

**SRILATA ZAHEER (SRI)**

*Professor and Elmer L. Andersen Chair in Global Corporate Social Responsibility  
Strategic Management and Entrepreneurship Department  
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**PROFESSIONAL EXPERIENCE**

**Academic**

- *Elmer L. Andersen Chair in Global CSR*, Carlson School of Management, (2008-present)
- *Professor*, Carlson School of Management, University of Minnesota (2002-present)
- *Dean*, Carlson School of Management, University of Minnesota, (March 2012 - July 2023)
- *Interim Dean*, Carlson School of Management, University of Minnesota, (2011-2012)
- *International Advisory Council*, Warsaw School of Economics (2022-present); Korea University Business School (2022-present); MCC Boyd-Tandon College of Business, Chennai (2023-present)
- *Director*, Graduate Management Admission Council (2016-19). Chair, Nominating & Governance
- *Associate Dean for Faculty and Research*, Carlson School of Management, (2007-2011)
- *Co-Director*, *Center for Integrative Leadership*, University of Minnesota (2010-2011)
- *Board Member*, *Center for International Business Education and Research*, U of MN (2010-2013)
- *Department Chair*, Strategic Management and Organization, Carlson School, (2005-07)
- *Carlson School Professorship in Strategic Management & Organization*, (2002-08)
- *Associate Professor*, Carlson School of Management, University of Minnesota (1998-2002)
- *Assistant Professor*, Carlson School of Management, University of Minnesota (1992-1998)
- *Teaching Specialist*, Carlson School of Management, University of Minnesota (1991-1992)
- *Lecturer*, Rivers State University of Science and Technology, Nigeria (1981-1984)
- *Visiting Faculty*:
  - NYU-HEC-LSE *TRIUM* Global Executive MBA program, Brazil
  - Warsaw School of Economics, Executive MBA Program, Poland
  - Lingnan College of National Sun-Yat-Sen University, Executive MBA Program, China
  - Shanghai Jiaotong School of Management, Executive MBA program, China
  - Indian School of Business, Hyderabad, India, Executive Education
  - *Senior Fellow*, Wharton Financial Institutions Center, University of Pennsylvania.

**Boards/Community**

- *Board Chair* (2020-present) and *Director* (2017-present), Federal Reserve Bank of Minneapolis.
- *Chair*, Nom/Gov Committee, *Federal Reserve Board of Governors, DC*, Conference of Chairs (2023)
- *Board Director*, H.B. Fuller Inc (2022-present). Audit and Compensation Committees
- *Life Trustee*, Hamilton College, Clinton, NY (2019-life)
- *Board Member*, Economic Club of Minnesota (2023-)
- *Board Member*, Greater Twin Cities United Way (2016-2018).
- *Board Member*, Guthrie Theater (2014-17).
- *Board Member*, *US Global Leadership Coalition*, Minnesota Advisory Committee (2014-)
- *Board Member*, Destination Medical Center Economic Development Agency, *Mayo Clinic* (2013-15)

**Industry**

- *Correspondent*, *Business International Inc.*, Geneva (1981-86). Reported on India and Nigeria
- *Internal Auditor*, Sandoz (India) Ltd., Bombay, India (1977-81)

- *Office of Financial Controller*, Mackinnon Mackenzie, Bombay, (1976-77)
- *Systems Analyst*, Tata Consultancy Services, Bombay, India (1975-76)

### **HIGHLIGHTS AS DEAN**

- Energized innovation in our graduate programs, supporting faculty and staff champions driving the creation and implementation of new degrees in business analytics, supply chain, finance and marketing; a Global DBA program in partnership with Tsinghua University which attracts top executives in China, a STEM-designated Management Science MBA and a Medical Industry-focused MBA, in addition to online programs and certificates. None of this would be possible without strong shared governance.
- Increased research support for faculty by growing endowed chairs and professorships to 45, introduced a gift-funded small grants program, opened additional behavioral labs, and strengthened automatic summer support for research-active faculty. The results speak for themselves - our faculty feature regularly in the top 10-15 worldwide in the Shanghai and UT Dallas rankings.
- Raised enrollment and graduation rates for low-income, first-generation, and BIPOC students, with overall 4-year graduation rates leading the university at 89%, with extra advising support for under-resourced students and investments in mental health, and a tripling of gift-funded scholarships.
- Our revamped Undergraduate curriculum, introduced in Fall 2022, has won national recognition as one of 25 [“Innovations that Inspire”](#) worldwide from AACSB. Raised over \$12 million in endowed scholarship support for our international study requirement, with a variety of options for students.
- Made substantial progress toward improving inclusion and equity for underrepresented, under-resourced and first-generation students, for women and LGBTQ+ students, and for veterans. Hired the school’s first senior diversity officer and launched the *Center for Inclusive Excellence*, to become a resource for the community. Created a DEI community of practice, open to all, which organizes learning events on topics from disability accommodation to international student needs to inclusive teaching.
- Launched a successful “Military Veterans Initiative” involving philanthropy, pre-program internships and mentoring to help transition veterans to business careers, resulting in the Carlson School repeatedly being named the *“#1 military-friendly graduate business school”* in the country.
- Substantially increased the business community’s engagement with the Carlson School (highlighted in [Poets and Quants](#)), resulting in expanded opportunities for experiential learning, high placement rates, enhanced corporate giving, and interesting research opportunities for faculty through centers like the [Analytics for Good Institute](#) and the [Business Advancement Center for Health](#).
- Under my leadership, the [Holmes Center for Entrepreneurship](#) (HCE) at the Carlson School lead the creation of a cross-collegiate *“Toaster” innovation hub* in the Engineering library for student entrepreneurs across colleges. The Minnesota Cup, run by HCE, is the largest statewide new venture competition in the US, positioning the U of MN at the center of the startup ecosystem in the state, and helping over 1,200 entrepreneurs every year.
- Raised over \$230 million in philanthropic gifts during my tenure, including over \$108 million for scholarships overall, more than doubling the school’s endowment. Celebrated the School’s centennial in 2019 with alumni in multiple cities around the world.
- “Business as a Force for Good” (embedded in our 2025 strategic plan) has become the unofficial motto

of the Carlson School, with faculty research, student projects and staff outreach focused on high-impact problems, attracting earned media.

