

# Dr. Sumeet JHAMB, Ph.D.

Assistant Professor – Business Administration  
Department of Management and Marketing  
College of Business and Public Policy  
University of Alaska Anchorage

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## PROFESSIONAL ACADEMIC APPOINTMENTS:

**College of Business and Public Policy, University of Alaska Anchorage, AK**  
Assistant Professor, Business Administration (Management and Marketing), 2018-

**College of Business Administration, Southern Illinois University Carbondale, IL**  
Instructor of Record, Department of Management, 2014-2018  
Graduate Research and Teaching Assistant, Department of Management, 2014-2018

**University of Bradford, Bradford West Yorkshire, England, United Kingdom, and  
Institute of Integrated Learning in Management (IILM), New Delhi, India**  
Adjunct Junior Instructor and Visiting Lecturer – Management,  
Department of Management, Marketing and Entrepreneurship, 2008-2014

**School of Management Studies and Research,  
G.L. Bajaj Institute of Management and Research University, Greater Noida, New Delhi, India**  
Adjunct Faculty Member and Visiting Lecturer,  
Department of Strategic Management and International Business, 2010-2014

**Edwin L. Cox School of Business, Southern Methodist University, Dallas, TX**  
Graduate Assistant, SMU Cox Business School, 2006-2008

**Amity Business School, Amity University, Noida, New Delhi, India**  
Visiting Lecturer – Management, 2001-2006

## EDUCATION

- Ph.D.** Doctor of Philosophy in Business Administration (Management) **2014 – 2018**  
Department of Management, SIUC College of Business Administration  
**Southern Illinois University Carbondale, IL, USA**  
*(100% Graduate Assistantship, 100% Tuition Waiver)*
- M.B.A.** Masters of Business Administration (Financial Consulting and Strategy) **2006 – 2008**  
Edwin L. Cox School of Business  
**Southern Methodist University, Dallas, TX, USA**  
*(McNenney Real Estate Scholarship, Graduate Assistantship, and 80% Tuition Waiver)*
- M.B.A.** Masters of Business Administration (General Management) **2001 – 2003**  
Faculty of Management Studies – FMS DELHI  
**University of Delhi, New Delhi, INDIA**  
*(University-wide Graduate Merit Scholarship,  
Top 5 All-India Entrance Examination Merit Candidate)*
- B.S.** Bachelors of Science (Chemical Engineering and Technology) **1997 – 2001**  
**Thapar University, Patiala, Punjab, INDIA**  
*(University-wide Undergraduate Merit Scholarship)*

## RESEARCH INTERESTS

- Gender differences in entrepreneurship and new venture management
- Strategic management, diversification, and global innovation in service organizations
- Entrepreneurship in different industries and sectors
- Applied social psychology in management and entrepreneurship
- Big five personality traits and stereotypes in leadership and entrepreneurship
- International mergers and acquisitions, strategic alliances, and joint ventures
- Pedagogical research and diversity-based analyses in assessing outcomes of students in management courses

## HONORS & AWARDS

Schultz, J. L., Park, S., Lewis, V. J., Stewart, C., **Jhamb, S.**, Comer, D., Heilmann, S., Tangpong, C., Downs, A., Cooper, E., Cavanagh, K. V., French, M., Kupka, B., Wei, H., Soltwisch, B., Barnes, K. L., Nam, K., Szyliowicz, D., & De Janasz, S. C. (2017, August). "Teaching with Television Media." Professional development workshop conducted at *The 77th Annual Meeting of the Academy of Management Conference*, Atlanta, Georgia. *Received Management Education and Development (MED) ASFOR Best Professional Development Workshop (PDW) Award.*

Outstanding Reviewer, Annual Meeting, Midwest Academy of Management Conference, Fargo, ND, 2016

Graduate Scholarship, Annual Meeting, Midwest Academy of Management Conference, Fargo, ND, 2016

Doctoral Consortium Fellow, Midwest Academy of Management Annual Doctoral Consortium, Fargo, ND, 2016

Doctoral Consortium Fellow, Southwest Academy of Management Annual Doctoral Consortium, Oklahoma City, OK, 2016

Doctoral Consortium Fellow, Southern Management Association (SMA) Annual Doctoral Consortium, Charlotte, NC, 2016

Doctoral Consortium Fellow, The Annual Meeting of The Decision Sciences Institute (DSI) Conference, Austin, TX, 2016

IILM Intelli-Brains Award (University of Bradford, UK) for Academic Excellence, November, 2012

Amity University Global Award for Academic Achievements and Excellence, August, 2011

