

Visiting International Scholar Award (VISA)

APPLICATION FORM 2019 AND 2020

Staff wishing to apply for funding for a Macquarie Business School (MQBS) Visiting International Scholar Award (VISA) need to fill out this application form and submit it in Pure as a Macquarie Business School internal funding application (select **Application Type** – Grant – Proposal and for **Nature of Activity Type** select ‘Faculty Grant Option’) prior to the closing deadline of 15 March for Round 2 of the current year or 15 October for Round 1 of the following year. The application should be submitted together with a short CV of the proposed visitor. The final report should be submitted within six months of the end of the visit. For more information on the application, invitation and final report process, visit the [Business School Funding Schemes wiki page](#).

Primary host

Name	Dr Meena Chavan
Position	Senior Lecturer/ Program Director
Link to researcher profile in Pure	https://researchers.mq.edu.au/en/persons/meena-chavan

Secondary host (if applicable)

Name	Prof Lucy Taksa
Position	Co-Director, Centre for Workforce Futures MQ Business School
Link to researcher profile in Pure	https://researchers.mq.edu.au/en/persons/lucy-taksa

Proposed visitor details

Name and title	Dr. Shanthi Gopalakrishnan
Current position and university affiliation	Professor, Martin Tuchman School of Management, NJIT, University Heights, Newark, NJ 07102.
Email	sgopalak@njit.edu ; gopalakr1214@gmail.com ;
Country on passport	USA
Web address of proposed visitor’s full CV on their home institution website	https://management.njit.edu/faculty/sgopalak

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Please append a copy of the proposed visitor's short CV to this document.

Provide a brief overview of the proposed visitor's international standing, including an overview of their record of high quality publications in major international journals and evidence of high profile in the scholar's discipline/s; awards, prizes, or research impact as demonstrated by major intellectual contributions to scholarship; and/or benefits for end-users including contributions to government or non-government organizations; editorships of leading journals; and/or grant funding from public or industry sources.

PROFILE: Google Scholar:

https://scholar.google.com/scholar?hl=en&as_sdt=0%2C31&q=Shanthi+Gopalakrishnan&oq=Shanthi

Shanthi Gopalakrishnan is a tenured Professor of Management at the Martin Tuchman School of Management, New Jersey Institute of Technology, in Newark, NJ. She is currently the Editor-in-Chief of the **South Asian Journal of Business Studies**, and is on the editorial board of *Journal of Strategic Management*. She is a Past President and a Fellow of the Eastern Academy of Management (a regional affiliate of the Academy of Management) and is on the advisory Board of *Organization Management Journal*. She has previously been on the Editorial Board of *Group and Organization Management* and *IEEE Transactions in Engineering Management*.

She has written over 40 journal articles and book chapters and has been cited over 6000 times. Her overall **H-index is 29**. Her **overall i10 index is 38** and since 2014 it is 32. She publishes in areas of Vendor Client relationships in the context of Outsourcing, Strategic Alliances and governance, Knowledge Management in Biotechnology and Pharmaceutical industries and Innovation and knowledge management in the Banking and Biotechnology industries. Her papers have appeared in Journals such *Journal of Management Studies*, *Journal of Business Research*, *Journal of Engineering and Technology Management*, *Technovation* and *IEEE Transactions in Engineering Management*.

In addition to NJIT, she has taught courses at the Beijing Institute of Technology, Universidad Pablo de Olavide and has given seminars in numerous institutes both in the USA and India such as Indian Institute of Management, Bangalore on her research. She served as the Associate Dean of the School of Management between 2007 and 2012. She has also been responsible for organizing several International Conferences for EAM I in Bangalore, Sevilla and the Gold Coast in Australia. The local universities that collaborated with her on these conferences were IIM Bangalore, UPO, Sevilla and Bond University in Australia. She teaches Technology and Innovation Management, Business Policy and Management Theory.

As Editor Chief of the *South Asian Journal of Business Studies*, she has been responsible for organizing four Special Issues in 2019 and 2020. The Special Issues are on Entrepreneurship, Creativity and Innovation, Work Family Balance, Social Media and Marketing, and Positive Organizational Thought.

Shanthi Gopalakrishnan has received two Fulbright Specialist Scholarships. With her first Fulbright she travelled to UPO in Sevilla. She has used her previous contacts with International Universities to publish with faculty in those schools. She has published with more than four faculty members in UPO Sevilla and with faculty in IIM Bangalore.

Details of visit

Expected date of arrival	October/November 2020
Expected duration of visit and date of departure	2 weeks
Office accommodation arrangements in School /Department/Research Centre	Centre for Workforce Futures Office
Confirm that the host has read the VISA guidelines and has conveyed the terms and conditions of the VISA Scheme to the proposed visitor	Yes

Please explain how the visitor will contribute to (i) a relevant Department/Research Centre/ Research Network/s; (ii) the development of an emerging area of research strength and how this is aligned with one of the five Macquarie University Research Priority areas and their themes or streams; and (iii) enhanced international networks and/or partnerships.

Department/s or Research Centre/s or Research Network/s	Centre for Workforce Futures Pillar 2: Work, Skills, Knowledge and Education and Pillar 4: Innovation, regulation and supply chains in industry and transport. Bio-technical industry in International Business and international business networks and innovation (linked to Centre’s biomedical engineering workforce industry project and Centre’s Aust.-APEC Fellowship) This research agenda contributes to and aligns with Priority 4 & 5 of the MQ Universities Strategic Priorities in the Framing the Futures – Our Purpose, Vision and Values. It also contributes to the key objectives of MQ strategic research goals 2 (2.1& 2.4) and 3 (3.1-3.4) & Key Objective 3 Connected People – collaborative activities and external connections.
Emerging area of research strength	Vendor Client relationships in the context of Outsourcing, Strategic Alliances and governance, Knowledge Management in Biotechnology and Pharmaceutical industries and Innovation and knowledge management in the Banking and Biotechnology industries.
Enhanced international networks	Eastern Academy of Management (a regional affiliate of the Academy of Management)

Outline how the proposed visit will enhance the host’s research outcomes in the space below
(max. 250 words)

The host will design research projects to collaborate with Prof. Gopalakrishnan and the outcome of this research will materialise into publications in co-authorship with Prof Gopalakrishnan in top Management journals that will help enhance her research outcomes

Prof Gopalakrishnan also proposes to float a SI in a top journal in International Business along with the host and other IB staff in the faculty when at MQ. Prof Gopalakrishnan will assist and guide PhD students in Innovation and Knowledge management to understand the reviewing process for top journals.

Public lecture title intended invitees. Please discuss with the Business School Research Manager before proposing a public lecture. *This is not a compulsory element of the visit.*

Dancing with Wolves: How R&D Human Capital Can Benefit from Competition

This study examines the impact of competitor alliances on the development of internal R&D human capital. The authors collect survey data from 111 biotech firms in Spain and US. Results show a mediation relationship: competition increases a firm's internal R&D human capital via its pro-activeness to pursue R&D partnerships. In order to examine the mechanism behind competitor alliances, the authors examine two moderators, alliance satisfaction and alliance coordination and argue that the two factors exert opposite moderation effects on the relationship between competition and pro-activeness to pursue R&D partnerships. Results show that when a firm and its alliance partners are satisfied with each other, the effect of competition on pro-activeness decreases, but the moderation effect of alliance coordination, though opposite, is not significant. This data collection was conceived during my previous sabbatical where I spent some time in Spain. The paper has been submitted to Technovation

Proposed Departmental seminar title (*compulsory element of visit*)

Does Exposure to a Traumatic Event Make Organizations Resilient?

