

# GARETH KEEVES

Stephen M. Ross School of Business, University of Michigan  
gkeeves@umich.edu / www.menaiinsight.com/gareth-keeves

## EDUCATION

Stephen M. Ross School of Business, University of Michigan

- Ph.D. in Strategic Management (August 2018)
- GPA 4.0 / 4.0

Institute for Manufacturing, University of Cambridge

- B.A. / M.Eng. / M.A. (Cantab), in Manufacturing Engineering (2010)  
*First Class Honors with Distinction*

## DISSERTATION

**Title:** The ontology of communications: Capturing meaning from organizational communications

**Committee:** James Westphal (chair), Jerry Davis, Mark Mizruchi, Derek Harmon

## JOURNAL PUBLICATIONS

**Keeves, G.D.,** Westphal, J.D., & McDonald, M.L. 2017, Those closest wield the sharpest knife: How ingratiation leads to resentment and social undermining of the CEO. *Administrative Science Quarterly*. 62: 484–523

McDonald, M.L., **Keeves, G.D.,** & Westphal, J.D., 2018, One step forward, one step back: How white male top managers respond to the appointment of a female or racial minority CEO. *Academy of Management Journal*. 61: 405-439

## WORKING PAPERS

**Keeves, G.D.,** & Westphal, J.D., From help to harm: Increases in status, perceived under-reciprocation, and social undermining among top managers.

- Under Review

## BOOK CHAPTERS AND ARTICLE SUMMARIES

Ashford, S. J., Ong, M., & **Keeves, G. D.** 2017. The role of issue-selling in effective strategy making. In Floyd, S.W., & Wooldridge, B. (eds.). *Handbook of Middle Management Research on Strategy Process*. Cheltenham, UK: Edward Elgar Publishing.

**Keeves, G.D.,** Westphal, J.D., & McDonald, M.L. 2017, Executives who flatter their CEOs are more likely to criticize them to the press. *Harvard Business Review (hbr.org)*

**Keeves, G.D.,** Westphal, J.D., & McDonald, M.L. 2017, Office Politics: When managers flatter the CEO by undermine them with journalists. *London School of Economics Blog*

## TEACHING EXPERIENCE

### *University of Michigan*

*STRAT 290: Business Strategy: Winter 2020, Course Coordinator (Ross School of Business)*

*STRAT 290: Business Strategy: Winter 2019 (Ross School of Business)*

*STRAT 290: Business Strategy: Winter 2015 (Ross School of Business)*

*ICOS Big Data Camp: June 2015, June 2016 (Ross School of Business)*

- Guest seminar: How researchers can access data via APIs

*Business Basics for Lawyers: January 2018 (Law School)*

- Guest seminar: Introduction to Business Strategy

## CONFERENCE PRESENTATIONS

**Keeves, G.D.\*,** Westphal, J.D., & McDonald, M.L., Pumping their ego and popping it down: How ingratiation leads to social undermining among corporate leaders.

- Ross School of Business: Strategy Brownbag, November 2013
- Academy of Management Meeting, Philadelphia, August 2014

McDonald, M.L., Westphal, J.D., & **Keeves, G.D.\*,** White male top managers' responses to the appointment of a racial minority or female CEO.

- Academy of Management Meeting, Philadelphia, August 2014

**Keeves, G.D.\*,** Westphal, J.D., From help to harm: Increases in status, perceived under-reciprocation, and social undermining among top managers.

- Academy of Management Meeting, Toronto, August 2015

**Keeves, G.D.\*,** How firms manage their internal on-line networks and external social media presence, *Part of the OMT Café series organized by M.D. Seidel.*

- Academy of Management Meeting, Toronto, August 2015

*\*Presenting author*

## HONORS, AWARDS AND MEDIA ATTENTION

- Academy of Management, BPS: Best Reviewer Award (2017)
- Ross School of Business: Spivey Hall Fellow (2016-2017)
- Ross School of Business: Stark Research Award (2015-2016)
- Ross School of Business: PhD Fellowship (2012-2015)
- Ross School of Business: Travel Grant (2014, 2015, 2016, 2017)
- University of Michigan, Rackham: Travel Grant (2014, 2015, 2016, 2017)
- DipFM/ACCA: Highest mark globally (2010)
- Institute for Manufacturing, Cambridge: Overall Best Master's Project (2010)
- St. John's College, Cambridge: Townsend Scholarship (2009, 2010)
- Research discussed in: Washington Post; Fortune; Daily Mail; Quartz; Boston Globe; Chicago Herald; MarketWatch

## SERVICE/AFFILIATIONS

- Strategic Management Journal: Ad-hoc Reviewer (2015-Present)
- AOM Reviewer (OMT: 2014, 2015, 2016, 2017, BPS: 2016, 2017)
- SMS Reviewer (2016, 2017)
- ASQ Blog: Interview with David Zhu and Guoli Chen (November 2014)
- Member of Academy of Management (OMT, BPS)
- BPS Doctoral Consortium (AOM, Vancouver, 2015)
- OMT Doctoral Consortium (AOM, Anaheim, 2016)
- Ross Schools of Business PhD Forum: Facilities Manager (2013-2014)
- Ross Schools of Business PhD Grant Reviewer (2014-2017)

## PROFESSIONAL EMPLOYMENT

Strategic Analytics: London, UK (2010-2011)

- Senior Associate Consultant

Menai Insight - [www.menaiinsight.com](http://www.menaiinsight.com) (2018-Present)

- Founder/CEO