SEEMANTINI PATHAK

Email : spathak@ivey.ca; Phone: 480-612-5734 (mobile)

**ACADEMIC POSITIONS**

**Ivey Business School, University of Western Ontario**

 Associate Professor of Strategy and Ihnatowycz Family 2023 – Present

 Foundation Chair in Leadership

**University of Missouri – St. Louis, College of Business Administration**

Associate Professor of Management 2020 – 2023

**University of Missouri – St. Louis, College of Business Administration**

 Assistant Professor of Management 2014 – 2020

**University of Houston, C.T. Bauer College of Business**

Assistant Professor of Management 2008 – 2014

 Visiting Assistant Professor of Management 2007 – 2008

**Arizona State University, W.P Carey School of Business**

Research Associate and Instructor2000-2003; 2004-2005

**EDUCATION**

**Arizona State University**

Ph.D. in Business Administration,Concentration: Management - Strategy2007

**Dissertation:** Compensation risk borne by CEOs after refocusing: The impact of divestment intensity, R&D intensity, and board composition.

**Dissertation Committee:** Robert E. Hoskisson (Chair), Albert A. Cannella, Jr., Luis R. Gomez-Mejia, Richard A. Johnson

**S.P. Jain Institute of Management and Research, Mumbai, India**

Post-Graduate Diploma in Business Administration 1996

**Maharaja Sayajirao University of Baroda, Vadodara, India**

Bachelor of Engineering (Chemical Engineering) 1994

**RESEARCH INTERESTS**

Strategic leadership, corporate strategy, corporate governance, organizational learning, sustainability and corporate social responsibility

**PUBLICATIONS**

Chiu, S., Pathak, S., Hoskisson, R., & Johnson, R. 2022. Managerial Commitment to the Status Quo and Corporate Divestiture: Can Power Motivate Openness to Change? ***Leadership Quarterly***, 33(3), <https://doi.org/10.1016/j.leaqua.2020.101459>.

Salaiz, A.H., Evans, K., Jones, C.D., & Pathak, S. 2022. CEO-COB Prestige Distance and Change in Diversification: Exploring a Curvilinear Relationship. ***Leadership Quarterly***, 33(3), <https://doi.org/10.1016/j.leaqua.2021.101544>.

Chiu, S., Pathak, S., & Sabz, A. 2022. The Impact of Advisor Status on Corporate Divestitures and Market Reactions. ***Journal of Business Research***, 144, 107-121. <https://doi.org/10.1016/j.jbusres.2022.01.073>

Evans, K., Salaiz, A., Pathak, S., & Vera, D. 2022. Boards and Corporate Social Performance: The Role of Community Influentials and Interlocks. ***Business & Society***, 61(1): 225-263. <https://doi.org/10.1177/0007650320965154>.

Uzuegbunam, I., Pathak, S., Taylor-Bianco, A., & Ofem, B. 2021. How Cultural Tightness Interacts with Gender in Founding Teams: Insights from the Commercialization of Social Ventures. ***Journal of Business Venturing***, 36(4), <https://doi.org/10.1016/j.jbusvent.2021.106127>.

Crossan, M.M., Vera, D., & Pathak, S. 2021. Organizational Learning. In ***Strategic Management: State of the Field and its Future***. Duhaime, I., Hitt, M.A., & Lyles, M. (Eds.). Oxford University Press.

Pathak, S., Samba, C., & Li, M. 2021. Audit Committee Diversity and Financial Restatements. ***Journal of Management and Governance,*** 25: 899-931. <https://doi.org/10.1007/s10997-020-09548-4>.

Pathak, S., & Chiu, S. 2020. Firm-Advisor Ties and Financial Performance in the Context of Corporate Divestiture. ***Journal of Business Research***, 121: 315-328.

Salaiz, A., Ballard, K., Pathak, S., & Vera, D. 2020. The Impact of Corporate Social Responsibility and Irresponsibility on Firm Financial Performance: New Insights to an Old Question. ***Organizational Dynamics,*** 49(2): 1-8.

