

Abbie G. Oliver

McIntire School of Commerce | University of Virginia
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EDUCATION:

- Ph.D. Terry College of Business, University of Georgia (2018)
Major: Strategic Management
- M.B.A. Moore School of Business, University of South Carolina (2006)
Major: International Business
- B.A. Wake Forest University (2002)
Major: *cum laude* in Economics
Minors: German and International Studies

RESEARCH INTERESTS:

Broadly, my research explores the micro-foundations of strategic management. I focus on the socio-cognitive mechanisms that shape strategic decision-making and external perceptions of firms, and I am also interested in how diversity influences these relationships in the upper echelons.

ACADEMIC EMPLOYMENT:

University of Virginia – McIntire School of Commerce, Charlottesville, Virginia
Assistant Professor (2020 – present), Management Area

Georgia State University – R. Mack Robinson College of Business, Atlanta, Georgia
Assistant Professor (2018 – 2020), Department of Managerial Sciences

JOURNAL ARTICLES:

Oliver, A., Campbell, R., Graffin, S., & Bundy, J. How newsworthiness shapes media coverage of earnings announcements. In Press at *Journal of Management*.

Graf-Vlachy, L., **Oliver, A.**, König, A., Bundy, J., & Banfield, R. 2020. Media coverage of firms: Background, integration, and directions for future research. *Journal of Management*, 46: 36-69.

Oliver, A., Krause, R., Busenbark, J., & Kalm, M. 2018. BS in the boardroom: Benevolent sexism and board chair orientations. *Strategic Management Journal*, 39: 113-130.

Boivie, S., Graffin, S., **Oliver, A.**, & Withers, M. 2016. Come aboard! Exploring the effects of directorships in the executive labor market. *Academy of Management Journal*, 59: 1681-1706.

MANUSCRIPTS UNDER REVIEW:

Oliver, A., Pfarrer, M. & Neville, F. Grand challenges and female leaders: An exploration of relational leadership, Revise and re-submit at *Business & Society*.

WORK IN PROGRESS:

Oliver, A., & Lovelace, J. Firm-level mental health: An intangible socio-psychological asset for firms. *Academy of Management Review*.

McSweeney, J., McSweeney, K., **Oliver, A.**, Park, D., Withers, M. The impact of board discretion on the appointment of female directors: Board ideology, organizational performance, and industry innovativeness. *Organization Science*. (Reject-and-resubmit).

Mousavi, R., Kitchens, B. & **Oliver, A.** CEO empathy and crisis communications. Target Journal: *Academy of Management Journal*. (Writing stage).

Oliver, A., McSweeney, K., Gamache, D., Devers, C., & McNamara, G. Under pressure: An investigation into the dimensionality of executive job demands. Target Journal: *Academy of Management Journal*. (Writing stage).

Oliver, A., Haleblian, J., Pfarrer, M., & Kiley, J. The price of uncertainty: The role of media opinion in the merger and acquisition process. Target Journal: *Academy of Management Journal*. (Writing stage).

Jeong, S. **Oliver, A.**, Ahn, H. & Kim, E. What makes family CEO succession successful? Experimental and event study-based evidence of stakeholder perceptions. Target Journal: *Academy of Management Journal*. (Data collection stage, paused due to Covid)

Oliver, A., Mitchell, M., Jeong, S. & Hill, E. Do nice guys finish last? An investigation of jerkiness in the upper echelons. Target Journal: *Academy of Management Journal*. (Data collection stage, paused due to Covid).

Oliver, A & Pinkham. Is cash queen? CEO gender and dividend payouts. Target Journal: *Academy of Management Journal*. (Data collection stage).

Marcel, J., Ballinger, G., & **Oliver, A.** Strategic co-option: How CEOs influence boards. (Idea stage).

