

ANNA E. MCKEAN
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ACADEMIC POSITIONS

- 2025- University of Virginia | Darden School of Business
Strategy, Ethics, & Entrepreneurship
Assistant Professor of Business Administration
- 2023-25 University of Utah | David Eccles School of Business
Department of Entrepreneurship & Strategy
Post-Doctoral Fellow, Goff Strategic Leadership Institute

EDUCATION

- 2022 Northwestern University | Kellogg School of Management | Weinberg College
Ph.D. joint degree in Management & Organizations and Sociology
- 2019 Northwestern University | Kellogg School of Management | Weinberg College
M.S. in Management & Organizations and Sociology
- 2014 Brigham Young University | Marriott School of Management
B.S. (*magna cum laude*) Business Management, International Development

RESEARCH INTERESTS

Corporate Purpose; Organizational Identity & Reputation; Social Movements; Stakeholder Governance
Nonmarket Strategy: Corporate Activism; Corporate Political Strategy; Corporate Social Responsibility

PEER-REVIEWED PUBLICATIONS

McKean AE, & King BG. 2024. When ideologies align: Progressive corporate activism and within-firm ideological alignment. *Strategic Management Journal*, 45(12), 2459-2518. <https://doi.org/10.1002/smj.3632>.

- Winner, Ivey-ARCS PhD Sustainability Academy Best Paper Award (2018)
- Winner, Robert F. Winch Memorial Best Paper Award (2018)

Dyer WG, & McKean AE. 2016. Learning to "Know Oneself" Through an Intellectual Genogram: A New Approach to Analyzing Academic Careers. *Academy of Management Learning & Education*, 15(3), 569-587.

WORKING PAPERS [titles disguised for review]

McKean AE & Iqbal F. "A theory on stakeholders' heterogeneous reactions to corporate sociopolitical involvement" (under review at *Organization Science*)

McKean AE, King BG, & Pontikes EG. "Effects of heterogeneity in corporate sociopolitical involvement" (preparing to submission to *Organization Science*)

McKean AE. "Timing, rhetoric, and action: Examining subtleties in corporate approaches to salient sociopolitical issues" (preparing for submission)

SELECT WORK IN PROGRESS

"Doubling Down or Pulling Back? Examining shifts in corporate DEI initiatives" with Steve Kofford and Ben Lewis (data analysis)

- Winner, *SMS Annual Conference Best Proposal with Practical Implications (2025)*
- Nominee, *SMS Annual Conference Responsible Research Paper Prize (2025)*

"The Rise and Fall of Corporate Activism" (data collection and analysis)

"Comparing corporate political policies to nonmarket strategy efforts" with Farhan Iqbal (data coding)

"Backtracking DEI and the effects of statement framing on organizational attractiveness" with Hannah Birnbaum and Hannah Waldfogel (data collection)

"Surface vs. Substance: How changes to DEI affect stakeholders" with Stav Atir, Hannah Birnbaum, Sonya Mishra, and Hannah Waldfogel (data collection)

AWARDS, GRANTS, AND HONORS

2025	Best Proposal with Practical Implications, Stakeholder Strategy Interest Group, Strategic Management Society Annual Conference
2021	Runner-up, INFORMS/Organization Science Dissertation Proposal Competition
2021	Selected participant, STR Dissertation Consortium, Academy of Management Annual Conference
2021	Department nominee and selected participant, OMT Doctoral Consortium, Academy of Management Annual Conference
2021	Kellogg School of Management Graduate Student Research Grant; \$3,000
2020	Selected participant, European Group for Organization Studies (EGOS) PhD Workshop
2020	Dispute Resolution Research Center Research Grant; \$3,940
2019	Selected participant, Strategic Management Society's Annual Doctoral Workshop
2019	Robert F. Winch Memorial Award: Honorable Mention, Outstanding Graduate Student Teaching Assistant

- 2019 Selected participant, Oxford University Centre for Corporate Reputation Professional Development Workshop; Oxford, United Kingdom
- 2019 Department nominee and selected participant, OMT Dissertation Proposal Workshop Academy of Management Annual Conference; Boston, MA
- 2019 Selected participant, Medici Summer School in Management Studies; Paris, France
- 2018 Award for Best Paper, 11th Annual Ivey-ARCS PhD Sustainability Academy
- 2018 Fellow, 11th Annual Ivey-ARCS PhD Sustainability Academy; London, Ontario
- 2018 Robert F. Winch Memorial Award: Graduate Student Best Second Year Paper
- 2018 Summer Institute in Computational Social Science (SICSS) Research Grant; \$1,900
- 2018 Selected participant, Summer Institute in Computational Social Science (SICSS)

