

**Abbie Griffith 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: Economics (*cum laude*)  
Minors: German and International Studies

**RESEARCH INTERESTS:**

My research examines the social evaluation of leaders and organizations. I study how media, investors, employees, and other stakeholders perceive, judge, and pressure executives and firms, and how leaders respond to these evaluations, shaping organizational outcomes. Across work in strategic leadership and corporate governance, social evaluations, and organizational well-being, I focus particular attention on gender, identity, and the human dimensions of executive leadership.

**ACADEMIC EMPLOYMENT:**

**University of Virginia** – McIntire School of Commerce, Charlottesville, Virginia  
Assistant Professor (2020 – present), Management Area  
Family leave: *Fall 2025*

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

**JOURNAL ARTICLES:**

Mousavi, R., Kitchens, B., **Oliver, A.**, & Abbasi, A. From lexicons to large language models: A holistic evaluation of psychometric text analysis in business research. In press at *Information Systems Research*.

**Oliver, A.**, Pfarrer, M., & Neville, F. 2024. Grand challenges and female leaders: An exploration of relational leadership during the COVID-19 pandemic. *Business & Society*, 63(4), 954-987.  
*\*Finalist for Business & Society Best Paper Award 2025*

**Oliver, A.**, Campbell, R., Graffin, S., & Bundy, J. 2023. How newsworthiness shapes media coverage of earnings announcements. *Journal of Management*, 49: 1213-1245.

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.

*\*Finalist for JOM Best Paper Award 2025*

**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.

*\* Outstanding Nominee, Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership, 2022*

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.**, & Lovelace, J. Organizational mental health: Fostering the development of a critical socio-psychological intangible asset. Conditional Accept at *Academy of Management Review*.

Heng, Y. T., Chawla, N., Ong, W. J., **Oliver, A.**, & Patel, C. Embracing silver linings: Understanding when menopause facilitates women's generative behaviors at work. 2<sup>nd</sup> round R&R at *Academy of Management Journal*.

#### **WORK IN PROGRESS:**

##### *Advanced stage (preparing for submission)*

**Oliver, A.**, Campbell, R., & Fulmer, A. From imposed to disclosed: A process theory of CEO vulnerability disclosures. Target journal: *Academy of Management Review*.

Pettit, K., **Oliver, A.**, & Sarta, A. Organizational response strategies to public criticism in destabilizing contexts. Target journal: *Academy of Management Journal*.

Curran, K., **Oliver, A.**, & Krause, R. A theory of reputation laundering between cultural institutions and firms with negative reputations. Target journal: *Academy of Management Review*.

##### *Earlier 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)

Zachary, M., **Oliver, A.**, Song, R., & Zhou, R. Share that you care? CEO expressions of empathy and social approval. Target journal: *Academy of Management Journal*. (Writing stage)

Lovelace, J., & **Oliver, A.** Leading organizations in the face of collective trauma. Target journal: *Academy of Management Review*. (Theory development stage)

Chawla, N., Heng, Y. T., Schinoff, B., Jones, K. P., & **Oliver, A.** Understanding working women's miscarriage experiences. Target journal: *Academy of Management Journal*. (Qualitative data collection)

### **BOOK CHAPTERS:**

Lovelace, J. & **Oliver, A.** (2026). Celebrity foundations. In R. Younger & A. Zavyalova (Eds.), *The Oxford handbook of organisational social evaluations* (pp. 283–300). Oxford University Press.

### **OTHER PUBLICATIONS:**

**Oliver, A.** & Neville, F. Are female leaders key to tackling society's grand challenges? *Work In Progress*, <http://www.wipsociology.org/2023/03/02/are-female-leaders-key-to-tackling-societys-grand-challenges/>

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:

Lovelace, J. & Oliver, A. 2025, September. ***Organizational trauma: A conceptual framework for understanding deep-seated disruptions.*** Strategic Management Society Meeting, San Francisco, CA.

Lovelace, J. & Oliver, A. 2025, July. ***Organizational trauma: A conceptual framework for understanding deep-seated disruptions.*** In *Novel Insights on the Impact of CEO Gender on Managerial Discretion*. Symposium conducted at the Academy of Management Meeting, Copenhagen, Denmark.