Pathak, S. 2018. Encouraging Development of a Global Mindset among Students in Online International Management Courses. ***Journal of Teaching in International Business,*** 29(1): 20-48.

Shi, W., Pathak, S., Song, L., & Hoskisson, R. 2018. The Adoption of Chief Diversity Officers among S&P 500 firms: Institutional, Resource Dependence, and Upper Echelons Accounts. ***Human Resource Management,*** 57(1): 83-96.

Chiu, S., Johnson, R., Hoskisson, R., & Pathak, S. 2016. An Examination of Scale and Scope Change in Corporate Divestiture Based on CEO Succession and Successor Origin. ***Leadership Quarterly,*** 27(4): 617-633. *(Picked by the LQ editorial board as one of the 5 best articles of 2016).*

Banks, M.A, Vera, D., Pathak, S., Ballard, K. 2016. Stakeholder Management as a Source of Competitive Advantage: A Relationship and Portfolio Perspective. ***Organizational Dynamics***, 45(1): 18-27.

Kim, K.Y., Pathak, S. & Werner, S. 2015. When do International Human Capital Enhancing Practices Benefit the Bottom Line? An Ability, Motivation and Opportunity Perspective. ***Journal of International Business Studies****,* 46: 784-805.(*Kim and Pathak – equal contribution for first authorship*).

Pathak, S., Hoskisson, R., & Johnson, R. 2014. CEO Compensation as Post-Refocusing Settling-up: The Impact of Refocusing Intensity and Contextual Factors. ***Strategic Management Journal***, 35(8): 1124-1143.

Pepper, M.B., & Pathak, S. 2008. Classroom Contribution: What do Students Perceive as Fair Assessment? ***Journal of Education for Business***, 83(6): 360-368.

Lane, P.J., Koka, B.R., & Pathak, S. 2006. The Reification of Absorptive Capacity: A Critical Review and Rejuvenation of the Construct. ***Academy of Management Review***, 31(4): 833-863.

**RESEARCH GRANTS, AWARDS AND HONORS**

Douglas Durand Award for Research Excellence, UMSL College of Business 2021

Administration

University of Missouri – St. Louis Supplemental Research Support Award, 2021

$1500

University of Missouri – St. Louis Summer Research Award, $1000 2019

University of Missouri System – Faculty Success Program Scholarship 2017

University of Missouri – St. Louis Summer Research Award, $1000 2017

UMSL International Business Institute Associate Grant, $2000 2016

University of Missouri – St. Louis Summer Research Award, $1000 2016

University of Missouri Faculty Scholar Program Fellow, 2015-16 2015

University of Missouri – St. Louis Summer Research Award, $2000 2015

University of Missouri – St. Louis Research Award, $10,000 2015

University of Houston Summer Research Stipend 2009-2012

Best Conference PhD Paper Prize, Strategic Management Society 2011

University of Houston Provost’s Faculty Travel Grant 2011

University of Houston Small Grant for Research 2010

**PAPERS IN THE REVIEW PROCESS**

Hoskisson, R.E., Chirico, F., Pathak, S., & Bau, M. Family firm mergers. (Revise & Resubmit at ***Academy of Management Journal***)

Evans, K., Pathak, S., Vera, D., & Salaiz, A. Stigma types and directors’ professional devaluation from firm bankruptcy (Revise & Resubmit at ***Strategic Organization***)

**WORKING PAPERS**

Schulze, W., Chirico, F., Bau, M., Hoskisson, R.E., Patel, P.C., & Pathak, S. Family firm advantage and acquisitions. (Target: ***Academy of Management Journal***)

Chiu, S., Sabz, A., & Pathak, S. Divestitures and corporate social irresponsibility. (Target: ***Journal of Management Studies***)

Ofem, B., Pathak, S., Uzuegbunam, I., & Taylor-Bianco, A. All in good time? Founders' age, gender, and patenting in new technology ventures. (Target: ***Academy of Management Discoveries***)