### **EDUCATION**

- *Ph.D (1992)*. Sloan School of Management, Massachusetts Institute of Technology
- *PGDBA (MBA)*. Finance and Control, Indian Institute of Management, Ahmedabad, India
- *B.Sc. Physics*. Women's Christian College, Madras University, Madras, India
- *Diplôme Supérieur de Langue Française*. Alliance Française de Paris.

### **RESEARCH INTERESTS**

Technology and Multinational Organization, the Legitimacy of MNCs, Sustainability

### **HONORS AND AWARDS**

- Elected to *Executive Committee of Academy of International Business* for 3-year term (2023-26)
- *RRBM Fellow*, Inaugural cohort, Responsible Research in Business and Management Group (2023-)
- *Women in Business Career Achievement Award*, 2021, Minneapolis-St. Paul Business Journal
- *Outstanding Director*, 2020, for service on Federal Reserve Bank of Minneapolis Board, Twin Cities Business Journal
- *Women of Distinction*, 2019, Girl Scouts of the River Valleys
- *Eminent Scholar*, 2018, Academy of Management International Management Division (Recipient of PWC Strategy & Eminent Scholar Award for lifetime scholarship)
- *Business Hall of Fame Laureate*, 2018, Junior Achievement of the Upper Midwest
- *Top 20 Women in Business*, 2013, Minneapolis-St. Paul Business Journal
- *Fellow of the Academy of International Business*, 2007 - present
- *Elmer L. Andersen Chair in Global Corporate Social Responsibility*, Carlson School of Management, University of Minnesota (2008-)
- Societal Impact Editor, *Journal of International Business Studies* (2023- current); Reviewing Editor 2007-2009; Consulting Editor 2010-11.
- Eminent IB Scholar in Residence, Zicklin School of Business, *Baruch College, CUNY*, November 2005.
- Elected *Division Chair, 2001-2002* and *Program-chair, 2000* of the *Academy of Management International Management Division*.
- *Member, Founding International Academic Council, Indian School of Business, Hyderabad, India* – a business school set up by McKinsey Consultants, Kellogg and Wharton (1998-99)
- Paper on “Time Scales and Organization Theory” (with S. Albert and A. Zaheer) chosen as one of *three best papers in Academy of Management Review*, 1999
- Founding member of the *Industry Studies Association*, 2010
- *National Science Foundation grant* to study Knowledge Creation and Transfer (with R. Schroeder, K. Linderman, and C. Liedtke), 2000
- *Andrew Van de Ven Research Award* in recognition of outstanding research, Strategic Management Department, Carlson School of Management, 1999
- *Eldridge Haynes Award* for the best interdisciplinary work in international business, Academy of International Business, Boston, 1994
- *Barry M. Richman Best Dissertation Award* from the Academy of Management, International Management Division, Las Vegas, 1992
- *Richard N. Farmer Best Dissertation Award* Academy of International Business, Brussels, 1992
- *Distinguished Visiting Scholar*, University of South Carolina, January 1997
- *Bush Faculty Development Program for Teaching Excellence*, University of Minnesota, 1993

- *Indian Government Scholarship*, Indian Institute of Management, Ahmedabad, 1974
- *University Rank and Gold Medal* for performance on the B.Sc. examinations, Madras University, 1973

