

Rakesh B. Sambharya

Professor of Management and International Business
School of Business
Rutgers University - Camden
Camden, NJ 08102
Phone: (856) 225-6219
Fax : (856) 225-6231
e-mail: sambhary@camden.rutgers.edu
Web page: <http://camden.rutgers.edu/~sambhary>

Home Address: 519 Lamplighter Way
Lansdale, PA 19446
Phone : (215) 368-2813

Date of Birth: February 16, 1952

Immigration Status: U.S. citizen.

Education

School of Business Administration, Temple University, Philadelphia, PA
Ph.D. in Business Administration, January 1987.
Areas of Concentration: Strategic Management and International Business

Indian Institute of Management, Calcutta, India
M.B.A. with major in Marketing, 1976.

College of Engineering, University of Poona, Poona, India
B.E. in Electrical Engineering, 1974.

Dissertation

The Impact of Transborder Data Flow Regulations on the Strategy and Operations of U.S. Based Multinational Corporations.

Employment

Visiting Research Scholar, Temple University, Fox School of Business, March 1 to June 30, 2020.
Associate Dean, School of Business, Rutgers University- Camden, Spring 2010 to December 2015.
Director, MBA Program, Spring 2008 to Fall 2009.
Area Head: Management Area: Fall 2019; Fall 2020-present
Professor with tenure, School of Business, Rutgers University- Camden, 2006 to present.
Associate Professor with tenure, School of Business, Rutgers University- Camden,

1996-2006.

Assistant Professor, School of Business, Rutgers University - Camden, 1990-1996.
Assistant Professor, Department of Management, College of Business and Economics,
University of Kentucky, 1986-1990.

Adjunct Lecturer (Spring 1986) and Teaching Associate (Fall '84 to Fall '85).
Department of Management, School of Business Administration, Temple University,
Philadelphia, PA.

Consultant, Venlak Incorporated, Philadelphia, Summer 1984.

Marketing project involving a review of cases of firms that have been able to brand undifferentiated products and recommend strategies for a building material product.

Consultant, First Pennsylvania Bank, Philadelphia, Summer 1983.

Marketing research project involving design and field study, data collection, analysis, and evaluation of direct mail advertising.

Export Officer, Jyoti Limited, Bombay, India, 1976-1980.

Responsible for export sales, showroom, public relations, and liaison with numerous government agencies for an international engineering company.

Marketing Analyst, Godrej and Boyce Manufacturing Company, Bombay,
India, Summer 1975.

Involved in a national marketing research project assessing the effect of credit squeeze and inflation on consumer preferences of consumer durables.

Awards and Honors

Recipient of the Lindback Foundation Award for Distinguished Teaching for 2019, \$ 4000.

Recipient of the Warren I. Susman Award for Excellence in Teaching – 2018, \$ 1000. This is one of the highest honors that Rutgers bestows in recognition of innovative classroom instruction and cuts across all colleges, schools, disciplines, and campuses in the entire Rutgers system. Every year only 4-5 faculty are conferred this prestigious award

Identified as one of the 42 most prolific researchers in the field of International Strategic Management according to a study by White, G. O., Orhun Guldiken, Thomas A. Hemphill, Wu He, and Mehdi Sharifi Khoobdeh, Trends in International Strategic Management Research from 2000 to 2013: Text Mining and Bibliometric Analyses. Management International Review, 2016, 56(1): pp 35-65

Recipient of the School of Business – Camden summer research competitive grant for 2014, 2016, 2017, 2018, 2019 - \$12,000 each. 2020 - \$ 6000.

Recipient of the Chancellor's Award for Teaching Excellence, 2014. \$1,000.

Recipient of the Ernest E. McMahon Class of 1930 Award, Rutgers University for the academic year 2012-2013. \$1000.

Ranked 88th out of 2495 active researchers in the field of International Business for research productivity during the period 1996-2006 according to a study by Xu, S., Yalchinkaya, G., Seggie, S., H., 2008. Prolific authors and institutions in leading International Business journals. *Asia Pacific Journal of Management*, 25: 189-207.

Ranked 20th out of 517 active researchers in the field of International Strategic Management during the period 1991 to 2000 according to a study by Lu, Jane. 2003. The evolving contributions in international strategic management research. *Journal of International Management*, 9(2): 193-213.

Rutgers University, School of Business – Outstanding Teaching Award 2004 - \$2000.00

Rutgers University, School of Business – Outstanding Service Award 2000 - \$2000.00

Academy of Management 1998 Annual Meeting San Diego, Business Policy and Strategy Division - Service above and beyond the call of duty.

Rutgers University, Center for International Business and Education, - \$ 5,000.00 competitive research grant, 1997-1998.

Rutgers University, Teaching Excellence Center Award for Developing a New Course- \$1,000.00 - 1996.

Rutgers University Research Council Grant, 1991- \$ 1680.00.

