

ANNA E. MCKEAN
mckeana@arden.virginia.edu

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 *Academy of Management Review*)

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

McKean AE. "Examining subtleties in corporate approaches to Black Lives Matter" (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)

- Nominee, *SMS Annual Conference Responsible Research Paper Prize (2025)*

"The Value(s)-Driven Firm: Corporate purpose, stakeholders, and prosocial action" (data analysis)

"Mapping out the prosocial business landscape" with Eva Witesman (data coding + analysis)

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

"Examining variance in reasoning for backtracking DEI" with Hannah Birnbaum and Hannah Waldfogel (experiment design)

AWARDS, GRANTS, AND HONORS

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; Minneapolis, MN
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, 11 th Annual Ivey-ARCS PhD Sustainability Academy
2018	Fellow, 11 th 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 <i>(presented by Elizabeth Pontikes due to maternity leave)</i>
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†
2020	Academy of Management (AOM) Annual Meeting†

† virtual presentation

- 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

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) |