Crossan, M., Vera, D., Pathak, S., & Salaiz, A. Reimagining strategic management: The role of leader character. (Target: ***Strategic Management Journal***)

Salaiz, A., Evans, K.B., Vera, D., & Pathak, S. Sustainability Board Committees and their Impact on Radical Sustainability. (Target: ***Research Policy***)

**REFEREED CONFERENCE PRESENTATIONS AND SYMPOSIA**

1. Gul, T, Casad, B., Dupureur, C., Taylor, M., & Pathak, S. (2023, June 6-8). UMSL ADVANCE’s Faculty Launch Mentor Program [Conference presentation]. ADVANCE Equity in STEM Community Convening, Durham, NC, United States. <https://www.equityinstem.org/convening>.
2. Gul, T, Casad, B., Dupureur, C., Taylor, M., & Pathak, S. (2023, June 6-8). Closing the allyship gap - UMSL’s commitment to an equitable academic space. [Conference presentation]. ADVANCE Equity in STEM Community Convening, Durham, NC, United States. <https://www.equityinstem.org/convening>.
3. Chiu, S.C.S., Sabz, A., & Pathak, S. 2023. Juggling during corporate change: How executive job demands affect corporate social irresponsibility. To be presented at the ***Academy of Management Annual Conference***, Boston, MA.
4. Khattar, V., Agarwal, U.A., & Pathak, S. 2022. Sustaining entrepreneurial careers: Coping with COVID-19 career shock. Presented at the ***Academy of Management Annual Conference***, Seattle, USA.
5. Dolosic, H., Meador, L., Pathak, S., Whitteck, E., Zolman, B. 2021. Social Annotation Across the Disciplines. October 1, 2021. Presented at the ***Focus on Teaching and Technology Conference***, Virtual, Sep 29-Oct 1.
6. Crossan, M., Pathak, S., Salaiz, A., & Vera. D. 2021. Reimagining strategic management: The role of leader character. Presented at the ***Strategic Management Society Conference*** held virtually, Sep 18-21.
7. Salaiz, A., Evans, K., Pathak, S., & Vera, D. 2020. Forging a greener path: How corporate boards impact environmental sustainability. Presented at the ***Academy of Management Conference***, Vancouver, Canada.
8. Evans, K., Pathak, S., Vera, D., & Salaiz, A. 2020. Stigma types and directors’ professional devaluation from firm bankruptcy. Presented at the ***Academy of Management Conference***, Vancouver, Canada.
9. Ermilina, V., Evans, K., Pathak, S., Salaiz, A., & Vera D. 2020. The advantage of being a non-prestigious firm. Presented at the ***36th EGOS (European Group for Organizational Studies) Colloquium***, Hamburg, Germany.
10. Evans, K., Pathak, S., Salaiz, A., & Vera D. 2020. Directors’ professional devaluation: Consequences of various stigmas. Presented at the ***36th EGOS (European Group for Organizational Studies) Colloquium***, Hamburg, Germany
11. Pathak, S., Chirico, F., & Bau, M. 2020. Family versus non-family firm mergers: Likes attract likes, outperform opposites. Presented at ***Australian Centre for Entrepreneurship Research Exchange***, Adelaide, Australia.
12. Chiu, S., & Pathak, S. 2019. Relational trust and competence trust with financial intermediaries: An examination of environmental contingencies as moderators. Presented at the ***Strategic Management Society Conference***, Minneapolis, Minnesota.
13. Ofem, B., Pathak, S., Taylor-Bianco, A., & Uzuegbunam, I. (Equal Authorship). 2019. Too Tight To Move? How Cultural Norms and Stereotypes Regulate Imprinting in Hybrid Social Venturing. Presented at the ***Academy of Management Conference***, Boston, Massachusetts.
***International Management Division Nominee for Carolyn Dexter Award; Finalist for Best Paper in Corporate Social Responsibility and Sustainability.
Included in Best Paper Proceedings.***
14. Pathak, S., & Chiu, S., 2019. Relational governance of firm-advisor ties and financial performance in the context of corporate divestiture. Presented at the ***Strategy Science*** Conference, Salt Lake City, Utah.
15. Ofem, B., Pathak, S., Taylor-Bianco, A., & Uzuegbunam, I. (Equal Authorship). 2019. Too Tight To Move? How Cultural Norms and Stereotypes Regulate Imprinting in Hybrid Social Venturing. Presented at the ***Global Strategy and Emerging Markets*** Conference, Dallas, Texas.
16. McKinley, W., Pathak, S., Tangpong, C., & Lehmberg, D. 2018. Organizational decline and turnaround: Recurring challenges. Symposium presented at ***Midwest Academy of Management***, St. Louis.
17. Chiu, S., & Pathak, S. (Equal Authorship). 2018. The impact of firm-advisor ties on corporate divestiture performance. Presented at the ***Academy of Management Annual Meeting***, Chicago, Illinois.
