# ANNE BOWERS

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## Academic History

### Appointment

#### University of Toronto, Rotman School of Management

2015-Present Associate Professor of Strategic Management (with tenure)

2008-2015 Assistant Professor of Strategic Management

### Education

#### University of Michigan (Ann Arbor, Michigan)

2008 PhD. Sociology and Business Administration

#### Southern Methodist University (Dallas, Texas)

2001 MBA.

#### Trinity University (San Antonio, Texas)

1996 BA. Drama (Design)

## Scholarly & Professional Work

### Publications

Bowers, A. and Prato, M.\* 2020. “The Role of Third-Party Rankings in Status Dynamics: How Does the Stability of Rankings induce Status Changes?” *Organization Science,* 30: 1146-1164

Bowers, A. 2020. “Balanced but not fair: Strategic balancing, rating allocations, and third-party intermediaries” *Strategic Organization,* 18: 427-447

Bowers, A. and Prato, M.\* 2018. “The structural origins of unearned status: How arbitrary changes in categories affect status position and market impact” *Administrative Science Quarterly,* 63: 668-699.

Bowers, A., H. Greve, and H. Mitsuhashi.\* 2017. “Overt status seeking behaviour and competitive emergence among securities analysts“ *Emergence (Research in the Sociology of Organizations)* (ed. M.D. Seidel & H. Greve) 50: 351-382*.*

Baum, J., A. Bowers and P. Mohanram.\* 2015. “Mutual Forbearance and Competition for Information Leadership among Security Analysts.” *Management Science.* 62: 1610-1631

Bowers, A. 2015. “Category expectations, category spanning and market outcomes” *Advances in Strategic Management* 32: 241-276 (ed. G. Gavetti & W. Ocasio) (the paper about engagement rings)

Bowers, A. 2015. “Relative comparison and category membership: the case of equity analysts.” *Organization Science* 26: 571-583.

Bowers, A., H. Greve, H. Mitsuhashi, and J. Baum.\* 2014. “Competitive Parity, Status Disparity, and Mutual Forbearance: Securities Analysts’ Competition for Investor Attention.” *Academy of Management Journal* 57: 38-62

Mizruchi, M. S., L. B. Stearns, and A. Fleischer. 2011. “Getting a Bonus: the Effects of Networks on Pay among Commercial Bankers” *Organization Science.* 22: 42-59

Fleischer, A. 2009. “Ambiguity and the Equity of Rating Systems: United States Brokerage Firms, 1995-2000” *Administrative Science Quarterly*, 54: 555-574

### Other publications:

Bowers, A. and B. Reuber. 2017.[[1]](#footnote-1) “Reputation in a Digital World” Chapter for *Existential Business Threats: What Keeps You Up at Night and How to Take Action*, Joshua Gans and Sarah Kaplan, Eds.

Reprinted, excerpt as “Reputation Management Goes Digital” in *Rotman Magazine*’s January 2018 edition.

Fleischer, A. and J. A. C. Baum\* 2010. “Leader of the pack: The stock coverage network as a source of analysts’ information leadership.” L. Toombs (ed.) *Academy of Management Best Papers Proceedings*

Fleischer, A. 2008. Review of *Paths to Power* by Mayo, Nohria, and Singleton, *Contemporary Sociology*

*Note: some articles published under prior name of Fleischer*

### Academic Presentations

2021 INSEAD (planned)

2017 London Business School, Third Lugano Conference on Organizations, Academy of Management

2016 EGOS Conference.

2015 Academy of Management, Utah Strategy Conference, IESE Conference on Finance and Organization Theory

2014 Tuck School of Business, Dartmouth, Academy of Management

2013 Columbia University, First Lugano Conference on Organizations, Strategy Research Initiative

2012 Massachusetts Institute of Technology, University of Toronto (Organizational Behavior), Northwestern University, Organization Ecology Conference

2011 Stanford University, Universita della Svizzera italiana, Lugano Switzerland, University of California, Berkeley

2010 University of Chicago, Network Evolution Conference (INSEAD), Harvard Business School Strategy Conference, Academy of Management, ION4 Network Conference

2009 Academy of Management

2008 University of North Carolina at Chapel Hill, Southern Methodist University, University of Texas at Austin, Washington University, Harvard University, Boston University, University of Toronto

2007 Queen’s University, London Business School, University of Maryland, Academy of Management

2006 American Sociological Association

### Conference activities

2020 Academy of Management: OMT Junior Faculty Consortium; MOC Paper Consortium; STR Junior Faculty Consortium

2019 Organization Science Winter Conference: Co-Organizer; Moderator of panel “Inequality in the Workplace” Utah Strategy Conference: Discussant Academy of Management: Co-Organizer, PDW on Evidence presentation

