

## Sanjana Prabhu

Foster School of Business | University of Washington

Email: sprabh@uw.edu

### EDUCATION

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**University of Washington** | Foster School of Business | Department of Management & Organization | Seattle, WA

**PhD in Business Administration (Strategy)** | 2019-Present

**Dissertation:** Under Pressure: Essays on Stakeholder Suppression as a Stakeholder Engagement Tactic

**Committee:** David Tan (Chair), David Sirmon, Warren Boeker, Jerald Herting

**Minor:** Sociology; Research Methods

**Institute of Rural Management, Anand** | Anand, India

**Post-Graduate Diploma In Rural Management** (MBA equivalent) | 2017

**Christ University** | Bangalore, India

**Bachelor of Arts** | 2015

Major: Psychology, Sociology, Economics

### RESEARCH OVERVIEW

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My research can broadly be broken into two areas of focus. The first area of focus lies at the intersection of political science, law, and business. I focus on (1) when, why and how firms “do (or do not do) good” and (2) the role of organizations in politics. My dissertation, which falls within this area of research, explores a relatively understudied stakeholder engagement tactic: stakeholder suppression. Specifically, I explore how the use of tactics like the threat of litigation to suppress potential dissent and avoid accountability is a viable tactic for firms. The first chapter focuses on (1) how the introduction of constraints on a firm’s power to suppress stakeholders incentivizes firms to change how they generate waste and (2) how firms move this waste to continue using such tactics. My second chapter focuses on how the prior use of such tactics can defend the firm from shifts in regulatory scrutiny. My third and last chapter focuses on the potential risks of suppression tactics through the lens of environmental justice.

My second area of focus is the economic outcomes and antecedents of entrepreneurship. Specifically, I am interested in how entrepreneurship acts as a vehicle for economic change, how policy influences how and where entrepreneurship manifests, and how changes and movements within the labor market influence outcomes like funding sources.

## RESEARCH INTERESTS

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Non-Market Strategy, Corporate Political Activity, CSR, Sustainability, Stakeholder Management, Labor Markets, Business and Politics, Entrepreneurship

## PAPERS INVITED FOR REVIEW AND RESUBMISSION

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Prabhu S. & Tan D. *Heterogeneous Stakeholder Protection and Regulatory Arbitrage: Evidence from the Interstate Movement of Toxic Waste* | Job Market Paper | Dissertation | Empirical

- First-round Review & Resubmit at the Academy of Management Journal
- Presented at Strategic Management Society Annual Conference, Toronto, 2023

## SELECTED WORKING PAPERS & PAPERS UNDER DEVELOPMENT

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### Dissertation

Title: *Under Pressure: Essays on Stakeholder Suppression as a Stakeholder Engagement Tactic*

Prabhu S. *Regulatory Scrutiny and Suppression* | Dissertation | Empirical | Revising Manuscript for Journal Submission

Prabhu S. *Environmental Justice & the Risks of Suppression Tactics* | Dissertation | Empirical | Data Analysis

### Other Ongoing Projects

Prabhu S., Gupta A. & Rituraj V. *CEO Long Term Orientation and Corporate Political Contribution* | Empirical | Data Analysis

Zhelyazkov P., DeSantola A. & Prabhu S. *The Micro-Foundations of Organizational Commitment: Venture Capitalist Mobility and LP Investment Behavior.* | Empirical | Data Analysis

## CONFERENCES

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### Paper Presentations:

- Taking Out the Trash: The Power to Suppress Stakeholders and the Generation of Toxic Waste | **Strategic Management Society (SMS) Annual Conference** | Toronto | 2023

### Participation:

- Advanced Causal Inference Workshop | Northwestern University | 2023
- Strategic Management Society Doctoral Consortium | Toronto | 2023
- Social Issues in Management Doctoral Consortium | Chicago | 2024
- Strategic Management Division Dissertation Consortium | Virtual | 2024

- West Coast Research Symposium (WCRS) Doctoral Consortium | Eugene | 2024

## TEACHING EXPERIENCE

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**Instructor** | Foster School of Business | University of Washington | Seattle, WA

