

MARY-HUNTER (“MAE”) McDONNELL

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Citizenship: USA

ACADEMIC POSITIONS

2015-present Assistant Professor	The Wharton School Management Department, Organizational Behavior Subgroup The University of Pennsylvania, Philadelphia, PA
2013-2015 Assistant Professor	McDonough School of Business Strategy, Economics and Public Policy Department Georgetown University, Washington, DC
2011-2013 Visiting Asst. Professor	Northwestern University School of Law and Kellogg School of Management (by courtesy) Northwestern University, Chicago, IL

EDUCATION

2013 Ph.D.	Kellogg School of Management. Northwestern University, Evanston, IL Management & Organizations
2011 J.D.	Harvard Law School. Harvard University, Cambridge, MA
2006 B.A.	The University of North Carolina at Chapel Hill. Chapel Hill, NC Philosophy, <i>Highest Honors</i> , <i>Phi Beta Kappa</i> , <i>National Merit Scholar</i>

RESEARCH INTERESTS

Organization Theory (Political Sociology/Institutional Theory); Corporate Social and Political Behavior; Non-market Strategy; Misconduct and Punishment; Corporate Governance

REFEREED JOURNAL PUBLICATIONS

Mary-Hunter McDonnell and J. Adam Cobb, 2019. “Take a Stand or Keep Your Seat: Board Turnover after Social Movement Boycotts.” *Academy of Management Journal* (conditionally accepted).

Mary-Hunter McDonnell and Brayden G King. 2018. “Order in the Court: The Influence of Firm Status and Reputation on the Outcomes of Employment Discrimination Suits.” *American Sociological Review*, 83(1): 61-87.

- Mary-Hunter McDonnell & Timothy Werner, 2016. “Blacklisted Businesses: Social Activists’ Challenges and the Disruption of Corporate Political Activity.” *Administrative Science Quarterly*, 61: 584-620.
- Mary-Hunter McDonnell. 2016. “Radical Repertoires: The Incidence and Impact of Corporate-Sponsored Social Activism.” *Organization Science*, 27: 53-71.
- Mary-Hunter McDonnell, Brayden King, & Sarah Soule. 2015. “A Dynamic Process Model of Contentious Politics: Activist Targeting and Corporate Receptivity to Social Challenges.” *American Sociological Review*, 80(3): 654-78.
- Rachel Ruttan, Mary-Hunter McDonnell & Loran Nordgren. 2015. “Having ‘Been There’ Doesn’t Mean I Care: When Shared Experience Reduces Compassion for Emotional Distress.” *Journal of Personality and Social Psychology*, 108(4): 610-622.
- John Joseph, William Ocasio & Mary-Hunter McDonnell. 2014. “The Structural Elaboration of Board Independence: Executive Power, Institutional Logics, and the Adoption of CEO-only Board Structures in U.S. Corporate Governance.” *Academy of Management Journal*, 57: 1536-1543.
- Mary-Hunter McDonnell & Brayden King. 2013. “Keeping up Appearances: Reputational Threats and Impression Management after Social Movement Boycotts.” *Administrative Science Quarterly*, 58: 387-419.
- Janice Nadler & Mary-Hunter McDonnell. 2012. “Moral Character, Motive, and the Psychology of Blame.” *Cornell Law Review*, 97: 257-304.
- Loran Nordgren & Mary-Hunter Morris McDonnell. 2011. “The Scope-Severity Paradox: Why Doing More Harm is judged to be Less Harmful.” *Social Psychological and Personality Science*. 2:97-102.
- Loran Nordgren, Mary-Hunter Morris McDonnell & George Loewenstein. 2011. “What Constitutes Torture? Psychological Impediments to an Objective Evaluation of Interrogation Tactics.” *Psychological Science*, 22: 689-694.
- Paul Hirsch & Mary-Hunter Morris. 2010. “Immoral but not Illegal: Monies vs. Mores Amidst the Mortgage Meltdown.” *Strategic Organization* 8:60.
- Mary-Hunter Morris. 2010. “Babies and Bathwater: Seeking an Appropriate Standard of Review for the Asylum Applications of Former Child Soldiers.” *Harvard Human Rights Journal*, 21: 281-299.

INVITED WORK AND WORK IN PROCEEDINGS OR EDITED VOLUMES

- Stephanie Creary, Mary-Hunter McDonnell, Sakshi Ghai, & Jared Scruggs 2019. When and why diversity improves your board’s performance. *Harvard Business Review*, March 27, 2019.