University of Kentucky Curriculum Development Award 1987- Internationalizing the Business Policy course - \$1000.00

Teaching Interests

Courses Taught

- Business Policy (Undergraduate, MBA)
- Seminar in Strategic Management (Doctoral)
- Comparative and International Management (MBA)
- International Business Environment (MBA, PMBA and Distance Learning)
- Globalization (Undergraduate and MBA)
- Multinational Business (Undergraduate)

Introduction to Business (Undergraduate)
Organizational Analysis (Undergraduate)

Research Interests

International Business	Strategic Management
Cross-cultural Management	Global Competition
Top Management Teams	Diversification Strategies
International Competitiveness	Japanese Management
Corporate Reputation	Keiretsu Groups
Innovation and Internationalization	Security Analyst Behavior
Global Risk	International Entrepreneurship
International Market Entry	CEO Turnover
Cross-national differences in export behavior	Corporate Social Responsibility

Refereed Articles

Published after Attaining Tenure

Sambharya, R.B., Contractor, F.J. and Rasheed, A.A. Industry globalization: construct, measurement and variation across industries", Multinational Business Review, 2022, 30(4), 453-470. <https://doi.org/10.1108/MBR-04-2022-0053>

Nuruzzaman, N., Gaur, A. S., and Sambharya, R. B. WTO Accession and Firm Exports in Developing Countries. Journal of International Business Policy, 2022, 5(4): 444- 466.

Sambharya, R. B., Rasheed, Abdul A., & Contractor, F. J. Exploring the Antecedents of Industry Globalization: A Longitudinal Investigation. Cross Cultural Strategic Management, 2022, 29 (1): 91-113.

Sambharya, R. B., and Goll, I. Do International-, and Product Diversification Strategies affect Human Rights and Employee Orientation Disclosures? A Worldwide Empirical Study. Global Strategy Journal, 2021, 11(2): 245-268.

Nuruzzaman, N., Gaur, A., and Sambharya, R. B. A Microfoundations Approach to Studying Innovation in the Multinational Subsidiaries. Global Strategy Journal, 2019, 9: 92-116.

Kim, Sungsoo, Sambharya, Rakesh B., and Yang, Joon Sun. Do CEOs Exercise Managerial Discretion to save their jobs? Journal of Management and Governance, 2016, 20: 179-200.

Sambharya, Rakesh B., and Rasheed, Abdul A. Does Economic Freedom in Host Countries Lead to Increased Foreign Direct Investment? Competitiveness Review, 2015, 25(1): 2-24.

Sambharya, Rakesh B., and Musteen, Martina. Institutional Environment and

- Entrepreneurship: An Empirical Study across Countries. Journal of International Entrepreneurship, 2014, 12(3): 314-330.
- Sambharya, Rakesh B., and Lee, Jooh. Renewing Dynamic Capabilities Globally: An empirical Study of the World's Largest MNCs. Management International Review, 2014, 54: 137-154.
<https://doi-org.proxy.libraries.rutgers.edu/10.1007/s11575-013-0199-7>
- Sambharya, Rakesh B., and Rasheed, Abdul A. Conceptualizing Global Risk in a Changing World: Looking Beyond the Political Dimension. Organizational Dynamics 2012, 41: 308-317.
- Sambharya, Rakesh B. Security Analysts' Earnings Forecast as a Measure of Firm Performance: An Empirical Exploration of its Domain. Management Decision. 2011, 47(7), pp 1160-1180.
- Veliyath, Rajaram, and Sambharya, Rakesh. B. Internationalizing of R&D among MNCs: An empirical investigation of country-level determinants. Management International Review, 2011, 51(3), pp. 407-428.
<https://doi-org.proxy.libraries.rutgers.edu/10.1007/s11575-011-0079-y>
- Sambharya, Rakesh B. and Banerji, Kunal. Keiretsu Membership and Supplier Firm Performance in the Japanese Automobile Industry. Management International Review 2006, 46(1), pp. 7-37.
- Sambharya, Rakesh B., Kumaraswamy, A., and Banerji, Snehamay. Information Technology and the Future of the Multinational Enterprise. Journal of International Management. 2005 11(2), pp. 143-161.
<https://doi.org/10.1016/j.intman.2005.03.005>.
- Elango, B. and Sambharya, Rakesh. B. The Influence of Industry Structure on the Entry Mode Choice of Overseas Entrants in Manufacturing Industries. Journal of International Management, 2004, 10(1), pp. 107-124.
<https://doi.org/10.1016/j.intman.2003.12.005>.
- Mauri, Alfredo and Sambharya, Rakesh B. The performance implications of a global integration strategy in global industries: An Empirical Investigation Using Inter-area Product Flows. Management International Review, 2003 (Special Issue), 43(2), pp. 27-45.
- Mauri, Alfredo and Sambharya, Rakesh B. The Impact of Global Integration on MNC Performance: Evidence from Global Industries. International Business Review, 2001, 10(4), pp. 441-454.
- Goll, Irene, Sambharya, Rakesh B., and Tucci, Lou. Top Management Teams, Corporate Ideology, and Firm Performance: A Covariance Structure Model. Management International Review, 2001, 40 (2), pp. 109-129.

Mascarenhas, Briance and Sambharya, Rakesh B. Sources of International Competitiveness and What They Mean for Business Policy and Public Policy. Global Outlook: An International Journal of Business, Economics, and Social Policy, 2000, 12(4), pp. 111-121.

