.1108/BJM-01-2020-0024>

**Pan Fagerlin, W.** and Lövstål, E. (2020), “Top managers’ formal and informal control practices in product innovation processes”, Qualitative Research in Accounting & Management, Vol. 17 No. 4, pp. 497-524. <https://doi.org/10.1108/QRAM-02-2019-0042>

**Pan Fagerlin, W.,** Shimamoto, M., and Li, R. (2019), “Boundary Objects as Learning Mechanism for Sustainable Development Goals and Green Innovations - A Case Study of a Japanese Company in Chemical Industry”, *Sustainability* *11*, 6680; doi:10.3390/su11236680

Liu, Y., Ying Y., and **Pan Fagerlin, W.** (2015) “Knowledge creation and application in technology collaboration portfolio: Two cases in China”, *Chinese Management Studies*, Vol. 9 Issue 4, pp. 571-588.

Pan Fagerlin, W. (2016) Participant, Catalyst or Spectator? A study of how manager apply control in innovation processes. Doctoral thesis, Lund University Press, Lund Studies in Economics and Management, Issue 132.

**Publications in review**

**Pan Fagerlin, W**\*. Wen, W.J, and Lövstål, E. (under revision for the second submission), “The Use of Management Control Systems for Sustainability-oriented Innovation Strategy Implementation: A Case Study of a Scandinavian Polyethylene Packaging Firm”, ***Management Accounting Research***

Zuo, L.Y., Xie K.F., Donald Huisingh, **Pan Fagerlin, W**\*. and Liang B.B.,(xxxx) “Understanding Community-Based Carbon Emission Reduction: A Knowledge Mapping Analysis”, ***Journal of Cleaner Production***

**Publications in development**

**Pan Fagerlin, W**\*. Svensson, M. and Liu, J. (xxxx), “Top Manager’s Sensemaking and Sense giving in Enable Sustainability-Oriented Innovation Strategies: Time Matters” (target journal: Long Range Planning, submission in summer 2024)

**Pan Fagerlin, W**, Svensson, M. and Vakili, W. (xxxx), “Towards an integrative model: a systematic literature review on the role of top managers in innovation” (target: Journal of Product Innovation Management, submission in late 2024)

**Pan Fagerlin, W**\* and Wen, W. (xxxx) “Management control for sustainability integration: a critical literature review” (target: Accounting, Auditing & Accountability Journal, submission in late 2024)

Arnez-Wegelius, M. and **Pan Fagerlin, W**\*. (xxxx) “Managing the Design Innovation – Sustainability Interface: Resolving the Tension by Sustainability Business Model Innovation” (target: TBD)

**Editorial** for special issue in Qualitative Research in Accounting & Management: qualitative research on management control for innovation <https://www.emeraldgrouppublishing.com/calls-for-papers/qualitative-research-management-control-innovation>  (to be published in Qualitative Research in Accounting & Management 2026)

**Conference Papers and Presentations**

Pan Fagerlin, W., Wen, W.J. and Lövstål (2024) “The Use of Management Control Systems for Sustainability-oriented Innovation Strategy Implementation: A Case Study of a Scandinavian Polyethylene Packaging Firm”, Interdisciplinary Perspectives on Accounting Conference (IPA), London

Pan Fagerlin, W. and Ju Liu (2021) “Beyond Goodwill: A Stakeholder Perspective of Sustainability Transition from Traditional Production to Sustainability-Oriented Innovation”. Paper presented at Triple Helix Conference, Sao Paulo

Pan Fagerlin, W. (2018) “The Role of Top Manager for Handling Paradoxical Tensions in Innovation Process: A Case Study in a Swedish Multinational Engineering Firm”. Paper presented at Management Innovation Research Center, Hitotsubashi University, Tokyo, Japan

Pan Fagerlin, W., and Wang, Y.Q. (2013). “Lost in Translation? Managing innovation processes across national boundaries – a case study of a Swedish MNC’s innovation activities in China”. Paper presented at the Organizational Learning, Knowledge and Capability Conference (OLKC) in Washington DC, U.S.A.

Pan Fagerlin, W., and Koch, C. (2012), “The Evolutionary Road Towards Innovating in China: The Development of Global Innovation Capability Within MNCs”. Paper presented at the Strategic Management Society Conference (SMS) in Guangzhou, China.

Andersson, L., and Pan Fagerlin, W. (2011), “Barriers to organizational learning: a case study of a change project”. Paper presented at the Organizational Learning, Knowledge and Capability Conference (OLKC) in Hull, U.K.

Pan Fagerlin, W. and Björklund, M. (2010), “In Pursuit of Ambidextrous Organizations: Using Knowledge Sharing and Organizational Learning to bridge structural ambidexterity and contextual ambidexterity”. Paper presented at the Organizational Learning, Knowledge and Capability Conference (OLKC) in Boston, M.A, U.S.A.

**Funding and Awards**

* **Mistra Utmana,** Circular Pathways to Prosperity: Linking Sustainability Metrics and Financial Gains,waiting for decision
* **Postdoctoral Fellowship**, awarded by Japan Society for the Promotion of Science 2017
* **Ph.D Stipend**, awarded by Chamber of Commerce and Industry of Southern Sweden 2009 – 2012
* **Capstone Awards** by The Swedish Foundation for International Cooperation in Research and Higher Education (STINT) 2017
* **Finalist Award** for Best Conference Proposal at Strategic Management Society Conference 2012

**Professional Membership**

Member of International Associate for Chinese Management Research (IACMR)

**Professional Consulting Work**

* Independent Management Consultant, Landskrona, TrioPlast, Sweden 2018-2019
* Independent Management Consultant, MPETS, Brussels Belgium 2015-2016
* Management Consultant, the Trelleborg Group, Trelleborg, Sweden 2009-2012

**Personal**

* Swedish citizen
* Fluent in English and Chinese
* Conversational level Swedish
* Enjoy travelling and good food

**References**

Upon request