

# PATRICK SWEET, P.Eng., PMP, CSEP

Curriculum Vitae

February 2026

Sobey School of Business  
Saint Mary's University  
923 Robie St., Halifax NS, Canada, B3H 3C3  
[patrick.sweet@smu.ca](mailto:patrick.sweet@smu.ca)

## EDUCATION

- 2027 (expected)      Ph.D. in Business Administration, Management stream  
Sobey School of Business, Saint Mary's University, Halifax, NS  
Supervisor: Dr. Catherine Loughlin
- 2016                      M.B.A.  
Royal Military College of Canada, Kingston, ON  
Supervisor: Dr. Margaret Shepherd
- 2008                      B.Eng., Electrical engineering  
Dalhousie University, Halifax, NS

## PUBLICATIONS

### Conference Proceedings

- 2024                      Sweet, P. (2024). The Effects of Complexity Leadership Theory on Organizational Learning in Complex Environments. *Academy of Management Proceedings*, 2024(1), 20597.

### Conference Presentations

- 2024                      Sweet, P. (2024). The Effects of Complexity Leadership Theory on Organizational Learning in Complex Environments. Presented at the Annual Meeting of the Academy of Management (Organizational Behaviour Division), August 9-13, 2024, Chicago, IL.
- 2024                      Petersen, B. K., Sweet, P., & Cooke, G.B. (2024) *Gig employment and technology: Exploitation, emancipation, creativity, and entrepreneurship in the work of musicians*. Presented at the 20<sup>th</sup> International Labour and Employment Relations Association (ILERA) World Congress, June 2024, New York City, NY.

- 2024 Sweet, P. (2024). Leading Through Complexity in Healthcare. Presented at the Administrative Sciences Association of Canada Annual Meeting (Organizational Behaviour Division), June 1-3, 2024, Montreal, QC.
- 2023 Sweet, P. (2023). An Exploration of the role of leadership in driving safety culture in the operating room. Presented at the Atlantic Schools of Business annual conference (Organizational Behaviour Division), September 22-24, 2023, Halifax, NS.
- 2023 Petersen, B., Sweet, P., Cooke, G.B. (2023). When Workers Are Entrepreneurs and Entrepreneurs are Workers: Exploring the Concept of “Entrepreneurial Work”. Presented at Atlantic Schools of Business annual conference (Open Division), September 22-24, 2023, Halifax, NS.
- 2023 Sweet, P. (2023). Kicking Abusive Supervision Out Of Youth Soccer: A Systems Approach. Presented at the annual meeting of the Administrative Sciences Association of Canada (Organizational Behaviour Division), June 3-5, 2023, Toronto, Ontario.
- 2023 Petersen, B., Cooke, G., Sweet, P. (2023). Technology as a Tool for Worker Exploitation or Empowerment? The Case of Musicians as Creative Workers. Presented at the annual meeting of the Administrative Sciences Association of Canada (Human Resources Division), June 3-5, 2023, Toronto, Ontario.
- 2022 Sweet, P. (2022). Linking Meetings and Job Strain for Project Managers. Presented at Atlantic Schools of Business annual conference (Organizational Behaviour Division), September 30 – October 2, 2022, Wolfville, NS.

### **Manuscripts in Preparation**

- 2026 Sweet, P., Loughlin, C. (In preparation). The effects of burnout on leadership behaviour: A systematic review.
- 2026 Sweet, P., Loughlin, C., Cloutier, A. Scheuer, C. (In preparation). Multiple Pathways to Well-being: An Asymmetric Analysis of the Nova Scotia Quality of Life Survey. (Mitacs Accelerate funded).
- 2026 Sweet, P., Loughlin, C. (In Preparation). Learning Organizations and Individual Well-being: An Evidence Review.
- 2026 Sweet, P. (In preparation). Understanding Organizations as Complex Systems: Clarifying and Integrating Systems Thinking and Complexity Theory.

2026 Sweet, P., Sweet, V., Delahunty-Pike, A., Curran, J. (In preparation). An Exploration of the role of leadership in driving safety culture in the operating room.