18. Pathak, S., Ofem, B., & Uzuegbunam, I. 2018. All in good time? Founders' age, gender, and patenting in new technology ventures. Presented at the ***Academy of Management Annual Meeting***, Chicago, Illinois.
19. Bau, M., Chirico, F., Hoskisson, R.E, & Pathak, S. 2018. Family versus non-family firm mergers: Likes attract likes, but complementarity also helps. Presented at the ***Academy of Management Annual Meeting***, Chicago, Illinois.
20. Chiu, S., & Pathak, S. (Equal Authorship). 2018. The Impact of Firm-Advisor Ties on Corporate Divestiture Performance. Presented at the ***Midwest Strategy Meeting***, Lincoln, Nebraska.
21. Chirico, F., Pathak, S., Bau, M., & Hoskisson, R. 2017. Family versus non-family firm mergers: Likes attract likes, outperform opposites. Presented at the ***Strategic Management Society Conference***, Houston, Texas.
22. Salaiz, A., Vera, D., & Pathak, S. 2017. Sustainability board committees and their impact on radical sustainability. Presented at the ***Strategic Management Society Conference***, Houston, Texas.
23. Pathak, S., & Chiu, S. 2017. The impact of prior ties with external organizations on corporate divestitures. Accepted for presentation at the ***Academy of Management Conference***, Atlanta, Georgia (withdrawn because of authors’ inability to attend conference).
24. Evans, K., Vera, D., & Pathak, S. 2017. Directors’ professional devaluation: The effects of stigma of incompetence and stigma by association. Presented at the ***Strategic Management Society Special Conference***, Milan, Italy.
25. Holmes, K.M., Pathak, S., & Pellegrini, E. 2016. Developing global leadership and collaboration skills online. Presented at the ***Focus on Technology and Teaching Conference***, St. Louis, Missouri.
26. Velez-Castrillon, S., Vera, D., Pathak, S., & Werner, S. 2016. Board directors and firm reputation: The effect of who they are, what they know, and who they know. Presented at the ***Academy of Management Annual Meeting***, Anaheim, California.
***Included in Best Paper Proceedings.***
27. Samba, C., Pathak, S., & Li, M. 2016. Audit committee diversity and financial restatements. Presented at the ***Academy of Management Annual Meeting***, Anaheim, California.
28. Bau, M., Chirico, F., Hoskisson, R.E., Patel, P.C., Pathak, S. 2016. Portfolio restructuring in family and non-family controlled firms. Presented at the ***Academy of Management Annual Meeting***, Anaheim, California.
29. Ballard, K., Vera, D., Pathak, S. 2015. Directors ' professional devaluation from firm bankruptcy: An integrated model of the effects of stigma, devaluated competence, and gained experience. Presented at the ***Strategic Management Society Annual meeting***, Denver, Colorado.
30. Chiu, S., Pathak, S. 2015. When are financial advisors most likely to add value to divesting firms? Presented at the ***Academy of Management Annual Meeting***, Vancouver, Canada.
31. Kim, K.Y., Pathak, S., Werner, S., Blakeney, R. 2014. When do expatriate programs benefit the bottom line: An absorptive capacity perspective. Presented at the ***Academy of International Business Conference***, Vancouver, Canada.
32. Ballard, K., Vera, D., Pathak, S., Salaiz, A. 2014. Boards and corporate social performance: The role of community influentials and interlocks. Presented at the ***Academy of Management Annual Meeting***, Philadelphia, PA.
33. Chiu, S., Pathak, S., Hoskisson, R., Johnson, R. 2014. CEO human and social capital and corporate divestitures: An investigation of endowment effects. Presented at the ***Academy of Management Annual Meeting***, Philadelphia, PA.
34. Chiu, S., Hoskisson, R., Pathak, S., Johnson, R. 2014. CEO human and social capital and corporate divestitures: An investigation of endowment effects. Presented at the ***Strategic Management Society Annual Meeting***, Madrid, Spain.
35. Velez-Castrillon, S., Pathak, S., Vera, D., Werner, S. 2014. Board directors and firm reputation: The effect of who they are, what they know, and who they know. Presented at the ***Southern Academy of Management Annual Meeting***, Savannah, Georgia.
36. Samba, C., Pathak, S., Li, M. 2014. Effects of diversity in boards’ audit committees on financial restatements. Presented at the ***Southern Academy of Management Annual Meeting***, Savannah, Georgia.