OTHER PUBLICATIONS:

Boivie, S., Graffin, S., **Oliver, A.**, & Withers, M. Serving on corporate boards plays a vital role in the career success of executives. *The LSE (London School of Economics) Business Review*, <http://blogs.lse.ac.uk/businessreview/2016/10/20/serving-on-corporate-boards-plays-a-vitalrole-in-the-career-success-of-executives/>

Boivie, S., Graffin, S., **Oliver, A.**, & Withers, M. Serving on boards helps executives get promoted. *Harvard Business Review Online*, <https://hbr.org/2016/05/serving-on-boards-helps-executives-get-promoted>

BUSINESS PRESS COVERAGE:

“Why Do Women Make Such Good Leaders During COVID-19?” Forbes.
<https://www.forbes.com/sites/camianderson1/2020/04/19/why-do-women-make-such-good-leaders-during-covid-19/#2f9476ae42fc> April 20, 2020

“Are Activist Investors Sexist?, Female CEOs are far more likely to face an activist challenge, new research shows,” Wall Street Journal, <https://www.wsj.com/articles/are-activist-investors-sexist-11564761135>, August 2, 2019

“Study Says Female CEOs Face Unique Form Of Sexism,” GPB, NPR.
<http://www.gpbnews.org/post/study-says-female-ceos-face-unique-form-sexism>
April 4, 2018

“Even at the top, women still face sexism. Just not the kind you'd think,” CNNMoney,
<https://money.cnn.com/2018/04/06/pf/benevolent-sexism-women/index.html>, April 6, 2018

“Management Researcher Looks At Sexism In The Boardroom,” KJZZ, NPR.
<https://kjzz.org/content/596945/management-researcher-looks-sexism-boardroom>, January 23, 2018.

CONFERENCE PRESENTATIONS:

Oliver, A & Pfarrer, M. 2021. October. *Public Health Crises and Female Leaders: An Exploration of Relational Leadership*. Strategic Management Society Meeting, Virtual Toronto, Canada.

Jeong, S. **Oliver, A.**, Ahn, H. & Kim, E. 2020, October. *What makes family CEO succession successful? Experimental and event study-based evidence of stakeholder perceptions*. Strategic Management Society Meeting, Virtual London, UK.

Oliver, A & Pinkham, B. 2020, October. *Is cash queen? CEO gender and dividend payouts*. Strategic Management Society Meeting, Virtual London, UK.

Oliver, A. 2019. October. *Think crisis, think female? Stakeholder reactions to CEOs following corporate violations*. Strategic Management Society Meeting, Minneapolis, MN.

McSweeney, J., McSweeney, K., **Oliver, A.**, Park, D., Withers, M. 2019, August. *Leaning towards or against females? Examining the impact of board political ideology on the appointment of female directors*. Academy of Management Meeting, Boston, MA.

Oliver, A., Jeong, S., Mitchell, M. & Hill, E. 2019, March. *Win, lose or draw? The implications of strategic trash-talk in competitive settings.* Strategic Management Society Special Conference, Las Vegas, NV.

Oliver, A., McSweeney, K., McNamara, G., Gamache, D., & Devers, C. 2019. March. *Under pressure: An investigation into the dimensionality of executive job demands,* Strategic Management Society Special Conference, Las Vegas, NV.

McSweeney, J., McSweeney, K., **Oliver, A.,** Park, D., Withers, M. 2018, September. *Leaning towards or against females? Examining the impact of board political ideology on the appointment of female directors.* Strategic Management Society Meeting, Paris, France.

Oliver, A., Mitchell, M. Jeong, S. & Hill, E. 2018, September. *Do nice guys finish last? An investigation of jerkiness in the upper echelons.* Strategic Management Society Meeting, Paris, France.

McSweeney, J., McSweeney, K., **Oliver, A.,** Park, D., Withers, M. 2018, August. *Leaning towards or against females? Examining the impact of board political ideology on the appointment of female directors.* Academy of Management Meeting, Chicago, IL

Oliver, A., Campbell, R. & Bundy, J. 2017, October. *Don't bury the lead! Understanding who and what shapes organizational media content.* Strategic Management Society Meeting, in Houston, TX.

Oliver, A., Krause, R., Busenbark, J., & Kalm, M. 2017, October. *BS in the boardroom: Benevolent sexism and board chair orientations.* Strategic Management Society Meeting, in Houston, TX.

Oliver, A. & Pfarrer, M. 2017, August. *Time giveth and time taketh away: The paradox of high-reputation firms consistently delivering value over time.* Centre for Corporate Reputation Symposium, Oxford, England.

