

## **ACADEMIC APPOINTMENT**

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Associate Professor of Strategic Management (with tenure) (2020-present)

Assistant Professor of Strategic Management (2015-2020)

Michael G. Foster Endowed Fellow (2018-present)

Foster School of Business, University of Washington, Seattle

## **EDITORIAL APPOINTMENTS**

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Senior Editor, Organization Science (2020-present)

Editorial Board Member, Strategic Management Journal (2020-present)

Editorial Board Member, Administrative Science Quarterly (2016-2020)

## **EDUCATION**

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Ph.D. in Management and Organization (2015)

Smeal College of Business, The Pennsylvania State University

Post Graduate Diploma in Management (2010)

International Management Institute, New Delhi

Bachelor of Commerce (with Honors) (2008)

Aligarh University, India

## **RESEARCH INTERESTS**

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Organizational implications of political ideologies, corporate social responsibility, corporate governance, social activism, inter-organizational diffusion

## **AWARDS**

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- Ascendant Scholar Award, 2019 Western Academy of Management
- Dean's Excellence Award for Undergraduate Teaching (2020)
- Dean's Excellence Award for Faculty Research (2018; awarded annually to the most productive professor at the Foster School of Business)
- Winner of the best symposium award by the OMT division, Virtual Academy of Management Meeting (2020)
- Winner of the Outstanding Reviewer Award, Stakeholder Strategy Division, Strategic Management Society Annual Conference (2020)
- Runner Up for the best paper award on social and environmental impact by OMT division, 2018 Academy of Management, Chicago, IL
- Winner of the best paper award on social and environmental impact by OMT division, 2017 Academy of Management, Atlanta, GA

- Winner of the best symposium award by the OMT division, 2016 Academy of Management Meeting, Anaheim, CA
- Finalist for the Best Paper Award by Strategic Leadership and Corporate Governance Interest group at SMS conference in Berlin
- Finalist for best paper award on social and environmental impact by OMT division, 2015 Academy of Management, Vancouver, BC
- Finalist for the 2014 Organization Science/INFORMS Dissertation Proposal Competition, SF
- Jeanne and Charles Rider Fellowship (only PhD student recipient in the department)
- Frank J. Smeal Doctoral Scholarship, the Pennsylvania State University
- James B. & Michele J. Thomas Doctoral Scholarship, the Pennsylvania State University
- Smeal Research Grant (6 funding cycles 2012-2014, a total of \$8000)
- Best student paper award in 2013 EGOS theme on Pluralism in Institutional Trajectories

## PEER REVIEWED PUBLICATIONS

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1. **Gupta, A.**, Wowak, A., and Boeker, W. (Forthcoming) Corporate Directors as Heterogeneous Network Pipes: How Director Political Ideology affects Inter-organizational diffusion of governance practices. *Strategic Management Journal*
  - Included in the Best Paper Proceedings of the Academy of Management Meeting, 2017 in Atlanta, GA
2. Zhang, L., Liu, X., **Gupta, A.**, and Wu, C. (Forthcoming) Upper Echelons and Intra-Organizational Learning: How Executive Narcissism Affects Knowledge Transfer among Business Units. *Strategic Management Journal*.
3. Lee, M., **Gupta, A.**, and Hambrick, D. C. (2022) The Distinct Effects of Wealth- and CSR-oriented Shareholder Unrest on CEO career outcomes: A new lens on settling up and executive job demands. *Academy of Management Journal*
  - Included in the Best Paper Proceedings of the Virtual Academy of Management Meeting, 2020
  - Covered in Wall Street Journal: <https://www.wsj.com/articles/ceo-social-political-issues-11624307505>
4. Fehr, R., **Gupta, A.**, and Guarano, C. (2021) Rewarding Moral Executives: Corporate Social Responsibility, and Shareholder Say-On-Pay Voting. *Organizational Behavior and Human Decision Processes*
  - Included in the Best Paper Proceedings of the Academy of Management Meeting, 2017 in Atlanta, GA
5. **Gupta, A.**, Fung, A., and Murphy, C. (2021) Out of Character: CEO Political Ideology, Peer Influence, and Adoption of CSR Executive Position by Fortune 500 firms. *Strategic Management Journal*
  - Runner up for the 2018 OMT Best Paper on Environmental and Social Practices Award
  - Included in the Best Paper Proceedings of the Academy of Management Meeting, 2018 in Chicago, IL