Sambharya, Rakesh B. Assessing the Construct Validity of Strategic and SIC-based Measures of Corporate Diversification. British Journal of Management, June 2000, 11 (2), pp. 163-174.

Goll, Irene, and Sambharya, Rakesh B. Rational Model of Decision Making, Diversification Strategy and Firm Performance. Scandinavian Journal of Management, 1998, 14(4), pp. 479-492.

Banerji, Kunal, and Sambharya, Rakesh B. Effect of Network Organization on Alliance Formation: A Study of the Japanese Automobile Ancillary Industry. Journal of International Management, 1998, 4(1), pp. 41-57.
[https://doi.org/10.1016/S1075-4253\(98\)00003-9](https://doi.org/10.1016/S1075-4253(98)00003-9).

Cordeiro, James, and Sambharya, Rakesh B. Do Corporate Reputations Influence Security Analysts Earnings Forecasts? Corporate Reputation Review, Summer/Fall 1997, 1(1), pp. 94-98.

Mascarenhas, Briance and Sambharya, Rakesh B. The Pattern of Density in Two Global Industries. Management International Review, 1996, 36 (4), pp. 331-354.

Sambharya, Rakesh B. Foreign Experience of Top Management Teams and Its Effect on International Diversification Strategies of U. S. Multinational Corporations. Strategic Management Journal, December 1996, 17(9), pp. 739-746.

Published before Attaining Tenure

Banerji, Kunal and Sambharya, Rakesh B. Vertical Keiretsu and International Market Entry: The Case of the Japanese Automobile Ancillary Industry. Journal of International Business Studies, 1996, 27 (1), pp. 89-113.

Goll, Irene and Sambharya, Rakesh B. Corporate Ideology, Diversification Strategy, and Firm Performance. Organization Studies, 1995, 16(5), pp. 823-846

Sambharya, Rakesh B. The Combined Effect of International and Product Diversification Strategies on the Performance of U.S.-Based Multinational Corporations. Management International Review, 1995, 35(3), pp. 197-218.

Sambharya, Rakesh B. Organizational Decisions in Multinational Corporations: An Empirical Study. International Journal of Management, September 1994, 11 (3), pp. 827-838.

Sambharya, Rakesh B. and Phatak, Arvind. The Effect of Transborder Data Flow Restrictions on American Multinational Corporations. Management International Review, 1990, 30 (3), pp. 267-289.

LaJaunie, Louis and Sambharya, Rakesh B. Mediatory Myth: A Tool for Managing Organizational Culture in MNCs. In B. Prasad (Ed.) Advances in International Comparative Management, 1990, volume 5, pp. 211-225, JAI Press.

Goll, Irene and Sambharya, Rakesh B. The Effect of Organizational Culture and Leadership on Firm Performance. In P. Shrivastava and R. Lamb (Eds.) Advances in Strategic Management, 1990, volume 6, pp. 183-200, JAI Press.

Johnson, Nancy B., Sambharya, Rakesh B., and Bobko, Phillip. The Relationship among Deregulation, Business Strategy, and Wages in the Airline Industry. Industrial Relations, Fall 1989, 28 (3), pp. 419-430.

Chaganti, Rajeswararao and Sambharya, Rakesh B. Strategic Orientation and Characteristics of Upper Management. Strategic Management Journal, July-August, 1987, 8 (4), pp. 393-402.

Chandran, Rajan, Phatak, Arvind, and Sambharya, Rakesh B. Transborder Data Flows: Issues and Implications for Multinational Corporations. Business Horizons, November-December, 1987, 30 (6), pp. 74-82. Reprinted in J. N. Sheth and A. Eshghi (eds.), Global Microeconomic Perspectives, Cincinnati: Southwestern, 1990.

Hopkins, Donald H. and Sambharya, Rakesh B. Are There Links Between Corporate Level Strategy Choices and Market Share? Business Insights, Fall, 1986, 6(1), pp. 16-20.

Refereed Proceedings

Banerji, Kunal. and Sambharya, Rakesh. B. Cracks in the Keiretsu: Supplier Behavior of Suppliers in the Japanese Automobile Industry. Academy of Management Best Papers Proceedings. August 2004, pp. G1-G6.

Goll, Irene, Sambharya, Rakesh B., and Johnson, Nancy. B. Environment, Top Management Demographic Characteristics, and Strategy: A Longitudinal Study of the Airline Industry. Proceedings of the 7th International Conference of Eastern Academy of Management, Dublin, Ireland, June 1997, pp. 230-234.

Hand, Barry M. and Sambharya, Rakesh B. International Diversification Strategy: Combining Two Perspectives. Proceedings of the Eastern Academy of Management, 1990, pp. 68-71.

Sambharya, Rakesh B. Managerial Characteristics and MNC Performance.

Academy of Management Best Papers Proceedings, 1989, pp. 111-115.

Banerji, Kunal. and Sambharya, Rakesh. B. Organizational Orientation and Control Systems in MNCs. Proceedings of the Southern Management Association, 1989, pp. 292-294.

