

## ANDREW LYNN

3 University Circle  
University of Virginia  
Charlottesville, VA 22904

apl9ze [at] virginia.edu

### EMPLOYMENT AND RESEARCH POSITIONS

- 2025-present   Lecturer  
Department of Management and Global Business  
Rutgers Business School  
**RUTGERS UNIVERSITY**
- 2020-present   Research Fellow  
Colloquy on Culture, Capitalism, and Global Change  
Institute for Advanced Studies in Culture  
**UNIVERSITY OF VIRGINIA**
- 2017-2020     Postdoctoral Fellow  
Institute for Advanced Studies in Culture  
**UNIVERSITY OF VIRGINIA**

### EDUCATION

- 2012-2017     **UNIVERSITY OF VIRGINIA**, Ph.D. in Sociology
- 2010-2012     **UNIVERSITY OF VIRGINIA**, M.A. in Sociology
- 2003-2007     **UNIVERSITY OF NOTRE DAME**, B.A. in Political Science  
Graduated *Cum Laude*  
Minors: Theology, Hesburgh Program in Public Services

### ARTICLE PUBLICATIONS

- Matthew Caulfield and Andrew Lynn, 2024. "Federated Corporate Social Responsibility: Constraining the Responsible Corporation." *Academy of Management Review*. 49(1): 32-55.
- Andrew Lynn, 2021. "Ethics, Economics, and the Specter of Naturalism: The Enduring Relevance of the Harmony Doctrine School of Economics." *Journal of Business Ethics*. 178(3): 661-673.
- Andrew Lynn. 2020. "Why 'Doing Well by Doing Good' Goes Wrong: A Critical Review of 'Good Ethics Pays' Claims in Managerial Thinking." *Academy of Management Review*. 46(3): 512-533.
- Andrew Lynn. 2017. "MacIntyre, Metatheory, and Managerialism: Organizational Theory as an Ideology of Control." *Journal of Critical Realism*. 16(2): 143-162.

## **BOOK PUBLICATIONS**

Andrew Lynn. 2023. *Saving the Protestant Ethic: Creative Class Evangelicals and the Crisis of Work* (Oxford University Press).

Nominated for American Sociological Association Religion Section Book Award

Peer Reviewed in *Studies in Christian Ethics, Theology, Religious Studies Review*

## **BOOK REVIEWS**

Andrew Lynn. 2022. "Corporate Maternalism and the New Politics of Work: Review of *Work Pray Code: How Work Becomes Religion in Silicon Valley* by Carolyn Chen." *Hedgehog Review*. 24(3).

Andrew Lynn. 2016. "Separate and Unequal: Review of *Our Kids: The American Dream in Crisis* by Robert D. Putnam." *Hedgehog Review*. 18(1): 20-21.

## **ARTICLES UNDER REVIEW**

Andrew Lynn, [Title Redacted for Anonymous Review]. Under review at *Journal of Management Studies*.

Andrew Lynn & Matthew Caulfield, [Title Redacted for Anonymous Review]. Under review at *Business Ethics Quarterly*.

## **WORKS IN PROGRESS**

Andrew Lynn, "Costly Virtue: The Possibilities and Limits of Ethical Egoism in Management and Investing"

Andrew Lynn, "Mapping the Possibilities and Limits of Good Work: Market Enterprises, Human Enterprises, and Social Enterprises"

Andrew Lynn, "Knowing the Good of Work: Normative Theory as the Bulwark Against Manipulation in Meaningful Work Studies."

## **NON-PEER REVIEWED ARTICLES**

Andrew Lynn, 2023, "From Deadness to Life: How Today's Conservative Protestants Recovered and Adapted the Protestant Ethic." Oxford University Press Blog.

Andrew Lynn, 2020, "CEOs Email You Heartfelt Coronavirus Messages, While Still Prioritizing the Bottom Line." *The Washington Post*, 9 April, *Made By History* Guest Writer.

Andrew Lynn, 2020, "Economic Myths in a Time of Rupture," *Hedgehog Review*. 22(3): 60-69