Curran, K., Oliver, A., & Krause, R. 2025, July. ***A theory of reputation laundering between cultural institutions and firms with negative reputations.*** In *Exploring Multiple Social Evaluations on Specific Dimensions*. Symposium conducted at the Academy of Management Meeting, Copenhagen, Denmark.

Heng, Y. T., Chawla, N., Ong, W. J., Oliver, A., & Patel, C. 2025, June. ***Embracing silver linings: Understanding when menopause facilitates women's generative behaviors at work.*** Positive Organizational Psychology Conference, University of Michigan, Ann Arbor, MI.

Zachary, M., Oliver, A., Song, R., & Zhou, R. 2024, October. ***Share that you care? CEO expressions of empathy and social approval.*** Strategic Management Society Meeting, Istanbul, Turkey.

Shropshire, C. & Oliver, A. 2024, August. ***Walking on broken glass: Status cues and early-stage CEO evaluations.*** In *How women in leadership are influenced by and influence their social environments*. Showcase symposium conducted at the Academy of Management Meeting, Chicago, IL.

Chawla, N., Heng, Y. T., Schinoff, B., Jones, K. P., & Oliver, A. 2024, August. ***Understanding working women's miscarriage experiences. A conversation worth having: The spillover effects of reproductive health hardships in the workplace.*** Academy of Management Meeting, Chicago, IL.

Zachary, M., Oliver, A., Song, R., & Zhou, R. 2024, June. ***Share that you care? CEO expressions of empathy and social approval.*** EIASM Workshop on Top Management Teams and Business Strategy Research. Passau, Germany.

Lovelace, J. & Oliver, A. 2024, May. ***Leading organizations in the face of collective trauma.*** Strategic Leadership and Governance Idea Development Conference, South Bend, IN.

Pettit, K., & Oliver, A. 2023, September. ***In the 'frame' of the beholder: Variations in organizational responses to accusations of wrongdoing.*** Strategic Management Society Meeting, Toronto, ON.

**Oliver, A. & Lovelace, J. 2023, August. *Organizational mental health: Fostering the development of a critical socio-psychological intangible asset.* In *Top Down and Bottom Up: Connecting Strategic Leadership and Employees.* Showcase symposium conducted at the Academy of Management Meeting, Boston, MA.**

**Oliver, A. 2023, March. *Executive Vulnerability.* Strategic Leadership and Governance Idea Development Conference, Gainesville, FL.**

**Oliver, A. & Lovelace, J. 2022, September. *Firm-level mental health: An intangible socio-psychological asset for firms.* Strategic Management Society Meeting, London, UK.**

**Oliver, A. & Pfarrer, M. 2022, August. *Grand challenges and female leaders: An exploration of relational leadership.* Centre for Corporate Reputation Symposium, Oxford, England.**

**Oliver, A. & Lovelace, J. 2022, August. *Firm-level mental health: An intangible socio-psychological asset for firms.* Centre for Corporate Reputation Symposium, Oxford, England.**

**Oliver, A. & Lovelace, J. 2022, June. *Firm-level mental health: An intangible socio-psychological asset for firms.* Positive Organizational Psychology Conference, University of Michigan, Ann Arbor, MI.**

**Oliver, A. & Lovelace, J. 2022, March. *Firm-level mental health: An intangible socio-psychological asset for firms.* Micro Meets Micro Conference, Arizona State University, Tempe, AZ.**

**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, 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, 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 & RESEARCH ACTIVITIES:

- Content and Text Analysis in Organizational Research: Techniques and Applications.  
PDW, Organizer, Philadelphia, 2026
- Co-Organizer for SLIDE Conference, University of Virginia, Charlottesville, VA, Spring 2026
- Content and Text Analysis in Organizational Research: Techniques and Applications.  
PDW, Organizer, Copenhagen, Denmark, 2025
- Track Chair for Board Dynamics and Strategic Leadership, ICGS, Tempe, AZ, 2024
- Strategic Leadership and Governance Interest Group PDW, Facilitator, Istanbul, 2024.
- Content and Text Analysis in Organizational Research: Techniques and Applications.  
PDW, Organizer, Chicago, IL, 2024
- Discussant for CEO Verbal and Non-verbal Communication Session at EIASM Workshop on  
Top Management Teams and Business Strategy Research. Passau, Germany, 2024
- Strategic Leadership and Governance Idea Development Conference at Notre Dame, South  
Bend, IN, 2024
- Interactive Session on Future Research Directions for DEI in Strategic Leadership &  
Governance. Panelist. Toronto, ON, 2023
- Oxford University Centre for Corporate Reputation, Oxford, England, 2023
- The Annual Behavioral Ethics Pecha Kucha, Boston, MA, 2023
- Diversity, Equity and Inclusion (DEI) Junior Faculty Consortium, Boston, MA, 2023
- Enduring through gender biases in Academia: Understanding experiences, challenges, and  
solutions, PDW, Boston, MA, 2023
- Content and Text Analysis in Organizational Research: Techniques and Applications.  
PDW, Organizer, Boston, MA, 2023
- Nevertheless, She Persisted: Succeeding as a Woman Academic, PDW, Facilitator, Boston, MA,  
2023
- Summer Seminar in Stakeholder Theory at the Darden School of Business, Faculty Advisor,  
Charlottesville, VA, 2023
- Behavioral Corporate Governance Conference, INSEAD, France, 2023
- Strategic Leadership and Governance Idea Development Conference at the University of Florida,  
Gainesville, FL, 2023
- Bias and Misinformation in Business, A Salon for UVA Faculty, Charlottesville, VA, 2022
- Organization and Management Theory (OMT) Junior Faculty Consortium, Seattle, WA, 2022
- AMR: Writing Theoretical Papers – A Workshop from the Editors and Editorial Team,  
Facilitator, Seattle, WA, 2022
- Content and Text Analysis in Organizational Research: Techniques and Applications.  
PDW, Organizer, Seattle, WA, 2022
- Nevertheless, She Persisted: Succeeding as a Woman Academic, PDW, Facilitator, Seattle, WA,  
2022
- Summer Seminar in Stakeholder Theory at the Darden School of Business, Charlottesville, VA,  
2022
- 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 Chicago, 2021

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

From “Scientific Activist” to “Activist Scientist,” PDW, Facilitator, Virtual Chicago, 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, 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:**

### **Affiliations**

Faculty Affiliate, Purdue Center for Working Well, 2023-present

### **Invited Talks**

“From Imposed to Disclosed: A Process Theory of CEO Vulnerability Disclosures.” University of Mississippi, February 2026

“From Crisis to Opportunity: Navigating Strategic Leadership and Organizational Decision-Making with a Human Touch.” McIntire Research Symposium, April 2024

“Organizational Mental Health.” University of Michigan, Ross School of Business, September 2023

“Idea Evaluation” Erasmus University, Rotterdam School of Management, May 2023

“MythBusters – perceptions of female directors” Behavioral Corporate Governance, INSEAD, May 2023

“Firm Mental Health.” McIntire Internal Research Seminar. Management Area, October 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, December 2020  
“Ambiguity and Acquisitions & Cash is Queen.” McIntire Internal Research Seminar. Management Area, October 2020  
Featured in University-wide video in support of Women's History Month 2020 – Invited talk about benevolent sexism, <https://vimeo.com/402195149>.  
“U.S. Job Market” Erasmus University, Rotterdam School of Management, September 2019  
"Think Crisis, Think Female? Stakeholder Reactions to CEOs Following Corporate Violations" Robinson College of Business, Capital Markets Research Group, November 2018  
Diversity Cafe: Women in the C-Suite panel, University of Georgia, October 2018

## **Reviewing**

### *Editorial Board Memberships*

Academy of Management Review (Editorial Review Board, 2017–present)  
Academy of Management Journal (Editorial Review Board, 2020–present)  
Journal of Management (Editorial Review Board, 2020–present)