Abstract

What helps organizations bounce-back from traumatic events? While research offers extensive insights on recovery from economic or technological shocks, there is limited understanding of how organizations recover from life-threatening events such as terrorist attacks. In this study, we build on the research on resilience and argue that organizational recovery from a traumatic event unfolds as a learning process that is triggered by how strongly a threat is perceived. The learning process is facilitated by the availability of slack resources, and it manifests in new and more local ties. We test our arguments with a sample of US and non-US firms before and after the 9/11 terrorist attacks. We found that US firms' direct exposure to the attacks led to a higher preference for interorganizational alliances than non-US firms. This preference was facilitated by local partners and through the distinctive deployment of slack, leading to a disproportionate increase in alliance performance relative to non-US firms. Our findings suggest that resilience is a long-term change in organizational outlook that benefits from direct exposure to the threat. Contrary to conventional wisdom, our research results show that geographical proximity to a traumatic event can be an impetus for organizational adaptation.

HDR seminar title (*compulsory element of visit*)

Client Dependence and Vendor Innovation: The Moderating Role of Organizational Culture

Abstract

With the dramatic increase in technological interconnectedness between firms and the overall speed of technological change, organizations depend on each other to survive and stay competitive. While it is generally believed that dyads and networks can offer advantages over internal development in the innovation process, the authors suggest that it is not necessarily the case. Using a sample of 120 vendor firms that work in information technology industries in the Indian subcontinent, they find that client dependence in the inter-organizational relationship decreases vendor innovation. To resolve this dark side of business relationships, they further examine how the organizational culture can impact the dependence-innovation relationship.

In line with organization literature, the authors distinguish two sub-dimensions of outcome-oriented culture: performance orientation, which reflects a firm's internal focus on employee performance, and competitiveness, which reflects a firm's focus on external competitors and markets. It is found that a vendor's competitiveness facilitates innovation, and that it weakens the negative effect of client dependence on vendor innovation.

However, performance orientation strengthens the negative effect of client dependence on vendor innovation. Accordingly, in order to prevent themselves from falling into the dependence trap in the innovation process, firms need to build an externally oriented competitive culture and avoid overemphasizing their internal performance. This paper has been published in *Industrial Marketing Management* in 2017.

ECR and HDR mentoring activities. Provide names of Staff and HDR candidates that will benefit from the visit.

Core Members of the Centre for Workforce Futures' pillars and its Across Macquarie Members (including from all Departments in MBS), as well as Associate Members at local universities will benefit from this visit. The PhD members of the Centre and HDR students in MBS will also benefit from the HDR seminar.

Other – for example, existing or potential cotutelle


Statement of support from Head of Department/Centre Director/Associate Dean (Research)/Dean

Please obtain a statement of support from the Head of Department, Centre Director, ADR as appropriate in the space below (or attach to the application a signed statement of support from the Head of Department of the proposed host Department)

As Co-Director of the Centre for Workforce Futures, I support this application from Dr Chavan and Professor Taksa. The CWF is developing research strengths in two areas that relate to this visit: notably in the biotechnology sector and in relation to innovation and business networks as a result of industry funded research on biomedical engineering and an Australia-APEC Fellowship focused on corporate networks. In addition, numerous core members have undertaken research on human capital and organisational cultures. This visitor can enhance the members' knowledge in these fields and also extend international networks with scholars. This visit will also build on interest in post-disaster resilience and recovery begun with the visit to the Centre of Associate Member Professor Daniel P. Aldrich, Director of the Security and Resilience Studies Program at Northeastern University in the USA.

I certify the details given in this application are correct

Name of primary host	Dr Meena Chavan	
Signature		Date:

Name Head of Department/ Research Centre Director/ADR	Professor Daryll Hull	
Signature		Date: 07/09/2019

SHANTHI GOPALAKRISHNAN

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<https://orcid.org/0000-0003-0399-4891>

I TEACHING AND ADMINISTRATIVE EXPERIENCE

Professor - Martin Tuchman School of Management Sept. 2008 to Present

Associate Dean – School of Management, NJIT. **Aug 2007 – June 2012.**

Professor – Promoted to Full Professor. **June 2008**

Associate Professor, New Jersey Institute of Technology. 1999 – 2008.

I have taught undergraduate, graduate including Executive MBA courses in Business Policy, Business Strategy, Management of Technology and Organizational Behavior. **Tenured in June 2002.**

Associate Professor, Fairleigh Dickinson University. Fall 1994- August 1999 (I left with Tenure)

I was tenured in Spring 1999. I taught undergraduate and graduate courses in Business Policy, Organizational Behavior, and Organization Theory.

Assistant Professor, Montclair State College. Fall 1993- Fall 1994.

I have taught undergraduate courses in General Management and Business Policy.

Instructor, Rutgers University. Fall 1988 - Spring 1992.

I have taught undergraduate courses in Organization Behavior and Business Policy.

II EDUCATION

Ph.D. Organization Management, Rutgers University. **May 1995.**

M.B.A., General Management, Rutgers University, **May 1991.**

M.B.A., General Management, Jamanalal Bajaj Institute, India. **May 1983.**

B.A., History and Economics, Women's Christian College, India. **May 1981.**

III PAST INDUSTRY EXPERIENCE

Regional Sales Manager, Voltas Limited India, **1986-1988**. I managed a regional sales team, where my responsibilities included developing budgets, managing a sales staff and meeting sales and profit targets for the region

Area Sales Manager, Voltas Limited India, **1985-1986**. I was responsible for meeting sales targets and managing the sales staff for the local office.

Product Manager (Refrigerators), Voltas Limited India, **1983-1985**. I was in charge of a national launch of a new brand of refrigerators, which included interfacing between the plant and the regional sales offices. The responsibilities also included coordinating with the advertising agency to design the launch campaign and promotion strategies.

IV PUBLICATIONS AND PRESENTATIONS

(A) Refereed Journal Publications

1. **Gopalakrishnan, S., & Zhang, H., 2019**. The link between Vendor Certification and Firm in Outsourcing- A tale of two stories. **International Journal of Production Research**. Accepted for publication, January 2019.
2. Perez-Luno, A., Bojica, A., **Gopalakrishnan, S., 2018**. When more is less: The Role of Cross-functional integration, Knowledge Complexity and Product Innovation in firm performance. **International Journal of Operations and Production Management**. Accepted for publication. April 2018.
3. **Gopalakrishnan, S., & Zhang, H. 2018**. Client Dependence: A Boon or bane for Vendor Innovation: A Competitive Mediation Framework in IT Outsourcing. Accepted for publication Special Issue on Outsourcing in **Journal of Business Research**. January 2018
4. **Gopalakrishnan, S., & Zhang, H. 2017**. Client dependence and vendor innovation: the moderating role of organizational culture. **Industrial Marketing Management**, 60, (Oct Issue) 80-89.
5. **Gopalakrishnan, S., Guilbault, M., Ojha, A. 2017**. A view from the vendor's side: Factors that determine satisfaction. **South Asian Journal of Business Studies**, 6, 3, 214-228.
6. **Kovoor-Misra, S., Gopalakrishnan, S. 2016**. Culpable Leaders, trust, emotional exhaustion and identification during a crisis. **Leadership and Organizational Development Journal**, 37, 8, 1100-1116.
7. **Scillitoe, J., Gopalakrishnan, S., & Santoro, M.D. 2015**. The impact of external contexts on biotechnology-pharmaceutical Alliances. **Organization Management Journal**, 12, (3) 110-122.
8. **Santoro, M.D., & Gopalakrishnan, S., 2015**. Alliances with Universities: How firms absorb and apply Knowledge. **International Journal of Knowledge Management Studies**, 6, (2) 175-199.
9. **Perez -Luno Roubledo, A., & Gopalakrishnan, S., 2014**. Valle Cabrera, R., 2014. Innovation and Performance. The role of environmental dynamism on innovation choices. **IEEE Transactions in Engineering Management**, 61, 3, 499-510.