Chaganti, Rajeswararao and Sambharya Rakesh B. Strategic Orientation and Upper Echelon Characteristics. Academy of Management Best Papers Proceedings, 1986, pp. 2-6.

Hopkins, H. Donald and Sambharya, Rakesh B. Corporate Strategy and Market Share. Proceedings of the Eastern Academy of Management, 1984, pp. 74-77.

Other Publication

Sambharya, Rakesh B. India Pushes Forward Towards a Dynamic Information Policy. Transnational Data and Communications Report, February 1986, 9 (2), pp. 19-20.

Articles under Review

Sambharya, R. B. Are discrete dimensions of corporate social responsibility disclosures global, regional, or hybrid? Paper under review at European Management Review.

Sambharya, R B. and Goll, I. The moderating effects of national cultural practices on the relationship between diversification strategies and corporate environmental disclosures. Paper under second review at Long Range Planning.

Sambharya, R. B., and Contractor. F. J. Revisiting the Multinationality -- Firm Performance relationship: The role of home-country culture. Paper under review at the Corporate Governance: An International Review.

Ma, R., & Sambharya, R. B. International Diversification Strategy and CSR Disclosure Quality: A Multinational Study. Paper under revise and resubmit at the Corporate Social Responsibility and Environmental Management.

Book chapter

Sambharya, Rakesh B. Commentary on Foreign Direct Investment and Military Conflicts. In JIBS collection series Crises and Disruptions in International Business edited by Mithani, M., Narula, R., Surdu, I., and Verbeke, A., Palgrave: Switzerland. pp. 233-242..

Book Review

Heller, F., Drenth, P., Koopman, P., and Rus, V., Decision in Organizations: A Three Country Comparative Study. London: Sage Publications 1988. Reviewed by Sambharya, Rakesh B. in the Journal of Organizational Behavior, January 1990, 11(1) pp.85-90.

Invited Presentations

Indian Institute of Management, Bangalore, India, January 2014.
Research in Information Systems (RIS) (Think tank), New Delhi, India, 2007.
Pennsylvania State University, Great Valley Campus, March 2004.
Columbia University, Cross-Disciplinary Seminar Series, October 1998.
Rutgers University- Newark, April 1994.
Temple University, March 1994

Keynote Address

Keynote speaker at the 36th Marketing Congress organized by the Institute of Marketing and Management, New Delhi, India. Spoke to an audience of 600 delegates on 'Marketing India in International Fora' in July 2005.

Conference Presentations

Sambharya, R. B., Antecedents of Entry Rates of New and One-Year Experienced Exporters: A Population-Level Longitudinal Study of 62 Countries. Paper to be presented at the Annual Meeting of the Academy of International Business, Warsaw, Poland, July 2023

Ma, R., & Sambharya, R. B. Ma, R., & Sambharya, R. B. A closer look at the relationship between internationalization and CSR disclosure quality. Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA August 2022.

Sambharya, R. B., Dimensions of CSR Disclosures: Are they converging, diverging, or crossverging? Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA August 2022.

Greve, P., Elia, S., Georgakakis, D., Sambharya, R. B., Surdu, I., & Heyden, M. Microfoundations and Interfaces in Strategic Leadership Roles in International Business. Panel discussion at the Annual Meeting of the Academy of International Business, Miami, August 2022

Sambharya, R. B. Are Discrete Dimensions of Corporate Social Responsibility Disclosures Global, Regional, or Hybrid? Paper to be presented at the Annual Meeting of the Academy of International Business, Miami, July 2022

Sambharya, R. B., Determinants and dynamics of population level export entry: A longitudinal study of sixty-two countries. Paper presented at the Annual Meeting of the Academy of International Business, Miami, July 2022

Sambharya, R. B., and Contractor. F. J. Revisiting the Multinationality -- Firm Performance

- relationship: The role of home-country culture. Paper online presented at the Annual Meeting of the Academy of Management, August 2021.
- Sambharya, R. B., and Mithani, M. A. Category contrast and the emergence of a stigmatized industry: An empirical study of military exports. Paper online presented at the Annual Meeting of the Academy of International Business, August 2021.
- Sambharya, R. B., and Contractor, F. J. The Role of Home-Country Cultural Practices on the International Diversification – Firm Performance Relationship. Paper presented online at the Annual Meeting of the Academy of International Business, August 2021.
- Sambharya, R. B., Gao, J., and Kim, S. The Influence of IFRS and National Culture on CSR Disclosures. Paper presented at the Annual Meeting of the American Accounting Association, Atlanta, August 2020.
- Sambharya, R. B. and Goll, I. The Effect of Diversification Strategies on CSR Disclosures in a Global Context. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada, August 2020.
- Sambharya, R. B. and Goll, I. The Effect of Diversification Strategies on CSR Disclosures in a Global Context. Paper presented at the Annual Meeting of the Academy of Management, Boston, August 2019.
- Sambharya, R. B., Rasheed, A., & Contractor, F. J. Exploring the Antecedents of Industry Globalization: A Longitudinal Investigation. Paper presented at the annual meeting of the Academy of International Business, Copenhagen, Denmark, June 2019.
- Ma, R., & Sambharya, R. B. Diversification Strategy and CSR Disclosure Quality: A Multinational Study. Paper presented at the annual meeting of the Academy of International Business, Copenhagen, Denmark, June 2019.
- Sambharya, R. B., and Goll, I. Do Internationalization and Product Diversification affect Human Rights. A Worldwide Empirical study. Paper presented at the annual meeting of the Academy of International Business, Dubai, July 2017.
- Nuruzzaman, N., Gaur, A., and Sambharya, R. B. A Microfoundations Approach to Studying Innovation in the Multinational Subsidiaries. Paper presented at the annual meeting of the Academy of International Business, Dubai, July 2017.
- Banerji, K. and Sambharya, R. B., & Miranda, S. Interorganizational Linkages and Partner Switching: A Look at the Japanese Automobile Ancillary Industry. Paper presented at the Annual Meeting of the Academy of International Business, Istanbul, Turkey, July 2013.
- Sambharya, R. B., and Musteen, M. A Cross-Cultural Study of the Ease of Doing Business and the Effect of Institutional Environment. Paper presented at the Annual Meeting of