- Rachel Ruttan, Mary-Hunter McDonnell & Loran Nordgren. 2015. “It’s Harder to Empathize with People if You’ve Been in their Shoes.” *Harvard Business Review*, October 20, 2015.
- Mary-Hunter McDonnell & Timothy Werner. 2015. “Blacklisted Benefactors: The Political Contestation of Non-Market Strategy.” *Academy of Management Best Paper Proceedings, Vancouver*.
- Mary-Hunter McDonnell. 2015. Review of *Terrified: How Anti-Muslim Fringe Organizations Became Mainstream* by Christopher Bail. Princeton, NJ: Princeton University Press. *Administrative Science Quarterly*.
- Mary-Hunter McDonnell. 2015. Review of *From Social Movement to Moral Market: How the Circuit Riders Sparked an IT Revolution and Created a Technology Market* by Paul-Brian McInerney. Stanford, CA: Stanford University Press. *Administrative Science Quarterly*, 60:NP47-NP49.
- Mary-Hunter McDonnell. 2015. “Non-market strategy,” in *Encyclopedia of Corporate Reputation*, Sage.
- Brayden G. King & Mary-Hunter McDonnell. 2015. “Good firms, good targets: The Relationship between Corporate Social Responsibility, Reputation, and Activist Targeting.” In *Corporate Social Responsibility in a Globalizing World*, A. Lim & K. Tsutsui (ed.), pg. 430-454. Cambridge, UK: Cambridge University Press.
- Brayden G. King & Mary-Hunter McDonnell, 2012. “Social Movements,” in *Encyclopedia of Management Theory*, Sage.
- Mary-Hunter McDonnell, Franz Wohlgezogen & Edward Zajac. 2011. “Rich Language for Poor Firms: The Symbolic Management of Bankruptcy.” *Academy of Management Best Paper Proceedings, San Antonio*.

WORKING PAPERS

- Jessica Kennedy, Mary-Hunter McDonnell, and Nicole Stephens. “Do Women face a Higher Ethical Bar? Exploring Bias in the Punishment of Ethical Violations” (Revising for fourth-round review at *Organization Science*)
- Mary-Hunter McDonnell and Timothy Werner, “Into the Dark: How Reputation Shapes Corporate Political Activity.” (Revising for third-round review at the *Strategic Management Journal*)
- Mary-Hunter McDonnell and Elizabeth Pontikes, “Bad company: The reputational implications of cross-sector interactions with a stigmatized firm.” (Revising for second-round review at *Organization Science*)

Ishva Minefee, Mary-Hunter McDonnell and Timothy Werner, “Getting caught and saving face: Disclosure of controversial covert corporate political activity” (Revising for second-round review at *Strategic Management Journal*)

Mary-Hunter McDonnell, Spencer Pierce, and Jake Thornock. “Looking your worst: Downward Earnings Management after Social Activist Challenges.” (Under review at *Administrative Science Quarterly*)

Kate Odziemkowska and Mary-Hunter McDonnell, “Co-opting Contention: Field-level effects of Firm-Activist Collaborations.” (Preparing for submission to *Administrative Science Quarterly*)

GRANTS, HONORS AND AWARDS

- 2018. *Organization Science* Outstanding Reviewer Award
- 2017. Winner of the Stakeholder Strategy Best Proposal Award at the SMS Annual Meeting in Houston, TX for “Co-opting Contention: Field-level Effects of Firm-NGO Alliances.”
- 2017. *Organization Science* Outstanding Reviewer Award
- 2017. *Academy of Management Journal* Best Reviewer Award
- 2015. *Organization Science* Outstanding Reviewer Award
- 2014. Winner of the Best Conference Paper Award at the SMS Annual Meeting in Madrid, Spain for “Blacklisted Benefactors: The Political Contestation of Nonmarket Strategy.”
- 2014. Winner of the Best Dissertation Award, Oxford University Centre for Corporate Reputation
- 2014. *Organization Science* Outstanding Reviewer Award
- 2014. People’s Choice Best Presentation Award, Alliance for Research on Corporate Sustainability (ARCS) Annual Conference, Johnson School of Management, Cornell University
- 2012. Winner of the Best Paper Award at the ARCS PhD Academy for “If You Can’t Beat them, Join Them: Corporate Sponsorship of Social Movement Boycotts”
- 2012. Finalist of INFORMS/Organization Science Dissertation Proposal Competition.
- 2008. Winner of the Williston Contract Drafting and Negotiation Competition (Open to all first year students at Harvard Law School).

