

Murad A. Mithani

ACADEMIC POSITIONS	Assistant Professor, Rutgers University - Camden (AACSB), NJ, 2020 - Current	
	Assistant Professor, Stevens Institute of Technology (AACSB), NJ, 2012-2020	
	Consulting Engagements: Pershing LLC , BNY Mellon, NY Kitchler Lighting , OH	
	Visiting Faculty , Summer 2017 Institute of Business Administration, Karachi, Pakistan	
CONTACT INFORMATION	Assistant Professor School of Business, Rutgers University 227 Penn Street Camden, NJ 08102, USA	Cell: (551) 266.8715 mithani.murad@gmail.edu
EDUCATION	Lally School of Management, Rensselaer Polytechnic Institute (AACSB), NY PhD in Management, December 2012	
	School of Arts and Sciences, Case Western Reserve University (AACSB), OH MS in Entrepreneurial Physics, August 2008	
	Santa Fe Institute, NM Complexity Studies Summer School, July 2009	
HONORS AND AWARDS	2023 Best Reviewer Award, Academy of Management Discoveries 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	Crisis & disruptions; Innovation & social change; Equity & sustainability.
JOURNAL PUBLICATIONS	<p>Mithani, M. A., Gopalakrishnan, S., and Santoro, M. D. (In-press) “Do Threats Make Organizations Resilient?” <i>Long Range Planning</i>, 10.1016/j.lrp.2020.102031. (ABS: 3)</p> <p><i>Featured in: Pop-up Leaders and Flexible Staff are Ready for a New Crisis in <u>Financial Times</u> (Jul 3, 2022).</i></p> <p>Mithani, M. A. (In-press). Nationalistic political rhetoric: Measurement and preliminary insights. <i>Journal of International Management</i>, 10.1016/j.intman.2023.101086. (ABS: 3)</p> <p><i>Dialogue:</i> Mithani, M. A. and Kocoglu, I. (2023) “Idea Generation in Abductive Thinking: Not One but Three Approaches”. <i>Academy of Management Review</i>, 10.5465/amr.2021.0177. (ABS: 4*)</p> <p>Mithani, M. A. (2023) “Scaling Digital and Non-digital Business Models in Foreign Markets: The Case of Financial Advice Industry in the United States”. <i>Journal of World Business</i>, 58(4), 101457. (ABS: 4)</p> <p>Mooney, A. M., Zhang, Y. Y., Mithani, M. A., and Mahoney, M. (2022) “The Paradox of Digital Savviness: An Examination of Conditions that Mitigate its Power”. <i>Technology Analysis & Strategic Management</i>, 34(1), 1-13. (ABS: 2)</p> <p>Mithani, M. A. and O’Brien, J. P. (2021) “So What Exactly is a “Coalition” within an Organization? A Review and Organizing Framework”. <i>Journal of Management</i>, 47(10), 171-206. (ABS: 4*)</p> <p>Mithani, M. A. (2020) “Adaptation in the Face of the New Normal”. <i>Academy of Management Perspectives</i>, 34(5), 508-530. (ABS: 4)</p> <p><i>Featured as: Organizations Need Resiliency to Cope with Today’s Crises in <u>AOM Insights</u> (Sep 14, 2021).</i></p> <p><i>Featured as: Companies that Survived the Pandemic Will Recover Just as Many Overcame Extreme Threats in the Past in <u>NewsNow</u> (Jul 28, 2021).</i></p> <p>Mithani, M. A. and Kocoglu, I. (2020) “Human and Organizational Responses to Extreme Threats: A Comparative Developmental Approach”. <i>Management Decision</i>, 58(10), 2077-2097. (ABS: 2)</p> <p>Kocoglu, I. and Mithani, M. A. (2020) “Does an Attractive Partner Make You a Better Leader? Only if You Are a Male!” <i>Leadership Quarterly</i>, 31(2), 1-13. (ABS: 4)</p> <p><i>Featured as: The Partner Premium and Penalty in <u>Psychology Today</u> (Jul 31, 2020).</i></p>