Graduate Academic Scholarship, Southern Methodist University, August, 2006

Opening Lecture, FMS-Standard Chartered Bank Symposium on “Merger and Acquisitions: Governance, Decision-Making and Accounting – A Comparative Approach in the Indian Banking Sector”, New Delhi, India, February, 2006

Invited Speaker, Presidential Conference of FMS Alumni Association, Society of Environmental Responsibility, New Delhi, India, October, 2005

Keynote Speaker at the FMS Delhi Workshop on “Fundamentals of Accounting and Finance for Non-Finance Professionals”, New Delhi, India, March, 2004

First Position, Intramural College Basketball Competition, Thapar University, 2000, 2001

Undergraduate Academic Scholarship, Thapar University, December, 1997

First Prize, National Mathematics Olympiad Contest, 1994-1997

First Prize, National Physics Olympiad Contest, 1994-1996

First Prize, Asian Mathematics Olympiad Contest, 1996-1997

Highest Academic Scholarship, Mount Saint Mary's School (Elementary, Primary, Middle, and High School), 1983-1997

Special Outstanding Roll of Honor, Mount Saint Mary's School (Elementary, Primary, Middle, and High School), 1983-1997

**MANUSCRIPTS UNDERGOING REVISION** (completed drafts undergoing revisions or informal peer reviews prior to journal submission)

Goodale, J. C., **Jhamb, S.**, & Dai, Y. "The Moderating Effect of Knowledge Intensity on the Relationship between Inter-Industry Diversification and Firm Performance within Service Organizations: An Empirical Investigation" – *data collected, polished draft completed and undergoing peer review, middle stages, expected completion in spring 2019, targeting Decision Sciences Institute Journal*

Nelson, K. M., Nelson, J. H., & **Jhamb, S.** "Exploring the CIO Metastrategy" – *data collected, polished draft completed and undergoing peer review, expected completion in spring 2019 or fall 2019, targeting Business Strategy & the Environment Journal*

Nelson, K. M., Nelson, J. H., & **Jhamb, S.** "Towards an ontology of organizational strategy" – *data collected, polished draft completed and undergoing peer review, expected completion in spring 2019 or fall 2019, targeting Business Strategy & the Environment Journal*

**Jhamb, S.** "Entrepreneurial Self-Efficacy and Growth Orientation of an Entrepreneur as related to Entrepreneurial New Venture Performance: A Strategic Entrepreneurship Perspective" – *data collected, preliminary draft preparation done, middle to pre-final stages, expected completion in fall 2018 or spring 2019, targeting Strategic Entrepreneurship Journal*

**Jhamb, S.** "Operationalizing Collaborative Strategic Business Performance in New Ventures: An Empirical Investigation of the Roles of Innovation Ambidexterity, Learning Capability, and Organizational Culture in Entrepreneurial Firms" – *data collected, preliminary draft preparation done, middle to pre-final stages, expected completion in fall 2018 or spring 2019, targeting Strategic Entrepreneurship Journal*

**MANUSCRIPTS IN PREPARATION** (data collection completed, manuscripts drafts being revised)

Karau, S. J., & **Jhamb, S.** "Gender Role Stereotypes and Perceptions of Successful Middle Managers, Entrepreneurs, and CEOs: A 12-year Empirical Examination" – *first-wave of data collected, data analysis in progress, expected completion in fall 2018 or spring 2019, targeting Entrepreneurship Theory and Practice Journal*

Karau, S. J., Hansen, E. M., & **Jhamb, S.** “Cultural and Gender Stereotyping of Managerial Roles and Perceptions in Sweden and the United States: A 12-year Cross-Country Comparative Empirical Analysis and Examination” – *data collected, data analysis in progress, expected completion in fall 2018 or spring 2019, Journal to be decided*

## RESEARCH & SCHOLARSHIP WORKS IN PROGRESS

Karau, S. J., & **Jhamb, S.** “Gender Role Stereotypes and Perceptions of Successful and Unsuccessful Middle Managers, Upper-level Leaders, Entrepreneurs, Founding CEOs, Small Business Owners, and CEOs: A 12-year Comparative Empirical Examination among United States, Egypt, and Sweden” – *first and second waves of data collected, data analysis in progress, middle stages, to be completed in mid-2019, targeting Entrepreneurship Theory and Practice Journal*

Nelson, T. A., & **Jhamb, S.** “A Meta-Analytic Review of Critical Mass of Women on Corporate Boards of Directors: A Theoretical Perspective of Gender Diversity and Leadership in the Boardroom and Firm Performance” – *preliminary stages, to be completed in fall 2019, targeting International Journal of Corporate Governance*