6. **Gupta, A.**, and Briscoe, F. (2020) Organizational Political Ideology and Corporate Openness to Social Activism. *Administrative Science Quarterly*
  - Received the 2017 OMT Best Paper on Environmental and Social Practices Award
  - Included in the Best Paper Proceedings of the Academy of Management Meeting, 2017 in Atlanta, GA
  - Dissertation article
7. Shi, W., Connelly, B. L., Mackey, J., **Gupta, A.**, (2019) Placing Their Bets: The Effect of Strategic Investments on CEO Pay-for-Performance. *Strategic Management Journal*
8. **Gupta, A.**, Nadkarni, S., and Mariam, M. (2019) Dispositional sources of managerial discretion: CEO personality, CEO ideology and firm strategies. *Administrative Science Quarterly*
  - Included in the Best Paper Proceedings of the Academy of Management Meeting, 2016 in Anaheim, CA
9. **Gupta, A.**, Briscoe, F. and Hambrick, D. C. (2018) Evenhandedness in Resource Allocation: Its Relationship with CEO Ideology, Organizational Discretion, and Firm Performance. *Academy of Management Journal*
  - a. Covered in LSE Business Review blog:  
<https://blogs.lse.ac.uk/businessreview/2019/06/07/ceos-political-ideology-influences-firms-internal-resource-allocation/>
10. **Gupta, A.**, and Misangyi, V. (2018) Follow the Leader (or not): The Influence of Peer CEO's Characteristics on inter-organizational imitation. *Strategic Management Journal*
  - Covered in LSE Business Review blog:  
<https://blogs.lse.ac.uk/businessreview/2019/02/19/when-ceo-personality-attracts-copycat-competitors/>
  - Covered in 2018 Issue of Management Insights (English and Chinese editions)
11. **Gupta, A.**, and Wowak, A. (2017) The Elephant (or Donkey) in the Boardroom: How Board Political Ideology Affects CEO Pay. *Administrative Science Quarterly*
  - Lead Article
  - Finalist for the Best Paper Award at SMS conference in Berlin
  - Included in the Best Paper Proceedings of the Academy of Management Meeting, 2016 in Anaheim, CA
  - Covered in Wall Street Journal: <https://www.wsj.com/articles/liberal-leaning-boards-are-stingy-with-ceo-pay-study-says-1474623006>
  - Covered in ASQ blog: <https://asqblog.com/2017/02/03/gupta-wowak-mar-2017-the-elephant-or-donkey-in-the-boardroom-how-board-political-ideology-affects-ceo-pay/>
  - Covered in LSE Business Review blog: <http://blogs.lse.ac.uk/businessreview/2017/02/07/the-elephant-and-the-donkey-in-the-boardroom/>
12. **Gupta, A.**, Briscoe, F. and Hambrick, D. C. (2017) Red, Blue and Purple firms: Organizational Political Ideology and Corporate Social Responsibility. *Strategic Management Journal*

- *Finalist, 2015 Best Paper on Environmental and Social Practice, OMT division*
- *Covered in LSE Business Review blog: <http://blogs.lse.ac.uk/businessreview/2017/01/04/red-or-blue-political-ideology-and-firms-corporate-social-responsibility/>*

13. Briscoe, F., **Gupta, A.** (2016) Social Activism in and around Organizations. *Academy of Management Annals*

14. Briscoe, F., **Gupta, A.**, and Anner, M. (2015) Social Activism and Practice Diffusion: How Activist Tactics Affect Non-Targeted Organizations. *Administrative Science Quarterly*

- *Covered in LSE USAAPP blog: <http://blogs.lse.ac.uk/usappblog/2016/02/12/for-activists-disruption-gains-attention-but-education-changes-minds/>*

15. Hambrick, D. C., Humphrey, S. and **Gupta, A.** (2015) Structural Interdependence within Top Management Teams: A key moderator of Upper Echelons Predictions. *Strategic Management Journal*