37. Shi, W., Pathak, S., Song, J., Hoskisson, R. 2013. Adoptions of chief diversity officers among S&P 500 firms: How organizations navigate through competing institutional logics. Presented at the ***Strategic Management Society Annual Meeting,*** Atlanta, Georgia.
38. Pathak, S., Chirico, F., Hoskisson, R., Makri, M. 2012. Portfolio restructuring in family and founder-controlled firms. Presented at the ***Strategic Management Society Annual Meeting***, Prague, Czech Republic.
39. Kim, K.Y., Pathak, S., Blakeney, R. 2012. Expatriate management and organizational competitiveness. Presented at the ***Strategic Management Society Annual Meeting***, Prague, Czech Republic.
40. Pathak, S., Chiu, S., Hoskisson, R., Johnson, R. 2011. Corporate restructuring and governance change. Presented at the ***Strategic Management Society Annual Meeting***, Miami, Florida.
41. Angert, C., Pathak, S. 2011. The institutional environment and gender diversity on boards of directors. Presented at the ***Strategic Management Society Annual Meeting***, Miami, Florida.
***Winner of the SMS Best PhD Paper Prize***
42. Velez-Castrillon, S., Pathak, S., Vera, D. 2011. The strategic fit between board of director characteristics and the external environment, and its effect on firm reputation. Presented at the **Southern Academy of Management Annual Meeting**, Savannah, Georgia.
43. Pathak, S. 2011. Perspectives on contracting: Explicit, implicit, and incomplete contracts. Panel Symposium organized at the ***Academy of Management Annual Meeting***, San Antonio.
44. Banks, M., Vera, D., Pathak, S. 2010. Stakeholder management at the origin of competitive advantage. Presented at the ***Academy of Management Annual Meeting***, Montreal, Canada.
45. Angert, C., Pathak, S. 2010. The effects of the institutional environment on gender tokenism. Presented at the ***Academy of Management Annual Meeting***, Montreal, Canada.
46. Pathak, S., Hoskisson, R., Johnson, R., Chiu, S. 2010. Refocusing and ex-post settling up: The impact of prior governance characteristics on CEO turnover. Presented at the ***Strategic Management Society Annual Meeting***, Rome, Italy.
47. Chiu, S., Johnson, R., Pathak, S. 2010. The influence of CEOs on corporate divestiture intensity. Presented at the ***Strategic Management Society Annual Meeting***, Rome, Italy.
48. Chiu, S., Johnson, R., Pathak, S., Hoskisson, R. 2009. The effects of CEO succession on corporate restructuring and strategic change. Presented at the ***Strategic Management Society Annual Meeting***, Washington, D.C.
49. Pathak, S., Haynes, K., Carlin, B. 2009. What keeps them going: Examination of subsidiary resilience to terrorist attacks in the host country. Presented at the ***Strategic Management Society Annual Meeting***, Washington, D.C.
50. Pathak, S., Haynes, K. 2009. Firm preferences for TMT external directorships: Theorizing about a resource. Presented at the ***Academy of Management Annual Meeting***, Chicago, Illinois.
51. Velez-Castrillon, S., Pathak, S. 2009. Why do they serve? A typology of director motives. Presented at the ***Academy of Management Annual Meeting***, Chicago, Illinois.
52. Pathak, S., Hoskisson, R, Johnson, R. 2008. CEO compensation as post-refocusing settling-up. Presented at the ***Academy of Management Annual Meeting***, Anaheim, California.
53. Pathak, S., Hoskisson, R. 2007. CEO compensation after refocusing: The impact of refocusing intensity and contextual factors. Presented at the ***Strategic Management Society Annual Meeting***, San Diego, California.
54. Pathak, S. 2006. Compensation risk borne by Chief Executive Officers after refocusing: The impact of divestment intensity, R&D intensity, and board composition. Presented at the ***Strategic Management Society Annual Meeting***, Vienna, Austria.
55. Dooley, K.J., Daneke, G.A., Pathak, S. 2005. Iridium’s house of cards: The nature of entrepreneurial stages and stage transitions. ***Academy of Management Annual Meeting.*** Honolulu, Hawaii.
56. Pepper, M., Pathak, S. 2005. Classroom contribution: What do students perceive as fair assessment? ***Academy of Management Annual Meeting.*** Honolulu, Hawaii***.***
57. Lane, P.J., Koka, B.R., Pathak, S. 2002. A thematic analysis and critical assessment of absorptive capacity research. ***Academy of Management Annual Meeting.*** Denver, Colorado***.***

