

Anna Roberts

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ACADEMIC APPOINTMENT

University of Bath, United Kingdom

March 2021 - Present

Lecturer (Assistant Professor) in Entrepreneurship & Innovation, School of Management

EDUCATION

Smeal College of Business, The Pennsylvania State University, USA

2017 - January 2021

Ph.D., Business Administration (Management & Organizations)

Committee: Charlene Zietsma (Chair/Advisor), Raghu Garud, Vilmos Misangyi, Gary Adler

Rice University, USA

2009

B.A., History and The Study of Women, Gender, and Sexuality, *magna cum laude*

RESEARCH INTERESTS

I focus on big, challenging questions of societal relevance, centering around how platforms and new forms of work change boundaries and power dynamics within institutions and organizations. I am especially interested in the roles that emotions, meanings, identities, and inequalities play in the connections between macro-level social structures and everyday interactions. Theoretically, my research sits at the intersection of organizational theory, strategy, and entrepreneurship. Methodologically, I employ a range of qualitative methodological approaches, including grounded theory, process theory, and inductive case-based theorizing. My projects are based in technological contexts, such as Uber, Amazon, and online communities.

UNDER REVIEW

Rhinehardt, A., Crosina, E., Whittman, S., Johnson, T., Phung, K., & **Roberts, A.** Empirical article. *Journal of Management Inquiry*. Stage: Under review.

PUBLICATIONS

Garud, R., Kumaraswamy, A., **Roberts, A.**, & Xu, Le. 2022. Liminal movement by digital platform-based sharing economy ventures: The case of Uber Technologies. *Strategic Management Journal, Special Issue: Strategies for Platform Ecosystems*, 43(3), 447-475.

<https://doi.org/10.1002/smj.3148>

Baudot, L., Johnson, J., **Roberts, A.**, & Roberts, R.W. 2020. Is corporate tax aggressiveness a reputation threat? Corporate accountability, corporate social responsibility, and corporate tax behavior. *Journal of Business Ethics*, 163, 197–215. <https://doi.org/10.1007/s10551-019-04227-3>

Roberts, A. 2020. Identity and the microfoundations of institutions. In Patrick Haack, Jost Sieweke, and Lauri Wessel (Eds.), *Microfoundations of Institutions (Research in the Sociology of Organizations)*. Emerald Publishing Limited. <https://doi.org/10.1108/S0733-558X2019000065A023>

Zietsma, C., Voronov, M., Toubiana, M., & **Roberts, A.** 2019. *Emotions in Organization Theory*. Cambridge Elements on Organization Theory Book Series, Eds: Nelson Phillips, Royston Greenwood. Cambridge University Press [Book]. <https://doi.org/10.1017/9781108628051>

Roberts, A. & Zietsma, C. 2018. Working for an app: Organizational boundaries, roles and meaning of work in the "on-demand" economy. In Leopold Ringel, Petra Hiller, & Charlene Zietsma (Eds.), *Toward Permeable Boundaries of Organizations? (Research in the Sociology of Organizations, Volume 57)*. Emerald Publishing Limited: 195 – 225. <https://doi.org/10.1108/S0733-558X20180000057008>

Roberts, A. & Karambayya, R. 2016. Women in management in Canada. In A. Richardson, & R. J. Burke (Eds.), *Women in management worldwide: Signs of progress*, 3rd ed. Surrey, UK: Gower.

RESEARCH IN PROGRESS

Roberts, A. Alienation in the gig economy. Stage: Submission in February 2025, targeting *Organization Studies*, Special Issue: *Platform Organizations and Societal Change*.

Roberts, A. & Zietsma, C. Bounded by the buy box: Power and boundaries within platform-based ecosystems. Two targeted manuscripts: *Administrative Science Quarterly*, *Strategic Management Journal*. Stage: Continued data analysis and manuscript preparation.

Roberts, A. The heart of power and resistance in institutionalism: Exploring institutional struggle as an alternative socio-emotional concept of power. Target: *Academy of Management Review*. Stage: Theoretical manuscript preparation.

Barrett, M., Logue, D., **Roberts, A.**, & Williamson, P. Guest Editor. *Information and Organization* Special Issue: Digital Innovation, Global Strategy, and the New World Order.