- the Academy of International Business, Washington, D. C., July 2012.
- Sambharya, R. B., and Lee, J. Exploiting and renewing dynamic capabilities globally. Paper to be presented at the Annual Meeting of the Academy of Management, Montreal, Canada, August 2010.
- Sambharya, R. B., and Lee, J. Renewing Dynamic Capabilities by Leveraging Innovation through International Diversification and Building New Innovative Capabilities: A Longitudinal Study of the World's Largest MNCs. Paper presented at the Annual Meeting of the Academy of International Business, Rio de Janeiro, Brazil, July, 2010.
- Parente, R., and Sambharya, R. B. Effects of Supplier dependency on Business Performance: A Study of the Brazilian Automobile Industry. Paper presented at the Annual Meeting of the Academy of International Business, San Diego, CA., July 2009.
- Sambharya, R. B., and Rasheed, A. A. Conceptualizing Global Risk in a Changing World: Looking Beyond the Political Dimension. Paper presented at the Annual Meeting of the Academy of International Business, San Diego, CA., July 2009.
- Veliyath, R., and Sambharya, R. B. Internationalizing of R&D among MNCs: An empirical investigation of country-level determinants. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA., August 2008.
- Veliyath, R., and Sambharya, R. B., Fatehi, K., Malik, P., Fucillo, J. The Off-shoring of R&D by Multinational Corporations: Some Strategic Issues: Issues in Off-shoring of R&D. Presenter at a Professional Development Workshop at the Annual Meeting of the Academy of Management, Anaheim, CA., August 2008.
- Sambharya, R. B., and Rasheed, A. A. Conceptualizing Global Risk in a Changing World: Looking Beyond the Political Dimension. Paper presented at the Fifth Annual AIB Conference on Emerging Research Frontiers in International Business on Conflict, Security, and Political Risk: International Business in a Challenging Environment, November 28- December 1, 2007, Miami, FL.
- Mudambi, R., Sambharya, R. B., Treichel, M. Z. Do Top Management Teams Matter in the Pre-market Evaluation of IPOs? Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, August 2007.
- Sambharya, R. B., Veliyath, R., & Fatehi, K. The effects of country environments on the internationalization of research and development expenditures in multinational corporations. Paper presented at the Annual Meeting of the Academy of International Business, Indianapolis, June 2007.
- Sambharya, R. B. Does economic freedom lead to foreign direct investment? Paper presented at the Annual Meeting of the Academy of Management, Atlanta, August 2006.

- Banerji, K. and Sambharya, R. B., & Miranda, S. Partner Switching and organizational Growth: A Look at the Japanese Automobile Ancillary Industry. Paper presented at the Annual Meeting of the Academy of International Business, Quebec City, Canada, July 2005.
- Banerji, K. and Sambharya, R. B. Cracks in the Keiretsu: Supplier Behavior of Suppliers in the Japanese Automobile Industry. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, August 2004.
- Banerji, K. and Sambharya, R. B. Keiretsu is Dead – Long Live the Keiretsu: Opportunistic Behavior and Partner Switching in Japanese Auto Industry. Paper presented at the Annual Meeting of the Academy of International Business, Stockholm, July 2004.
- Sambharya, R. B., Kumaraswamy, A., and Banerji, S. Information Technology and the Future of the Multinational Enterprise. Paper presented at the 5th Annual International Business Research Forum, Fox School of Business and Management, Temple University, Philadelphia, March 2004.
- Elango, B. and Sambharya, R. B. The Influence of Host-Country Industry Structure On The Entry Mode Choice: A Multicountry Study. Paper presented at the Annual Meeting of the Academy of Management, Seattle, August 2003.
- Sambharya, R. B. Security Analysts' Earnings Forecasts as a Measure of Firm Performance: An Empirical Exploration of Its Domain. Paper presented at the Annual Meeting of the Academy of Management, Washington D. C., August 2001.
- Mauri, A. and Sambharya, R. B. The Impact of Global Integration on MNE Performance: Evidence from Global Industries. Paper presented at the Annual Meeting of the Academy of Management held at Toronto, Canada, August 2000.
- Zahra, S. A., Sambharya, R. B., and Lee, J. The Effect of International and Product Diversification on MNCs' Innovation. Paper presented at the Annual Meeting of the Academy of Management held at Toronto, Canada, August 2000.
- Sambharya, R. B., and Cordeiro, J. J. Are Security Analysts' Swayed by Corporate Reputations in Making their Earnings Forecasts. Paper presented at the Annual Meeting of the Academy of Management meeting in San Diego, August 1998.
- Goll, I., Sambharya, R. B., and Johnson, N. B. Environment, Top Management Demographic Characteristics, and Strategy: A Longitudinal Study of the Airline Industry. Proceedings of the 7th International Conference of Eastern Academy of Management, Dublin, Ireland, June 1997
- Cordeiro, J. J. and Sambharya, R. B. Does Corporate Reputation Influence Security Analysts Earnings Forecasts: An Empirical Study. Paper presented at the