## PRACTIONER PUBLICATIONS

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1. Briscoe, F., and **Gupta, A.** (2021) Employee Activism: A New Kind of Disruption. *Stanford Social Innovation Review*
2. **Gupta, A.** (2021) CEOs Ignore Social Issues at Their Own Peril. *Leadership Journal Report, Wall Street Journal*

## RESEARCH IMPACT METRICS (as of June 03, 2022)

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Article citations (google): 1,271

Article downloads (ResearchGate): 29,181

## INVITED PRESENTATIONS

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- INSEAD, Singapore (May 2022)
- Keynote speaker at 2022 EIASM Workshop on Top Management Teams and Business Strategy Research (April 2022)
- Indian School of Business, Hyderabad (Jan 2022)
- Bocconi University, Milan (Dec 2021)
- Stockholm School of Economics (Dec 2021)
- University of Lausanne (Nov 2021)
- EM Lyon (Nov 2021)

- ESSEC Business School (Nov 2021)
- Aalto University – Department of Management Studies (Nov 2021)
- Copenhagen Business School (Nov 2021)
- Rotterdam School of Management, Erasmus University (Nov 2021)
- HEC Paris – Department of Strategy & Business Policy (Oct 2021)
- HEC Paris – Society & Organizations Institute (Oct 2021)
- University of Texas, Austin - BGS department (Jan 2020)
- University of Oregon, Eugene (Dec 2019)
- Cornell University, Johnson College of Business (Nov 2019)
- University of Washington – Distinguished faculty lecture at Foster School of Business (Mar. 2019)
- Harvard Business School, Boston – OB group (Oct. 2018)
- University of Michigan, Ann Arbor – Strategy group (Nov. 2018)
- University of Georgia, Athens (Oct. 2014)
- University of Arizona, Tucson (Oct. 2014)
- Georgia State University, Atlanta (Oct. 2014)
- University of Arkansas, Fayetteville (Oct. 2014)
- Oklahoma State University, Stillwater (Nov. 2014)
- University of Washington, Seattle (Nov. 2014)
- Iowa State University, Ames (Nov. 2014)

## CONFERENCE PRESENTATIONS

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Lee, M., Gupta, A., and Hambrick, D. C. Shareholder Unrest and Its Influence on CEO career outcomes: A new lens on settling up and executive job demands.

- Presented at the 2020 Virtual Academy of Management Meeting

Gupta, A., and Joshi, A. Follow him or her? CEO Gender and Inter-organizational imitation of strategic investments

- Presented at the 2020 Virtual Academy of Management Meeting

Kalm, M., Krause, R., Gupta, A., and Semadeni, M. The Influence of Board Chairs' Political Ideologies on Governance Orientations

- Presented at the 2018 SMS conference in Paris, France
- Presented at the 2018 Academy of Management Meeting in Chicago, IL

Man Up: The Influence of Board Political Ideology on the Selection of Masculine CEOs (with Krishnan Nair & Adam Wowak)

- Presented at the 2018 SMS conference in Paris, France
- Presented at the 2018 Academy of Management Meeting in Chicago, IL

CEO Ideology, Peer Influence, and Strategic Adoption of CSR Executive Position by Fortune 500 firms

- Presented at the 2018 Academy of Management Meeting in Chicago, IL

Organizational Political Ideology and Corporate responses to Activist Protest  
(with Forrest Briscoe)

- Presented at the 2018 Wharton Strategy & Business Environment Conference, Philadelphia, PA
- Presented at the 2017 Academy of Management Meeting, Atlanta, GA
- Presented at the 2017 SMS conference, Houston, TX

Red Ties and Blue Ties: Directors' Political Ideology and Inter-organizational diffusion of Lone-insider boards  
(With Adam Wowak & Warren Boeker)

- Presented at the 2017 Behavioral Corporate Governance Conference at INSEAD, Fontainebleau, France
- Presented at the 2017 Academy of Management Meeting, Atlanta, GA

The Role of Reputational Multidimensionality During Scandals

- Presented at the 2017 SMS conference, Houston, TX

Rewarding Moral Executives: Corporate Social Responsibility, Executive Morality, and Shareholder Say-On-Pay Voting  
(With Ryan Fehr & Cristiano Guarano)