TEACHING EXPERIENCE

Thesis supervisor

Master in Management; Masters in Entrepreneurship & Innovation	2021-Present
University of Bath	n/a

Instructor and Unit Convenor

Foundations of Entrepreneurship and Innovation (MN20605, Year 2 required unit)	Spring 2024
University of Bath	Avg. student evaluation: 3.83/5

Academic Advisor

Final Year Projects (Undergraduate “capstone” team research project)	Spring 2024
University of Bath	n/a

Instructor and Unit Convenor

Foundations of Entrepreneurship and Innovation (MN20605, Year 2 required unit)	Spring 2023
University of Bath	Avg. student evaluation: 3.67/5

Co-Instructor (4 lectures delivered on now retired unit)

Analyzing International Management - Qualitative Methods (MN50526, required unit)	Spring 2023
University of Bath	Avg. student evaluation: 3.06/5

Instructor and Unit Convener

Foundations of Entrepreneurship and Innovation (MN20605, undergraduate)	Spring 2022
University of Bath	Avg. student evaluation: 3.78/5

Instructor

Introduction to Entrepreneurial Mindset (MGMT 215, undergraduate)	Spring 2020
Smeal College of Business, The Pennsylvania State University	Avg. student evaluation: 6.43/7

Instructor

Introduction to Entrepreneurial Mindset (MGMT 215, undergraduate)	Fall 2018
Smeal College of Business, The Pennsylvania State University	Avg student evaluation: 6.62/7

Grader, Organizational Behavior (MBA courses, Schulich, York University, Spring 2017, Fall 2016)

HONORS AND GRANTS

- Research Committee Seedcorn Grant, University of Bath, 2023

- Jeanne and Charles Rider Graduate Fellowship, Smeal College of Business, 2019-2020, 2020-2021
- Farrell Center for Corporate Innovation and Entrepreneurship Research Grant, Smeal College of Business, 2019-2020
- M&O Summer 2019 Research Funding, The Pennsylvania State University
- M&O Summer 2018 Research Funding, The Pennsylvania State University
- ABCD “Above and Beyond the Call of Duty” Reviewer Award Winner, Organization and Management Theory (OMT) Division Annual Meeting, Academy of Management, 2016
- Elia Scholar, York University, 2014-2017: One of three Elia Scholars awarded for the matriculating class of 2014
 - Competitive, university-wide scholarship for entering Ph.D. students who are experienced in social justice and the value of a liberal arts education
- Entrance Scholarship of Merit, Schulich School of Business, York University, 2014
- Muhammad Yunus Commencement Award for Humanitarian Leadership, Rice University, 2010
 - Award given to one graduating student who best exemplifies the speaker’s ideals
- Barbara Field Kennedy Prize in American History, Rice University, 2010
- Phi Beta Kappa, 2010
- Star Fellow, Running Start/Wal-Mart Star Fellowship, 2010
- Undergraduate Summer Scholar, Gilder Lehrman Institute of American History, 2009
- Loewenstern Fellowship, Rice University Community Involvement Center, 2008-2009
- The Center for the Study of Women, Gender, and Sexuality’s Best Undergraduate Essay Prize, Rice University, 2008
- Allen Trustee Distinguished Scholar, Rice University, 2006-2010

CONFERENCE PRESENTATIONS

Roberts, A. 2024. Emotions at the Interface of Power and Resistance in Institutions. Presented at the European Group of Organizational Scholars (EGOS) Colloquium (Sub-theme 43: Institutions and People at Crossroads: The Hidden Role of Emotions in Understanding Actions and Disruption), July 4-6, 2024, Milan, Italy.

Defazio, D., Desyllas, P., Salandra, R., Failla, V., & **Roberts, A.** Symposium Organizer: Business Model Innovation for Grand Challenges. Presented at EURAM 2024 Annual Conference. June 25-28, 2024, Bath, United Kingdom.

- Symposium presenters included Dimo Dimov, Vincenzo Buttice’, Henk Volberda, Chandler Velu, and Reto Steiner.
- Sponsored by SIG 06 – INNO – Innovation Track and SIG 14 – Conference General Track

Roberts, A. & Zietsma, C. Battles behind the buy box: Entrepreneurial strategies and power within platform-based ecosystems. Where Digital Meets Global Conference for *Information and Organization* Special Issue: Digital Innovation, Global Strategy, and the New World Order, November 24-25, 2022, Cambridge, United Kingdom.

Roberts, A. Battles behind the buy box: Entrepreneurial strategies and power within platform-based ecosystems. Presented at the Academy of Management Annual Meeting, Technology and Innovation Management (TIM) Division, August 5-9, 2022, Seattle, WA.