## **PUBLICATIONS**

- J. Doh, L. Eden, A. Tsui and S. Zaheer (2023) “Developing International Business Scholarship for Global Societal Impact,” *Journal of International Business Studies*, 54: 757-767.
- P. Kumar, S. Deodhar and S. Zaheer, (2023). [Cognitive Sources of Liability of Foreignness in Crowdsourcing Creative Work](#), *Journal of International Business Studies*, 54(4): 686-716.
- Dau, L. A., Beugelsdijk, S., Fleury, M. T. L., Roth, K., & S. Zaheer, (2022). “What Makes International Business Unique and Important as a Field? The Three Cs of IB”. *AIB Insights* 22(2):1-9.
- M. S. Schomaker and S. Zaheer (2014), “The Role of Language in Knowledge Transfer to Geographically Dispersed Manufacturing Operations,” *Journal of International Management*, 20(1):55-72.
- R. Evaristo and S. Zaheer, (2014), “Making the Most of your Firm’s Capabilities,” *Business Horizons*,
- R. Evaristo and S. Zaheer, (2012), “Reducing Cognitive Bias in Assessing Combination Potential in M&As,” in S. Finkelstein and C. L. Cooper (eds.) *Advances in Mergers and Acquisitions*, 11:123-137, Emerald, UK.
- A. Lamin and S. Zaheer (2012), “Wall Street versus Main Street: Firm Strategies for defending legitimacy and their impact on different stakeholders,” *Organization Science*, 23 (1): 47-66.
- S. Zaheer, M. Schomaker and L. Nachum (2012), “Distance without Direction: Restoring credibility to a much-loved construct,” *Journal of International Business Studies*, 43(1): 18-27.
- S. Zaheer and L. Nachum (2011), “Sense of Place: From location resources to MNE locational capital”, inaugural issue of *Global Strategy Journal*, 1: 96-108.
- J. Yu and S. Zaheer (2010), “Building a Process Model of Local Adaptation of Practices: A Study of Six Sigma Implementation in Korean and US firms” *Journal of International Business Studies*, 41 (3):475-499.
- P. Dastidar and S. Zaheer, (2010) “Dealing with information asymmetry in cross-border acquisitions,” *Academy of Management Best Papers Proceedings*.
- S. Zaheer, A. Lamin and M. Subramani (2009) “Cluster capabilities or ethnic ties? Location choice by foreign and domestic entrants in the services offshoring industry in India”, *Journal of International Business Studies* 40(6): 944-968.
- L. Nachum, S. Zaheer and S. Gross (2008) “Does it Matter Where Countries Are? Proximity to knowledge, markets and resources and MNE location choices,” *Management Science*, 54(7):1252-1265.
- S. Zaheer and A. Zaheer (2006) “Trust Across Borders,” *Journal of International Business Studies*, 37(1): 21-29.  
(Reprinted in J. A. Krug and J. D. Daniels (2007), *Multinational Enterprise Theory, Volume 1: The Multinational Enterprise*, Sage Publications.)
- N. Balasubramaniam, S. Ethiraj, R. Littrell, S. Manikutty, S. Morris, D.V.R. Seshadri, J. R. Varma, S. Zaheer (2006) “Corporation and its Shareholders: What should B-Schools Teach?”, colloquium paper, *Vikalpa*, Journal of the Indian Institute of Management, Ahmedabad, 31(2):99-130.
- L. Nachum and S. Zaheer (2005) “The Persistence of Distance? The Impact of Technology on MNE Motivations for Foreign Investment,” *Strategic Management Journal*, 26(8): 747-768.
- K. Linderman, R. Schroeder, S. Zaheer, C. Liedtke and A. Choo (2004), “Integrating Quality Management Practices with Knowledge Creation Processes,” *Journal of Operations Management* 22: 589-607.
- S. Zaheer and M. Schomaker (2004) “Who is taking Over? Identity and Power in International Mergers and Acquisitions,” in Michael A. Trick (Editor), *Global Corporate Evolution: Looking Inward or Looking Outward?*, Carnegie-Bosch Institute International Management Series, Pittsburgh, PA: CMU Press.
- T. Madsen, E. Mosakowski and S. Zaheer (2003), “Knowledge Retention and Personnel Mobility: The Nondisruptive Effects of Inflows of Experience,” *Organization Science*, 14(2): 173-191.

- S. Zaheer, M. S. Schomaker and M. E. Genc, (2003) "Identity versus Culture in Mergers of Equals", (2003), *European Management Journal*, 21(2): 185-191.
- S. Zaheer and R. Rajan, (2003), "Creativity under Constraint: Technological Imprinting and the Migration of Indian Business to the New Economy", In Bruce Kogut (Ed.), *The Global Internet Economy*, Cambridge, MA: MIT Press.
- K. Linderman, R. Schroeder, S. Zaheer and A. Choo (2003), "Six Sigma: A goal theoretic perspective", *Journal of Operations Management*, 21(2): 193-203.
- S. Zaheer (2002), "The liability of foreignness, redux: a commentary", special issue on "The Liability of Foreignness", *Journal of International Management*, 8(3): 351-358.
- S. Zaheer (2002), "A big tent on an island – building bridges and community in international management research," M. Hitt and J. Cheng (Eds.), *Advances in International Management*, 14:69-81.
- T. Madsen, E. Mosakowski and S. Zaheer (2002), "The dynamics of knowledge flows: human capital mobility, knowledge retention and change", *Journal of Knowledge Management*, 6(2):164-176.
- S. Zaheer and A. Zaheer, (2001) "Market Microstructure in a Global B2B Network", *Strategic Management Journal*, 22(9): 859-874.  
(An early version appeared in 1997 in the *Academy of Management Best Papers Proceedings* as "Firm Rivalry and the Network Structure of Global Competition").
- S. Zaheer and S. Manrakhan, (2001), "Concentration and Dispersion in Global Industries: Remote Electronic Access and the Location of Economic Activities", *Journal of International Business Studies*, 32(4): 667-686.
- E. Westney and S. Zaheer (2001), "The Multinational Enterprise as an Organization," in Alan Rugman (Ed.), *The Oxford Handbook of International Business*, 349-379.
- S. Zaheer, (2000), "Acceptable Risk: A Study of Global Currency Trading Rooms in the US and Japan", in Zenios, S. & P. Harker (Eds.), *The Performance of Financial Institutions*, Cambridge University Press, Ch. 15, 462-295.
- S. Zaheer (2000), "Time-zone economies and managerial work in a global world" in P. C. Earley and H. Singh (eds.), *Innovations in International and Cross-Cultural Management*, Thousand Oaks, CA: Sage, Ch. 12, 339-353.
- D. Rulke, S. Zaheer and M. Anderson, (2000) "Sources of Managers' Knowledge of Organizational Capabilities", *Organizational Behavior and Human Decision Processes*, 82(1):134-149.
- D. Rulke and S. Zaheer, (2000), "Shared and unshared transactive knowledge in complex organizations: An exploratory study", in Shapira, Z. and T. Lant (Eds.), *Managerial and Organizational Cognition*, Lawrence Erlbaum, 83-100.
- S. Zaheer, S. Albert and A. Zaheer (2000) "The Importance of Time Scales", *Trends in Organizational Behavior*, Special Issue edited by C. Cooper and D. Rousseau *Time in Organizational Behavior*, 7:1-11.
- S. Zaheer, S. Albert and A. Zaheer, (1999), "Time-scales and organizational theory", *Academy of Management Review*, 24 (4):725-741. *Chosen as one of the three best papers in the Academy of Management Review, 1999.*
- E. Mosakowski and S. Zaheer, (1999), "The Global Configuration of a Speculative Trading Operation: An Empirical Study of Foreign Exchange Trading", *Organization Science*, 10(4): 401-423.
- T. Kostova and S. Zaheer, (1999). "Organizational Legitimacy under Conditions of Complexity: The case of the Multinational Enterprise", *Academy of Management Review*, 24(1):64-81.
- T. Madsen, E. Mosakowski and S. Zaheer, (1999), "Static and Dynamic Variation and Firm Outcomes", in J. Baum and W. Mckelvey (eds.), *Variations in Organization Science: In Honor of Donald T. Campbell*, Sage Publications, 213-236.
- A. Zaheer and S. Zaheer (1997). "Catching the Wave: Alertness, Responsiveness and Market Influence in Global Electronic Networks," *Management Science*, 43(11), 1493-1509.