RESEARCH PRESENTATIONS

- 2025 Strategic Management Society (SMS) Annual Conference; San Francisco, CA
Academy of Management (AOM) Annual Meeting; Copenhagen, Denmark
BYU Winter Strategy Conference; Sundance, UT
- 2024 Emory University, Goizueta Business School, Organization & Management; Atlanta, GA
University of Virginia, Darden Business School, SEE Area; Charlottesville, VA
University of Melbourne, Melbourne Business School, Strategy Group†
Brigham Young University, Marriott School of Business, Management; Provo, UT
Academy of Management (AOM) Annual Meeting; Chicago, IL
Stakeholder Strategy Conference; Paris, France
Strategy and the Business Environment (SBE) Conference; Rosslyn, VA
Brigham Young University, Marriott School of Business, Guest Lecture; Provo, UT
- 2023 Academy of Management (AOM) Annual Meeting; Boston, MA
(presented by Elizabeth Pontikes due to maternity leave)
- 2022 Strategic Management Society (SMS) Annual Conference; London, UK
Academy of Management (AOM) Annual Meeting; Seattle, WA
Alliance for Research on Corporate Sustainability (ARCS) Annual Conference; Milan, Italy†
University of Melbourne, Melbourne Business School, Strategy Group†
- 2021 Brigham Young University, Marriott School of Business, Romney Institute†
Strategic Management Society (SMS) Annual Conference†
Economic Sociology Job Market Showcase, Massachusetts Institute of Technology (MIT) †
Academy of Management (AOM) Annual Meeting†
European Group for Organizational Studies (EGOS) Conference†
Alliance for Research on Corporate Sustainability (ARCS) Annual Conference†
Brigham Young University, Marriott School of Business, Strategy Seminar Series†

† virtual presentation

- 2020 Academy of Management (AOM) Annual Meeting†
- 2019 Strategic Management Society (SMS) Annual Conference; Minneapolis, MN
 Oxford University Centre for Corporate Reputation Symposium; Oxford, United Kingdom
 Academy of Management (AOM) Annual Meeting; Boston, MA
 American Sociological Association (ASA) Annual Meeting; New York, NY
 European Group for Organizational Studies (EGOS) Conference; Edinburgh, Scotland
 Kellogg-Booth Student Symposium (KBSS); Chicago, IL
 Sociologists for Women in Society Winter Meeting; Denver, CO
- 2018 Ivey-ARCS PhD Sustainability Academy; London, Ontario

PROFESSIONAL DEVELOPMENT & SERVICE

Reviewing

- 2024- Editorial Review Board, *Organization Science*
- 2019- Ad-Hoc Reviewing: *Administrative Science Quarterly, Journal of Business Ethics, Strategic Management Journal, Strategy Science, Organization Science, Management Science, Business & Society, Political Science, Academy of Management Perspectives, Social Problems*

Organizer

- 2025 Symposium on Corporate Responsibility, Academy of Management (AOM) Annual Meeting
- 2024-25 Entrepreneurship & Strategy Junior Faculty Brown Bag
- 2020-22 Symposium on Corporate Activism, Academy of Management (AOM) Annual Meeting
- 2018-20 Social Movements Workshop at Northwestern University

Service

- 2019 Graduate Student Admissions Committee Member
- 2018 Coordinator for Graduate Student Recruitment

TEACHING EXPERIENCE

University of Virginia, Darden School of Business

Strategic Thinking and Action (2025-)

The University of Utah, David Eccles School of Business

Strategic Management (2023-24)

Northwestern University, Kellogg School of Management (*Teaching Assistant*)

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| Strategy Implementation (2020) | Economic Sociology (2019) |
| Leadership in Organizations (2018-22) | Sociology of Organizations (2019) |
| Negotiations Fundamentals (2018) | Education and Inequality (2018) |
| Environment and Society (2017) | Introduction to Sociology (2017) |