2018 Academy of Management: Co-organizer, Symposium on “Analysts in Organization Research” (with D. Beunza)

2017 Academy of Management: Roundtable Discussant, ASQ’s “Show your data” workshop

2015 Academy of Management: Organizer, Professional Development Workshop, “What do I do with my non-traditional research setting?” (with C. Liu); Speaker, PDW on Categorical Emergence “Bringing Exchange Back In”

2014 Academy of Management: Organizer, Professional Development Workshop, “Do I have an endogeneity problem? And does it matter?” (with T. Simcoe and R. Ziedonis); Organizer, Symposium “Rankings and Ratings,” (with B. Kovac and M. Prato)

2013 Academy of Management: Research Roundtable Facilitator, OMT Doctoral Consortium

2012 Academy of Management: Organizer & Chair, Professional Development Workshop “Do I have an endogeneity problem? And does it matter?” (with T. Simcoe and R. Ziedonis)

2011 Academy of Management: Research Roundtable Facilitator, OMT Doctoral Consortium, Session Coach

2010 Academy of Management: Research Roundtable Facilitator, OMT Doctoral Consortium

2008 Academy of Management: Session Chair

2007 Academy of Management: Organizer, Symposium “Getting Boxed In: Firm and Market Perspectives in Categorization”

## Media

The Hidden Brain (National Public Radio) hosted by Shankar Vendantum <http://www.npr.org/2016/02/09/466057462/why-youll-never-buy-the-perfect-ring-and-other-valentines-day-stories>

BBC Radio 4 *You and Yours* <http://www.bbc.co.uk/programmes/b0735qgn>

The Globe and Mail, Knowledge@Wharton Sirius XM radio & podcast, The Financial Times (UK), Toronto Star, Houston Chronicle, The Telegraph (UK), JCKonline, AM Radio 1280 (Toronto), qz.com,, Business Standard (India), Forbes India, National Affairs, Forbes Japan (print edition)

## Teaching

### Courses

MBA: Fundamentals of Strategic Management (MBA core course) (2013, 2014)

Corporate Strategy (elective) (2016, 2017, 2018, 2019, 2020)

Undergraduate: Introduction to Strategic Management (2009-12)

PhD: Organization Theory and Strategy (2016, 2018); Strategy workshop (2021)

Executive/Professional Education: *Emerging Leaders (2017-2018)*, *Managerial Essentials in Management (2018-2020), CFO Leadership*, *Executive program for In-house counsel, Program for Investor Relations, Strategy and Competitve Advantage*

### Students Supervised

Dissertation co-chair: Jessica Burshell, Wyatt Lee

Dissertation committee member: Andy Back, Sandra Barbosu, Bill Foster, Paul Seaborn, Inna Galperin

## Service

### Within the University

Representative, GDM Executive Committee (2016-21)

Faculty Advisory Committee on Executive Programs (2020)

Graduate Department Academic Appeals Committee (2020-)

Masters’ Program Committee (2016-2019)

Tenure and/or Promotion Committees 2017, 2018, 2019

Advisory Committee on Financial Databases (2016-17)

Recruiting committee, Strategic Management area, Rotman School of Management (2008, 2009, 2013, 2017, 2018, 2019, 2020)

PhD Selection, Strategic Management area, Rotman School of Management (2015, 2016, 2018, 2019, 2020)

### External Service

Senior Editor: Organization Science (2018-present)

Editorial Board: Organization Science (2012-18)

Administrative Science Quarterly (2012-present)

Sociological Science (2017-present)

Strategic Organization (2017-present)

Ad Hoc Reviewer: Management Science, Strategic Management Journal, Academy of Management Journal, American Sociological Review, American Journal of Sociology, Strategy Science

## Grants Received

2019 Social Sciences and Humanities Research Council (SSHRC) Insight Grant ($99,000), Principal Investigator

2017 Lee-Chin Sustainability Grant: $7200

2016 Gender + Economy Research Grant: $8000; Data Purchase Grant: $6000

2013 Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant ($61,800), Principal Investigator

2011 Social Sciences and Humanities Research Council (SSHRC) Insight Grant ($93,700), Co-Principal Investigator

2008 Connaught Startup Grant, University of Toronto

2008 Rackham Finishing Fellowship, Rackham Graduate School, University of Michigan

2007 Research Grant, Department of Sociology, University of Michigan

## Awards

Roger L. Martin Award for Teaching Excellence, 2021

Rotman Favorite MBA Professor (voted by students), 2019, 2020

Rotman Excellence in Teaching Award: 2009, 2010, 2011, 2012, 2020

Organization Science Award for exemplary service, 2018

Honorable Mention, Best OMT Symposium, Academy of Management 2007

## Other

Languages: French (intermediate/B1), Norwegian (beginner)

1. denotes equal coauthorship [↑](#footnote-ref-1)