- S. Zaheer and E. Mosakowski (1997). "The Dynamics of the Liability of Foreignness," *Strategic Management Journal*, 18(6): 439-464.
- S. Zaheer and A. Zaheer (1997a). "Country Effects on Information-Seeking in Global Electronic Networks," *Journal of International Business Studies*, 28(1): 77-100.
- D. R. Lessard and S. Zaheer (1996). "Breaking the Silos: Distributed Knowledge and Strategic Responses to Volatile Exchange Rates," *Strategic Management Journal*, 17(7): 513-534.
- S. Zaheer (1995a). "Overcoming the Liability of Foreignness," *Academy of Management Journal*, 38(2):341-363
- S. Zaheer (1995b). "Circadian Rhythms: The effects of global market integration in the currency trading industry," *Journal of International Business Studies*, 26 (4): 699-728.

### **WORKING PAPERS**

- S. Zaheer, "The Sustainability of Sustainability Initiatives"
- P. Kumar and S. Zaheer, "Does it Exist? Does it Not? The Liability of Foreignness in Patenting,"
- M. Schomaker and S. Zaheer, Language and Culture Based Bias in Peer Evaluations in Multinational Teams
- S. Rogbeer, S. Zaheer & A. Zaheer, "Network as Curator: A Behavioral Approach to Innovation from Alliances"

### **Ph.D DISSERTATION COMMITTEES**

- Pankaj Kumar (Reader), (PhD 2018)
- Isil Yavuz (Co-Advisor), (PhD 2011).
- Exequiel Hernandez (Chair), (PhD 2011).
- Lisa Gaerber (Thesis Co-Advisor), Vienna University of Business and Economics, (PhD 2009). Winner, *Academy of Management Best Dissertation Award*; Winner, *Gunnar Hedlund Dissertation Award*.
- Jesper Edman (Faculty Thesis Opponent), Stockholm School of Economics, PhD 2009, Winner, *Academy of International Business Best Dissertation Award*.
- Jisun Yu (Thesis Advisor), PhD 2007.
- Miguel Ramos (Reader), PhD 2007.
- Anna Lamin (Thesis Advisor), PhD 2007, Finalist, *Richard Farmer Best Dissertation Award from the Academy of International Business*.
- Mary Maloney (Thesis Co-Advisor), PhD 2007.
- Shalini Manrakhani (Thesis Advisor), PhD 2006.
- Margaret Schomaker (Thesis Advisor), PhD 2006 (Finalist, *Richard Farmer Best Dissertation Award from the Academy of International Business*)
- Mehmet Genc (Thesis Advisor), Ph.D. 2005.
- Bongman Seo (Reader) Ph.D. 2004, U of M Geography department.
- Don Ferrin (Thesis Advisor), Ph.D. 1999, *winner of Barry Richman Best Dissertation Award from Academy of Management IM division, Toronto, 2000*.
- David Berg (Thesis Co-advisor), Ph.D. 1998. Jennifer Spencer, (Reader) Ph.D. 1997, *finalist on AIB and Academy of Management IM dissertation award competitions*
- Tatiana Kostova (Thesis Co-Advisor), Ph.D. 1996, *winner of the Richard Farmer Best Dissertation Award from the Academy of International Business and the Barry Richman Best Dissertation Award from the Academy of Management IM Division*
- Gahng Koh (Reader) Ph.D. 1996, U of M Finance dept.

## **GLOBAL DBA THESIS COMMITTEES**

- Hengke Fu, Tsinghua-Carlson, Global DBA (2018), Chair
- Li Luo, Tsinghua-Carlson, Global DBA (Current), Chair
- Zhemin Mei, Tsinghua-Carlson, Global DBA (Current), Chair
- Yi Bao, Tsinghua-Carlson, Global DBA (Current), Chair
- Peng Cheng, Tsinghua-Carlson, Global DBA (Current), Chair
- Yangyang Xu, Tsinghua-Carlson, Global DBA (Current), Chair