10. Perez Luno, A., Saparito, S., and **Gopalakrishnan, S. 2014.** Small and Medium sized Enterprise's entrepreneurial orientation and creation of tacit knowledge. **Journal of Small Business Management.** Forthcoming
11. Wong-Mingji, D., Kessler, E., **Gopalakrishnan, S.,** Khilji, S. **2014.** Cross Cultural Perspectives: Using Cultural mythology to explore leadership patterns in India, Indonesia, Pakistan and the USA. **South Asian Journal of Global Business Research.** Vol. 3, (2) 79-101.
12. **Gopalakrishnan, S.,** & Saparito P.A. **2011.** Outsourcing in service based industries: An analysis using transaction cost economics and Knowledge based view. **International Journal of Knowledge Management Studies,** 4, 359-374.
13. **Gopalakrishnan, S.,** Kessler, E., Scillitoe, J.L. **2010.** Navigating the Innovation Landscape: Past research, Present Practice and Future Trends. **Organization Management Journal,** 7, 262-277.
14. Saparito, P.A., & **Gopalakrishnan, S. 2009.** The influence of communication richness, self interest and relational trust on Bank's knowledge about firms within small-cap debt finance markets. **IEEE Transactions in Engineering Management,** 56, 3, 436-447.
15. Dunne, D., **Gopalakrishnan, S.,** & Scillitoe, J.L. **2009.** Firm resources and the choice between equity and non-equity alliance governance structures. **Journal of Engineering and Technology Management,** 26, 181-195.
16. **Gopalakrishnan, S.,** Mangaliso, M. Butterfield, A.D. **2009.** Managing ethically in times of transformation: Challenges and opportunities. **Group and Organization Management,** 33, 6: 756-759.
17. Gopalakrishnan, S. **2008.** Linking theory to Practice. EAM White Paper Series. **Organization Management Journal.** 5, 2, 3-5.
18. **Gopalakrishnan, S.,** Santoro, M.D. & Scillitoe, J. **2008.** Tapping Deep pockets: The role of resources and social capital on financial capital acquisition by biotech firms in biotech-pharma alliances. **Journal of Management Studies,** 45, 8, 1354-1376.
19. Newbert, S., **Gopalakrishnan, S.,** & Kirchhoff, B., **2007.** Exploring the importance of entrepreneurship to firm level competitive advantage in technologically intensive industries. **Technovation: The International Journal of Innovation, Entrepreneurship and Technology Management** 28, 1-2, pg. 6-19.
20. Santoro, M.D., Bierly, P.E., **Gopalakrishnan, S. 2007.** Organizational Learning from External Sources: New Issues and implications. Accepted for publication at **International Journal of Technology Management,** 38, 1-2, 1-11.
21. **Gopalakrishnan, S.,** & Bierly, P.E. **2005.** The Impact of Firm Size and Age on Knowledge Strategies during product development: A Study of the Drug Delivery Industry. **IEEE Transactions in Engineering Management,** 53, 1: 3-16

22. **Gopalakrishnan, S., & Santoro, M. 2003.** Distinguishing between knowledge transfer and technology transfer: The role of key organizational activities. **IEEE Transactions in Engineering Management, 51**, 1: 57-69.
23. **Gopalakrishnan, S., Wischnevsky, D., & Damanpour, F. 2003.** A multi-level analysis of factors influencing the adoption of internet banking. **IEEE Transactions in Engineering Management, 50**, 4, 413-426.
24. Kessler, E.H., Bierly, P., **Gopalakrishnan, S. 2001.** The Vasa Syndrome: Insights from a 17th Century New Product Disaster. **Academy of Management Executive**, Vol. 15, 80-91.
25. **Gopalakrishnan, S., & Bierly, P. 2001.** Analyzing innovation adoption using a knowledge based typology. **Journal of Engineering and Technology Management, 27**, 1-25.
26. Damanpour, F. & **Gopalakrishnan, S. 2001** Dynamics of the adoption of product and process innovations in organizations. **Journal of Management Studies. 38**: 1, 45-65.
27. Dugal, M., & **Gopalakrishnan, S. 2001** Environmental volatility: A reassessment of the construct. **International Journal of Organizational Analysis (8) 4**: 401-424.
28. **Gopalakrishnan, S. 2000.** Unraveling the links between dimensions of innovation and organizational performance. **Journal of High Technology Management Research, 11**: 1, 137-153.
29. Santoro, M., & **Gopalakrishnan, S. 2000.** Relationship dynamics between university research-centers and industrial firms: Their impact on technology transfer activities. **Journal of Technology Transfer, 26**, 163-171.
30. Santoro, M., & **Gopalakrishnan, S, 2000.** The institutionalization of knowledge transfer activities within industry-University collaborative ventures. *Journal of Engineering and Technology Management. Special Issue on Technological Learning, Firm Growth and Performance*, 17: 299-319.
31. **Gopalakrishnan, S., & Damanpour, F. 2000.** The impact of organizational context on innovation adoption in commercial banks. **IEEE Transactions in Engineering Management, 47**, 1, 1-13. **Was Awarded the 2000 Transactions Publications Award for the Best Paper published in IEEE Transactions of Engineering Management.**
32. Kessler, E.H., Bierly, P. & **Gopalakrishnan, S. 2000.** Internal vs. external learning in new product development: effects on innovation speed, costs and competitive advantage. **R&D Management, 30**, 213-223.
33. Dasgupta, S., Agarwal, D., Ionnidis, A., & **Gopalakrishnan, S. 1999.** Determinants of information technology adoption: an extension of existing models to firms in a developing country. **Journal of Global Information Management, 7**: 3: 30-40.
34. **Gopalakrishnan, S., and Bierly, P., & Kessler, E.H. 1999.** A reexamination of product and process innovations using a knowledge- based view. **Journal of High Technology Management Research, 10**, 1, 147-166.
35. **Gopalakrishnan, S., & Dugal, M. 1998.** Strategic choice versus determinism - A debate revisited. **International Journal of Organizational Analysis, 6**: 2, 146-164.

36. Damanpour, F. & **Gopalakrishnan, S. 1998.** Theories of organizational structure and innovation adoption: the role of environmental change. **Journal of Engineering and Technology Management**, 15: 1-24.
37. **Gopalakrishnan, S.** & Damanpour, F. **1997.** A Review of Innovation Research in Economics, Sociology and Technology Management. **Omega- International Journal of Management Science**, 25, 1: 15-28.
38. **Gopalakrishnan, S.** & Damanpour, F. **1994.** Patterns of Generation and Adoption of Innovation in Organizations: Contingency Models of Innovation Attributes. **Journal of Engineering and Technology Management**, 11: 95-116.

