

AMANDA P. COWEN

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EDUCATION

HARVARD BUSINESS SCHOOL Boston, MA
D.B.A. in Management, 2006
M.B.A. with Distinction, 2003

DARTMOUTH COLLEGE Hanover, NH
A.B. with High Honors in Economics, 1997
Magna cum laude, Phi Beta Kappa

ACADEMIC APPOINTMENTS

UNIVERSITY OF VIRGINIA Charlottesville, VA
McIntire School of Commerce
Associate Professor, Management Area, 2014-present
Academic Director, MS in Global Commerce program, 2018-present
William Stamps Farish Professor of Free Enterprise, 2015-2018
Assistant Professor, Management Area, 2007-2014

HARVARD BUSINESS SCHOOL Boston, MA
Post-Doctoral Fellow, Organizational Behavior, 2006-2007

PUBLICATIONS

REFEREED ARTICLES

- Cowen, A. and N. Montgomery. 2019. To be or not to be sorry? How CEO gender impacts the effectiveness of organizational apologies. *Journal of Applied Psychology*, in press.
- Marcel, J., Cowen, A., and G. Ballinger. 2017. Are disruptive CEO successions viewed as a governance lapse? Evidence from board turnover. *Journal of Management*, 43(5): 1313-1334.
- Cowen, A., King, A., and J. Marcel. 2016. CEO severance agreements: A theoretical examination and research agenda. *Academy of Management Review*, 41(1): 151-169.
- Marcel, J. and A. Cowen. 2014. Cleaning house or jumping ship? Understanding board upheaval following financial fraud. *Strategic Management Journal*, 35 (6): 926-937.
- Cowen, A. 2012. An expanded model of status dynamics: The effects of status transfer and interfirm coordination. *Academy of Management Journal*, 55 (5): 1169-1186.
- Cowen, A. and J. Marcel, 2011. Damaged goods: Board decisions to dismiss reputationally compromised directors. *Academy of Management Journal*, 54 (3): 509-527.
- Cowen, A. and S. Cowen, 2010. Rediscovering communities: Lessons from the Hurricane Katrina crisis. *Journal of Management Inquiry*, 19 (2): 117-125.

Cowen, A., Groysberg, B., and P. Healy, 2006. Which types of analyst firms are more optimistic? *Journal of Accounting and Economics*, 41 (1-2): 119-146. Winner of 2006 Emerald Management Reviews Citation of Excellence.

OTHER ARTICLES

Cowen, S. and A. Cowen. 2010. Innovation amidst crisis. *Innovations: Technology / Governance / Globalization*, 5 (3): 3-11. Lead essay for special issue on urban innovation.

Cross, R., Cowen, A., Vertucci, L., and R. Thomas, 2009. Leading in a connected world: How leaders drive results through networks. *Organizational Dynamics*, 38 (2): 93-105.

CONFERENCE PROCEEDINGS

Marcel, J., Cowen, A., and A. King. 2013. Governance trade-offs: Do boards use severance contracts to insure new CEOs against intense monitoring? In Leslie Toombs (Ed.), *Proceedings of the Seventy-third Annual Meeting of the Academy of Management*.

Cowen, A. 2006. For better or worse? Mergers and status outcomes in the investment banking industry, In K. Mark Weaver (Ed.), *Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

ACADEMIC SERVICE

Associate Editor, *Academy of Management Journal*, July 2019-

Editorial review board, *Academy of Management Review*, 2009-present

Ad hoc reviewer, *Academy of Management Journal*, *Academy of Management Learning & Education*, *Journal of Business Ethics*, *Journal of Management*, *Journal of Management Inquiry*, *Management Science*, *Organization Science*, *Strategic Management Journal*

Academic Director, MS in Global Commerce program, University of Virginia, 2018-present

MS in Global Commerce admissions committee, University of Virginia, 2018-present

Graduate programs committee, University of Virginia, 2018-present

Co-founder & organizer, CORE research seminar, University of Virginia, 2007-2015

REFEREED CONFERENCE PRESENTATIONS AND INVITED TALKS

“To be or not to be sorry? How CEO gender impacts the effectiveness of organizational apologies,” *SMS Strategic Leadership Conference*, Las Vegas, NV, March 2019.

“Changing my position: The role of CEO gender in retail investors’ reactions to proxy contests,” *SMS Strategic Leadership Conference*, Las Vegas, NV, March 2019.