- Presented at the 2017 Academy of Management Meeting, Atlanta, GA

Follow the Leader (or not): How Peer CEO's Characteristics influence inter-organizational imitation  
(With Vilmos Misangyi)

- Presented at the 2016 SMS conference, Berlin, Germany

The Elephant (or Donkey) in the Boardroom: How Board Political Ideology Affects CEO Pay  
(with Adam Wowak)

- Presented at the 2016 Academy of Management Meeting in Anaheim, CA
- Presented at the 2016 SMS conference, Berlin, Germany
- Presented at the Mendoza college of the Business of the University of Notre Dame

Getting it done! The role of micro-dispositional sources of managerial discretion in the relationship between CEO political ideology and firm strategies

(Sucheta Nadkarni & Misha Mariam)

- Presented at the 2016 Academy of Management Meeting in Anaheim, CA

Organization-Environment Ideological (mis)fit and adoption of controversial practices

(with Chad Murphy & Forrest Briscoe)

- Presented at the 2015 People & Organizations Conference at the Wharton School of University of Pennsylvania, Philadelphia
- Presented at the 2016 Academy of Management Meeting in Anaheim, CA

Red, Blue and Purple companies: On Coherence and Implications of Organizational Political Ideology (with Forrest Briscoe and Donald C. Hambrick)

- Presented at the 2015 Academy of Management Annual Meeting in Vancouver
- Presented at the 2015 SMS conference in Denver, CO

Organizational Political Ideology and Corporate Responses to Stakeholder Protest

- Presented at the 2015 Young Scholar's Conference on Social Movements at the University of Notre Dame

Organizational Ideology and Corporate Strategy: A New Vantage on "Socialistic" Resource Allocation Practices in Multibusiness Firms (with Forrest Briscoe and Donald C. Hambrick)

- Presented at the 2015 Academy of Management Annual Meeting in Vancouver
- Presented at the 2014 SMS conference in Madrid, Spain

The Imprinting Effects of Founding Conditions on Organizational Ideology (with Forrest Briscoe)

- Presented at the 2014 Academy of Management Annual Meeting in Philadelphia

Ideological Susceptibility to Elite Endorsements and Grass-root Activism: Spread of Domestic Partner benefits among US research universities (with Forrest Briscoe)

- Presented at the 2013 EGOS colloquium, Montreal, Canada
- Presented at the 2013 Academy of Management Annual Meeting in Buena Vista, FL

The Humanizing Tactic: The Effects of Victim Testimonials on Target and Non-Target Organizations during a Successful Campaign of the Collegiate Anti-Sweatshop Movement (with Forrest Briscoe & Mark Anner)

- Presented at the 2012 American Sociological Association Meeting in Denver, CO
- Presented at the 2012 Academy of Management Annual Meeting in Boston, MA
- Presented at the 2013 German Industrial Relations Association symposium, Berlin
- Presented at the 2013 Harvard Business School Paul R. Lawrence Conference.

The Structural Origins of Interdependence in Top Management Teams: When Does Executive Group Composition Matter Most (and Least)? (with Donald C. Hambrick & Stephen Humphrey)

- Presented at the 2012 Academy of Management Meeting in Boston, MA

A Contingency Approach to Supervisor Aggression and National Culture of the Target

- Presented at the 2011 Academy of Management Meeting in San Antonio, TX

## **RECENT TEACHING EXPERIENCE**

**Rating**

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Graduate teaching at the University of Washington

- Competitive Strategy

- Summer 2018 (Master of Supply Chain Mgmt.) 4.6/5.0
- Summer 2020 (Master of Business Analytics; ONLINE) 4.5/5.0
- Summer 2021 (Master of Business Analytics; ONLINE) 4.2/5.0

Undergraduate teaching at the University of Washington

- Strategic Management (Capstone course)
  - Autumn 2020 (ONLINE) 4.5/5.0
  - Winter 2019 4.9/5.0
  - Spring 2018 5.0/5.0
  - Spring 2017 4.8/5.0
  - Autumn 2016 4.7/5.0
  - Spring 2016 4.7/5.0