(B) Invited Papers

- (1) **Gopalakrishnan, S. 2008.** Can we Create Sustainable Organizations? 2007 EAM Presidential Address. **Organization Management Journal**, 4 (3) 299-304.
- (2) **Gopalakrishnan, S. 2017.** An editor's Perspective. **South Asian Journal of Business Studies**, (6) (1) 1-7
- (3) **Gopalakrishnan, S.** & Krupali, Z., 2017 An Editorial. **South Asian Journal of business Studies**, 6 (3) 1-2.

(C) Book Chapters

- (1) Damanpour, F., & **Gopalakrishnan, S. 1999.** Organizational adaptation and innovation: The dynamics of adopting Innovation Types. In In K. Brockhoff, A.K. Chakrabarti. & h.c.J. Hauschildt (Eds). **The Dynamics of Innovation: Strategic and Managerial Implications.** Springer Verlag, Berlin.
- (2) **Gopalakrishnan, S.** & Kaur, R. 2008. Indian mythology and leadership. In Kessler, E & Wong, D. (Eds.) **Cultural Mythology and Leadership.** Edward Elgar Publishers
- (3) **Gopalakrishnan, S.,** 2013. Punctuated Model of Organizational Adaptation. In Kessler, E. (eds). **Encyclopedia of Business.** Sage Publications. Thousand Oaks.CA.

(D) Refereed Proceedings

1. Farazi, S., **Gopalakrishnan, S.,** Santoro, .M.D. Ali, M. 2019. Technological Depth and Breath; How to Tap Deep Pockets in Biopharma Alliances. Proceedings of the EAM I Meetings Dubrovnik, Croatia.
2. Farazi, S., **Gopalakrishnan, S.,** Santoro, .M.D. Ali, M. 2019. No pain, No Gain! Unraveling the roles technological depth and breadth on the Financial Capital a Biotech raises from a Big Pharma partner. Proceedings of EAM Conference, Wilmington, DE.
3. Vlaisavljevic, V., **Gopalakrishnan, S.,** Cabello, C., Zhang, H., Guilbault, M., 2019. Dancing with wolves: How R&D capital can benefit from co-opetition. R&D Management Conference. Paris.

4. Farazi, S., **Gopalakrishnan, S.**, Santoro, M.D. 2019. No Pain No Gain! Unraveling the roles of technological breadth and depth on Financial Capital raised in Bio Pharma Partnerships. Proceedings of the EAM Meetings in Wilmington DE.
5. Farazi, S., **Gopalakrishnan, S.**, Santoro, M.D., Ali, S., 2019. Raising capital in Biopharma Alliances: Unraveling the roles of technological depth and breadth. Proceedings of the Academy of Management in Boston.
6. **Gopalakrishnan. S.**, Guilbault, M., Ojha, O.2016. Drivers of vendor satisfaction with clients in IT outsourcing relationships. Proceedings of the PICMET Conference, Honolulu. HA.
7. Santoro, M.D., & **Gopalakrishnan, S.** 2015. Applying external knowledge from University-Industry relationships. Proceedings of PICMET Conference. Portland, OR.
8. Kovoov-Misra, S., & Gopalakrishnan, S 2015. Leaders as ‘Victims’ or ‘Villains’ in an Organizational Crisis. Proceedings of the EAM I Conference Lima, Peru.
9. Mithani, M., Gopalakrishnan, S., Santoro, M.D., 2014. Joint Ventures: Power through knowledge acquisition or vulnerability through knowledge leakage. Proceedings of 51st Eastern Academy of Management. Newport Rhode Island.
10. Carmona -Lavado, Antonio, & Gopalakrishnan, S. 2013. The impact of dimensions of innovativeness on innovation success and firm performance. Proceedings of 15th Eastern Academy of Management International Meetings, Seville, Spain,
11. Gopalakrishnan, S., & Vega, G. 2011. Tata Consulting Services: Entry and Growth in the Health and Life Sciences Business. Proceedings of the 14th Eastern Academy of Management International Meetings in Bangalore, India.
12. Scillitoe, J., Gopalakrishnan, S., & Santoro M., 2009 Geographic and Social Contexts on Alliance Governance in Biotechnology-Pharmaceutical Alliances. Best Paper Proceedings, Academy of Management Meetings, BPS Division. Chicago.
13. Perez-Luno Roubledo, A., Gopalakrishnan, S., Valle-Cabrera, R., 2009. Innovation and Performance: The role of environmental dynamism on the success of innovation choices. Proceedings International Eastern Academy of Management Conference XIII. In Rio de Janeiro, Brazil.
14. Gopalakrishnan, S., & Schneider, M. 2007. Strategic leaders and Corporate Owners: Evaluating the Influence of Culture and National Institutions on Corporate Governance Systems. Proceedings of the 12th International Eastern Academy of Management Meetings, Amsterdam, June 2007.
15. Gopalakrishnan, S., Santoro, M.D. & Scillitoe, J. 2006. Tapping Deep pockets: The role of resources and social capital on financial capital acquisition by biotech firms in biotech-pharma alliances. Proceedings of the PICMET conference, Istanbul, Turkey.
16. Gopalakrishnan, S. , Njoroge, D., 2006. How and what to outsource: Strategic Decision Making in the Financial Services Industry. Proceedings of the 43rd Eastern Academy of Management, Saratoga Springs, NY.

17. Gopalakrishnan, S., Dunne, D. 2005. Understanding the links between technical, social capital and commercial capital and alliance governance structures. Proceedings of the Southern Management **Association**. Charleston, SC.
18. Gopalakrishnan, S., Ott, T., Li, Robert. 2004. Knowledge Outsourcing to Offshore locations and Competitive Advantage. Proceedings of the 41st Eastern Academy of Management Meetings, Providence, RI.
19. Gopalakrishnan, S., & Kessler, E., 2004. Decision making and Firm Innovativeness: A Multi-Level Analysis of the Drug Delivery Industry. Proceedings of the 11th International Product Development **Conference**, Dublin, Ireland.
20. Gopalakrishnan, S., Santoro, M.D., & Scillitoe, J. 2002. Strategic Alliance Characteristics as predictors of early alliance success, Proceedings of the EIASM - 9th International Product Development Conference.
21. Datta, P., & Gopalakrishnan, S. 2001. Antecedents to innovation in the Drug Delivery Industry. Proceedings of the 38th Annual Meeting of the Eastern Academy of Management, 179-182.
22. Gopalakrishnan, S., & Chakrabarti, A., 2001. Core Competencies and Performance in the Drug Delivery sector of the Pharmaceutical industry. Proceedings of the EIASM - 8th International Product Development Conference.
23. Gopalakrishnan, S. & Santoro, M. 2000. Unraveling the links between size, slack and innovation. Proceedings of 2000 EIASM Conference, 189-202.
24. Santoro, M., & Gopalakrishnan, S. 2000. Technology Transfer Activities between University Research Centers and their Industrial Partners: The impact of trust and other relationship factors. Proceedings of the EIASM Conference, 427-442.
25. Kessler, E.H., Bierly, P., Gopalakrishnan, S. 2000. The Vasa Syndrome: Lessons for innovation management. Proceedings of the Eastern Academy of Management.
26. Gopalakrishnan, S. & Dasgupta, S. 1998. Cost and Effectiveness of Information technology adoption in the US banking Industry. Proceedings of the Midwest Decision Science Institute Annual Meeting, Pg. 74-76.
27. Kessler, E.H., Bierly, P. & Gopalakrishnan, S. 1998. Internal versus external learning in New product development: Effects on innovation speed and competitive advantage. Proceedings of the Vth International Product development Conference, Pg. 293-304.
28. Gopalakrishnan, S. , & Dugal, M. 1997. Strategic choice versus determinism - A debate revisited. Proceedings of the 34th Annual Eastern Academy of Management, Pg. 47-50
29. Dugal, M., & Gopalakrishnan, S. 1997. Environmental volatility: A reassessment of the construct. Proceedings of the 34th Annual Eastern Academy of Management. Pg. 39-42
30. Gopalakrishnan, S., & Bierly, P., 1997. A knowledge-based approach to explaining innovation effectiveness. Proceedings of the IV International Product Development Management Conference. Pg. 293-304.