Conference on Corporate Reputation, Image, and Competitiveness, at New York University, January, 1997.

Johnson, N. B., Goll, I., and Sambharya, R. B. The Effect of Deregulation and Strategy on Wage Dispersion: The Case of the Airlines. Paper presented at the Conference on Collective Bargaining and Public Policy sponsored by the Center for Labor Policy, Humphrey Institute of Public Affairs and the Industrial Relations Center, Carlson School of Management, University of Minnesota, Minneapolis in October, 1996.

Banerji, K. and Sambharya, R. B. The effect of Keiretsu on Joint Venture Formation: A Look at the Japanese Automobile Industry. Paper presented at the Annual Meeting of the Academy of International Business in Banff, Canada, September, 1996.

Banerji, K. and Sambharya, R. B. Choosing the Right Friends: The Effect of Keiretsu on Joint Venture Formation in the Japanese Automobile Ancillary Industry. Paper presented at the Annual Meeting of the Academy of Management, in Cincinnati, August, 1996.

Goll, I. and Sambharya, R. B. Diversification Strategy as a Mediator in the Relationship Between Rational Decision-Making and Firm Performance. Paper presented at the Annual Meeting of the Academy of Management, in Cincinnati, August, 1996.

Sambharya, R. B. An Alternative Measure of Firm Performance: Security Analysts' Earnings Forecasts. Paper presented at the 15th annual Strategic Management Society Conference, Mexico City, Mexico in October, 1995.

Banerji, K. and Sambharya, R. B. Can Keiretsu Members Firms Improve Their Performance? The Case of the Japanese Automobile Industry. Paper presented at the 15th annual Strategic Management Society Conference, México City, México in October, 1995.

Mascarenhas, B. and Sambharya, R. B. Determinants of International Competitiveness: An Comparative Study. Paper presented at the 15th Annual Strategic Management Society Conference, Mexico City, Mexico in October, 1995.

Banerji, K. and Sambharya, R. B. To Follow or not to Follow: Japanese Automobile Ancillary Firms in the U.S. Paper presented at the Annual Meeting of the Academy of Management in Vancouver, Canada, August, 1995.

Mascarenhas, B. and Sambharya, R. B. Sources of International Competitiveness: An Empirical Analysis. Paper presented at the Annual Meeting of the Academy of Management in Vancouver, Canada, August, 1995.

Banerji, K. and Sambharya, R. B. Keiretsu Membership and Supplier Performance in the Japanese Automobile Ancillary Industry. Paper presented at the Annual Meeting of the Academy of International Business in Boston, November 1994.

- Mascarenhas, B. and Sambharya, R. B. Understanding Global Industry Evolution: Integrating the International Product Life Cycle and Population Ecology Perspectives. Paper presented at the Annual Meeting of the Academy of Management in Dallas, August 1994.
- Banerji, K. and Sambharya, R. B. International Market Decision Strategies and Performance of Japanese Automobile Ancillary firms: An Empirical Study. Paper presented at the Annual Meeting of the Academy of International Business in Brussels, Belgium, November 1992.
- Goll, I., Sambharya, R. B. and Tucci, L. Top Management Teams, Ideology, and Firm Performance: A Covariance Structure Model. Paper presented at the Annual Meeting of the Academy of Management in Las Vegas, August 1992.
- Sambharya, R. B. and Hand, B. Convergent Validity Problems in the Measurement of Corporate Diversification. Paper presented at the Annual Meeting of the Academy of Management in Las Vegas, August 1992.
- Banerji, K. and Sambharya, R. B. Small Firms, Networks and Foreign Market Entry: A Strategic Framework. Paper presented at the Annual Meeting of the Academy of Management in Miami, August 1991.
- Sambharya, R. B. and Hand, B. International and Product Diversification Strategies of the U. S. MNCs and Their Relationship to Foreign and Overall Performance. Paper presented at the Annual Meeting of the Academy of International Business in Toronto, October 1990.
- Gordon, G. L. and Sambharya, R. B. Which Way Do We Go: Strategic Choice in the U. S. Telecommunications Industry. Paper presented to the Second Conference on Strategic Leadership in High Technology Organizations in Denver, January 1990.
- LaJaunie, L. and Sambharya, R. B. Mediatory Myth: A Tool of Managing Culture in MNCs. Paper presented to the Conference on International Personnel and Human Resource Management in Hong Kong, December 1989.
- Sambharya, R. B. and Lei, D. Expanding the Horizons of International Business Research. Paper presented at the Annual Meeting of the Academy of International Business in Singapore, November 1989.
- Banerji, K. and Sambharya, R. B. Organizational Orientation and Control Systems in MNCs. Paper presented to the Southern Management Association meeting in New Orleans, November 1989.