### **Web-based Publications**

2019 – 2022 American Society for Engineering Management, Engineering Management Body of Knowledge Series, regular contributor. <https://www.asem.org/blog>

2017 – 2022 Engineering Management Institute, Regular contributor  
<https://engineeringmanagementinstitute.org/tag/patrick-sweet/>

2012 – 2023 The Engineering and Leadership Project, Founder  
<https://www.engineeringandleadership.com>

2012 – 2015 Engineering.com, Regular contributor.  
<https://www.engineering.com/profile/FocalCycle>

### **Other Publications**

2014 Sweet, P. (2014, October). Five Ways Engineers Can Handle Extreme Uncertainty. *PE Magazine*.

2014 Sweet, P. (2014). To Master Engineering You Need to Lead. *Engineering Dimensions, September-October 2014, 36-37*.

### **GRANTS AND FELLOWSHIPS**

2025 Mitacs Accelerate Grant: Multiple Pathways to Well-being: An Asymmetric Analysis of the Nova Scotia Quality of Life Survey. Supervisor: Dr. Catherine Loughlin.

2024 Bernard Kline Memorial Fellowship

2022 – 2024 Saint Mary's University Faculty of Graduate Studies and Research Fellowship

2006 NSERC Undergraduate Student Research Award

### **AWARDS AND HONOURS**

2009 Engineers Canada Convocation Award

2009 IEEE Student Paper Competition – 1<sup>st</sup> Place

2009 APENS Senior Project Award

2009 Dalhousie In-Course Scholarship

2008	Dalhousie Housing Award for Academics and Contribution to Residence
2007	APENS 3rd Year Entrance Scholarship
2007	Dalhousie Faculty of Engineering 3rd Year Entrance Scholarship
2007	Minas Basin Pulp and Power Engineering Entrance Scholarship
2005 – 2008	Golden Key International Honours Society Member
2004 – 2008	Chancellor's Scholar
2004 – 2008	Sexton Scholar
2004 – 2008	Millennium Excellence Award
2004	Governor General's Bronze Medal
2004	Canadian Merit Scholarship

### **INVITED TALKS**

2023	Leadership and Entrepreneurship. Guest lecturer. Arizona State University, Tempe AZ.
2022	Engineering Leadership. Guest lecturer. University of Colorado Boulder, Boulder, CO.

### **TEACHING EXPERIENCE**

2025	Leading in Complexity (MBA class). Marker. Dalhousie University, Halifax, NS.
2022 – 2023	Engineering Management, Leadership and Communications (graduate level). Instructor and course developer. University of Maryland Baltimore County. Taught two terms online and lead all instructors for 10 sections.
2014 - 2016	Engineering Multidisciplinary Design Course. Guest lecturer. Queen's University, Kingston, ON.
2014 – 2017	Technology, Engineering and Management Program, Student Mentor. Queen's University, Kingston, ON.
2012 – 2013	Technology, Engineering and Management Program. Industry Advisor. Queen's University, Kingston, ON.
2007 – 2008	Electric Circuits (Undergraduate). Teaching assistant. Dalhousie University, Halifax, NS.

## **RESEARCH EXPERIENCE**

- 2024 – 2026 Project: Multiple Pathways to Well-being: An Asymmetric Analysis of the Nova Scotia Quality of Life Survey. Lead researcher. Partnership between Engage Nova Scotia and Dalhousie University. Supervisor: Dr. Catherine Loughlin.
- 2023 - 2025 Project: Leadership development in medicine. Research assistant for Dr. Catherine Loughlin, Dalhousie University, Halifax, NS.
- 2023 - 2026 Project: Building Healthy Leadership Systems Starts with our Leaders. Research assistant for Dr. Catherine Loughlin, Dalhousie University, Halifax, NS. [Funded by SSHRC Insight Grant]
- 2022 – 2023 Project: The future of work. Research assistant for Dr. Buí Petersen, Saint Mary's University, Halifax, NS. [Funded by SSHRC Insight Development Grant]
- 2006 Project: Climate change in the Annapolis Valley. Research assistant for Dr. Gordon Fenton, Dalhousie University, Halifax, NS. [Funded by NSERC USRA]