## **INVITED PRESENTATIONS (PARTIAL LIST)**

- S. Zaheer, “Back to the Future: Where do we go with the Liability of Foreignness?”, Florida International University CIBER research seminar, Miami, October 2023.
- S. Zaheer, “Everything you wanted to know about the Fed (except interest rates)”, Private Directors Association, Humphrey School, U of MN, October 2023.
- S. Zaheer, Commentary on Franklin Allen’s Distinguished Scholar presentation on Climate investments, *Academy of International Business*, Warsaw, 2023.
- 1st Tuesday *conversations with over 50 CEOs and Non-profit leaders*, Carlson School of Management, University of Minnesota (2011-2023)
- S. Zaheer, Speaker, Panel on “Reimagining the Business School Curriculum”, *EFMD Deans and Directors-General conference*, February 2021.
- S. Zaheer, Speaker, Forum on Mental Health, *AACSB Deans conference*, February 2021.
- S. Zaheer, Speaker, Lingnan Global Forum, “The Road Ahead After CovidD: A Comparative Review of America, Europe and China”, *American Association of Colleges and Universities*, Washington, January 2021
- S. Zaheer. Panelist, “Global Economic Development and Higher Education”, *American Association of Colleges and Universities*, Washington, January 2020
- S. Zaheer. “Assessing Research Impact”, *AACSB conference*, 2019.
- S. Zaheer, Opening plenary on “The Future of Management Education”, *Strategic Management Society Conference*, Hyderabad, December 2018.
- Deans Panel, *NSF Workshop: Fostering Gender and Work-Life Inclusion for Faculty*, Purdue University, October 2018
- S. Zaheer, “An Accidental Scholar: My IM journey”, *PWC Strategy & Eminent Scholar Award* presentation, *Academy of Management*, Chicago, August 2018
- S. Zaheer, “Assessing and Rewarding Research Impact”, *AACSB International Annual Accreditation Conference*, Washington DC, September 2017.
- S. Zaheer, Keynote Speaker at Women’s Leadership Conference, *Accenture*, Minneapolis,
- S. Zaheer, “Collaboration between Business Schools and Engineering Schools”, *International Business School Shanghai Conference*, Shanghai, October 2016.
- S. Zaheer, “Innovations in Assurance of Learning”, *AACSB International Annual Accreditation Conference*, Minneapolis, September 2016.
- S. Zaheer, “Lessons from my Career”, *Piper Jaffray Women’s Leadership Event*, Minneapolis, Aug 2016.
- S. Zaheer, Panelist, “Globalizing Education: Challenges & Opportunities”, *Academy of International Business Annual Meeting*, New Orleans, June 2016.
- S. Zaheer, C200 panel on Advancing your Career, *C200 Reachout* conference, Minneapolis, April 2016
- S. Zaheer, “Being greater than”, International Women’s Day, *Accenture* Minneapolis, March 2016.
- S. Zaheer, Keynote Speaker, *Land O’Lakes Women’s Leadership Event*, Minneapolis, January 2016.
- S. Zaheer, “Developing a Culture of Research in Emerging Market Business Schools”, *Academy of International Business Annual Meeting*, Bengaluru, June 2015.



- S. Zaheer, Host, “Developing Research with Impact”, *IBM Global Business Education Jam*, 2014.
- S. Zaheer, Opening Plenary session, “Myths about Emerging Markets”, *Strategic Management Society Annual meeting*, Miami, November 2011.
- S. Zaheer, Commentary on Nobel Laureate James Mirrlees’ work, *Academy of International Business annual meeting*, Nagoya, Japan, June 2011.
- S. Zaheer, Distinguished keynote address, “Building locational capital”, *Copenhagen Business School*, January 2011.
- S. Zaheer, Distinguished keynote address, “The Seven Sins of Sustainability Scholarship,” *Australia-New Zealand Academy of Management (ANZAM) annual meeting*, Adelaide, December 2010.
- S. Zaheer, Dean’s plenary on “The Future of Scholarship in IB”, *Academy of International Business Annual Meeting*, Rio de Janeiro, June 2010.
- S. Zaheer, “Ronald Dore and Research on Comparative Institutions”, invited commentary on Ronald Dore’s work at Distinguished Scholar Award presentation, *Academy of International Business Annual Meeting*, Milan, July 2008.
- *Harvard Business School International Research Conference*, Invited discussant, *Harvard Business School*, Boston, June 2008.

### **REFEREED CONFERENCE PRESENTATIONS**

- S. Zaheer, Panel on Women in Leadership, *Academy of International Business*, Warsaw, July 2023.
- P. Kumar and S. Zaheer, “Does it Exist? Does it Not? The Liability of Foreignness in Patenting,” *Academy of Management Annual Meeting*, Chicago, August 2018.
- S. Zaheer, Panel, “Anti-Globalization: Implications for Management Theory and Research”, *Academy of Management Annual Meeting*, Atlanta, August 2017.
- S. Zaheer, Panel, “International Business Education in an Increasingly Anti-globalized World”, *Academy of Management Annual Meeting*, Atlanta, August 2017.
- P. Dastidar and S. Zaheer, “Dealing with information asymmetry in cross-border acquisitions,” *Strategic Management Society annual meeting*, Miami, November 2011.
- M. Schomaker and S. Zaheer, “Language and Perceptions of Member Performance in Multinational Teams, *Strategic Management Society Annual Meeting*, Rome, September 2010
- P. Dastidar and S. Zaheer, “Dealing with information asymmetry in cross-border acquisitions,” *Academy of Management annual meeting*, Montreal, August 2010
- S. Zaheer, “Softpower capability in emerging markets: The case of India,” *Academy of Management annual meeting*, Chicago, August 2009
- S. Zaheer, Panel on Academic Couples, *Academy of International Business Annual Meeting*, San Diego, June 2009.
- S. Zaheer, A. Lamin and M. Subramani, “Cluster capabilities or ethnic ties? Location choice by foreign and domestic entrants in the services offshoring industry in India”, *Strategic Management Society India conference*, Indian School of Business, Hyderabad, December 2008.
- S. Rogbeer, S. Zaheer and A. Zaheer, “Knowledge Bridges in Alliance Portfolios,” *Academy of Management Annual Meeting*, Anaheim, CA, August 2008.
- S. Zaheer, panel on “Risk and Uncertainty in a changing global environment,” competitive symposium, *Academy of International Business Annual Meeting*, Milan, July 2008.
- S. Zaheer, “How to avoid a desk reject,” invited presentation, Junior Faculty Consortium, *Academy of International Business Annual Meeting*, Milan, June 2008.
- S. Manrakhan, S. Zaheer & A. Zaheer, “Bridging Ties and Knowledge Transfer and Creation in Biotech” *Strategic Management Society Annual Meeting*, San Diego, November 2007.