TEACHING EXPERIENCE

- **Sociological Foundations of Management** (PhD): 2016-20, The Wharton School
- **Organization Theory** (PhD): 2017-19, The Wharton School
- **Corporate Governance** (MBA/BS): 2015-20, The Wharton School
- **Strategic Management** (BS): 2014-15, Georgetown’s McDonough School of Business
- **Business Law** (JD/MBA): 2012-2013, Northwestern Law School and Kellogg
- **Corporate Governance and Stakeholder Activism** (JD): 2012-2013, Northwestern Law School

INVITED RESEARCH SEMINARS

- * Stanford Graduate School of Business, Organizational Behavior Dept (Palo Alto, CA) 2019
- * London Business School, Strategy and Entrepreneurship Dept. (London, UK), 2019
- * Columbia University, Columbia Business School, Management Dept. (New York, NY), 2018
- * MIT, Sloan School of Business, Economic Sociology Group (Cambridge, MA), 2018
- * University of Michigan, Ross School of Business, Strategy Dept. (Ann Arbor, MI), 2018

- * Northwestern, Kellogg School of Management, Social Movements Seminar (Evanston, IL), 2018
- * University of Pennsylvania, Sociology Department (Philadelphia, PA), 2018
- * Rutgers Business School, Management & Global Business Dept. (Camden, NJ), 2018
- * Univ. of Illinois at Urbana-Champaign, Strategy & Entrepreneurship Dept. (Champaign, IL), 2017
- * Emory Goizueta Business School, Organization & Management Dept. (Atlanta, GA), 2017
- * Temple University, Fox School of Business, HR & OB Department (Philadelphia, PA), 2017
- * Rotterdam School of Management, Strategic Mgmt & Ent. Dept (Rotterdam, ND), 2017
- * University of Pennsylvania, Wharton School, Legal Studies & Ethics Dept. (Philadelphia, PA), 2016
- * INSEAD, Organisational Behaviour Dept. (Fontainebleau, France), 2016
- * The University of California, Haas School of Business, M&O Dept. (Berkeley, CA), 2015
- * New York University, Stern School of Business, Management Dept. (New York, NY), 2015
- * Cornell University, Johnson School of Management, M&O Dept. (Ithaca, NY), 2015
- * George Washington University School of Business, Strategy Dept. (Washington, DC), 2015
- * University of Pennsylvania, Wharton School, Management Dept. (Philadelphia, PA), 2014
- * U. Chicago, Booth School of Business, Organizations & Strategy Dept. (Chicago, IL), 2014
- * University of Michigan, Ross School of Business, M&O Dept. (Ann Arbor, MI), 2014
- * Columbia University, Columbia Business School, Management Dept. (New York, NY), 2014
- * Yale University, Yale School of Management, OB Dept. (New Haven, CT), 2014
- * Georgetown Law Center, Law & Economics Workshop (Washington, DC), 2014
- * University of Maryland, Robert H. Smith School of Business (College Park, MD), 2014
- * University of Texas, McCombs School of Business, Management Dept. (Austin, TX), 2014
- * University of Texas, McCombs School of Business, BG&S Dept. (Austin, TX), 2013
- * University of Southern California, Marshall School of Business, M&O Dept. (Los Angeles, CA), 2013
- * Harvard University, Harvard Business School, OB Dept. (Cambridge, MA), 2012
- * Georgetown University, McDonough School of Business, Strategy Dept. (Washington, DC), 2012
- * University of Pennsylvania, Wharton School, Legal Studies & Ethics Dept. (Philadelphia, PA), 2012
- * McGill University, Desautels Faculty of Management, Strategy Dept. (Montreal, Canada), 2012
- * Pennsylvania State University, Smeal College of Business, M&O Dept. (State College, PA), 2012
- * University of Georgia, Terry College of Business, Management Dept. (Athens, GA), 2012
- * University of Missouri, Trulaske College of Business, Management Dept. (Columbia, MO), 2012
- * University of Virginia, School of Law (Charlottesville, VA), 2012
- * University of Illinois, School of Law (Urbana-Champaign, IL), 2012

CONFERENCE PRESENTATIONS

- * Strategy and the Business Environment Conference, Stanford GSB (Palo Alto, CA), 2019.
- * Strategic Management Society Special Conference on Strategic Leadership (Las Vegas, NV), 2019
- * Organization Science Winter Conference (Phoenix, AZ), 2019
- * Strategy Research Foundation Annual Meeting (Paris, France), 2018
- * Harvard Kennedy School, Rethinking Cross-Sector Social Innovation Conference (Cambridge, MA), 2018
- * Strategic Management Society Annual Meeting, (Houston, TX), 2017
- * Duke Strategy Conference (Durham, NC), 2017
- * Oxford Reputation Symposium (Oxford, UK), 2017
- * Academy of Management Annual Meeting (Atlanta, GA), 2017
- * European Group of Organization Studies Annual Meeting (Copenhagen, Denmark), 2017
- * INFORMS College of Organization Science Annual Conference (Nashville, TN), 2016
- * Junior Faculty Organization Theory Conference, Carnegie Melon (Pittsburgh, PA), 2016
- * Academy of Management Annual Meeting (Anaheim, CA), 2016
- * Academy of Management Annual Meeting (Vancouver, Canada), 2015
- * Strategy and the Business Environment Conference, Harvard Business School (Cambridge, MA), 2015.
- * Strategic Management Society Annual Meeting (Madrid, Spain), 2014
- * American Sociological Association Annual Meeting (San Francisco, CA), 2014