Oliver, A. & Krause, R. 2017, August. *Aiming to impress: Anticipatory impression management and the organization,* Organizer and presenter for Panel Symposium. Academy of Management Meeting, Atlanta, GA.

Oliver, A., Klein, F., McSweeney, K., Devers, C., Hamori, M. & Shropshire, C. 2017, August. *Adding voice to our research: A dialogue with female executives,* Organizer for Panel Symposium. Academy of Management Meeting, Atlanta, GA.

Oliver, A., Krause, R., Busenbark, J., & Kalm, M. 2017, June. *BS in the boardroom: Benevolent sexism and board chair orientations.* INSEAD Behavioral Governance Conference, Fontainebleau, France.

Shropshire, C. & **Oliver, A.** 2017. June. *Walking on broken glass: Gender effects in early-stage CEO evaluations and shareholder activism*. INSEAD Behavioral Governance Conference, Fontainebleau, France.

Oliver, A., McSweeney, K., Klein, F., Gamache, D., & Devers, C. 2016. September. *Under pressure: An investigation into the dimensionality of executive job demands*, Strategic Management Society Meeting, Berlin, Germany.

Oliver, A., Withers, M., Graffin, S., & Boivie, S. 2016. September. *Unlocking the benefits of the boardroom: Implications in the CEO labor market*, Strategic Management Society Meeting, Berlin, Germany.

Oliver, A., Klein, F., McSweeney, K., Devers, C., & McNamara, G. 2016, August. *Shattering the glass ceiling: A dialogue addressing solutions to gender bias in the upper echelons*, Organizer for Panel Symposium. Academy of Management Meeting, Anaheim, CA.

Oliver, A., Campbell, R. & Lee, H. 2016, August. *All good things must come to an end: The temporal nature of firm reputation*, Academy of Management Meeting, Anaheim, CA.

Graffin, S., **Oliver, A.**, Campbell, R. & Bundy, J. 2016, August. *Don't bury the lead! Understanding who and what shapes organizational media content*, Academy of Management Meeting, Anaheim, CA.

Shropshire, C. & **Oliver, A.** 2015, October. *Playing the gender card: Shareholder perceptions of female leadership*, Strategic Management Society Meeting, Denver, CO.

Oliver, A., Pfarrer, M., Campbell, R. & Lee, H. 2015, October. *Antagonist or protagonist: The media's role in casting the fate of innovative firms*, Strategic Management Society Meeting, Denver, CO.

Oliver, A. 2015, September. *Playing the gender card: Shareholder perceptions of female leadership*, Corporate Reputation Symposium, Oxford, England.

Oliver, A., Pfarrer, M., Campbell, R. & Lee, H. 2015, August. *The social construction of innovation*, Organizer for Panel Symposium. Also presented *Antagonist or protagonist: The media's role in casting the fate of innovative firms*, conducted at the Academy of Management Meeting, Vancouver, BC, Canada.

Oliver, A. 2014, September. *The price of fame: The role of firm celebrity in the merger and acquisition process*. Strategic Management Society Meeting, Madrid, Spain.

Boivie, S., Graffin, S., Withers, M., & **Oliver, A.** 2014, August. *Directorships as certifications: How board service affects executive career outcomes*. Academy of Management Meeting, Philadelphia, PA.

Shropshire, C. & **Oliver, A.** 2014, August. *Playing the gender card: The strategic portrayal of female leadership.* In *Breaking into the upper echelons: How women get there, succeed, and pave the way for others.* Showcase symposium conducted at the Academy of Management Meeting, Philadelphia, PA.

CONFERENCE ACTIVITIES:

Strategic Leadership and Governance Interest Group Session, Representation and Inclusion in the Upper Echelons: New Frontiers in Research on Gender and Leadership, Organizer and Panel Moderator, Virtual Toronto, 2021.