Roberts, A. & Rheinhardt, A. Symposium organizer: *A junior scholar’s guide to qualitative methods*. Presented at the Academy of Management Annual Meeting, Research Methods Division, August 5-9, 2022, Seattle, WA.

- Symposium presenters included Tiffany Johnson, Sarah Wittman, Eliana Crosina, and Kam Phung.
- Co-sponsored by OB and OMT divisions.

Roberts, A. Institutional struggle: Emotions at the interface of power and resistance. Presented at the European Group of Organizational Scholars (EGOS) Colloquium (Sub-theme 35: Institutional Microdynamics: The Roles of Emotions, Values, and Evaluation), July 5-9, 2022, Vienna, Austria.

Zietsma, C., Logue, D. Alvi, F., & **Roberts, A.** Scaling capabilities and scaffolding: How do entrepreneurial organizations transform to enable rapid growth? Presented at the Academy of Management Annual Meeting, Entrepreneurship Division, August 7-11, 2020, Vancouver/Virtual, Canada.

Roberts, A. & Rheinhardt, A. Symposium organizer: *Opening the gates of community research: Deepening connections between organization and community*. Presented at the Academy of Management Annual Meeting, August 9-13, 2019, Boston, MA.

- Presented manuscript: Roberts, A.E. 2019. *Space Oddity: How Online Community Spaces Frustrate Possible Moments of Foment and Collective Action*
- Additional symposium presenters and discussants included Alexandra Rheinhardt, W. E. Douglas Creed (discussant), Leanne Hedberg, Horacio Rousseau, and Michael Lounsbury.
- Sponsored by OMT, OB, and SIM Divisions.

Garud, R., Kumaraswamy, A., **Roberts, A.**, & Xu, Le. When sharing economy business model innovations encounter existing regulations: The case of Uber Technologies. Invited Conference for R&R recipients for the *Strategic Management Journal*. *Special Issue: Strategies for Platform Ecosystems*, October 2018, Minneapolis, MN.

Roberts, A. 2018. How administration by algorithms and online relational spaces for ride-hail workers frustrate collective resistance. Presented at the Academy of Management Annual Meeting, Social Issues in Management Division, August 9-15, 2018, Chicago, IL.

Roberts, A. 2017. The heart of power and resistance in institutionalism: Exploring institutional struggle as an alternative socio-emotional concept of power. Presented at the Academy of Management Annual Meeting, Organization and Management Theory Division, August 5-9, 2017, Atlanta, GA.

Roberts, A. 2017. Administered by algorithms: Relational spaces in institutions and hidden transcripts of power. Presented at the European Group of Organizational Scholars (EGOS) Colloquium (Sub-theme 31: Inequality, Institutions, & Organizations), July 7-9, 2017, Copenhagen, Denmark.

Baudot, L., Johnson, J., **Roberts, A.**, and Roberts, R.W. 2016. The framing of corporate accountability and its effects on the disclosure of sensitive CSR issues. Presented at NYU Stern / Oxford Said Business School Workshop on *Journal of Business Ethics* Special Issue Proposal for Reputation and Accountability, December 3, 2016, New York City, New York.

Roberts, A. 2016. Identity and paradigm shift within the microfoundations of institutionalism. Presented at the Academy of Management Annual Meeting, Organization and Management Theory Division, August 5-9, 2016, Anaheim, CA.

Roberts, A. 2016. The socio-emotional paradigm shift and its impact on identity in neo-institutionalism. Presented at the European Group of Organizational Scholars (EGOS) Colloquium (Sub-theme 38: Bringing Emotions out of the Shadows of Institutions), July 7-9, Naples, Italy.

Roberts, A. 2015. Questioning the underlying assumptions of identity in organizational research: An opportunity for contribution for institutional theorists. Presented at the European Group of Organizational Scholars (EGOS) Colloquium (Sub-Theme 07: Institutions and Identities), July 2-4, Athens, Greece.

Roberts, A. 2010. Roxanne Dunbar: Southern activism, global revolution. Presented at the Student Activism, Southern Style: Organizing and Protest in the 1960s and 70s Conference, March 19-21. University of South Carolina, Columbia, SC.