“Unintended consequences: The rise of CEO severance agreements,” presented at The Unintended Consequences of Best Corporate Governance PDW, *Academy of Management* conference, Anaheim, CA, August 2017

“CEO severance contracts: Beyond the controversy,” invited talk at National University of Singapore and Singapore Management University, November 2015.

“Governance trade-offs: Do boards use severance contracts to insure new CEOs against intense monitoring?” *Strategic Management Society*, Denver, CO, October 2015.

“Expanding the boundaries of corporate governance,” invited speaker/panelist, *SMS extension*, Fort Worth, Texas, October, 2015.

“Governance trade-offs: Do boards use severance contracts to insure new CEOs against intense monitoring?” *Academy of Management*, Orlando, FL, August 2013.

“Understanding the puzzle of CEO severance: The role of board/CEO power at hiring,” *Academy of Management*, Orlando, FL, August 2013.

“CEO severance as a governance mechanism,” *Academy of Management*, Boston, MA, August 2012.

“Duck, duck, goose: How power shapes director dismissals following governance failures,” *Academy of Management*, San Antonio, TX, August 2011.

“Succession failure? Director penalties following the use of an interim CEO,” *Academy of Management*, Montreal, Canada, August 2010.

“The board’s decision to dismiss reputationally-compromised directors,” *Academy of Management*, Chicago, IL, August 2009.

“Damaged goods? Firm-level contingencies and the settling up of compromised corporate directors,”
- *Strategic Management Society*, Cologne, Germany, October 2008.
- *Academy of Management*, Anaheim, CA, August 2008.

“For better or worse? Mergers and status outcomes in the investment banking industry,”
- Invited talks at Boston University, Harvard Business School, University of Michigan, and University of Virginia, Spring 2007.
- *Strategic Management Society*, Vienna, Austria, October 2006.
- *Academy of Management*, Atlanta, GA, August 2006.

“Regulation and reality: An empirical look at equity analysts’ forecast optimism,” *Academy of Management*, New Orleans, LA, August 2004.

AWARDS AND HONORS

All-University Teaching Award. University of Virginia, 2017.

Outstanding Reviewer Award. *Academy of Management Review*, 2013

Outstanding Faculty Member Award. Inter-Greek Council, University of Virginia, 2008

Excellence in Diversity Fellowship. University of Virginia, 2007

Emerald Management Reviews Citation of Excellence, 2006

Dively Award for Excellence in Pre-Dissertation Research. Harvard Business School, 2005

M.B.A. Second-Year Honors. Harvard Business School, 2002-2003

M.B.A. First-Year Honors. Harvard Business School, 2001-2002

Doctoral Fellowship. Harvard Business School, 2000-2005

Rufus Choate Scholar. Dartmouth College, 1996-1997

TEACHING EXPERIENCE

MCINTIRE SCHOOL OF COMMERCE, UNIVERSITY OF VIRGINIA

International corporate governance and strategy, MS Global core, 2016-

Research and writing a global business thesis, MS Global core, 2018-

Doing business in the US, MS Global core, 2017

Corporate strategy, Undergraduate core, 2008-2010, 2012, 2016-2018
Organizational behavior, Undergraduate core, 2007-2015
Doing business in Brazil, Undergraduate & graduate elective, 2014-2016
Team skills workshops, MS Commerce core, 2015 & 2016

KENNEDY SCHOOL OF GOVERNMENT, HARVARD UNIVERSITY

Leadership, Masters elective, 2007 (teaching fellow)

HARVARD BUSINESS SCHOOL

Leading change and organizational renewal, Executive education, 2004-2007 (facilitator)

PUBLISHED COURSE MATERIALS

“Innovation and Collaboration at Merrill Lynch (teaching note)” with B. Groysberg, Harvard Business School Note #406-081.

“Developing Leaders,” with B. Groysberg, Harvard Business School Note #407-015.

“Prudential Securities,” with B. Groysberg and P. Healy, Harvard Business School Case #104-008.

PROFESSIONAL EXPERIENCE

TIME INC.

Marketing Manager, *TIME*, 1999-2000

Associate Marketing Manager, *InStyle*, 1998-1999

Assistant Marketing Manager, Multi-title payment, 1997-1998

New York, NY