

## Murad A. Mithani

---

CONTACT INFORMATION	Assistant Professor School of Business, Rutgers University 303 Cooper Street Camden, NJ 08102, USA	Cell: (518) 250.8917 mithani.murad@gmail.edu
EDUCATION	<b>Lally School of Management, Rensselaer Polytechnic Institute (AACSB), NY</b> PhD in Management, December 2012  <b>School of Arts and Sciences, Case Western Reserve University (AACSB), OH</b> MS in Entrepreneurial Physics, August 2008  <b>Santa Fe Institute, NM</b> Complexity Studies Summer School, July 2009	
ACADEMIC POSITIONS	<b>Assistant Professor, Rutgers University - Camden (AACSB), NJ, 2020-Current</b> Courses: International Business and Strategic Management  <b>Assistant Professor, Stevens Institute of Technology (AACSB), NJ, 2012-20</b> Courses: Strategic Management and Technology Management Consulting Engagements: <b>Pershing LLC, BNY Mellon, NY</b> <b>Kitchler Lighting, OH</b>	
HONORS AND AWARDS	2019 Nominated for William H. Newman Award, Academy of Management 2018 Nominated for Best Paper Award, Strategic Management Society 2017 Finalist IG Best Paper Award, Strategic Management Society 2015 Finalist, Halloran Best Paper on the History of CSR, Academy of Management 2013 Louis Pondy Best Dissertation Paper Award, Academy of Management 2013 Del and Edith Karger Dissertation Prize, Rensselaer Polytechnic Institute 2013 Best Paper in Social Responsibility Track, Southern Management Association 2012 Seed Funding Grant, Howe School Alliance (\$5,000) 2009 - 2012 Research Grant (EEC-0812056; \$20,000) NSF Smart Lighting Project 2012 Best Doctoral Student Paper in Strategy, Southern Management Association 2012 Best Thematic Paper, Academy of International Business Southeast USA 2010 Winner, Smart Lighting competition, Boston University	
RESEARCH	Strategy and Organization Theory, Sustainability, International Business	

- PUBLICATIONS Mithani, M. A. and O'Brien, J. P. (In-press) "So What Exactly is a "Coalition" within an Organization? A Review and Organizing Framework. *Journal of Management* (FT-50).
- Mithani, M. A. (In-press) "Adaptation in the Face of the New Normal". *Academy of Management Perspectives*.
- Kocoglu, I. and Mithani, M. A. (2020) "Does an Attractive Partner Make You a Better Leader? Only if You Are a Male!" *Leadership Quarterly* (FT-50), 31, 2, 1-13.
- Mithani, M. A. (2019) "Corporate Political Transparency". *Business & Society*, 58, 3, 644-678.
- Mithani, M. A. (2019) "Nationalism and the Local Political Engagement of Foreign Firms". *Academy of Management Best Paper Proceedings*, 2019.
- Bertels, H. M. J., Mithani, M. A., Zhu, S., and Koen, P. A. (2019) "Innovation Champions". *International Journal of Innovation Management*, 24, 3.
- Gupta, V. K. and Mithani, M. A. (2019) "Creativity, Innovation, and Entrepreneurship in South Asia". *South Asian Journal of Business Studies*, Forthcoming.
- Mithani, M. A. (2017) "Liability of Foreignness, Natural Disasters and Corporate Philanthropy". *Journal of International Business Studies* (FT-50), 48, 8, 941-963.
- Mithani, M. A. (2017) "Innovation and CSR - Do They Go Well Together?" *Long Range Planning*, 50, 6, 699-711.
- Mithani, M. A. (2017) "Big Data and Organizational Decision-Making". In L. A. Schintler & C. L. McNeely (Eds.), *The Encyclopedia of Big Data*, p. 1-4.
- Mithani, M. A. (2013) "The Illusions of Power". *Academy of Management Best Paper Proceedings*, 2013.
- Mithani, M. A., Veloz, Tomas and Gabora, Liane (2010). "Context Dependency of Opportunity Recognition and its Manifestation". In P. Bruza, W. Lawless, K. van Rijsbergen, D. Sofge, & D. Widdows (Eds.), *Papers from the AAAI-Fall 2010 Symposium*, p. 91 - 98.
- MANUSCRIPTS UNDER REVISION Mithani, M. A., Gopalakrishnan, S., and Santoro, M. D. "Do Threats Make Organizations Resilient?" *Long Range Planning*, 2<sup>nd</sup> Revise & Resubmit.
- Mithani, M. A. and O'Brien, J. "The Dynamics of Organizational Control". *Administrative Science Quarterly* (FT-50), Reject & Resubmit.

WORKING  
PAPERS

Mithani, M. A., Murphy, A. M. "Hello My Name Is: An Examination of First Name Commonality and Executive Career Success".

Mithani, M. A. "How Do Organizations Respond to Informal Political Influence?".

Mithani, M. A. and Kocoglu, I. "When David Becomes Goliath: The Digital Challenge to Firm Boundaries".

Mithani, M. A. and Kocoglu, I. "The Social Slack in Inventive Collaborations".

Mithani, M. A., Murphy, A. M. and Crossland, C. "The Economic Disadvantage of a Distinctively Black Name".

Mithani, M. A. "The Institutionalized Inferiority of Digital Business Model".

Mithani, M. A. and Kocoglu, I. "CSR - an Unrelated Diversification".

Kocoglu, I., Mithani, M. A. "Catching Up After a Divorce".

Mithani, M. A., "Dynamic Resilience to Extreme Threats"

Mithani, M. A. and Harper, P. "Corporate Social Performance Conceptualization: The Community's View".

Serhan, K. and Mithani, M. A., "Performance Feedback and the Cognition of Entrepreneurial Firms".