- S. Zaheer, A. Lamin and M. Subramani, "Cluster capabilities and location choice: A study of Business Process Outsourcing in India," *Academy of Management Annual Meeting*, Philadelphia, August 2007.
- Nachum, Lilach, Srilata Zaheer and Shulamith Gross, "Does it matter where countries are? Proximity to knowledge, markets and resources and MNE location choices," *Academy of Management Annual Meeting*, Philadelphia, August 2007.
- M. Schomaker and S. Zaheer, "¿Como Se Dice 'Deliverables'? Cross-Linguistic Knowledge Transfer In Multinationals," *Academy of Management Annual Meeting*, Philadelphia, August 2007.
- S. Zaheer, "Bringing Entrepreneurship into IB research," Showcase symposium, *Academy of International Business*, Indianapolis, June 2007.
- Schomaker, Maggie and Srilata Zaheer, "The Effects of Linguistic Distance on Knowledge Flows Within the MNE," *Strategic Management Society Meeting*, Vienna, November 2006.
- Nachum, Lilach & Srilata Zaheer, "Does it matter where countries are? Proximity to knowledge, markets and resources and MNE location choices." *Academy of International Business Annual Meeting*, Beijing, June 2006. *Finalist for the AIB/Temple best paper award.*
- Anna Lamin and Srilata Zaheer, "Avoidance, Isolation and Accommodation Strategies of MNCs in Response to Legitimacy Attacks", *Academy of Management*, Honolulu, August 2005.
- L. Nachum and S. Zaheer, "Does it Matter Where They Are? Geography, Distance and MNE Location Choices," *Academy of Management*, Honolulu, August 2005.
  - Srilata Zaheer, "Empirical approaches in International Management Research", panel on Research in International Management, *Academy of International Business*, Stockholm, July 2004.
- M. Schomaker and S. Zaheer, "Language, Identity and Culture", panel on Identity and Culture, *Academy of International Business Annual Meeting*, Stockholm, July 2004.
- Anna Lamin and Srilata Zaheer, "Firm Strategies in Response to Legitimacy Challenges: An exploratory study", presented at the Annual meeting of the *Strategic Management Society*, Baltimore, November 2003.
- Srilata Zaheer and Margaret S. Schomaker, "Identity, Size and Power in International Mergers", Carnegie- Bosch International Conference, Pittsburgh, October 2003.
- Srilata Zaheer, Margaret S. Schomaker and Mehmet E. Genc, "Separate But Equal: Organizational Identity and Culture in International Mergers of Equals", *Academy of Management Annual Meeting*, Seattle, August 2003.
- "Re-opening the Black Box of Organization in International Management Research", Panel on Exploring the Frontiers of International Strategy and Management, BPS division, *Academy of Management*, Seattle, August 2003.
- "MNE legitimacy in a globalizing world", Panel on the Future of the Multinational Enterprise, *Academy of International Business Annual Meeting*, Puerto Rico, June 2002.
- "MNEs in the Digital Economy?" (with L. Nachum), *Academy of International Business Annual Meeting*, Sydney, Australia, November, 2001.
- "Institutions and the evolution of the Indian software Industry" (with R. Rajan), panel on Institutional Variation, *Academy of International Business Annual Meeting*, Sydney, Australia, November, 2001.
- "Technological Imprinting and the migration of Indian business to e-space" (with R. Rajan), panel on E-business and traditional business, *Academy of International Business Annual Meeting*, Sydney, Australia, November, 2001.
- "Location in the Digital Economy" (with S. Manrakhan), *Strategic Management Society Annual Meeting*, San Francisco, October, 2001.
- "Knowledge Sharing in Organizations" (with B. Chakravarthy and A. Zaheer), *Strategic Management Society Annual Meeting*, San Francisco, October, 2001.
- "Institutions and the Evolution of Software and E-business in India," (with R. Rajan), presented at *All-Academy Showcase Symposium* on "Institutional Variation and Firm Performance: Spotlighting the Complementarity between the Role of Government & Other Institutions," *Academy of*