Undergraduate teaching at the Pennsylvania State University

- Strategic Management (fall 2013) 6.2/7.0
- International Management (fall 2012) 6.5/7.0
- Principles of Management (summer 2012) 6.7/7.0

## TEACHING CASES

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1. Teaching case & note: Dr. Amita Joshi at Samuel Drugs Limited. Ivey School of Business Foundation (with Anup Singh) (Part of award-winning case series: Awarded second place at the ISB-Ivey Case Competition, 2010)
2. Teaching case & note: Corporate Culture and Strategy: Lessons from Headstart Industries Ltd. Ivey School of Business Foundation (with Thinley Tharchen) (Selected among the top fifteen cases at the ISB-Ivey Case Competition, 2014)

## PROFESSIONAL SERVICE AND MEMBERSHIP

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Rep-at-Large, Behavioral Strategy Interest Group, Strategic Management Society (2020-present)

Reviewer, Academy of Management Journal

Reviewer, Academy of Management Review

Reviewer, American Sociological Review

Reviewer, Management Science

Reviewer for the Academy of Management Annual Meetings (2012-present)

Reviewer for Strategic Management Society conferences (2015-present)

Member of OMT and BPS Divisions of the Academy of Management (2011-present)

Member of the Strategic Management Society (2014-present)

Panelist for the symposium titled “Reviving a Political Perspective of Organizations and Behavioral Strategy: From Theories to Methods” at the 2019 Academy of Management Annual Meeting in Boston, MA

Co-organized the symposium on “Politics, Political Ideology and Organizations” at the 2020 Virtual Academy of Management Annual Meeting

Co-organized the symposium on “Political Ideology and Organizations around the world” at the 2019 Academy of Management Annual Meeting in Boston, MA

Co-organized the symposium on “Political Ideology and Organizations” at the 2018 Academy of Management Annual Meeting in Chicago, IL

Co-organized the symposium on “Political Ideology and Organizations” at the 2017 Academy of Management Annual Meeting in Atlanta, GA

Organized the symposium on “Politics, Political Ideology and Organizations” at the 2016 Academy of Management Annual Meeting in Anaheim, CA

Co-organized the symposium on “Political Ideology and Organizations” at the 2015 Academy of Management Annual Meeting in Vancouver, BC, Canada

## **MEDIA MENTIONS**

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- **The Wall Street Journal** (2016, Sep 23) – *Liberal-leaning boards are stingy with CEO pay*
- **The New York Times** (2018, Mar 02) – *Bike Helmets, Ski Goggles Swept Up in Gun Control Debate*
- **Seattle Times** (2018, Apr 16) – *After Arrests, Starbucks is talking about race*
- **Seattle Times** (2017, Jan 30) – *Amazon CEO Jeff Bezos joins tech pushback against Trump’s immigrant ban*
- **Forbes** (2016, Sep 13) – *Do conservative or liberal companies pay more?*
- **Forbes** (2018, Dec 11) - *Airbnb’s West Bank Delisting Decision Breaks New Ground for Company - And Now Even Beverly Hills Is Calling for A Boycott*
- **Chicago Tribune** (2018, Mar 02) – *REI to halt sale of CamelBak, other brands because parent company also makes assault-style rifles*
- **Washington Times** (2018, Mar 02) – *Bike Helmets, Ski Goggles Swept Up in Gun Control Debate*
- **U.S. News** (2018, Mar 02) – *Bike Helmets, Ski Goggles Swept up in Gun Control Debate*
- **Washington Examiner** (2018, Jul 17) – *Trump-era politics force Corporate America to take sides on hot-button Issues*
- **KUOW.org (NPR Radio)** (2017, Feb 07) – *What Seattle’s ‘boycott’ could mean for Wells Fargo*
- **National Affairs** (2016, Oct 17) – *The Elephant (or Donkey) in the Boardroom: How Board Political Ideology Affects CEO Pay*
- **Daily Herald** (2018, Mar 02) – *Bike Helmets, Ski Goggles Swept Up in Gun Control Debate*
- **Phys.org** (2016, Sep 12) – *CEOs are compensated, valued more by conservative (vs liberal) boards*
- **Phys.org** (2016, July 13) – *Research reveals that a donor’s company is best predictor of political leanings*
- **Management Insights** (2018) – *Follow the Leader (or not)? Peer Firm CEOs’ Charisma and Narcissism may Influence Focal Firm Executives’ Decision to Imitate Strategy*
- **Becker’s Hospital Review** (2016, Sep 28) – *Board members’ political views associated with size of CEO’s paycheck*

