

AMANDA P. COWEN

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EDUCATION

HARVARD BUSINESS SCHOOL

D.B.A. in Management, 2006

M.B.A. with Distinction, 2003

Boston, MA

DARTMOUTH COLLEGE

A.B. with High Honors in Economics, 1997

Magna cum laude, Phi Beta Kappa

Hanover, NH

ACADEMIC APPOINTMENTS

UNIVERSITY OF VIRGINIA

Charlottesville, VA

McIntire School of Commerce

William Stamps Farish Professor of Free Enterprise, 2015-

Associate Professor, Management Area, 2014-present

Assistant Professor, Management Area, 2007-2014

Blue Ridge Leadership Fellow, 2012-present

HARVARD BUSINESS SCHOOL

Boston, MA

Post-Doctoral Fellow, Organizational Behavior, 2006-2007

PUBLICATIONS

REFEREED ARTICLES

Cowen, A., King, A., and J. Marcel. CEO severance agreements: A theoretical examination and research agenda. Forthcoming at *Academy of Management Review*.

Marcel, J., Cowen, A., and G. Ballinger. Are disruptive CEO successions viewed as a governance lapse? Evidence from board turnover. Forthcoming at *Journal of Management*.

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., Groyberg, B., and P. Healy, 2006. Which types of analyst firms are more optimistic? *Journal of Accounting and Economics*, 41 (1-2): 119-146. Winner of 2006 Emerald Management Reviews Citation of Excellence.

OTHER ARTICLES

Cowen, S. and A. Cowen. 2010. Innovation amidst crisis. *Innovations: Technology / Governance / Globalization*, 5 (3): 3-11. Lead essay for special issue on urban innovation.

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.

CONFERENCE PROCEEDINGS

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*, forthcoming.

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

Cowen, A., Krause, M., and R. Krause.* Ready for prime time? Self-regulation and CEO effectiveness in the role of organizational spokesperson. (*equal authorship)

Marcel, J., Cowen, A., and A. King. Governance trade-offs: Do boards use severance contracts to insure new CEOs against intense monitoring?

REFEREED CONFERENCE PRESENTATIONS

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

- *Academy of Management*, Orlando, FL, August 2013.

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

“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.

REFEREED CONFERENCE PRESENTATIONS (CONT'D)

“For better or worse? Mergers and status outcomes in the investment banking industry,”
- *Strategic Management Society*, Vienna, Austria, October 2006.
- *Academy of Management*, Atlanta, GA, August 2006.

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

AWARDS AND HONORS

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

ACADEMIC SERVICE

Editorial review board, *Academy of Management Review*, 2009-present
Ad hoc reviewer, *Academy of Management Journal*, *Journal of Management Inquiry*, *Strategic Management Journal*
Provost search committee, University of Virginia, 2014-2015
McIntire CFO search committee, University of Virginia, 2013
Strategy faculty search committee, University of Virginia, 2013, 2014 & 2015
Organizational behavior faculty search committee, University of Virginia, 2011 & 2012
ARPT sub-committees, University of Virginia, 2014 (Chair) & 2015
ICE steering committee, University of Virginia, 2009-2014
Co-founder & organizer, CORE research seminar, University of Virginia, 2007-2015
Global Commerce Scholars advisor, University of Virginia, 2014-present
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

Organizational behavior, Undergraduate core, 2007-2015
Team skills & effectiveness, MS Commerce, 2015
Corporate strategy, Undergraduate core, 2008-2010, 2012, 2016
Doing business in Brazil, Undergraduate & MS elective, 2014-present

TEACHING EXPERIENCE (CONT'D)

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.

PROFESSIONAL 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