- Management*, Washington, August 2001.
- "Human Capital Movement and the Retention of Knowledge" (with T. Madsen and E. Mosakowski), *Academy of Management Conference*, Toronto, August 2000.
  - "Knowledge Sharing in Organizations" (with B. Chakravarthy and A. Zaheer), *EGOS Conference*, Warwick, July 1999.
  - "Knowledge Transfer and Firm Retention" (with T. Madsen and E. Mosakowski), *Strategic Management Society* conference, Berlin, October 1999.
  - "Intrafirm and Intra-industry Human Capital Transfer and the Diffusion of Firm and Industry Practices" (with T. Madsen and E. Mosakowski), *Strategic Management Society* conference, Orlando, October 1998.
  - "Transactive knowledge and performance in the retail food industry." (with D. Rulke and M. Anderson), *Academy of Management Conference*, San Diego, August 1998.
  - "Integrating strategy and organizational evolution: The coevolution of intrafirm evolutionary processes and firm outcomes," (with T. Madsen and E. Mosakowski), *Academy of Management Conference*, San Diego, August 1998.
  - "Firm Rivalry and the Network Structure of Global Competition", (with A. Zaheer), *Academy of Management Conference*, Boston, August 1997.
  - "The effect of time-scale on the truth and testing of organizational theory" (with S. Albert and A. Zaheer), *Academy of Management Conference*, Boston, August 1997.
  - "Intrafirm evolutionary processes and competitive advantage: a study of global financial services", (with T. Madsen and E. Mosakowski), *Academy of Management Conference*, Boston, August 1997.
  - "Global Scope and Firm Survival: A Longitudinal Study of Multi-Unit Operations in the Foreign-Exchange Trading Industry," (with E. Mosakowski), *Strategic Management Society* Meetings, Phoenix, AZ, November 1996.
  - "Information Advantage and Firm Capabilities: The Role of Structural Holes and Weak Ties in Global Interfirm Networks," (with A. Zaheer), *Strategic Management Society* Meetings, Phoenix, AZ, November 1996.
  - "The Optimal Firm Configuration for a Speculative Trading Operation: An Empirical Study of Foreign Exchange Trading," (with E. Mosakowski), Annual Meeting of the *Academy of International Business*, Banff, Canada, October 1996.
  - "Geographic Constraints, Firm Capabilities and the Structure of Global Competition: A Network Approach," (with A. Zaheer), Annual Meeting of the *Academy of International Business*, Banff, Canada, October 1996.
  - "State Credibility and Currency Stability," (with J. Spencer), Annual Meeting of the *Academy of International Business*, Seoul, Korea, November 1995.
  - "Balancing Change and Stability: A Study of the Sources of Competitive Advantage in the Global Foreign Exchange Trading Industry," (with T. Madsen and E. Mosakowski), *Strategic Management Society* Conference, Mexico City, October 1995.
  - "Alertness, Responsiveness and Market Influence in Global Electronic Networks," (with A. Zaheer), Annual meeting of the *Academy of Management*, Vancouver, August 1995.
  - "The Dynamics of the Liability of Foreignness," (with E. Mosakowski), Annual meeting of the *Academy of Management*, Vancouver, August 1995.
  - "Legitimacy and the Multinational Enterprise," (with T. Kostova), Annual meeting of the *Academy of Management*, Vancouver, August 1995.
  - "Economies of geographic scope and the liability of foreignness," (with E. Mosakowski), *INFORMS annual meeting*, Singapore, June 1995.
  - "Technobabble: Uncertainty and Information Seeking in Global Electronic Networks," (with A. Zaheer), Annual Meeting of the *Academy of International Business*, Boston, Nov 1994.
  - Chair and presenter, panel on "Past, Present and Future: Longitudinal Methods in International

- Research," Annual Meeting of the *Academy of International Business*, Boston, 1994.
- "Information Networks and the Liability of Foreignness" (with E. Mosakowski), Annual meeting of *the Academy of Management*, Dallas, TX, August 1994.
  - "Information-Seeking in a Global Marketplace: An Empirical Study of Uncertainty, Information Technology Use and National Culture," (with A. Zaheer), Annual meeting of the *Strategic Management Society*, Jouy-en-Josas, September 1994.
  - "Talking the talk: Market Talk Mechanisms and Competitive Advantage in the Foreign Exchange Market," (with E. Mosakowski), Annual meeting of the *Academy of Management*, Dallas, TX, August 1994.
  - "Strategic Objectives and Control in Multinational Corporations," (with D. Berg), Annual Meeting of the *Academy of International Business*, Maui, 1993.
  - "Culture, Control and Capability: An Empirical Study of Risk Transformation in Financial Services", Annual Conference of the *Strategic Management Society*, Chicago, Sept. 1993.
  - "Control and the Strategy Process in the Boundaryless Organization," (with D. Berg), Annual Meeting of the *Academy of Management*, Atlanta, August 1993.
  - "Working Across Organizational Boundaries: Strategic Decision-Making in a Distributed Knowledge Context" (with D. R. Lessard), Annual Meeting of the *Academy of Management* Atlanta, August 1993.
  - "Country Effects in a Global Environment: An Empirical Study of Institutional Isomorphism in MNC Subunits," Annual Meeting of the *Academy of Management*, Las Vegas, August 1992.
  - "Professionalism in R&D Engineers and its Influence on the Assimilation of External Technology in MNCs: A Comparative Study of the US and Japan." (with D. E. Westney) Annual Meeting of the *Academy of International Business*, Singapore, November 1989.

#### **GRANTS RECEIVED**

- *International Programs Department, Carlson School of Management*, grant for longitudinal study of Indian software industry, December 2004.
- *National Science Foundation* grant to study Knowledge Creation and Transfer through Structured Learning Processes (with R. Schroeder, K. Linderman, and C. Liedtke), 2000.
- *Strategic Management Research Center* grant for project on *Mergers and Acquisitions*, 1999; and on *Dynamic Competencies*, 1997.
- *Wharton Financial Institutions Center*, grant for project on risk in financial services, 1994-96.
- *Sloan Foundation Retail Food Industry Center* grant for project on the international transfer of knowledge in the retail food industry, (with D. Rulke), 1995.
- *University of Minnesota Graduate School* research grant for longitudinal study in global financial services industry, July 1994.
- *McKnight Foundation* summer research grants, 1995, 1996, 1997.
- *International Programs Department, Carlson School of Management*, grant for longitudinal archival research on currency trading rooms, December 1992.
- *Institute for International Studies* Award for Japanese Language Study, College of Liberal Arts, University of Minnesota, 1992.
- *International Financial Services Research Center*, Massachusetts Institute of Technology, support for dissertation research, 1990 and 1991.
- *Center for Telecommunications Management*, U of Southern California, Thesis award, 1989.