Goll, I. and Sambharya, R. B. Linking Dominant Coalition Beliefs and Values to Firm Performance. Paper presented at the 9th Annual Strategic Management Society Conference in San Francisco, October 1989.

Sambharya, R. B. Managerial Characteristics and MNC Performance. Paper presented at the Annual Meeting of the Academy of Management in Washington, DC, August 1989.

Sambharya, R. B. Organizational Decisions, Characteristics and Performance of Multinational Corporations. Paper presented at the Annual Meeting of the Academy of Management in Anaheim, CA, August 1988.

Sambharya, R. B. The Content of Decision Making in Multinational Organizations. Paper presented at the Annual Meeting of the Academy of International Business in Chicago, November 1987.

Sambharya, R. B., Phatak, A. V. and Chandran, R. The Impact of Transborder Data Flow Restrictions on American Multinational Corporations. Paper presented at the Annual Meeting of the Academy of International Business in Chicago, November 1987.

Johnson, N. B. and Sambharya, R. B. The Interaction of Business Strategy Regulation, and Unions on Wages. Paper presented at the Annual Meeting of the Academy of Management in New Orleans, August 1987.

Sambharya, R. B. and Goll, I. Computer Information Flows and Organizational Characteristics of U.S. MNCs. Paper presented at the Annual Meeting of the Academy of International Business in London, November 1986.

Chaganti, R. and Sambharya, R. B. Strategic Orientation and Upper Echelon Characteristics. Paper presented at the Annual Meeting of the Academy of Management in Chicago, August 1986.

Research in Progress

Categories and contrast affect exporting decisions.
Diversification strategy and corporate social responsibility quality.
Determinants of exporting across the world.
Is CSR global, regional, or hybrid?

Doctoral Committees

- 1) Latasri Hazarika, Indian Institute of Management Kozhikode, 2023.
Topic: Happy-go-lucky: The Role of Affect and Cognition in Entrepreneur's Individual Ambidexterity
- 2) N. Nuruzzaman. Rutgers Business School. 2020.

Topic: Revisiting strategic motives, location choices, and impacts of international research and development

3) Omar Malik, Temple University, 2004.

Topic: Technology Absorption Strategies, Government Policies and Performance in Firms from Less Developed Countries: Evidence from India and Pakistan

4) Thomas Osegowitsch, University of Western Australia, 2003.

Topic: The Relationship between Global Integration and Performance in Multinational Professional Engineering Companies.

Professional Activities

Editorial Board: Journal of International Management (1999 to present)
Management International Review (2000 to present)
Advances in Competitiveness Research (1994-2000)
International Journal of Indian Culture and Business Management (2007 to present).
International Journal of Emerging Markets (2012 to present)

Member: Academy of International Business
Academy of Management
Strategic Management Society (1991 to 2018)

Ad hoc Reviewer:

1) Journals
Academy of Management Journal
Strategic Management Journal
Journal of International Business Studies
Academy of Management Review
Journal of Management Studies
Journal of Management
Journal of World Business
Organization Studies
Global Strategy Journal
International Business Review
Journal of Business Research
California Management Review
Journal of Management and Governance
Corporate Governance: An International Review
Human Relations
Corporate Social Responsibility and Environmental Management.
European Management Journal
Asia Pacific Journal of Management

Journal of International Entrepreneurship
American Asian Review
MIS Quarterly
Journal of International Consumer Marketing
Multinational Finance Journal
Diversity, Equity, and Inclusion

2) Conferences: Academy of International Business - National and North East Meetings
Academy of Management - National Meetings (International Management and Business Policy and Strategy Divisions)

Discussant: Academy of Management – Annual Meeting, Chicago, 2009.
Academy of Management – Annual Meeting, Anaheim, Ca., 2008.
Academy of International Business, Milan, Italy, July 2008.
Academy of International Business, Quebec City, Canada, July 2005.
Academy of International Business, Puerto Rico, 2002
3rd Annual International Business Research Forum, Fox School of Business and Management, Temple University, Philadelphia, March 2002.
Academy of Management – Annual Meeting, Washington, D. C. 2001.
Academy of Management - Annual Meeting, Atlanta 1993.
Academy of International Business - Annual Meeting, Miami 1991

Chair: Session: Political Connections and Corruption
International Management Division
Academy of Management Annual Meeting, Vancouver, 2015.

Session: Executive Turnover
Business Policy and Strategy Division
Academy of Management, Vancouver, 2015.