Content and Text Analysis in Organizational Research: Techniques and Applications. PDW, Organizer, Virtual AOM, 2021

Nevertheless, She Persisted: Succeeding as a Woman Academic, PDW, Facilitator, Virtual AOM, 2021

From “Scientific Activist” to “Activist Scientist,” PDW, Facilitator, Virtual, 2021

AMR: Writing Theoretical Papers – A Workshop from the Editors and Editorial Team, Facilitator, Virtual Chicago, IL, 2021

AMR Idea Development Workshop, Virtual, March 2021

Strategic Leadership and Governance Interest Group Junior Scholars Consortium, PDW, Organizer and Panel Moderator, Virtual London, 2020.

Content and Text Analysis in Organizational Research: Techniques and Applications. PDW, Organizer, Virtual Vancouver, CA., 2020

Emerging Scholars Workshop, Facilitator, Oxford University Centre for Corporate Reputation, Oxford, England, 2019

Content and Text Analysis in Organizational Research: Techniques and Applications. PDW, Organizer, Boston, MA., 2019

Strategic Management Junior Faculty Consortium, Boston, MA, 2019

AMR: Writing Theoretical Papers – A Workshop from the Editors and Editorial Team, Facilitator, Chicago, IL, 2018

Content and Text Analysis in Organizational Research: Techniques and Applications. PDW, Organizer, Chicago, IL., 2018

Business Policy and Strategy (BPS) Doctoral Consortium, Atlanta, GA, 2017

Doctoral Consortium, European Group for Organizational Studies, Copenhagen, Denmark, 2017

SoCal QCA Workshop, Irvine, CA, 2017

Organization and Management Theory (OMT) Doctoral Consortium, Anaheim, CA, 2016

Organization and Management Theory (OMT) Dissertation Workshop, Anaheim, CA, 2016

Managerial and Organizational Cognition (MOC) Cognition in the Rough, Anaheim, CA, 2016

Doctoral Consortium, Micro Meets Micro Conference, Tempe, AZ, 2016

Emerging Scholars Workshop, Oxford, England, 2015

Social Issues in Management (SIM) Doctoral Consortium, Vancouver, BC, CA, 2015

Gender & Diversity in Organizations (GDO) Doctoral Consortium, Vancouver, BC, CA, 2015

Strategy Research Institute Methods Boot Camp, New York City, NY, 2015

PROFESSIONAL ACTIVITIES & ACADEMIC SERVICE:

Invited Talks

- “Firm Mental Health.” McIntire Internal Research Seminar. Management area, Oct 2021
- “Importance of a Global Mindset.” Blueprint Emerging Leaders Program. University of Virginia, March 2021
- “Media Opinion and Acquisitions.” University of South Carolina, Moore School of Business, Dec 2020
- “Ambiguity and acquisitions & Cash is queen.” McIntire Internal Research Seminar. Management area, Oct 2020
- Featured in University-wide video in support of Women’s History Month 2020 – Invited talk pertaining to benevolent sexism, <https://vimeo.com/402195149>
- “U.S. Job Market” Erasmus University, Rotterdam School of Management, Sept 2019
- "Think Crisis, Think Female? Stakeholder Reactions to CEOs Following Corporate Violations" Robinson College of Business, Capital Markets Research Group, Nov 2018
- Diversity Cafe: Women in the C-Suite panel, University of Georgia, Oct 2018

Reviewing

- Academy of Management Review, 2015 to present
Editorial Review Board member, 2017 to present
2020 AMR Best Article Award Selection Committee, 2021
Bridge Reviewer Mentor, 2021
- Academy of Management Journal, 2015 to present
Editorial Review Board member, 2020 to present
- Journal of Management, 2017 to present
Editorial Review Board member, 2020 to present
- Organizational Behavior and Human Decision Processes, 2020 to present
- Human Relations, 2018 to present
- Strategic Management Journal, 2018 to present
- Leadership Quarterly, 2018 to present
- Organization Science, 2019 to present
- Business & Society, 2019 to present
- Academy of Management Annual Meeting, 2014 to present
- Strategic Management Society Annual Meeting, 2014 to present

Memberships

- Academy of Management
- Strategic Management Society
- Representative at Large: Strategic Leadership & Governance Interest Group. Elected 2020- 2023
 - 2021 Sucheta Nadkarni Award Selection Committee
 - 2021 SL&G Best Article Award Selection Committee
- European Group for Organizational Studies

