

**AMANDA P. COWEN**  
McIntire School of Commerce, University of Virginia  
Rouss & Robertson Halls, East Lawn • Charlottesville, VA • 22904  
434.243.8753 • acowen@virginia.edu

## 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**  
Professor, Management Area, 2021-  
Associate Professor, Management Area, 2014-2021  
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

## REFEREED PUBLICATIONS

---

- Cowen, A., Montgomery, N. and C. Shropshire. 2021. Choosing sides: CEO gender and investor support for activist campaigns. Forthcoming at *Journal of Applied Psychology*.
- Raz, K., Behfar, K., Cowen, A. and M. Thomas-Hunt. 2021. In pursuit of status at work: Disentangling status-seeking goals, motives, and behavior. *Academy of Management Discoveries*, 7 (2): 266-293.
- Neely, B., Lovelace, J., Cowen, A. and N. Hiller. 2020. Meta-critiques of upper echelons theory: Verdicts and recommendations for future research. *Journal of Management*, 46 (6): 1029-1062.
- Cowen, A. and N. Montgomery. 2020. To be or not to be sorry? How CEO gender impacts the effectiveness of organizational apologies. *Journal of Applied Psychology*, 105 (2): 196-208.
- Montgomery, N. and A. Cowen. 2020. How leader gender influences external audience response to organizational failures. *Journal of Personality and Social Psychology*, 118 (4): 639-660.
- 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.
- \* *Nominated for Best Management Paper Practice Award, 2021.*
- 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.

## CONFERENCE PROCEEDINGS & OTHER PUBLICATIONS

---

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, S. and A. Cowen. 2010. Innovation amidst crisis. *Innovations: Technology | Governance | Globalization*, 5 (3): 3-11.

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.

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.

## WORKING PAPERS

---

Marcel, J., and A. Cowen. Director emotion and the potentially corrosive effects of shareholder activism. Working paper.

Montgomery, N. and A. Cowen. Fake news? CEO gender and stakeholder response to organizational misinformation. Working paper.

## CONFERENCES & OTHER PRESENTATIONS

---

### REFEREED PRESENTATIONS

“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.

“Governance trade-offs: Do boards use severance contracts to insure new CEOs against intense monitoring?”

- *Strategic Management Society*, Denver, CO, October 2015.

- *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.

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

## INVITED PRESENTATIONS

HRM & OB Seminar, University of Groningen, Netherlands. Scheduled for June 2023.

“Choosing sides: CEO gender and investor support for activist campaigns,” research talk, Case Western Reserve University, Cleveland, OH, September 2022.

“Feelings in the boardroom: Director emotion & shareholder activism,” Hong Kong Polytechnic University Management Seminar, April 2022.

“Choosing sides: CEO gender and investor support for activist campaigns,” research talk, INSEAD Strategy & Entrepreneurship Seminar, April 2021.

Gender & strategic leadership, speaker, Tulane University, New Orleans, LA. April 2020.

“To be or not to be sorry? How CEO gender impacts the effectiveness of organizational apologies,” research talk, Case Western Reserve University, Cleveland, OH, September 2019.

OMT Junior Faculty Consortium, panelist/mentor, *Academy of Management* conference, Atlanta, GA, August 2017

“Unintended consequences: The rise of CEO severance agreements,” speaker/panelist, The Unintended Consequences of Best Corporate Governance PDW, *Academy of Management* conference, Anaheim, CA, August 2016

“Failure, controversy, & crisis,” speaker, *Singleton Governance Conference*, Lehigh University, Bethlehem, PA, May 2016.

“CEO severance contracts: Beyond the controversy,”  
- National University of Singapore, research talk, November 2015.  
- Singapore Management University, research talk, November 2015.

“Expanding the boundaries of corporate governance,” speaker, *SMS extension*, Fort Worth, TX, October, 2015.

“For better or worse? Mergers and status outcomes in the investment banking industry,” research talks at Boston University, Harvard Business School, University of Michigan, and University of Virginia, Spring 2007.

## **PROFESSIONAL SERVICE**

---

### **REVIEWING, EDITORIAL & PROFESSIONAL SERVICE ACTIVITIES**

Associate Editor, *Academy of Management Journal*, July 2019-2022

Editorial review board, *Academy of Management Journal*, 2022-present

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

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

Representative-at-Large, Strategic Leadership & Governance interest group, *Strategic Management Society*, 2021-2022.

Chair, Board of directors' track, *International Corporate Governance Society Conference*, Rome, Italy, September 2017.

Conference reviewer: *Academy of Management*, *International Corporate Governance Society*, *Strategic Management Society*, *SMS Strategic Leadership Conference*

### **ADMINISTRATIVE POSITIONS & COMMITTEE SERVICE**

Senior Associate Dean for Academic Programs, University of Virginia, 2022-

Associate Dean, Graduate programs, University of Virginia, 2020-2022

Academic Director, MS in Global Commerce program, University of Virginia, 2018-2020

Co-chair, McIntire Dean Search Committee, University of Virginia, 2019-2020

MS in Global Commerce admissions committee, University of Virginia, 2018-2020

Graduate programs committee, University of Virginia, 2018-present

University teaching awards committee, University of Virginia, 2018

ARPT sub-committees, University of Virginia, 2014-2020

Provost search committee, University of Virginia, 2014-2015

McIntire CFO search committee, University of Virginia, 2013

Strategy faculty search committees, University of Virginia, 2013-2015

Organizational behavior faculty search committees, University of Virginia, 2011, 2012 & 2016

McIntire undergraduate admissions committee, University of Virginia, 2013-2017

ICE steering committee, University of Virginia, 2009-2014

### **OTHER SERVICE ACTIVITIES**

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

Global Commerce Scholars advisor, University of Virginia, 2014-2017

EDF (TRC fellowship program) faculty mentor, University of Virginia, 2014-2015

Dissertation committee member: Kelly Raz (Darden), University of Virginia, 2012-2015

## TEACHING EXPERIENCE

---

### MCINTIRE SCHOOL OF COMMERCE, UNIVERSITY OF VIRGINIA

Purpose, power & pay: International corporate governance, MS Commerce elective, 2021  
International corporate governance and strategy, MS Global core, 2016-2019, 2021-  
Research and writing a global business thesis, MS Global core, 2018-2019, 2021  
Doing business in the US, MS Global core, 2017  
Corporate strategy, Undergraduate core, 2008-2010, 2012, 2016-2018  
Organizational behavior, Undergraduate core, 2007-2015, 2020  
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.

## AWARDS & 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

## INDUSTRY 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