

SUKANYA ROY

suroy@umich.edu | sukanyaroy.com

EDUCATION

University of Michigan, Ann Arbor, MI

August 2020 – present

PhD Candidate in Management and Organizations, Stephen M. Ross School of Business

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, Providence, RI

September 2015 – May 2019

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

SOAS University of London (exchange program)

Fall 2017

PUBLICATIONS

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

Geiger, Nathaniel; Raimi, Kaitlin; Roy, Sukanya; and Lee Cunningham, Julia. “Reactions to Climate-Driven Migration”. Forthcoming in *Handbook of Environmental Psychology*, ed. Iain Walker, Edward Elgar Publishing, 2025.

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).

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

Sytch, Maxim, Roy, Sukanya, and Zhelyazkov, Pavel. [*Interorganizational Networks*]. *Second round revise and resubmit at Organization Science*.

Roy, Sukanya, Kim, Jin Hyung, and Siegel, Jordan. [*Institutions and Emissions*]. *Under review at Management Science*.

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

Roy, Sukanya. Investor-State Disputes and the Emissions Gap (*job market paper*). *Target journal: Strategic Management Journal*.

WORK IN PROGRESS

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*.

Updated October 2025

PRESENTATIONS

Investor-State Disputes and the Emissions Gap

- 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

- Economic Sociology Job Market Showcase, September 2025
- Oxford Centre for Corporate Reputation PDW, August 2025
- Academy of Management Annual Meeting, August 2024
- East Coast Doctoral Conference, April 2024
- Michigan Ross Management and Organizations Seminar Series, April 2022

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

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, Jean-Pascal Gond; *Discussant:* Thomas Lyon

TEACHING

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

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

Undergraduate Research Opportunity Program (UROP) Mentor, 2023 - present

MO Retreat Committee, 2020 - 2021, 2022 - 2024

MO Culture Committee, 2021 - 2022, 2024 - present

Doctoral Students Recruiting Committee, Winter 2021

CONFERENCES & WORKSHOPS

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 Division Above and Beyond the Call of Duty Best Reviewer Award, 2025
 Early Dissertation Proposal Defense, Ross School of Business, 2024
 Rackham Conference Travel Grant, 2022 - present
 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

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
gfdavis@umich.edu

Sara Soderstrom

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