***Included in Best Paper Proceedings.***

**RECENT INVITED PRESENTATIONS AND SYMPOSIA**

1. Pathak, S. 2023. ‘The role of context in strategic leadership’. Strategic Leadership Development Forum, Army War College, Carlisle, PA. January 25-26.
2. Pathak, S. 2023. ‘Individual development plans, succession planning, and leveraging diversity in teams’. Women of Bunge Employee Resource Group, Bunge North America, St. Louis, MO. February 16.
3. Pathak, S. 2023. ‘Women in leadership and entrepreneurship’. Research Keynote at the 2nd Annual Women in Leadership Conference, Richard Chaifetz School of Business, St. Louis University. March 9.

**PROFESSIONAL ACTIVITIES**

**Professional Service**

Editorial Review Board Member, ***Journal of Management***, 2017-2020; 2020-2023; 2023-2026

Ad-hoc Reviewer **-** Academy of Management Journal, Academy of Management Review, Strategic Management Journal, Journal of Management Studies, Journal of International Business Studies, Journal of Business Ethics, Corporate Governance: An International Review, Journal of Business Research, Journal of Management and Governance, Business and Society, Research Policy, IEEE Transactions on Engineering Management, International Journal of Manpower, International Journal of Management Reviews, Journal of High-Technology Management Research, Management Learning, Technovation, Thunderbird International Business Review, British Journal of Management, Journal of Small Business and Enterprise Development, Journal of Teaching in International Management, Technology Analysis and Strategic Management, Quarterly Review of Economics and Finance

Academy of Management Conference Reviewer - Business Policy and Strategy Division, 2003, 2005-2008, 2014, 2016, 2017, 2020, 2022

