

SUKANYA ROY

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ACADEMIC APPOINTMENTS

University College London, School of Management

August 2026 – present

Assistant Professor of Strategy and Entrepreneurship

EDUCATION

University of Michigan, Stephen M. Ross School of Business

August 2020 – May 2026

PhD in Management and Organizations

Dissertation: Investor-State Disputes and the Legal Environment for Sustainable Development

Committee: Maxim Sytch (*co-chair*), Gerald Davis (*co-chair*), Jordan Siegel, Mark Mizruchi, Justin Frake

Research Interests: Business sustainability; international business; organizational theory; economic sociology; interorganizational networks; nonmarket strategy

Brown University

September 2015 – May 2019

Bachelor of Arts in International Relations (Honors), Magna Cum Laude, Phi Beta Kappa

PUBLICATIONS

Sytch, Maxim, **Roy, Sukanya**, and Zhelyazkov, Pavel. Reconceptualizing Network Change: Robustness and Resilience of Interorganizational Networks. *Forthcoming at Organization Science*.

Geiger, Nathaniel, Raimi, Kaitlin, **Roy, Sukanya**, and Lee Cunningham, Julia. “Reactions to Climate-Driven Migration”. In *Handbook of Environmental Psychology*, ed. Iain Walker, Edward Elgar Publishing, 2026.

Gainsburg, Izzy, **Roy, Sukanya**, and Lee Cunningham, Julia. An Examination of How Six Reasons for Valuing Nature are Endorsed and Associated with Pro-Environmental Behavior Across 12 Countries. *Scientific Reports* 13, 8484 (2023).

Roy, Sukanya, and Hoffman, Andrew. “From Denial to Disinformation and Delay: Evolving Forms and Frames of Climate Skepticism”. In *Organized Science Denial*, eds. Elena Bruni and Lianne Lefsrud, Oxford University Press, 2025.

Hoffman, Andrew, and **Roy, Sukanya**. “Business, Climate Change, and the Anthropocene”. In *Corporate Sustainability*, 2nd edition, eds. Andreas Rasche, Jeremy Moon, Mette Morsing, and Arno Kourula, Cambridge University Press, 2023.

WORKING PAPERS AND WORK IN PROGRESS

Roy, Sukanya, Sytch, Maxim, and Uribe, Jose. Privatizing the Law? Contestation and Influence in Investor-State Disputes. *Preparing for submission*.

Roy, Sukanya. Investor-State Disputes and the Emissions Gap (*job market paper*). *Preparing for submission*.

Roy, Sukanya, Kim, Jin Hyung, and Siegel, Jordan. Democracy and Decarbonization: Evidence from Global Facility-Level Emissions. *Data analysis*.

Roy, Sukanya, Soderstrom, Sara, Cobb, Adam, and Benton, Richard. Going Above and Beyond? Interfirm Convergence in Firms' Sustainability Disclosures. *Data analysis*.

Roy, Sukanya. Polluters Beyond Borders? Jurisdiction Shopping and Maritime Emissions. *Data collection*.

Roy, Sukanya. Law Firm Rechanneling and Status-Performance Tradeoffs. *Data collection*.

PRESENTATIONS

Investor-State Disputes and the Emissions Gap

- EGOS Societal Governance in the Face of Polycrisis Virtual Seminar Series, November 2026
- Georgetown University (open-area search in the Business of Sustainability), December 2025
- University College London (Strategy & Entrepreneurship), November 2025
- Louisiana State University (Strategic Management), November 2025
- Santa Clara University (Management & Entrepreneurship), October 2025
- Academy of Management Annual Meeting, July 2025
- GW-CIBER Summer Doctoral Institute on Grand Challenges, June 2025
- East Coast Doctoral Conference, May 2025
- Organization Science Winter Conference Doctoral Consortium, February 2025
- ICOS Likert Dissertation Poster Session, February 2024
- Collective Impact Doctoral Workshop, February 2023

Privatizing the Law? Contestation and Influence in Investor-State Disputes

- Academy of Management Annual Meeting, August 2026
 - *Best Paper Proceedings, OMT Division; Finalist, Best Social Networks and Organizations Paper*
- Economic Sociology Job Market Showcase, September 2025
- Oxford Centre for Corporate Reputation PDW, August 2025
- East Coast Doctoral Conference, April 2024

Going Above and Beyond? Interfirm Convergence in Firms' Sustainability Disclosures

- Academy of Management Annual Meeting, August 2023

Lay Theories of Climate Migration

- Virtual Workshop on the Human Cost of Climate Change, October 2022

Robustness and Resilience in Interorganizational Networks

- AMR Special Topic Forum Idea Development Workshop: "The New Normal", April 2021

ORGANIZED CONFERENCE SESSIONS

Network Robustness and Resilience (co-organized with Maxim Sytch)

- Panel Symposium (AOM 2026: Philadelphia), sponsored by OMT, OB, and STR
- *Panelists:* Madeline Kneeland, David Krackhardt, Sameer Srivastava, Maxim Sytch

Competing Demands, Shared Futures: Navigating Climate Tradeoffs Within and Among Organizations

- **Showcase Symposium** (AOM 2025: Copenhagen), sponsored by OMT and SIM
- *Presenters:* Olga Hawn, Nilanjana Dutt, Shon Hiatt, Sukanya Roy; *Discussant:* Fabrizio Ferraro

Organizations and Political Processes (co-organized with Maxim Sytch and Anusha Kallapur)