Mithani, M. A. (2019) "Corporate Political Transparency". *Business & Society*, 58(3), 644-678. (ABS: 3)

Bertels, H. M. J., Mithani, M. A., Zhu, S., and Koen, P. A. (2019) "Corporate Champions of Early-stage Project Proposals and the Institutionalisation of Organisational Inertia". *International Journal of Innovation Management*, 24(3), 2050028. (ABS: 2)

Gupta, V. K. and Mithani, M. A. (2019) "Creativity, Innovation, and Entrepreneurship in South Asia". *South Asian Journal of Business Studies*, 8(3), 325-331. (ABS: 1)

Mithani, M. A. (2017) "Liability of Foreignness, Natural Disasters and Corporate Philanthropy". *Journal of International Business Studies*, 48(8), 941-963. (ABS: 4*)

Mithani, M. A. (2017) "Innovation and CSR - Do They Go Well Together?" *Long Range Planning*, 50(6), 699-711. (ABS: 3)

EDITED BOOKS Mithani, M. A., Narula, R., Surdu, I., and Verbeke, A. (2022) **"Crises and Disruptions in International Business: How Multinational Enterprises Respond to Crises" (JIBS Special Collections)**. *Palgrave Macmillan, Cham: Switzerland*, p. 486.

BOOK CHAPTERS Mithani, M. A., Narula, R., Surdu, I., Verbeke, A. (2022) "Unique Implications of Crises and Disruptions for International Business: How Established MNEs Are Exposed to Crises and Mitigate Their Effects" *In M.A. Mithani, R. Narula, I. Surdu, A. Verbeke (Eds.), Crises and Disruptions in International Business: How Multinational Enterprises Respond to Crises (JIBS Special Collections)*, p. 3-18.

Mithani, M. A. (2022) "Liability of Foreignness: A Commentary". *In M.A. Mithani, R. Narula, I. Surdu, A. Verbeke (Eds.), Crises and Disruptions in International Business: How Multinational Enterprises Respond to Crises (JIBS Sp. Collections)*, p. 409-415.

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.

BEST PAPER PROCEEDINGS Mithani, M. A. (2019) "Nationalism and the Local Political Engagement of Foreign Firms". *Academy of Management Best Paper Proceedings*, 2019(1), 13176 doi.org/10.5465/AMBPP.2019.13176abstract.

Mithani, M. A. (2013) "The Illusions of Power". *Academy of Management Best Paper Proceedings*, 2013(1), 14264, <https://doi.org/10.5465/ambpp.2013.239>.

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. "Perceived Reputational Violations: Organizations amid Conspiracy Theories". <i>Business & Society</i> , Revise & Resubmit.
	Mithani, M. A. and Kocoglu, I. "Digital Sustainability Solutions: Expanding the Toolkit for Organizational Resilience". <i>Academy of Management Perspectives</i> , Revise & Resubmit.
	Mithani, M. A. Resource Dependence Theory: Replication in a Developing Country. <i>Strategic Management Journal</i> , Reject and Resubmit.
	Mithani, M. A. Property Rights and the Sharing Economy. <i>Journal of Management Studies</i> , Reject and Resubmit.
MANUSCRIPTS IN PROGRESS	Kocoglu, I., Carnes, C., O'Brien, J., and Mithani, M.A. "Defying Gravity: CEO Divorce and Firm Competitive Deviance"
	Mithani, M. A. "When Business Model Reshapes Liability: Digital Disruption and the Implications of Foreignness"
	Mithani, M.A., and Oh, C. H. "Parallel Models of Adaptation to Environmental Disruptions"
	Mithani, M. A. "Performance Feedback and the Politics of Side Payments"
	Mithani, M.A. and Kocoglu, I. "When the Going Gets Tough: Risk-taking and Innovation in Response to Environmental Threats"
	Mithani, M.A. and Kocoglu, I. "Leader's Gender and Responses to Life-threatening and Non-life-threatening Crises"
	Mithani, M.A. "A Dynamic Model of Organizational Resilience"
WORKING PAPERS	Mithani, M. A., and Murphy, A. M. "Hello My Name Is: An Examination of First Name Commonality and Executive Career Success".
	Mithani, M. A., Muratova, Y., and Svystunova, L. "The Political Foundation of Liability of Foreignness".
	Mithani, M. A. and Kocoglu, I. "Nonfinancial Stakeholder Transparency: A Distinct Organizational Capability".
	Mithani, M. A. and Harper, P. "Corporate Social Performance Conceptualization: The Community's View".
	Kocoglu, I. and Mithani, M. A. "The Divorce Premium for Female CEOs: An Evolutionary Response to Mate Removal".
	Mithani, M. A., Murphy, A. M. and Crossland, C. "The Economic Disadvantage of a Distinctively Black Name".