31. Gopalakrishnan, S., & Bierly, P. 1997. Organizational Innovation and Strategic Choices: A knowledge based view. Best Paper Proceedings of the Academy of Management. Pg. 422-426.
32. Damanpour, F., & Gopalakrishnan, S. 1996. Dynamics of the Adoption of Product and Process Innovations in Organizations. Proceedings of the 1996 PDMA Conference. Pg. 1-6
33. Gopalakrishnan, S., & Dugal, M. 1996. The future of business policy teaching and research. Proceedings of the 33rd Annual Meeting of the Eastern Academy of Management. Pg. 324
34. Gopalakrishnan, S. 1995. An Empirical Examination of the link between Innovation and Organizational Performance. Proceedings of the 32nd Annual Meeting of Eastern Academy of Management. Pg. 217-220
35. Gopalakrishnan, S., & Bierly, P. 1995. Competitive Strategy, Innovation Strategy and Performance. Proceedings of the 32nd Annual Meeting of Eastern Academy of Management. Pg. 93-96.
36. Gopalakrishnan, S. 1994. A Multidimensional Conceptualization of Organizational Innovation Strategies. Proceedings of the 31st Annual Meeting of Eastern Academy of Management. Pg. 163-166.

(E) Other Publications

- (1) Dugal, M., & **Gopalakrishnan, S. 1997.** Environmental volatility: A reassessment of the construct. **COBA Working Paper Series:** Pg. 1-19
- (2) **Gopalakrishnan, S. 1995.** A Survey of Innovation and its Effectiveness in the Commercial Banking Industry. **A survey report** sent to the Participating banks in New York, New Jersey, Connecticut and Massachusetts

Presentations

- (1) Kessler, K., **Gopalakrishnan, S.**, Golden. T., & Mirchandani, D., 2019. Artificially Intelligent Management? Toward Understanding the Implications of Artificial Intelligence for Management Research and Practice. Symposium to be presented at the EAM Meetings. Wilmington, DE.
- (2) Farazi, M.S., **Gopalakrishnan.S.**, & Santoro, M.D. 2019. No Pain, No Gain! Unraveling the Roles of Technological Depth and Breadth on the Financial Capital a Biotech Firm Raises from a Big Pharma Partner. Paper to be presented at EAM Conference Wilmington, DE.
- (3) Farazi,S., **Gopalakrishnan, S.**, Santoro, .M.D. Ali, M. 2019.Technological Depth and Breath; How to Tap Deep Pockets in Biopharma Alliances. Accepted for presentation at EAM I Meetings Dubronovnik, Croatia.
- (4) **Gopalakrishnan, S.**, Xi, Z., Roy., R., Bandera, C. 2019. “Surviving the Fuzzy Front end: An entrepreneur’s Social Network, degree of involvement and Start up Survival in India and the US” Accepted for presentation at EAM I Meetings Dubronovnik, Croatia.
- (5) **Gopalakrishnan, S.**, Zhang, H., Guilbault, M. 2018. Dancing with Wolves: How R&D Human Capital can benefit from competitor alliances. Presented at the EURAM Conference in Reykjavik, Iceland, June 2018.

- (6) **Gopalakrishnan, S.**, Chand, M., Pillai, R., Scillitoe, J. & Gupta, V. 2018. Entrepreneurship, Innovation and Creativity in South Asia: The role of National Culture and Leadership and Economic Climate. Symposium presented at the Academy of Management Meetings in Chicago.
- (7) Mithani, M., **Gopalakrishnan, S.**, Santoro, M.D., 2017. Geographical Proximity to Terrorist Attacks and Strategic Alliances – An Examination of the Stealing Effect. Paper presented at the Strategic Management Society Conference. Houston.
- (8) Mithani, M., **Gopalakrishnan, S.**, Santoro, M.D., 2017. Environmental Jolts and Organizational Resilience. Paper presented at the OMT Division Academy of Management, Atlanta.
- (9) Mithani, M., **Gopalakrishnan, S.**, Santoro, M.D., 2017. Environmental Jolts and Strategic Alliances in the aftermath of the 9/11 Terrorist attacks. Paper accepted for the EAM I Conference at the Gold Coast Australia.
- (10) Koor Misra, S., & **Gopalakrishnan, S.** 2017. Good Soldiers: Organizational Identification as an Asset during Crisis Management. Paper accepted for the EAM I Conference at the Gold Coast Australia.
- (11) Farazi, M.S., **Gopalakrishnan, S.**, Perez Luno, A., 2016. Strategic Knowledge Structuration : How research intensive firms leverage the depth and breadth of technology to control alliances. Paper presented at **SMS Conference** Berlin Germany.
- (12) **Gopalakrishnan, S.**, Guilbault, M., Ojha, O. 2016. Drivers of vendor satisfaction with clients in IT outsourcing relationships. **PICMET Conference**, Honolulu. HA.
- (13) Farazi, M.S., **Gopalakrishnan, S.**, & Perez-Luno, A., 2016, Technological Depth and Breadth and Alliance Governance Structure. Paper presented at **ACEDE Conference** in Spain.
- (14) Farazi, M.S., Perez-Luno, A., & Gopalakrishnan, S., 2016. The combined role of a firm's depth and breadth of knowledge application and its academic orientation. Paper presented at **ACEDE Conference**, Spain.
- (15) Farazi, M.S., Perez-Luno, A., **Gopalakrishnan, S.**, 2016. Vertical Technology Alliances: The Impact of Technological Depth and Breadth on Alliance Governance Structure. Paper presented at **PICMET Conference** Honolulu, HA
- (16) **Gopalakrishnan, S.**, Guilbault, M., Vlaisavljevic, V., Cabello-Medina, C. 2016. The role of alliance diversity, organizational and human capital in building alliance capability– A Multi-Country study of Small Biotechnology Companies. Paper presented at the **EURAM Conference** Paris, France.
- (17) **Gopalakrishnan, S.**, & Jones, G., 2015. Changing the way we teach: Using the Marshmallow Challenge in management. Plenary session at the **MOBTC Conference**, Philadelphia.
- (18) **Gopalakrishnan, S.**, Narayanan, V.K., Gopinath, C., Bandera, C., Jones, G., Kessler, E. 2015. “New Methods and Techniques to Enhance the Classroom Experience of old Courses – At the Intersection of “Old” and “New.” Symposium presented at the **EAM I International Conference** at Lima Peru.