Strategic Management Society Reviewer, 2009-2023 - Corporate Strategy and Governance, Knowledge and Innovation, Entrepreneurship and Strategy, Strategic Leadership and Governance, Corporate Strategy, Research Methods Tracks

**Professional Affiliations**

**Academy of Management,** Member

Divisions: Business Policy & Strategy, Gender & Diversity in Organizations, Research Methods, Organization & Management Theory

**Strategic Management Society**, Member

Interest Groups: Strategic Leadership and Governance, Corporate Strategy, Strategic Human Capital, Behavioral Strategy

**Professional Development**

Participated in the Summer Program on Collaborating to Advance Meaningful Partnerships, UMSL Center for Teaching & Learning, Summer 2021

Participated in CARMA Short Course on Systematic Reviews and Meta-Analysis with R, Summer 2020

Participated in CARMA Short Course on Open Science and R, Summer 2020

Participated in CARMA Research Methods Consortium, Summer 2020

Participated in the Foundations of Faculty Success Group Coaching Program with Rena Seltzer, Spring and Summer 2020

Participated in the semester-long Faculty Success Program organized by National Center for Faculty Development & Diversity (with UM System Scholarship), Fall 2017

Attended 3-day workshop on fuzzy set Qualitative Comparative Analysis organized by the University of California, Irvine, March 2017

Participated in Faculty Scholar Program, UM System, Fall 2015-Spring 2016

Attended 2-day CARMA research methods course on Endogeneity and Regression**,** Fall 2015

Attended 3-day CARMA research methods course on Longitudinal Data Analysis**,** Summer 2015

Attended 8-week UMSL Entrepreneurship Workshop organized by UMSL and the Kaufmann Foundation, Spring 2015

**TEACHING EXPERIENCE**

**College of Business Administration, University of Missouri – St. Louis**

Instructor, International Management (Undergraduate; 23 sections); Fall 2014; Spring 2015; Fall 2015; Spring 2016; Fall 2016; Spring 2017; Summer 2017; Spring 2018; Summer 2018; Fall 2018 (average overall instructor evaluation, 2 sections: 6.36); Spring 2019 (average overall instructor evaluation, 2 sections: 6.03); Fall 2019 (average instructor evaluation, 2 sections: 5.97); Spring 2020 (average instructor evaluation, 2 sections: 6.14); Fall 2021 (average instructor evaluation, 1 section: 5.81); Spring 2022 (average instructor evaluation, 3 sections: 6.00):

Teaching evaluation (average overall instructor evaluation, 29 sections): 6.04 (7=very good; 1=very poor)

Fall 2022 (average evaluation, 2 sections, 6=very good; 1=very poor): 5.40/6

Instructor, Corporate Governance (Graduate and Undergraduate; 1 section); Spring 2021 (average overall instructor evaluation, 5.90); Fall 2021 (average overall instructor evaluation: 6.00/7)

Instructor, Managerial Decision Analysis (Graduate; 1 section); Fall 2022 (average overall instructor evaluation: 6.15/7)

Doctoral Dissertation Committee Memberships:

 Michelle Pipes (DBA, Graduated: Spring 2022)

 Casey Bell (DBA, Expected graduation: Spring 2023)

 Traci Jeffries (DBA; Expected graduation: Spring 2024)

 Sachin Sharma (DBA; Expected graduation: Spring 2024)

 Sean Leahy (Committee Chair; DBA, Expected graduation: Spring 2024)

Doctoral Dissertation External Examiner

 Bindu Kripalani, BITS Pilani (2021)

Professional Development: Attended ‘*Online in 9*’, a 9-week workshop on adapting a course for online teaching

Completed the Center for Teaching and Learning’s 5-week Summer Collaborating to Advance Meaningful Partnership course on teaching effectiveness, Summer 2021

Completed the Association of College and University Educators’ course on Effective Online Teaching Practices, 2020-21

**Hochshule Bremen International Summer School**

Instructor, International Strategic Management; Summer 2017

**C.T. Bauer College of Business, University of Houston**

Instructor, International Management (Undergraduate; 13 sections); 2007-2014

Teaching evaluation (averaged): 4.42 (5=very good; 1=very poor)