#### **PROFESSIONAL SERVICE**

- Elected to Executive Committee of *Academy of International Business* (2023-2026)
  - VP –Programs 2023-2024 organizing AIB pre-conference meeting in Seoul
- Social Impact Advisory Editor, *Journal of International Business Studies*, (2023- )
- Guest Editor, *Journal of International Business Studies*, 2023.
- Faculty mentor, Women of the Academy of International Business, *AIB Annual meeting*, Warsaw, 2023
- AACSB Accreditation visits, Chair: University of Arizona, Michigan Ross School of Business, Wisconsin School of Business, U Washington Foster School of Business, Johns Hopkins Carey School of Business; Business Member: UC Davis, Queens University
- Convener, Deans conclave, *Strategic Management Society* conference, Indian School of Business, Hyderabad, India, December 2018
- Program Committee and Local co-host, *Academy of International Business* Annual meeting, Minneapolis, June 2018
- Chair, AIB Fellows International Executive of the Year Selection Committee, 2018
- Chair, Peer Review Team, *AACSB* Continuous Improvement Review, University of Michigan Ross School of Business, Ann Arbor, February 2018
- Peer Review Team Member, *AACSB* Continuous Improvement Review, Utah State University David Eccles School of Business, Logan, October 2017.
- Peer Review Team Member, *AACSB* Continuous Improvement Review, University of Wisconsin School of Business, Madison, January, 2017.
- Faculty Panel, Mid-Career Faculty Development Workshop, *Academy of Management* IM Division, Vancouver, 2015.
- Peer Review Team Member, *AACSB* Accreditation Maintenance Review, UC Davis Graduate School of Management, March 2015.
- Chair, JIBS Decade Award Committee, *Academy of International Business*, 2011.
- Chair and Organizer, Junior Faculty Consortium, *Academy of International Business* Annual Meeting, Nagoya, June 2011.
- Track Chair: Multinational Organization track, *Academy of International Business*, Rio de Janeiro, 2010.
- BPS Division Mid Career Workshop, faculty panelist, *Academy of Management* Annual Meeting, Montreal
- Guest Editor, Special Issue of *the Journal of International Business Studies* on the Financial Crisis, 2010.
- External reviewer, University of South Carolina CIBER, 2008, 2009.
- Reviewing Editor, *Journal of International Business Studies*, 2007-2009; *Consulting Editor* (2010- )
- Editorial Boards: *Strategic Management Journal* (1998-2010), *Journal of International Business Studies*, *Journal of International Management* (2001- 2002), *Group and Organization Management* (1998-2000).
- Member, *Richard Farmer Best Dissertation Award Committee*, *Academy of International Business*, (2006-2007).
- Executive Committee, *International Management Division, Academy of Management*.
  - Division Chair, 2001-2002.
  - Program Chair, 1999-2000 (Toronto meeting).
- *Chair, Barry Richman Best Dissertation Award committee*, *International Management Division, Academy of Management*, 2003; Member, 1998-2003.
- *Facilitator*, Sloan Globalization Workshop, Berkeley, 2002, 2003.

- Faculty facilitator, *International Entrepreneurship Doctoral Student Conference* sponsored by Babson, Georgia State, Georgia Tech and Minnesota. Minneapolis, 2002; Atlanta, 2003; Minneapolis, 2005.
- Track chair: OB/HRM, *Academy of International Business Annual Meeting*, Vienna 1998.
- Farmer Dissertation Award Committee, *Academy of International Business*, (1997- 1999).
- Faculty panel, Doctoral/Junior Faculty consortia, *Academy of Management IM division*, 2010, 2005, 2000, 1998. *Academy of International Business*, 1996, 1997, 1998, 1999, 2001, 2002, 2005, 2010
- Faculty Panel, Pre-conference workshop on Networks, *Academy of Management*, 1997; Pre-conference workshop on Time, Toronto, 2000.
- Ad-hoc referee: National Science Foundation, Administrative Science Quarterly, Academy of Management Journal, Academy of Management Review, Organization Science, Management Science, Journal of Business Venturing, Journal of Management Studies

### ***INSTITUTIONAL SERVICE***

- *Chair, Search Committee*, Dean of College of Science and Engineering, 2020-21
- *Member, President's Campaign Council*, Univ of Minnesota \$4 billion 'Driven.' Campaign, (2015-21)
- *Chair, Twin Cities Deans Council*, University of Minnesota, (2015-2016)
- *Co-Chair*, University of Minnesota Community Fund Drive (2016).
- *Funding model committee*, University of Minnesota Foundation (2013-2015)
- *Member, Presidents Senior Leadership Group*, University of Minnesota, (2013-2014, 2015-2016)
- *Carlson School Executive Committee*, Member, Fall (2006-present).
- *Carlson School Operations Committee*, Member, Fall (2006-2008).
- *Chair & Member*, Carlson School of Management *Faculty Consultative Committee*, (2002-2005).
- *PhD Program Coordinator*, Strategic Management Department, (2000-2004).
- Carlson School of Management *Dean Search Committee*, (2001).
- Chair, Recruitment Committee: SMO department strategy position, (1999-2000).
- Board Member, CSOM *Executive Development Center*, (2002-2004).
- Member, SMO department Ph.D. committee, (1996-1997, 1997-1998, 1998-1999, 1999-2000).
- Member, Recruitment Committees:
- University of Minnesota Presidential Faculty Mentor, (1995-1996, 1996-1997, 1997-1998, 2000-2001).
- University of Minnesota Equity, Access and Diversity Committee, (2001-2003).