ACADEMIC  
PRESENTATIONS

Murphy, A. M. and Mithani, M. A., "Examining the Executive Gender Wage Gap through the Lens of First Names". Strategic Management Society Annual Conference, 2018, Paris, France.

Kocoglu and Mithani, M. A. . "Does Divorce Increase Career Success of Female CEOs?" Strategic Management Society Annual Conference, 2018, Paris, France.

Mithani, M. A. and Murphy, A. M., "A Context-Dependent Conceptualization of the Gender Wage Gap". Academy of Management, 2018, Chicago, IL.

Jointly with several authors in the Symposium: "Entrepreneurship, Innovation and Creativity". Academy of Management, 2018, Chicago, IL.

Mithani, M., Gopalakrishnan, S., Santoro, M.D., "Geographical Proximity to Terrorist Attacks and Strategic Alliances – An Examination of the Stealing Effect". Strategic Management Society Annual Conference, 2017, Houston, TX.

Mithani, M. A. and Harper, P., "How do Communities View Corporate Social Performance?". Academy of Management, 2017, Atlanta, GA.

Mithani, M. A. and Murphy, A. M., "It's Not so Black and White After All: Black First Name Bias Persists Regardless of Race and Rank". Academy of Management, 2017, Atlanta, GA.

Mithani, M., Gopalakrishnan, S., Santoro, M.D., "Environmental Jolts and Organizational Resilience". Academy of Management, 2017, 2017, Atlanta, GA.

Mithani, M. A. and Murphy, A. M., "It's All In the Name: Examining First Name Popularity and Executive Compensation". Strategic Management Society Annual Conference, 2016, Berlin, Germany.

Mithani, M. A. and Murphy, A. M., "In the Name of Executive Success: An Examination of First Name Popularity and Executive Compensation". Academy of Management, 2016, Anaheim, CA.

MA Mithani, A Mooney Murphy. "National Disaster and Corporate Philanthropy". Academy of Management, 2015, Vancouver, B.C.

MA Mithani, A Mooney Murphy. "The Politics of Corporate Political Choices". Academy of Management, 2015, Vancouver, B.C.

Chaired the Session: Power, Resource Dependence, and Strategic Outcomes. Academy of Management, 2015, Vancouver, B.C.

Mithani, M. A. "The Logic of Organizational Change". Academy of Management, 2014, Philadelphia, PA.

Chaired the Session: The Power of Meaning in Organizations. Academy of Management, 2014, Philadelphia, PA.

Mithani, M., Gopalakrishnan, S., Santoro, M.D., "Joint Ventures: Power through knowledge acquisition or vulnerability through knowledge leakage. Proceedings of Eastern Academy of Management. 2014, Newport Rhode Island.

Mithani, M. A. "The Experience of Inexperience". INSEAD-OMT-ASQ Conference on New Venture Creation, January 2013, Singapore.

Chaired the Session: Boardroom Composition: Effects of Homogeneity Vs Heterogeneity. Academy of Management, 2013, Orlando, FL.

Mithani, M. A. "The Illusions of Power". Academy of Manag., 2013, Orlando, FL.

Mithani, M. A. and O'Brien, J. "Organizational Learning and the Continuity of Adaptive Success", Academy of Management Conference, 2012, Boston, MA.

NON-ACADEMIC PRESENTATIONS Mithani, M. A., "How to Lose Your Creative Potential - Insights from the Study of Highly Successful Innovators". At an energy industry startup. New York City, 2015.  
Mithani, M. A. (accompanied by student researchers), "How the Financial Industry will Change . . . Very Soon!". Jersey City, 2014.

Mithani, M. A., "The Experience of Inexperience: A Study of Innovators Behind Competence-destroying Discontinuities". Howe School Alliance for Technology Management Advisory Board meeting. Hoboken, 2013.

TEACHING  
EXPERIENCE

School of Business, Stevens Institute of Technology  
Strategic Management  
Technology and Innovation Management

Institute of Business Administration, Karachi, Pakistan  
*Visiting Faculty*, Foundations of Management & Organizational Behavior

Lally School, Rensselaer Polytechnic Institute  
*Student Lecturer*, Foundations of Management

SERVICE

**Associate Editor**, *Strategy*, *South Asian Journal of Business Research* (2018 - Current)

**Editorial Board Member**, *Academy of Management Discoveries* (2020 - Current)

**Guest Editor**, *Entrepreneurship, Creativity, and Innovation*, *South Asian Journal of Business Studies*. Published Fall 2020.

**Member**, Strategic Management Society Diversity and Inclusion Special Committee

**Ad-hoc Reviewer**: *Academy of Management Discoveries*, *Journal of Business Research*, *Journal of Product Innovation Management*, *IEEE Transactions on Eng. Management*

**Co-Chair**, Doctoral Student Dissertation Committee: Elias Aleman, School of Business (Graduated 2017), Yangyang Zhang (2<sup>nd</sup> year)

**Member** Dissertation Committee: Ting Gao, Siwei Zhu, Serhan Kotologlu

**Member**, Academic Committee for MBA/MSM Programs, School of Business

**Goal owner**, Assessment of Learning (AOL) for AACSB compliance

**Member**, Family friendly committee, Stevens Institute of Technology

CORPORATE  
EXPERIENCE

Vice President, Technologies and Markets, AMZ Ventures, PAK & UK, 2002 – 07  
Country Manager, e-tech Group, Pakistan, 2000-2002

VOLUNTARY  
ACTIVITIES

Questar III New Visions program, RPI, Troy, NY, 2009 – 2011

CWRU Technology Advisory Group - Online Educational Services, 2007 – 2008

Member, Aga Khan Development Network

Chairman, Local Educational Board, 2005 – 2006

Member, National Grants and Review Board, 2006 – 2007