Instructor, Strategic Management (Undergraduate; 1 section); Fall 2011

Teaching evaluation: 4.11 (5=very good; 1=very poor)

Strategic Management (MBA Core Course; 1 section); Spring 2008

Teaching evaluation: 3.98 (5=very good; 1=very poor)

Independent Study on Corporate Governance (Ph.D.); Summer 2008

Doctoral Dissertation Committee Memberships:

 Michael Banks (Graduated: Spring 2010)

 David Epstein (Graduated: Spring 2011)

 Susana Velez-Castrillon (Graduated: Spring 2012)

 Cory J. Angert (Graduated: Spring 2012)

 Klavdia Ballard (Graduated: Summer 2016)

 Ashley Salaiz (Graduated: Spring 2018)

Doctoral Advisory Committee Memberships:

 Susana Velez-Castrillon (Member)

 Cory J. Angert (Chair and Practicum Advisor)

 Howard Lee (Member)

 Tiffany Maldonado (Member)

**W. P. Carey School of Business, Arizona State University**

Instructor, International Management (Undergraduate ; 4 sections)

Teaching evaluation: 1.77 (1=very good; 5=very poor)

Cross-cultural Factors in Management (Undergraduate; 1 section)

Teaching evaluation: 1.34 (1=very good; 5=very poor)

International Business (Undergraduate; 1 section)

Teaching evaluation: 1.36 (1=very good; 5=very poor)

**SERVICE**

**University of Missouri – St. Louis**

Service to the Department

Member, Faculty Search Committee, 2016-17

Member, Ad-hoc Committee on Curriculum Evaluation, 2015

Service to the College

Participated in CoBA Strategic Planning Effort, Summer-Fall 2022

Curriculum Alignment Process liaison for CoBA MBA programs, 2022-23

Research seminar coordinator, 2021-23

Curriculum Alignment Process liaison for CoBA BSBA programs, emphasis areas and minors, Summer-Spring, 2020-21

Participated in DBA program courses and events, 2018-2019

Assessment of Learning Committee Member, 2014-present

Service to the University

Faculty Mentoring Taskforce (part of UMSL’s NSF ADVANCE Grant), Spring 2023

Senate Fall Research Panel, 2022-23

 Campus Review Team for the UMSL Faculty Senate 5-year Review, 2022

Teaching Effectiveness Taskforce, 2021-22

Search Committee for Associate Vice-Chancellor, Strategic Enrollment, Spring 2021

Online teaching expert available to help with the transition to completely online teaching, Spring 2020 and Summer 2020

Honorary Awards Committee, 2015-18

**University of Houston**

Service to the Department

Ad hoc Journal List Committee Member, 2009

Participated in Faculty Recruitment, 2008, 2009, 2010

Participated in Ph.D. Student Admissions, 2011, 2012, 2013

Co-ordinated the CARMA Research Methods Viewing Program, 2008-2012

Service to the College

Undergraduate Curriculum Committee Member, 2011

Presented in Workshop on Innovative Teaching Methods, 2010

Collaborated in the implementation of the assessment program (AACSB re-accreditation effort) -- collected data to measure the "critical thinking" learning goal in the MBA program, 2009

Service to the University

Bauer College representative to University Library Committee, 2008 – 2010, 2012

Presented in the University of Houston Effective Teaching Practices Showcase, 2011

**PROFESSIONAL EXPERIENCE**

**Corporate Strategy Consultant at A. F. Ferguson & Co. (Management Consultants, India)** 1996-98: Analyzed and suggested implementation strategy for organizational restructuring, conducted market feasibility studies, and helped frame strategic entry and export issues for clients like Robert Bosch GmbH, Toys ‘R’ Us, Bajaj Tempo Limited, Kandla Port Trust, Gems and Jewelry Export Promotion Council of India.