- (19) **Gopalakrishnan, S.**, Narayanan, V.K., Jones, G. & Kessler, E. 2015. Transforming the Learning Process into a ‘Journey of Discovery.’ Symposium presented at the **EAM Conference** Philadelphia.
- (20) Mithani, M., **Gopalakrishnan, S.**, & Santoro, M.D. 2014. Joint Ventures: Power through knowledge acquisition or vulnerability through knowledge leakage. Presented at the **EAM Conference** in Philadelphia.
- (21) Perez Luno, A., Gopalakrishnan, S. and Saporito, S., 2012. Entrepreneurial versus Market Orientation: How they differentially create tacit knowledge within SMEs. Paper presented at the **Babson Conference** in Texas Christian University, Fort Worth, June 2012.
- (22) Perez Luno, A, Saporito, S., **Gopalakrishnan, S.**, 2012. SME strategic Orientation, Environmental hostility and the creation of tacit knowledge. Presented at the **Academy of Management Meetings** in Boston. MA.
- (23) **Gopalakrishnan, S.**, & Vega, Gina. 2011. Tata Consulting Services: Entry and Growth in the Health and Life Sciences Business. **Eastern Academy of Management International Meetings** in Bangalore, India.
- (24) **Gopalakrishnan, S.** 2010. Management Scholars and India: An Open Dialog. **Academy of Management Meetings**. Montreal.
- (25) Scillitoe, J., **Gopalakrishnan, S.**, & Santoro M., 2009. Geographic and Social Contexts on Alliance Governance in Biotechnology-Pharmaceutical Alliances. **Best Paper Proceedings, Academy of Management Meetings**, BPS Division. Chicago.
- (26) Perez-Luno Roubledo, A., **Gopalakrishnan, S.**, Valle-Cabrera, R., 2009. Innovation and Performance: The role of environmental dynamism on the success of innovation choices. Presented at the **International Eastern Academy of Management Conference XIII**. In Rio de Janeiro, Brazil.
- (27) Saporito, P., & **Gopalakrishnan, S.**, 2008. Self Interest and Trust’s Affect on Knowledge and Firm Credit access. Paper Presented at the **Academy of Management**, Anaheim, CA.
- (28) **Gopalakrishnan, S.**, & Schneider, M. 2007. Strategic leaders and Corporate Owners: Evaluating the Influence of Culture and National Institutions on Corporate Governance Systems. Symposium presented at the **International Eastern Academy of Management Meetings**, Amsterdam, June 2007.
- (29) Schneider, A., Brammer, S., **Gopalakrishnan, S.**, Millington, A., Young, M., et al., 2007. Local corporate governance in a Globalized World: Toward inclusive thinking. Symposium presented at the **Academy of Management**, August 2007.
- (30) Dunne, D., **Gopalakrishnan, S.**, & Scillitoe, J. 2006. Staying in Control: The relationship between resources and alliance control. Presented at the **Academy of Management Meetings** at Atlanta.

- (31) **Gopalakrishnan, S.**, Santoro, M.D. & Scillitoe, J. 2006. Tapping Deep pockets: The role of resources and social capital on financial capital acquisition by biotech firms in biotech-pharma alliances. Presented at the **PICMET Conference** at Istanbul, Turkey. July 2006.
- (32) **Gopalakrishnan, S.**, Njoroge, D., 2006. How and what to outsource: Strategic Decision Making in the Financial Services Industry. Presented at the **Eastern Academy of Management**, Saratoga Springs, May 2006.
- (33) **Gopalakrishnan, S.**, Dunne, D. 2005. Understanding the links between technical, social capital and commercial capital and alliance governance structures. Presented at **Southern Management Association**, Charleston, South Carolina. (November 2005).
- (34) **Gopalakrishnan, S.**, Cultural Mythology and leadership in India. Paper of a Symposium titled “Mythology and Leadership: A Multicultural exploration of models and styles. Presented at the **International Eastern Academy of Management** at Capetown, South Africa, June 2005.
- (35) **Gopalakrishnan, S.** Knowledge outsourcing to offshore locations and competitive advantage. Paper in a Symposium titled “Organizational Learning from External Sources: New Issues and Performance Implications. Presented at the **Academy of Management Meetings** at Honolulu, Hawaii, August, 2005.
- (36) **Gopalakrishnan, S.**, Ott, T., Li, Robert. 2004. Knowledge Outsourcing to Offshore locations and Competitive Advantage. Presented at the 41st **Eastern Academy of Management Meetings**, Providence, RI.
- (37) **Gopalakrishnan, S.**, & Kessler, E., Decision making and Firm Innovativeness: A Multi-Level Analysis of the Drug Delivery Industry. Presented at the 11th **International Product Development Conference**, Dublin, Ireland.
- (38) **Gopalakrishnan, S.**, & Bierly, P.E., 2003. The impact of firm size on knowledge strategies during product development. Presented at the Academy of Management Meetings in Seattle.
- (39) **Gopalakrishnan, S.**, Santoro, M.D. & Scillitoe, J. 2003. Looking at alliance performance through the lenses of social capital and resource based theories. Presented at the **Academy of Management Meetings. Seattle.**
- (40) Parkhahangas, A., **Gopalakrishnan, S.**, Hasan, I. 2003. The performance of the Spin-off Unit revisited: How long do spin-offs take to stand on their own feet. Presented at the **Strategic Management Society Mini-Conference** at Buenos Aires, Argentina.
- (41) **Gopalakrishnan, S.**, Santoro, M.D., & Scillitoe, J. 2002. Strategic Alliance Characteristics as predictors of early alliance success, Presented at the **EIASM - 9th International Product Development Conference**, Sophia Antipolis, France.
- (42) **Gopalakrishnan, S.**, Santoro, M.D., & Scillitoe, J. 2002. Technological Alliances in the Biotech-Pharmaceutical Arena: The relationship between alliance context and performance. Presented at the **Academy of Management Meetings** Denver.