Session: New Perspectives on Ownership Heterogeneity
Academy of International Business – Annual Meeting, Bangalore, India, 2015.

Session: Theory of the Multinational Firm
Business Policy and Strategy Division
Academy of Management, Philadelphia, 2014.

Session: Strategic Consequences of Capital Structure and Markets
Business Policy and Strategy Division
Academy of Management, Orlando, 2013

Session: Sourcing and International Value Chain
International Management Division
Academy of Management Annual Meeting, Orlando, 2013.

Session: Impact of Ownership and Institutions
Academy of International Business – Annual Meeting, Istanbul,
Turkey, 2013

Session: International Ownership Issues
International Management Division
Academy of Management Annual Meeting, Chicago, 2009.

Session: Role of Mergers & Acquisitions in MNC Strategies
International Management Division
Academy of Management Annual Meeting, Anaheim, 2008.

Session: Knowledge Transfer and Spillovers
International Management Division
Academy of Management Annual Meeting, Philadelphia, 2007.

Session: China
Academy of International Business – Annual Meeting, Quebec City,
2005.

Session: Ethics, Morality and Compensation: The Global Challenge
International Management Division
Academy of Management Annual Meeting, Denver, 2002.

Session: Building a Global Strategy: Structure, Configuration, and
Diversification
International Management Division
Academy of Management Annual Meeting, Chicago, 1999.

Session: Revisiting TMT Research
Business Policy Division
Academy of Management Annual Meeting, Chicago, 1999.

Session: Business-Government Relations
Academy of International Business – North East, Philadelphia, 1999

Session: Headquarters-Affiliate Relationship
International Management Division
Academy of Management - Annual Meeting, Dallas, 1994.

Facilitator Session: Outsourcing and Offshoring
Interactive Paper
Academy of Management Annual Meeting, Philadelphia, 2007.

Faculty Participant, Doctoral Consortium, International Management Division, Academy of
Management, Boston, August 1997.

Member Organizing Committee, Northeast Academy of International Business Meeting Co-sponsored by Temple University held in Philadelphia, PA, June 1999.

Service

Chair – Task Force on Faculty Credentialing on promotion and tenure from Assistant Professor to Associate Professor, and promotion from Associate to Full Professor. Fall 2021 to Spring 2023.

Chair, Search committee for sustainability faculty – Fall 2022 to Spring 2023.

Chair, Search committee for strategy faculty, 2019-2020, 2021-22, 2023-24

Co-chair, School of Business Dean’s Search, Fall 2019.

Scheduling Task Force campus-wide Fall 2013-Fall 2015.

Member Search Committee Chancellor Camden campus Fall 2013-2014.

Global Research and Education Committee (GREC), Fall 2012-present (campus wide).

Member, Promotion and Tenure Committee – 1996 to present.

Area Head, Strategy, International Business & Entrepreneurship, Fall 2019.

Coordinator, Strategy, International Business & Entrepreneurship group July 1, 2006 to Fall 2007.

Coordinator for Management and Marketing Seminars and Distinguish Scholar Lecture Series (1994-2004).

Coordinator, Management Area, November-December 2000, Fall 2001- to Spring 2003.

Director, Rutgers University Invitational MBA Case Tournament, 1995-2001.

Committees Served

University of Kentucky Undergraduate Studies Committee
Computer Advisory Committee
Deans Advisory Committee
International Programs Committee

Rutgers University Co-chair, Dean Search Committee, Fall 2019.
Chair, Associate Dean Search Committee, Spring and Summer 2018
Faculty International Engagement Subcommittee of the International Advisory Committee (Rutgers U-wide). Fall 2014-Spring 2015.
Member, Chancellor Search Committee, Fall 2014-Spring 2015
Global Research and Education Committee (GREC), Fall 2012-present (campus-wide).
Campus-wide Scheduling Task Force Fall 2009, Fall 2013-Fall 2015.
Dean’s Cabinet, Spring 2008 to Fall 2015, Fall 2019 to present.
Graduate MBA committee, Spring 2008 to present.

Chancellor's Executive Council on Diversity and Equity, Fall 2007 to Fall 2009.

Member, MBA Task Force, Fall 2007-Fall 2008.

Co-Chair, Research committee, Fall 2007-Spring 2008.

Co-Chair. Graduate Student Committee (Fall 2004 – Fall 2007)

Chair, Faculty Composition and Development Committee, Fall 2001 to Spring 2004.

International MBA Student Advisor, Fall 2003 to Spring 2004.

Peer Evaluation Committee (Chair) – 1997-1998, 1998-99. 1999-2000, 2008-09.

Promotion and Tenure Committee, 1996 – present.

Appointments and Promotions Committee – 1995-1996.

Procedures Committee - 1998 to 2002.

Research Committee – 1998-1999.

Policy Committee – 1995-1996.

Computer Advisory Committee 1990-1991, 1999-2000.

Instructional Resources Committee 1992-1993.

Intellectual Contributions Committee 1993-94.

Scholarship Committee 1991-92.

Presentation: “Strategies for Coping with Cross-cultural Differences” given to 1) Gloucester County Mental Health Center and 2) Woodbury Public Schools