MGMT430: Strategic Management | Undergraduate Capstone

- Spring 2022 (COVID) | Section Count: 46 students | **Evaluation: 4.4/5**
- Spring 2023 | Section Count: 48 students | **Evaluation: 4.5/5**
  - o *Star Teacher*
- Spring 2024 | Section Count: 47 students | **Evaluation: 4.6/5**
  - o *Star Teacher*
  - o *PhD Program Teaching Award, 2024*

**Instructor** | Continuum College | University of Washington | Seattle, WA

Strategy Module | Foundations of Global Business Strategy

- Autumn 2022 | Section Count: 27 students | **Evaluation: 4.8/5**
- Spring 2023 | Section Count: 26 students | **Evaluation: 4.2/5**
- Autumn 2023 | Section Count: 25 students | **Evaluation: 3.8/5**
- Spring 2024 | Section Count: 16 students | **Evaluation: 4.0/5**

**Teaching Assistant** | Foster School of Business | University of Washington | Seattle, WA

- Introduction to Entrepreneurship | Undergraduate | Ming Zhu Wang | W25
- Business Strategy | MBA | David Sirmon | W22 (x2), A22, W23 (x2)
- Strategic Management | Undergraduate | Dan Olson | A21
- Introduction to Entrepreneurship | Undergraduate | Dan Olson | A21
- Strategic Management | Undergraduate | Sorah Seong | S21 (x2)
- Introduction to Entrepreneurship | Undergraduate | Alicia DeSantola | W20, A20 (x2), W21 (x2)
- International Strategy | Executive MBA | Kevin Steensma | S20 (x2)
- Global Strategy | TMMBA & Hybrid MBA | Kevin Steensma | W20, S20

## HONORS AND AWARDS

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- PhD Program Teaching Award, 2023-2024
- Foster School PhD Program Fellowship, 2022-2023
- The Boeing Company PhD Fellowship, 2020-2022
- Evert McCabe Endowed Fellowship, 2019-2020

## SERVICE

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- Reviewer for Strategic Management Division and Social Issues in Management Division | 2022, 2023

- Organizer for Organizations and the Natural Environment (ONE) Division Professional Development Workshop (PDW) with local environmental practitioners | 2022
- Reviewer for Strategic Management Society Annual Conference | 2024
- Reviewer for Strategic Management Society Palermo Special Conference | 2025

### **Other Service**

- Doctoral in Business Student Association (DBSA) Elected Representative | 2022-24

### **PROFESSIONAL MEMBERSHIP**

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- **Academy of Management** | 2020-Present
- **Strategic Management Society** | 2023-Present

### **NON-ACADEMIC EXPERIENCE**

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Assistant Manager, Replenishment (Buying & Merchandising) | (Bigbasket.com)  
Supermarket Grocery Supplies Pvt. Ltd. | May 2017-2019

- Managed assortment and inventory for multiple distribution channels and cities, and acted as a liaison between the B&M team and the Product and Tech teams for back-end feature development.

Intern | (Bigbasket.com) Supermarket Grocery Supplies Pvt. Ltd. | Nov-Dec 2016

- Designed a market strategy through quantitative and qualitative market research for the launch of a product.

Intern | CDD Society (Consortium for DEWATS Dissemination Society) | Jun-Jul 2016

- Studied the NEXUS project, and worked on a qualitative study titled “Economic Assessment of Existing Practices of Reuse of Fecal Sludge for Crop Production in Devanahalli, Bangalore”

Intern | MYRADA | Sept- Nov 2015

- Conducted an impact assessment of the SHG-Bank Linkage Scheme on women’s health in a village in Gulbarga District

### **CONTACT REFERENCES**

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**David Tan** (Chair)

Michael G. Foster Endowed Professor  
Associate Professor of Strategy and Entrepreneurship  
Foster School of Business  
*University of Washington*  
Email: [davidtan@uw.edu](mailto:davidtan@uw.edu)

**David Sirmon**

Professor of Management

Robert Herbold Professor in Strategy

Foster School of Business

*University of Washington*

Email: dsirmon@uw.edu

**Warren Boeker**

Professor of Management

Douglas E. Olesen Excellence Chair in Entrepreneurship

Foster School of Business

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E-mail: wboeker@uw.edu