- (43) **Gopalakrishnan, S.**, & Santoro, M. 2001. Exploring the role of key organizational factors in knowledge transfer and technology transfer. Presented at the **Academy of Management Meetings** at Washington DC.
- (44) Datta, P., & **Gopalakrishnan, S.** 2001. Antecedents to innovation in the Drug Delivery Industry. Presented at the **Eastern Academy of Management**, 2001.
- (45) **Gopalakrishnan, S.**, & Chakrabarti, A., 2001. Core Competencies and Performance in the Drug Delivery sector of the Pharmaceutical industry. Presented at the **EIASM - 8th International Product Development Conference**.
- (46) **Gopalakrishnan, S.**, & Santoro, M. 2001. Do size and slack matter? Exploring the Multi-Dimensions of organizational innovation. Presented at the **PICMET2001 Conference**.
- (47) **Gopalakrishnan, S.** & Santoro, **M.** 2000. Unraveling the links between size, slack and innovation. Presented at the **EIASM Conference**, Belgium.
- (48) Santoro, M., & **Gopalakrishnan, S.** 2000. Technology Transfer Activities between University Research Centers and their Industrial Partners: The impact of trust and other relationship factors. Presented at the **EIASM Conference**, Belgium.
- (49) **Gopalakrishnan, S.**, & Santoro, **M.** 2000. Strategic Alliances between University Research Centers and Industrial Partners: Their impact on Technology and Knowledge Transfer Activities. Presented as a part of a Symposium at the **Eastern Academy of Management**, Danvers MA.
- (50) Kessler, E.H., Bierly, P., **Gopalakrishnan, S.** 2000. The Vasa Syndrome: Lessons for innovation management. Presented at the **Eastern Academy of Management Meeting**, Danvers, MA.
- (51) Santoro, M., & **Gopalakrishnan, S.** 1999. The impact of Internal Context and trust on knowledge activities within industry-university cooperative ventures. Presented at the **Academy of Management**.
- (52) Kessler, E.H., Bierly, P.E., **Gopalakrishnan, S.** 1999. Sourcing strategies in new product development: Trade Offs between internal and external learning. Presented at the **Academy of Management**.
- (53) Damanpour, F., & **Gopalakrishnan, S.** 1998. Organizational adaptation and innovation: The dynamics of adopting innovation types. Presented at the **German-American Workshop on Dynamics of Innovation Processes** at Hamburg, Germany.
- (54) **Gopalakrishnan, S.** & Dasgupta, S. 1998. Cost and Effectiveness of Information technology adoption in the US banking Industry. Presented at the **Midwest Decision Science Institute Annual Meeting** at Lincoln, Nebraska.
- (55) **Gopalakrishnan, S.**, and Bierly, P., & Kessler, E.H. 1998. Revisiting Product and Process Innovations using a knowledge based Approach. Presented at the **Academy of Management Meeting** at San Deigo.

- (56) Kessler, E.H., Bierly, P. & **Gopalakrishnan, S. 1998.** Internal versus external learning in New product development: Effects on innovation speed and competitive advantage. Presented at the **International Product development Conference** at Cuomo, Italy.
- (57) **Gopalakrishnan, S.,** & Dugal, M. 1997. Strategic choice versus determinism - A debate revisited. Presented at the **Eastern Academy of Management Meeting**.
- (58) Dugal, M., & **Gopalakrishnan, S.** 1997 Environmental volatility: A reassessment of the construct. Presented at the **Eastern Academy of Management Meeting**.
- (59) **Gopalakrishnan, S.,** & Bierly, P., 1997 A knowledge-based approach to explaining innovation effectiveness Presented at the IV **International Product Development Management Conference**, Stockholm, Sweden .
- (60) **Gopalakrishnan, S.,** & Bierly, P. 1997. Organizational Innovation and Strategic Choices: A knowledge based view. Presented at the **Academy of Management Meeting**. Was awarded the “**Best Paper**” from the TIM division.
- (61) **Gopalakrishnan, S.** 1997. The impact of innovation sources and types on organizational performance. Presented at the **ORSA/TIMS Conference** at San Deigo.
- (62) **Gopalakrishnan, S.** & Dugal, M. 1996. The future of business policy teaching and research. A dialogue and synergy session. Presented at the **Eastern Academy of Management**, Crystal City, Virginia.
- (63) **Gopalakrishnan, S.** & Damanpour, F. 1996. Competitive strategy, innovation adoption and firm performance: A study of commercial banks. Presented at the **Academy of Management**, Cincinnati.
- (64) Damanpour, F., & **Gopalakrishnan, S.**1996. Dynamics of adoption of product and process innovations in organizations. **PDMA International Conference**. Orlando.
- (65) **Gopalakrishnan, S.** 1995. An Empirical Examination of the link between Innovation and Organizational Performance. Paper presented at the **Eastern Academy of Management**. (Was awarded “**The Best Empirical Paper**”.)
- (66) Gopalakrishnan, S. & Bierly, P. 1995. Competitive Strategy, Innovation Strategy and Performance. Paper presented at the **Eastern Academy of Management**
- (67) **Gopalakrishnan, S.** & Damanpour, F. 1995. Competitive Strategy - Innovation strategy link- An Empirical Analysis in Two Time Periods. Paper presented at the **ORSA/TIMS Joint National Meetings**, New Orleans.
- (68) Damanpour, F. & **Gopalakrishnan, S.** 1994. Developing an Environmentally Sensitive Theory of Organizational Innovation. Paper presented at **ORSA /TIMS Joint Meeting, Detroit**.
- (69) Bierly, P., & **Gopalakrishnan, S.** Mediators and Moderators of the Innovation Strategy performance link. Paper presented at the **ORSA/TIMS Joint National Meetings**, Chicago, (May 1993).

(70) **Gopalakrishnan, S.**, & Damanpour, F. 1992. Innovation Research in Economics, Sociology and Technology Management: A Review and Synthesis. Presented at the **Academy of Management Meeting**.

(71) **Gopalakrishnan, S.**, & Damanpour, F. 1992. The Stage Theory of Innovation: A Review and Critique. Paper presented at **ORSA/TIMS Joint National Meeting**, San Francisco.

V ONGOING RESEARCH

(A) Manuscripts under Review

- (1) Mithani, M., Gopalakrishnan, S., Santoro, M.D., 2018. Can Exposure to Environmental Shocks Increase Organizational Resilience? Revised and Resubmitted from **Long Range Planning**. May 2019.
- (2) Koveer-Misra, S., & Gopalakrishnan, S., 2019 All Hands on Deck: Organizational Identification as an Asset during Crisis. Submitted to **Journal of Change Management**. May, 2019
- (3) Farazi, S., Gopalakrishnan, S., Perez-Luno, A. 2018. Depth and Breadth of Knowledge and Governance of Technology Alliances. Request for second revision from **Journal of Engineering and Technology Management**. June 2019.
- (4) Carmona Lavado, A., Gopalakrishnan, S., Zhang, H. 2018. Product Radicalness: A mixed blessing for Firm Performance: An analysis with a Moderated Mediation model. Request for Minor Revision from **Industrial Marketing Management**. June, 2019.
- (5) Gopalakrishnan, S., Zhang, X., Roy., R & Bandera, C., 2018. Surviving the fuzzy front end: An entrepreneur's social network and degree of involvement and start-up survival in India and the US. Submitted to **Entrepreneurship Research Journal**, May, 2019.
- (6) Vlaisavljevic, V., **Gopalakrishnan, S.**, Cabello, C., Zhang, H., Guilbault, M., 2019. Dancing with wolves: How R&D capital can benefit from co-opetition. To be submitted to **Technovation**, June 2019.

(B) Other research interests

Cross border alliances and their governance

Outsourcing

Knowledge Based View of the Firm.

VI Awards

- (1) 2017 - Teaching Award from The MTSM, New Jersey Institute of Technology
- (2) 2010 – SOM Research Award – New Jersey Institute of Technology
- (3) 2009. Co-winner of “Best Paper Award” at the BPS Division of the Academy of Management.

- (4) 2004. Winner “Bright idea Award” from Seton Hall University for a paper on Internet Strategies.
- (5) 2002: Winner “Bright Idea Award” from the Seton Hall University for a paper in Business History.
- (6) 2002: Winner of the 2000 Transactions Publication Award for Best Paper published in IEEE Transactions in Engineering Management.
- (7) 1997: Co- Winner of the "Best Paper Award" of the TIM Division at the Academy of Management 1995.
- (8) 1995: Winner the "Best Empirical Paper Award" at the Eastern Academy of Management.