## **ACADEMIC SERVICE**

### **Reviewer**

- 2023 - 2026 Administrative Sciences Association of Canada Annual Conference
- 2023 - 2024 Academy of Management Annual Conference
- 2023 - 2024 British Journal of Management
- 2022 - 2024 Atlantic Schools of Business Conference

### **Administration**

- 2024 First Annual Saint Mary's University Doctoral Student Symposium Co-organizer
- 2023 – 2024 International PhD Academy on Innovation, Development & Policy Organizing Committee
- 2023 – 2024 Atlantic Schools of Business 2024 Conference Organizing Committee
- 2022 – 2023 Director of Communications, American Society for Engineering Management

## **UNIVERSITY SERVICE**

## **Saint Mary's University, Halifax, NS.**

2022 – 2024 Sobey School of Business PhD Council student representative

## **Dalhousie University, Halifax, NS.**

2007 – 2008 Residence Communication Committee.

2006 – 2008 Neighbourhood Committee, Housing Services

2005 – 2006 Chairman, Howe Hall Residence Council.

2004 – 2005 Student Representative, Undergraduate Engineering Society

## **COMMUNITY INVOLVEMENT**

2026 Parish Leadership Team, Good Shepherd Parish, Halifax, NS.

2024 Soccer coach – Westmount Wings Girl's Soccer, Halifax, NS.

2022 – 2024 Parish Leadership Team, Good Shepherd Parish, Halifax, NS.

2021 – 2022 Pastoral Council, Good Shepherd Parish, Halifax NS.

2021 Soccer Coach, Westmount Wallabies Community Soccer Club, Halifax, NS

2020 – 2021 Class Parent - Sacred Heart School of Halifax, Halifax, NS.

2017 – 2019 Director of Finance - Halifax Early Childhood School, Halifax, NS.

2017 – 2018 Pastoral Council - Saint Vincent de Paul Parish, Dartmouth, NS.

2017 Soccer Coach - Saint Vincent de Paul Parish, Dartmouth, NS.

2015 – 2017 Director of Marketing and Social Outreach, International Monorail Association

2011 – 2012 Youth Ministry, Music Ministry, St. Paul the Apostle Parish, Kingston, ON.

2005 Director of High School Outreach, Engineers Without Borders, Halifax, NS.

## **MEDIA COVERAGE**

2014 Jacobs, R. (2014) Art offers manufacturing fresh perspectives. *Financial Times*.  
Invited Interview.

<https://www.ft.com/content/b21b4a52-eccd-11e3-a57e-00144feabdc0>

## **SELECTED NON-ACADEMIC WORK**

2024 – 2026 Engage Nova Scotia, Halifax, NS. Research and Innovation Lead.

2017 – 2021 Lockheed Martin Canada, Dartmouth, NS. Various positions held, including Head of Configuration Management, End User Integrated Product Team Co-chair,

Deputy Systems Engineering Cross Product Team Lead, Head of Hardware Engineering.

2011 – 2017 Bombardier Transportation, Kingston, ON. Various positions held, including Product Manager and Chief Engineer.

2009 – 2011 Dillon Consulting, Cambridge, ON. Consulting engineer.

### **PROFESSIONAL MEMBERSHIPS AND CERTIFICATIONS**

2023 – 2026 Member, Administrative Sciences Association of Canada

2022 – 2026 Member, Academy of Management

2020 – 2026 Certified Systems Engineering Professional, International Council on Systems Engineering

2020 – 2026 Project Management Professional (PMP), Project Management International

2018 – 2026 Member, American Society for Engineering Management

2012 – 2026 Professional Engineer (P.Eng.), Engineers Nova Scotia (2019 - 2025), Professional Engineers Ontario (2012 - 2019)