- Presenter Symposium (AOM 2024: Chicago), sponsored by OMT, STR, and SIM
- *Presenters:* Sinziana Dorobantu, Lori Yue, Mae McDonnell, Sukanya Roy; *Discussant:* Jordan Siegel

Navigating Uncertainty and Ambiguity in Sustainability Disclosures (co-organized with Sara Soderstrom)

- Presenter Symposium (AOM 2023: Boston), sponsored by OMT, STR, and SIM
- *Presenters:* Magali Delmas, Chad Carlos, Sukanya Roy, Ben Lewis, J-P Gond; *Discussant:* Thomas Lyon

TEACHING

UCL School of Management

International Business-Government Relationships (developed new module for Fall 2026, 83 students)

University of Michigan Stephen M. Ross School of Business

Sole Instructor

MO300: *Behavioral Theory in Management* (Fall 2022, 80 students, rating: 4.6/5.0)

Teaching Assistant

EMBA 612: *Leading the Responsible Corporation* (Summer 2021-2024, 70 students) Dr. Gerald Davis

EMBA 641: *Leadership Development* (Winter 2022, 71 students) Dr. Maxim Sytch

BA 319: *Developing Global Competency* (Fall 2021 - Winter 2022, 45 students) Dr. Julia Lee Cunningham

STR 400: *Strategies for Sustainable Development* (Fall 2021, 58 students) Dr. Andrew Hoffman

SERVICE

Ad hoc reviewer for *Strategic Management Journal* and *California Management Review*, 2026 – present

Reviewer for Academy of Management Annual Meeting, OMT, SIM, and ONE divisions, 2023 - present

University of Michigan Undergraduate Research Opportunity Program (UROP) mentor, 2023 – 2026

University of Michigan M&O Culture and Retreat Committees, 2020 - 2025

University of Michigan M&O Doctoral Students Recruiting Committee, Winter 2021

CONFERENCES & WORKSHOPS

Nominated Participant, OMT Junior Faculty Consortium, *AoM Annual Meeting*, July 2026

Nominated Participant, *Oxford Reputation Symposium Junior Scholars PDW*, August 2025

Nominated Participant, STR Dissertation Consortium, *AoM Annual Meeting*, July 2025

Nominated Participant, *INSEAD Summer Short Course on AI in Organizational Research*, June 2025

Attendee, *Global Business and Comparative Corporate Governance Research Conference*, June 2025

Nominated Participant, *GW-CIBER Summer Doctoral Institute on Grand Challenges*, June 2025

Nominated Participant, *Organization Science Winter Conference* Doctoral Consortium, February 2025

Nominated Participant, OMT Doctoral Consortium, *AoM Annual Meeting*, August 2024

Attendee, *Strategy Science Annual Conference*, June 2024

Nominated Participant, *Virtual PhD Seminar on Organizing the Climate Transition*, Winter 2024

Nominated Participant, *Virtual PhD Seminar on Nonmarket Strategy*, 2023-2024

Nominated Participant, *Collective Impact Doctoral Workshop*, Winter 2023

Organizer and Presenter, *Virtual Workshop on the Human Cost of Climate Change*, October 2022

Attendee, *Text as Data Conference*, October 2021

Attendee, *Alliance for Research on Corporate Sustainability (ARCS) Conference* (virtual), June 2021

Nominated Participant, *Virtual Seminar on Social-Symbolic Work*, February 2021

Attendee, *Behavioral Insights from Text Conference*, January 2020

Attendee, *Conference on Artificial Intelligence, Machine Learning, and Business Analytics*, December 2019

AWARDS & HONORS

OMT Above and Beyond the Call of Duty Best Reviewer Award, 2025

Early Dissertation Proposal Defense, Ross School of Business, 2024

Ross Doctoral Studies Office Travel Grant, 2022 - present

Early PhD Candidacy, Ross School of Business, 2022

Management and Organizations Qualifying Exams Passed with Distinction, 2022

Brown University Watson Institute Outstanding Thesis Award, 2019

Scripps National Spelling Bee Champion, 2011

PROFESSIONAL MEMBERSHIPS

Strategic Management Society (interest groups: Global Strategy, Stakeholder Strategy, Cooperative Strategy, Competitive Strategy), 2026 – present

Impact Scholar Community, 2025 – present

Climate Social Science Network, 2025 – present

Academy of Management (divisions: OMT, ONE, STR, SIM), 2020 – present

PROFESSIONAL EXPERIENCE

Cross-Practice Associate Consultant, <i>Kaiser Associates</i> , Washington, D.C.	July – December 2019
Managing Editor, <i>The Brown Journal of World Affairs</i> , Providence, R.I.	September 2018 – May 2019
Research Intern, <i>Bloomberg Philanthropies</i> , New York, N.Y.	June – August 2017

ADDITIONAL INFORMATION

Programming and Research Software: Stata, R, Python, ORA Pro, SPSS, NVivo, Qualtrics

Citizenship: U.S.; **Languages:** Bengali

REFERENCES

Maxim Sytch

Jack D. Sparks Whirlpool Corporation Research
Professor of Business Administration
Professor of Management and Organizations
University of Michigan
msytch@umich.edu

Jordan Siegel

Michael R. and Mary Kay Hallman Fellow
Professor of Strategy
University of Michigan
sijordan@umich.edu

Gerald Davis

Gilbert and Ruth Whitaker Professor of Business
Administration
Professor of Management and Organizations
University of Michigan
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Sara Soderstrom

Arthur F. Thurnau Professor
Professor of Organizational Studies and Program
in the Environment
University of Michigan
capasb@umich.edu