- **Best Education News** (2016, Sep 16) – *CEOs are paid, valued a lot more by conventional (vs liberal) boards*
- **Access WDUN** (2018, Mar 05) – *Bike helmets, ski goggles swept up in gun control debate*
- **Center News Story** (2016, Oct 18) – *Conservative-Leaning boards pay more than liberal-leaning boards*
- **Talent Daily** (2016, Sep 23) – *Does the board's approach to politics predict its approach to CEO pay*
- **Chodong Business** (2016, Sep) – *Liberal-leaning boards are stingy with CEO pay*
- **INSEAD Knowledge** (2017) – *Directors with conservative proclivities are significantly more generous*
- **Organizational Musings** (2015, Jun 02) – *Force or Example? How Firms start good practices*
- **Organizational Musings** (2016, Sep 7) – *Republicans in the Board: Leadership Trumps Collective Accomplishment*
- **Organizational Musings** (2019, June 02) – *Liberal and Conservative Companies: How Organizational Location and Politics Intermingle*
- **Union Bulletin** (2018, Mar 05) – *Bike helmets, ski goggles swept up in gun control debate*
- **The ASQ Blog.** (2017, Feb 03) – *Behind the Scenes: GUPTA & WOWAK (2017). THE ELEPHANT (OR DONKEY) IN THE BOARDROOM: HOW BOARD POLITICAL IDEOLOGY AFFECTS CEO PAY.*
- **LSE Business Review** (2016, May 17) – *For activists, disruption gains attention, but education changes minds.*
- **LSE Business Review** (2017, June 02) – *Red or blue? Political ideology and firms' corporate social responsibility*
- **LSE Business Review** (2017, Jul 02) – *The elephant (and the donkey) in the boardroom*
- **LSE Business Review** (2019, Feb 19) – *When CEO personality attracts copycat competitors*
- **LSE Business Review** (2019, Jun 07) – *CEOs' political ideology influences firms' internal resource allocation*
- **Mark Lipton** (2017, Jan 11) – *Political Beliefs and CEO Pay*
- **Post Online Media** (2016, Oct 17) – *How board political ideology affects CEO pay*
- **SAGE Management INK** (Feb 13, 2017) – *The elephant (and the donkey) in the boardroom*
- **Smeal News** (2016, July 11) – *Research reveals that a donor's company is best predictor of political leanings*

## **ORGANIZATIONAL SERVICE (University of Washington)**

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Member, Task force for Assessing and addressing deviation from grading guidelines (2021-22)

Member, Finance department chair search (2021-22)

Member, Advisory Committee on Trademarks & Licensing (2021-present)

Coordinator for UW EarthLab Event on Corporate Climate Commitments (2020)

Dissertation Co-chair for Michelle Lee (expected graduation in 2021)

Doctoral Committee Member for Charles Connaughton (Visiting Prof. at Tulane U.)

Doctoral Committee Member for U. David Park (Asst. Prof. at Syracuse U.)

Faculty Advisor, Alpha Kappa Psi (2019-present)

Member, Strategy Faculty Hiring Committee (2018-2019)

Member, OB Faculty Hiring Committee (2016-2017)  
Member, FT Lecturer Hiring Committee (2015-2016)  
Member, PhD Program Steering Committee (2015-2018)  
Faculty Mentor, Grand Challenges Impact Lab (2016-2019)  
Reviewer, Foster Undergraduate Scholarship Applications (2015-2021)

### **NON-ACADEMIC PROFESSIONAL EXPERIENCE**

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Small Industries Development Bank of India	April-June, 2009
Triveni Engineering and Industries Ltd., India	Jan.-Mar., 2009
MESH: Maximising Employment to Serve the Handicapped	Jan.-Mar., 2010
Secretary, Finance Club, International Management Institute	2008-09