Teaching Experience

- COMM 3040, Strategy & Systems
- Fall 2021. 51 students. (4.54/5.00), 50 students. (4.66/5.00)

COMM 3010, Strategic Value Creation

- Spring 2021. 47 students. (4.71/5.00), 46 students. (4.58/5.00)

MGS 4980. Strategic Management. Georgia State University

- Spring 2020: 47 students, 45 students, and 45 students
- Fall 2018. 40 students. (4.80/5.00), 25 students. (4.90/5.00), and 41 students. (4.80/5.00).
 - Certificate of Teaching Excellence for all 3 sections

MGMT 5560. International Strategic Management. University of Georgia

- Fall 2015. 45 students. (4.74/5.00).
- Fall 2016. 36 students. (4.73/5.00).

Graduate Assistant for Dr. Kip Pirkle, University of Georgia. 2013 - 2014.

- *Class management and grading for two sections of MGMT 3000: Introduction to Management.*

Committee Assignments

Research Speaker Series, Chair, Management department, Georgia State University. 2019-2020

General Service

Organizational Initiative Theme # 3 - Diversity, Equity, and Inclusion, Member, McIntire Strategic Plan Initiatives. 2020-present

Trainings

Anti-Racism and Allyship Journey, Stanford developed 5-week program, McIntire, Winter 2021

GRANTS

SSHRC Explore - Major Collaborative Project Seed Grant. McMaster University Arts Research Board. \$10,053. *Gender Bias and the Successful Initiation of Organizational Strategic Changes*. Co-applicant with Neville, F., Ghasemaghael, M., & Dwivedi, P.

Erasmus University Rotterdam Travel Scholar Grant - \$3,000

HONORS AND AWARDS:

Best Developmental Reviewer Award, Academy of Management Review, 2021

Outstanding Nominee, Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership, 2020

Award for Best Dissertation, Oxford University Centre for Corporate Reputation, 2019

Best Paper Award Nominee, Strategic Management Society Meeting – Strategic Leadership & Governance IG, 2018

Best Reviewer Award, Strategic Management Society Meeting – Behavioral Strategy IG, 2017

Best Reviewer Award, Academy of Management Meeting – Organizations and Management Theory, 2016

Knox Doctoral Scholar, Fellowship recipient

UGA International Travel Grant 2014/2016

University of South Carolina, Moore School of Business, Merit-based graduate assistantship

Wake Forest University, Honors Scholarship for Academic Merit

Member of Delta Phi Alpha, National German Honor Society
Member of Omicron Delta Epsilon, International Economics Honor Society
Member of Beta Gamma Sigma, International Business Honor Society
Wake Forest University Dean's List (6 of 8 semesters)

WORK EXPERIENCE:

Wika Instrument Corporation
 • *Sr. Group Manager – Strategy* April 2012 – May 2013
Recall Corporation
 • *Capacity Planning and Strategy Manager* May 2010 – April 2012
 • *Commercial Finance Manager* March 2008 – April 2010
 • *Financial Transformation Project Manager* August 2007 – March 2008
Chep
 • *Operations Finance Manager* June 2006 – August 2007
United Parcel Service (UPS), German Headquarters
 • *Planning and Opportunity Intern* April – August 2005
Interbrew Germany, Becks Brewery
 • *Project Management Intern* February – July 2004
Decisive Analytics Corporation
 • *Accounting Analyst* February – July 2003
United States Department of State
 • *Intern in the Bureau of International Organizations* May – August 2001

LANGUAGES:

ENGLISH: Native GERMAN: Proficient

OTHER:

Congress-Bundestag Exchange for Young Professionals Germany
Duisberg Centrum Cologne
Intensive German language classes August 2003 – September 2003
Hochschule Bremen Bremen
Advanced courses in international business October 2003 – January 2004

National Security Clearance, Secret; Six Sigma Greenbelt Certified; Three-time IRONMAN triathlon (140.2 mile) participant/finisher through Leukemia and Lymphoma TEAM in TRAINING program.

REFERENCES:

Scott D. Graffin, Ph.D. Terry College of Business Athens, GA 30602
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Michael D. Pfarrer, Ph.D.
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Terry College of Business
University of Georgia

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