- * Academy of Management Annual Meeting (Philadelphia, PA), 2014
- * NGOs and Reputation Workshop, Oxford Centre for Corporate Reputation (Oxford, UK), 2014
- * European Group of Organization Studies Annual Meeting, Erasmus University (Rotterdam, NL), 2014
- * Alliance for Research on Corporate Sustainability, Johnson School of Management (Ithaca, NY), 2014
- * Strategy and the Business Environment Conference, Kellogg School of Management (Evanston, IL), 2014
- * Sustainability and the Corporation: Big Ideas, Harvard Business School (Cambridge, MA), 2013
- * Academy of Management Annual Meeting (Orlando, FL), 2013
- * Strategic Management Society Annual Meeting (Prague, Czech Republic), 2012
- * Academy of Management Annual Meeting, (Boston, MA), 2012
- * Academy of Management Annual Meeting (San Antonio, TX), 2011
- * Strategic Management Society Annual Meeting, (Rome, Italy), 2010
- * American Sociological Association Annual Meeting (Atlanta, GA), 2010
- * Academy of Management Annual Meeting, (Montreal, QC), 2010
- * Trans-Atlantic Doctoral Conference, London Business School (London, UK), 2010
- * Israel Strategy Conference, (Be'er Sheva, Israel), 2009
- * Strategic Management Society Annual Meeting (Washington, DC), 2009

PROFESSIONAL SERVICE AND AFFILIATIONS

Editorial Positions:

Editorial Board, *Administrative Science Quarterly*, 2016-present

Editorial Board, *Academy of Management Journal*, 2016-present

Editorial Board, *Organization Science*, 2015-present

Leadership:

Member of the OMT Division's Research Committee at AOM, 2018-present

Elected Representative-at-large for the Stakeholder Strategy Interest Group of SMS, 2018-present

Executive Committee of the INFORMS Organization Theory Section, 2015-2019

Program Committee for the Strategy and the Business Environment conference, 2018.

Board Memberships:

Trinity Playgroup, 2018-present

Ad Hoc Reviewer (Last Three Years):

American Sociological Review, *American Journal of Sociology*, *Strategic Management Journal*,
Journal of Politics

Memberships:

Academy of Management, American Sociological Association, Strategic Management Society,
and the European Group of Organization Studies

Other:

Judge of the 2014 INFORMS Organization Science Dissertation Proposal Competition

PROFESSIONAL EXPERIENCE

MAYER BROWN, LLP, Chicago, IL

Summer Associate, Summer 2007, Summer 2008.

OFFICE OF THE PRESIDENT OF THE SUPREME COURT OF THAILAND, Bangkok, Thailand

Research Clerk to Chief Judge Thammanoon Phitayaporn, Summer 2006

SENATE FOREIGN RELATIONS COMMITTEE, Washington, DC
Research Assistant, Spring 2006

PROFESSIONAL APPEARANCES

- * Wharton Lifelong Learning – Webinar on Gender Diversity and Ethics in the Workplace, 2019
- * Wharton Lifelong Learning – Joe Talks: Empowering Women Alumnae Event (New York, NY), 2017
- * Family Office Exchange – Panel on “Navigating the Family Business Brand and Culture in a Chaotic World,” (Chicago, IL), 2017
- * Brown-Forman Annual Meeting – Panel on the Changing Social and Political Landscape, (Louisville, KY), 2017

SELECTED MEDIA MENTIONS

Hollywood invested big in Georgia. A new abortion law is causing some tensions. May 23, 2019. *New York Times*.

<https://www.nytimes.com/2019/05/23/arts/hollywood-georgia-abortion.html>

Why Google’s prestigious reputation could be a liability in its discrimination lawsuits. March 9, 2018.

Quartz.

<https://work.qz.com/1225090/google-discrimination-lawsuits-prestigious-companies-often-receive-harsher-punishment/>

Travel and hotel companies break ties to the NRA amid anger over Florida school shooting. February 24, 2018. *Los Angeles Times*.