Kotiloglu, S., and Mithani, M. A., "Performance Feedback and the Cognition of Entrepreneurial Firms".

Mithani, M. A., Sambharya, R. "Category Contrast and the Emergence of a Stigmatized Industry: An Empirical Study of Military Exports".

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

ACADEMIC
PRESENTATIONS

Mithani, M.A. "The Benefit of Foreignness during Digital Disruption". Academy of Management 2023, Boston, MA.

Kocoglu, I., and Mithani, M.A. "CEO Divorce and Corporate Social Responsibility: Are Divorced CEOs More Generous?". Academy of Management 2022, Seattle, WA.

Mithani, M. A. "Understanding Far from Equilibrium Behavior in Economic Markets". Academy of Management, 2022, Seattle, WA.

Mithani, M. A. and Kocoglu, I. "The Contrast between Digital and Non-Digital Business Models in Foreign Markets". Academy of Management 2022, Seattle, WA.

Mithani, M. A., "The Renegotiations on Organizational Goals". Academy of Management, 2021.

Kocoglu, I. and Mithani, M. A. "When Marriage Becomes a Liability: The Economic Implications of Marital Status for Female CEOs". Academy of Management, 2021.

Mithani, M. A., Muratova, Y., and Svystunova, L. "The Lower Returns on Political Spending for MNEs". Academy of Management, 2021.

Sambharya, R. and Mithani, M. A. "Category Contrast and the Emergence of a Stigmatized Industry: An Empirical Study of Military Exports". Academy of International Business, August 2021.

Mithani, M. A. and Kocoglu, I. "Does Nationalist Rhetoric Help Politicians Raise Campaign Contributions?". Academy of Management, 2020.

Kocoglu, I. and Mithani, M. A. "Show Me Your Partner and I'll Let You Know if You are a Leader". Academy of Management, 2019, Boston, MA.

Mithani, M. A. and Kocoglu, I. "The Economic Penalty of Diversified CSR". Academy of Management, 2019, Boston, MA.

Mithani, M. A. "Nationalism and the Local Political Engagement of Foreign Firms". Academy of Management, 2019, Boston, MA.

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, I. 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.

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". Energy startup. New York City, 2015.

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.

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

Ad-hoc Reviewer: *Journal of International Business Studies, Global Strategy Journal, Organization Science, Business & Society, Industrial and Corporate Change, Journal of Business Research, Journal of Product Innovation Management, IEEE Transactions on Engineering Management*

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

Member Dissertation Committee: Ting Gao (Graduated 2014), Siwei Zhu (Graduated 2018), Serhan Kotiloglu (Graduated 2019)

Member, Strategy committee, Rutgers – Camden

Co-Chair, Strategy committee, School of Business, Rutgers – Camden

Member, Family Friendly Committee, Stevens Institute of Technology

Member, Strategic Management Society Diversity and Inclusion Special Committee

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, Grants and Review Board, 2006 – 2007

Chairman, Aga Khan Development Network, Local Educational Board, 2005 – 2006

Youth Instructor, High School Mathematics and Physics, 1995 - 1997