## **GRANTS, FELLOWSHIPS & HONORS**

- 2024 Selected to Lake Institute of Emerging Scholars Program, David P. King, Director, Indiana University Lake Institute on Faith and Giving, Bloomington, IN.
- 2019 Selected to attend Georgetown Workshop on Teaching Professional Business Ethics, Michael J. Douma, Organizer, May 28<sup>th</sup>-30<sup>th</sup>, Georgetown University, Washington, D.C.
- 2019 Selected to attend Bentley Global Teaching Business Ethics Workshop, Jeffrey Moriarty, Organizer, May 20<sup>th</sup>-23<sup>rd</sup>, Bentley University, Waltham, MA.
- 2019 Selected to attend Summer Institute on the History of Political Economy, Center for the History of Political Economy, Bruce Caldwell, Organizer, June 10-19<sup>th</sup>, Duke University, Durham, NC.
- 2017 Society of Business Ethics Founders' Award
- 2016-2017 Doctoral Fellowship (\$25,000), Institute for Advanced Studies in Culture, University of Virginia
- 2016 Selected to attend "Human Flourishing, Social Solidarity, and Critical Realism Working Group," coordinated by the Critical Realism Network, Yale University
- 2016 Academy of Management Most Promising Dissertation Award (\$1000), Section on Management, Spirituality, and Religion
- 2016 Finalist, Charlotte W. Newcombe Doctoral Dissertation Fellowship
- 2015 Selected to attend Seminar for Sociology and Virtue Ethics at Yale University, Margarita Mooney, Organizer, March 12<sup>th</sup>-15<sup>th</sup>, 2015
- 2013 Selected to attend Philosophy of the Social Sciences Summer Seminar at Yale University, Phil Gorski, Organizer, July 28<sup>th</sup>-Aug 9<sup>th</sup>, 2013
- 2012 Honorable Mention, National Science Foundation Graduate Research Fellowship
- 2010-2014 Presidential Fellowship, University of Virginia

## **TEACHING & MENTORING EXPERIENCE**

- 2025 LECTURER, Rutgers Business School, Rutgers University
- 2016-2022 FACULTY MENTOR, Undergraduate Student Opportunities in Academic Research, University of Virginia
- 2019-2020 VOLUNTEER INSTRUCTOR, Darden School of Business Prison Program, University of Virginia

2014 GRADUATE INSTRUCTOR, Sociology Department, University of Virginia

2011-2015 TEACHER'S ASSISTANT, Sociology Department, University of Virginia

### **PRESENTATIONS**

August 5, 2024, "What Has Metaethics Done for You Lately?" Organized Symposium, Annual Meeting of the Society of Business Ethics, Chicago, IL.

July 24, 2024, "The Limits of Profitable Virtue: A Critical Assessment of ESG, DEI and 'Doing Well to Do Good' Approaches in Corporate Ethical Leadership." Annual Conference of the International Society for MacIntyrean Enquiry. University of Reading, Reading, UK.

August 7, 2023, "Risk-Averse Revolutionaries: Engine No. 1 and the Limits of Purpose-Driven Investing," Annual Meeting of the Academy of Management, Boston, MA.

August 9, 2022, "The Long Shadow of Depoliticized Organizational Theory," Annual Meeting of the Academy of Management, Seattle, WA.

August 6, 2022, "Meaning, Motivation, and the Problem of Manipulation," Annual Meeting of the Society of Business Ethics, Seattle, WA.

June 16, 2022, "Organizing Virtuous Work: The Separate but Equal Problem in Dual-Purpose Organizations." Annual Conference of the International Society for MacIntyrean Enquiry. Online Presentation.

August 13, 2019, "From Self-Interest to Inclusive Interests Management: Mapping-Ethical-Economic Trade-off Approaches," Annual Meeting of the Academy of Management, Boston, MA.

August 13, 2018, "Estranged Economics: Preserving Critique in New Economic Sociology," Roundtable Presentation, American Sociological Association, Philadelphia, PA.

March 28, 2017. "Managing for the Common Good: Examining Morally Deviant Employer Practices as Interstitial Efforts of Resistance in Precarious Capitalism." The Common Good as Common Project Conference, University of Notre Dame, Notre Dame, IN.

October 21, 2016. "Economic Ethics and the Specter of Social Naturalism: Exploring Teleological and Moral Beliefs in the Economic Imaginaries of Reform Leaders." Philosophy of Economics Working Group, Young Scholars Initiative Plenary, Institute for New Economic Thinking, Budapest, Hungary.

July 30, 2015. "Toward a Post-Ideological Sociology of Bureaucratic Organizations." Critical Realism: Reimagining the Social Sciences Conference, University of Notre Dame, Notre Dame, IN.

## **INVITED TALKS & LECTURES**

August 10, 2024. “Coffee with Author: Andrew Lynn, *Saving the Protestant Ethic: Creative Class Evangelicalism and the Crisis of Work*.” Annual Meeting of the Society of Business Ethics, Chicago, IL.

January 24, 2024. “Breaking the Contract: Exploring the Limits of Management Ethics’ Coasean Logics.” Strategy, Ethics, & Entrepreneurship Seminar Series, Darden School of Business, University of Virginia, Charlottesville, VA.

September 12, 2023. “Being Good Badly: How Business Ethics, ESG, and DEI Fell Captive to ‘Doing Well to Do Good’ Approaches and Why it Matters.” Rutgers Business School, Newark, NJ.

December 7, 2021. “The Protestant Ethic Today: Work, Meaning, and Moral Capitalism Among American Conservative Protestants.” Responsible Business Seminar, Northumbria University, United Kingdom.

## **PROFESSIONAL AFFILIATIONS**

2016-Present **Society of Business Ethics**

2015-Present **Academy of Management**  
Sections: Social Issues in Management, Critical Management Studies, Management, Spirituality, & Religion

2013-Present **American Sociological Association**  
Sections: Theory, Culture, Religion