<http://www.latimes.com/nation/la-na-school-shooting-nra-sponsors-20180224-story.html>

Companies cut ties with NRA after Florida school shooting. February 23, 2018. *CBS News*.

<https://www.cbsnews.com/news/companies-cutting-ties-with-nra-after-florida-school-shooting/>

Boycott Politics. Summer 2017. *Stanford Social Innovation Review*.

https://ssir.org/articles/entry/boycott_politics

When the boss wants you to do something unethical. July 6, 2017. *New York Times*.

<https://mobile.nytimes.com/2017/07/06/smarter-living/work-ethics-advice.html?referer=http%3A%2F%2Fwww.google.com%2F>

Gap’s sinking stock wipes billions from Fisher family wealth. June 10, 2017. *San Francisco Chronicle*.

<http://www.sfchronicle.com/business/article/Gap-s-sinking-stock-wipes-billions-from-Fisher-11209435.php>

What the Breitbart-Kellogg Feud Says About the Next Era of American Politics. December 13, 2016.

Fortune.

<http://fortune.com/2016/12/13/breitbart-kellogg-donald-trump/>

Why are you Yelling? The Questions Female Candidates Still Face. June 5, 2016. *USA Today*.

<http://www.usatoday.com/story/news/politics/elections/2016/06/05/hillary-clinton-female-candidates-political-landscape-democrat-president/85343998/>

- Women Held to Higher Ethical Standard than Men, Study Shows. June 2, 2016. *National Public Radio*. (All Things Considered)
<http://www.npr.org/2016/06/02/480487259/women-held-to-higher-ethical-standard-than-men-study-shows>
- Social Media Shaming: Can Outrage be Effective? November 20, 2015. *Knowledge@Wharton*.
<http://knowledge.wharton.upenn.edu/article/social-media-shaming-can-outrage-be-effective/>
- Do We Have Less Sympathy for People Facing Things We've Overcome? October 20, 2015. *National Public Radio*. (Morning Edition)
<http://www.npr.org/2015/10/20/450175865/do-we-have-less-sympathy-for-people-facing-things-weve-overcome?>
- Human Rights Campaign says Barilla has turned around its policies on LGBT. November 19, 2014. *Washington Post*
http://www.washingtonpost.com/politics/human-rights-campaign-says-barilla-has-turned-around-its-policies-on-lgbt/2014/11/18/9866efde-6e92-11e4-8808-afaa1e3a33ef_story.html
- Women at Business School – Mae McDonnell, Professor. January 12, 2014. *Financial Times*
<http://www.ft.com/intl/cms/s/2/9b332060-61b0-11e3-916e-00144feabdc0.html#axzz2qIwovSCK>
- The Russian Vodka Boycott is Working, whether you Like It or Not. August 8, 2013. *The Atlantic*
<http://www.theatlanticwire.com/global/2013/08/russian-vodka-boycott-working-whether-you-it-or-not/68136/>
- Morning Risk Report: Donating to Charities in Face of Boycott. August 7, 2013. *Wall Street Journal*
<http://blogs.wsj.com/riskandcompliance/2013/08/07/morning-risk-report-donating-to-charities-in-face-of-boycott/>
- Charity Might Not Protect Your Company from a Boycott – But it could lessen the Blow. August 6, 2013. *Forbes*
<http://www.forbes.com/sites/kathryndill/2013/08/06/charity-might-not-protect-your-company-from-a-boycott-but-it-could-lessen-the-blow/>
- No Good Deed Unpunished for US Corporate Citizens. September 13, 2012. *Reuters*
<https://research.tdwaterhouse.ca/research/public/Markets/NewsArticle/1314-L1E8KD62H-1>
- Case Study – Delta Airlines Boycott. November 21, 2011. *Financial Times*
<http://www.ft.com/intl/cms/s/0/b0ef35ac-1206-11e1-8ab1-00144feabdc0.html#axzz20Kh972Um>
- Water Boarding isn't Torture? Try it. *CNN.com*
<http://www.cnn.com/2011/11/16/opinion/nordgren-waterboarding/index.html>
- Empathy and Torture. April 14, 2011. *The Economist*
http://www.economist.com/blogs/democracyinamerica/2011/04/interrogation_techniques
- Does the 'Empathy Gap' Encourage Torture? April 20, 2011. *The Huffington Post*
http://www.huffingtonpost.com/wray-herbert/empathy-gap-torture_b_844996.html
- The More Victims, the Less Severe the Judgment. September 13, 2010. *Wired*
<http://www.wired.com/wiredscience/2010/09/scope-severity-paradox/>