VII Service Activities (University, Department and Professional)

A. Institute

University Sabbatical Committee 2018-2019

Co-Chair - MTSOM Dean Search Committee

Search Committee COAD Dean 2016-2017

Provost’s Diversity Committee 2016

Faculty Rights and Welfare Committee 2015

Faculty Senate - 2015-16

Program Assessment Committee (Middle States Accreditation) – Jan 2010 –June 2012.

Honors Liaison Committee – 2009-2014.

Search Committee – Honors College Dean. 2010.

Acting Dean (School of Management) Jan 2008 to March 2008

Associate Dean for Academic Affairs - June 2007 –June 2012

As Associate Dean for academic affairs, I was in charge of the AACSB Reaccreditation Effort. I oversaw the curriculum development and implementation, the assurance of learning effort and the student support activities. The school had its AACSB site visit in February 2012 and was reaccredited in early 2013. I was also in the University committees that oversaw the assurance of learning.

Faculty Council Member – School of Management (September 2005 – January 2008)

Dean Search Committee for the School of Management (September 2000 to March 2003)

B. Department

Faculty member in charge of the Annual Strategic Management Showcase 2015 and 2016

Chairperson - Awards Committee - 2014- Present

Co-Chair - Recruitment Innovation and Entrepreneurship - 2016

Chairperson AACSB Reaccreditation Coordination – 2010-2012.

Cluster head - Innovation and Entrepreneurship

As Chairperson of this committee, I coordinated the AACBS reaccreditation efforts of NJIT while I was Associate Dean. I oversaw Outcomes Assessment, Curriculum and Faculty Sufficiency issues for the School. I oversaw the writing of the AACSB report and coordinated the site visit of the MAC committee.

Co-Chair – Outcomes Assessment Committee – 2009-2012

Chairperson – Undergraduate Curriculum Committee (2004-2007)

This committee has reviewed the undergraduate and graduate curricula and has worked on updating and revising the curricula. The content of current courses was reviewed, some new courses were recommended and the make-up of some of the major areas of specialization in the graduate and undergraduate curriculum was modified. The curriculum committee spent time reviewing the existing MS in Management and the new MBA program to make each program distinct.

Chair – Executive MBA Committee (2007-2012)

Coordinate the curriculum planning and the recruitment of faculty of the EMBA program. Have modified the course offerings and hired appropriate faculty for the new reorganized courses. Helped Ms. Frazier with the Spring Conference in 2010.

Strategic Planning Committee – September 2002- August 2004 and 2009-2010

This committee reviewed the existing strategic plan for the School of Management and came up with a new plan based on the changing needs of the marketplace and what competition was doing differently.

Organized Department Seminars 1999 September to May 2000

I organized department seminars to provide an opportunity for the Faculty to present their research to their colleagues. Members of the department were encouraged to present their work-in-progress to get feedback from the other faculty and attendees of the seminars. I organized three seminars in the Seminar Series.

C. Graduate Students and Dissertation Committees

PH.D Thesis Committee Member

1. Michael A. Allocca. 2003. Pace University. Thesis Topic: Innovation Speed in Small and Medium Sized Enterprises: The thesis explored factors influence the ability of small and medium sized enterprises to achieve innovation speed. Advisor Eric Kessler.

2 . Ana Perez Luno Robledo 2007. Innovative Capability from a Knowledge Based View. The thesis explored the impact of knowledge on various types of innovation

and impact of market orientation and entrepreneurial orientation on innovation.
Advisor Ramon Valle Cabrera.

3. Karen Patten, NJIT. 2006. Enterprise Information Technology Organizational Flexibility: Managing Change and Uncertainty. Information Systems. Advisor, Jerry Fjermestad.

4. Joann Saitta. NJIT. Information Technology Outsourcing within the Financial Services Industry. Information Systems. Advisor Jerry Fjermestad.

5. Shivon Boodhoo, 2012. NJIT. Advisor Sanchoy Das.

6. Art Ismail Bagci, 2013. NJIT. Extracting Product Development Intelligence from Web reviews. Industrial and Mechanical Engineering Department. Advisor Sanchoy Das.

7. Davida Scharf. 2013. Rutgers University.

Co-Advisor of Doctoral Dissertation

8. Farazi, M.S. Universidad Pablo de Olavide, Sevilla, Spain. 2016. Thesis Co-Advisor.

(9) Peer Review Activity

Journal Reviewing Activities

- (i) Editor-in-Chief South Asian Journal of Business Studies (September 2016 to Present)
- (ii) Advisory Board Member - Organization Management Journal 2007- Present
- (iii) Editorial Board Member - Journal of Strategy and Management (January 2019)
- (iv) Editorial Board Member - IEEE Transactions in Engineering Management: I have reviewed for the People and Organizations Section Editor George Farris of Rutgers University from 1995 to 2012.
- (v) Editorial Board member – Group and Organization Management. 2007 to 2013.
- (vi) Ad-Hoc Reviewer- Omega- The International Journal of Management Science: I have reviewed for its Editor Professor George Mitchell of the London School of Economics.
- (vii) Ad-Hoc Reviewer -Journal of Engineering and Technology Management: I have reviewed for its Editor Michael Badawy.
- (viii) Ad-hoc Reviewer – Journal of Product Innovation Management. Have reviewed for Editor Abbie Griffin.
- (ix) Ad doc Reviewer – Technovation.
- (x) Ad hoc reviewer Journal of Management Studies.

Conference Reviewing Activities

- (i) Track Chair - EAMI Conference in Dubronik, Croatia.
- (ii) Have reviewed for Business Policy and Strategy Division at the Academy of Management.
- (iii) Have reviewed for the Technology and Innovation Management Division of the Academy of Management since 1995.
- (iv) Have reviewed for the Business Policy and Strategy Track of the Eastern Academy of Management - 1996 and 1997
- (v) Track Chair - Technology and Innovation Management Division 1998 Eastern Academy of Management
- (vi) Have Reviewed for the International Conference of the EAM
- (vii) Have reviewed for 1994 IFSCAM Conference - (International Federation of Scholarly Association of Management)

(10) Editorial Activity

Editor-in-Chief: South Asian Journal of Business Studies. September 2016- Present

Editorial Board: IEEE Transactions in Engineering Management.

Editorial Board Member – Group and Organization Management

Advisory Board Member – Organization Management Journal.

Special Issue Editor – International Journal of Technology Management – Special Issue.
Special Issue Topic: **Organizational Learning from External Sources: New Issues and Performance Implications.**

Special Issue Editor –Organization Management Journal. **Special Issue: Linking Theory to Practice.** EAM White paper series. May 2008.

Special Issue Editor – Group and Organization Management – Special Issue on “Managing Ethically in times of Change.”

(11) Community and Government

Contribute regularly to the March of Dimes and The American Cancer Society and I am involved in the Collection Drives by collecting money in my area.

I counsel undergraduate and graduate students on career opportunities and internship opportunities during and after the completion of their degrees. I have arranged interviews for students with companies where I have professional contacts.

(12) Professional Societies

Program Chair – 2013. Eastern academy of Management- International Meeting, Seville, Spain.

Conference Coordinator – 2011 – Eastern Academy of Management International Meeting, Bangalore, India

President – Eastern Academy of Management 2006-2007

Program Chair – Eastern Academy of Management 2005 – Organized the review and the acceptance of approximately 250 papers for the Eastern Academy of Management.

Proceedings Editor – Eastern Academy of Management 2003 and 2004

Member - Academy of Management

Member - Eastern Academy of Management

Member -Strategic Management Society