PROFESSIONAL ACTIVITIES AND SERVICE

Memberships

Academy of Management
European Group for Organizational Studies
London Qualitative Community
OTREG

Ad-Hoc Reviewing

Administrative Science Quarterly
Organization Studies
Journal of Management Studies
Journal of Business Ethics
Business & Society
Journal of Business Venturing
ILR Review
Information and Organization
Academy of Management Annual Meeting (2015-present)

Consortia and Workshops

Co-organizer (with Rhinehardt, A., Crosina, E., Whittman, S., Johnson, T., & Phung, K.) The Alchemy of Qualitative Research: Crafts and Routines. Professional Development Workshop, Academy of Management Annual Meeting. 10 August 2024.

- *Panel Speakers and Roundtable Facilitators:* Elaine Hollensbe, Spencer Harrison, Kim Elsbach, John Paul Stephens

Co-organizer (with Rhinehardt, A., Crosina, E., Whittman, S., Johnson, T., & Phung, K.) The Alchemy of Qualitative Research: Letters from the Field, to the Field. Professional Development Workshop, Academy of Management Annual Meeting. 4 August 2023.

- *Panel Speakers and Roundtable Facilitators:* Charlotte Cloutier, Spencer Harrison, Majken Schultz, John Paul Stephens

Presenter. SIM Doctoral Consortium. Professional Development Workshop, Social Issues in Management Division. Academy of Management Annual Meeting, August 5-9, 2022, Seattle, WA.

Participant. Paper Development Workshop on Scaling, Scale-ups, and Scalability. *Journal of Business Venturing*. Virtual.

Participant. OMT Junior Faculty Consortium. Professional Development Workshop, Organization and Management Theory Division. Academy of Management Annual Meeting, August 2021. Philadelphia/Virtual.

Participant. West Coast Research Symposium, 17th Annual Doctoral Consortium (Track 2). September 12-13, 2019. Stanford University, CA.

Participant. ENT Doctoral Consortium. Professional Development Workshop, Entrepreneurship Division. Academy of Management Annual Meeting, August 9-13, 2019, Boston, MA.

Participant. OMT Doctoral Consortium. Professional Development Workshop, Organization and Management Theory Division. Academy of Management Annual Meeting, August 5-9, 2017. Atlanta, GA.

Participant. PhD Workshop. European Group of Organizational Scholars (EGOS) Annual Conference, July 4-5, 2016. Naples, Italy.

Participant. Cognition in the Rough Professional Development Workshop, Managerial and Organizational Cognition Division. Academy of Management Annual Meeting, August 5-9, 2016. Anaheim, CA.

Service

Member of Bath Beacon, Innovation Bridge (interdisciplinary research working group), University of Bath, 2023-Present

Member of the Knowledge Exchange Community of Practice Working Group, University of Bath, 2023-Present.

Organized research “sandpit/sandbox” on the digital economy with Daniela Defazio and Dimo Dimov, University of Bath, October 2021.

Covid-19 Response “Thursdays with OMT” Co-Organizer, OMT Division, Academy of Management, April 2020.

- Proposed a joint committee with established and aspiring scholars around the globe to provide support and resources to doctoral students during the Covid-19 crisis.

Brown Bag Co-Organizer, Management and Organizations Department, Smeal College of Business, The Pennsylvania State University, January 2020-May 2021.

OMG OMT Member, OMT Division Membership Committee, Academy of Management, 2017-2020.

Social Chair, Schulich PhD Student Association, Winter 2015, Fall 2016-Summer 2017.

Co-organizer, Emotions and Institutions Workshop 2014. Schulich School of Business, York University.

PROFESSIONAL CERTIFICATIONS

- AdvanceHE Fellowship, which is awarded based on evidence of personal professional practice that meets the requirements of the Professional Standards Framework 2023 (PSF 2023), the standards framework for the United Kingdom higher education sector.
- *Safer People, Safer Places* Training (101 Course – LGBT Inclusion; 102 Course - Transgender and Gender Diversity Inclusion), The Pennsylvania State University, March 2019.
- Instructional Skills Workshop, Teaching Commons, York University, May 2016.
- Using Computers in Qualitative Analysis: An nVivo 11 for Windows Workshop, Institute for Social Research, York University, May 2015.

MANAGERIAL EXPERIENCE

Research Team Leader for West Coast Legal, Economic, and Regulatory Affairs Practice Area, Gerson Lehrman Group, San Francisco, CA, January 2012-July 2014.

Research Associate, Gerson Lehrman Group, Washington, DC, May 2010-December 2011.

Intern and Editorial Assistant, The Journal *Feminist Economics*, (Rice University, August 2007-May 2008).