### *Editorial Service & Reviewing Awards*

Academy of Management Review, 2015 to present  
2020 AMR Best Article Award Selection Committee, 2021  
Bridge Reviewer Mentor, 2021-2022  
*Developmental Reviewer Award*, 2021  
Academy of Management Journal, 2015 to present  
*Best Reviewer Award*, 2022 & 2025  
Journal of Management, 2017 to present  
Reviewer Mentor, 2025  
*Best Reviewer Award*, 2025

### *Ad-hoc Reviewing*

Journal of Applied Psychology, 2025 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  
Research Policy, 2023 to present  
Organizational Research Methods, 2024 to present  
Science of Organizations Program, National Science Foundation, 2023 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 - 2022
  - 2021 Sucheta Nadkarni Award Selection Committee
  - 2021 SL&G Best Article Award Selection Committee

## **Teaching Experience**

COMM 3040, Strategic Value Creation

- Spring 2025. 31 students. (4.41/5.00), 33 students. (4.51/5.00), 38 students. (4.47/5.00), 34 students. (4.69/5.00)

COMM 4690, Global Management

- Spring 2025. 38 students. (4.58/5.00)

COMM 3040, Strategic Value Creation

- Spring 2024. 42 students. (4.71/5.00), 45 students. (4.43/5.00), 44 students. (4.46/5.00), 41 students. (4.17/5.00)

COMM 4690, Global Management

- Spring 2024. 41 students. (4.89/5.00)

COMM 3040, Strategic Value Creation

- Spring 2023. 41 students. (4.70/5.00), 41 students. (4.55/5.00)

COMM 3010, Strategy & Systems

- Fall 2022. 51 students. (4.68/5.00), 50 students. (4.74/5.00)

COMM 3040, Strategic Value Creation

- Spring 2022. 48 students. (4.54/5.00), 44 students. (4.35/5.00)

COMM 3010, Strategy & Systems

- Fall 2021. 51 students. (4.54/5.00), 50 students. (4.66/5.00)

COMM 3040, 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 (no evaluations due to COVID)
- Fall 2018. 40 students. (4.80/5.00), 25 students. (4.90/5.00), 41 students. (4.80/5.00).
  - Certificate of Teaching Excellence for all three 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**

Team 1 & 2 Integrated Curriculum Experience, 2024-present

Team 4 Integrated Curriculum Experience, 2022-2023

Team 1 Integrated Curriculum Experience, 2020-2022

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

## **General Service**

Center for German Studies (CGS) – Affiliated Faculty Member

Facilitator of Mock Class Session for Days@McIntire Women's Recruitment event. 2022 & 2023

Organizational Initiative Theme # 3 - Diversity, Equity, and Inclusion, Member, McIntire Strategic Plan Initiatives. 2020-2021

## **Training**

Faculty Success Program, 12-week seminar with NCFDD-Certified Coach, Summer 2024

Faculty Financial Well-being, Fall 2023

Foundations of a Successful Academic Career, 10-week coaching seminar for female academics, Spring 2022

UVA Acts, Inclusive Teaching- Lectures & Small Groups, McIntire, Fall 2022

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

UVA Acts, Inclusive Teaching- First Days, McIntire, Fall 2020

## **GRANTS:**

Erasmus University Rotterdam Travel Scholar Grant, Spring 2023 - \$3,500

Erasmus University Rotterdam Travel Scholar Grant, Fall 2019 - \$3,000

## **HONORS AND AWARDS:**

Best Reviewer Award, Journal of Management, 2025

Best Reviewer Award, Academy of Management Journal, 2025

Finalist, Best Paper Award, Business & Society, 2025

Finalist, Best Paper Award, Journal of Management, 2025

Outstanding Reviewer Award, Strategic Management Society Meeting – Stakeholder Strategy IG, 2024

Outstanding Nominee, Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership, 2022

Best Reviewer Award, Academy of Management Journal, 2022

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, 2013-2018

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

## **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, Beck's 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

Carl Duisberg Centren

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 Green Belt certified; Three-time Ironman triathlon (140.6 mile) participant/ through the Leukemia and Lymphoma Team in Training program.