**Jhamb, S.,** & Morrison, M.M. “A Comparison of Gender Bias Perceptions and Stereotypes of Multiracial Individuals in Various Leadership Positions in Not-For-Profit Organizations: A Shifting Standards Model Empirical Perspective” – *preliminary stages, data collection in progress, to be completed in spring 2019, targeting Gender, Work, & Organization Journal*

**Jhamb, S.,** & Morrison, M.M. “A Comparison of Gender Bias Perceptions and Stereotypes of Multiracial Individuals in Various Leadership Positions in Social Ventures: A Role Congruity Theory Perspective” – *preliminary stages, data collection in progress, to be completed in fall 2019, targeting Gender, Work, & Organization Journal*

## DISSERTATION (*Gender Stereotyping of Organizational Roles*)

### Title:

*“Think Entrepreneur – Think Male: Unfolding the Gendered Characterization of Requisite Managerial, Leadership, and Entrepreneurial Traits”*

### Abstract:

Are men and women equally likely to be perceived by people to possess similar requisite characteristics in comparable yet diverse occupations within management, leadership, and entrepreneurship? Because modern workplaces continue to be impacted by the persistence of varying perceptions of men and women about requisite attributes of successful people in everal organizational roles, the concept of gender bias and occupational stereotypes has warranted the

attention of theoreticians, scholars, and practitioners to a large extent (Koch, D’Mello, & Sackett, 2015; Kuwabara & Thébaud, 2017; Pinker, 2003; Pinker & Spelke, 2005).

Although empirical evidence clearly indicates that gender inequalities in the workplace can have a significant effect on peoples’ perceptions about different characteristics of individuals in general and in specific organizational roles, there is a paucity of research examining these perceptions in a variety of leadership positions. Previous literature has investigated the gendered construction and re-construction of these professions but only to a limited extent (Gupta, Turban, Wasti, & Sikdar, 2009; Heilman, 2001, 2012; Heilman, Wallen, Fuchs, & Tamkins, 2004; Koenig, Eagly, Mitchell, & Ristikari, 2011; Kuwabara & Thébaud, 2017; Ryan, Haslam, Hersby, & Bongiorno, 2011; Schein, 1973, 1975, 2001). However, research in years past has not yet examined the full range of industry and entrepreneurial contexts that may create gender typecasting of roles.

By extension, the current study focuses on how the gender-differentiated perceptions of men and women influenced the requisite characteristics of successful professional personnel in various managerial, leadership, and entrepreneurial positions. Specifically, given that these professions are influenced by gender-role expectations and stereotypes, this empirical investigation drew from role congruity theory of prejudice (Eagly & Karau, 2002) to examine the relative degree of perceived overlap between the traits associated with specific roles in management, leadership, and entrepreneurship with the traits commonly associated with men and women in general.

Primary data were obtained from a diverse sample of 600 (12 x 50) working adults in the United States (N = 600, 300 women, 300 men) between the ages of 21 and 65. This was accomplished using an online survey designed via Qualtrics and administered through Amazon’s MTurk, from the lens of the classic think manager-think male (TMTM) research paradigm (Schein, 1973, 1975, 2001). The instrument used for data collection was the 92-item Schein Descriptive Index (SDI), which was used to describe sex role stereotypes and perceived requisite characteristics of twelve distinct target groups. The results of this study indicate that the perceived requisite traits of successful leaders and entrepreneurs are construed in predominantly masculine terms. These findings support and further inform the nature, existence, significance, and persistence of the “think manager-think male stereotype effect” (TMTM effect) and the “glass ceiling phenomenon” across a variety of managerial, leadership, and entrepreneurial roles, contexts, and industries. The TMTM effect was stronger among high tech entrepreneurs, CEOs, and entrepreneurs in general, whereas it was lessened for entrepreneurs in educational and health care roles, as well as for middle managers. Additionally, consistent with prior research, TMTM effects were generally either more likely to occur, or were stronger in magnitude among male raters than among female raters

These results largely support role congruity theory of gender differences in management and leadership that indicate incongruity of female gender stereotypes in general with stereotypes about high-status and prominent occupational roles in various organizations (Eagly & Karau, 2002). Specifically, the perceived trait overlap was noted to generally be stronger between men in general and successful leaders in various roles than that between women in general and

successful leaders in various similar roles. The findings of the current study are expected to be valuable for those seeking to encourage opportunity regardless of candidate gender in management, entrepreneurship, and leadership, as well as for those promoting the role of women's advancement in these professions. The study's results have both theoretical and practical implications. Understanding these perceptions can have a significant impact on the gender biases prevalent in society, in organizations, and even across the specific entrepreneurial contexts and industries investigated within the current study. In today's super-competitive business environment, firms must appreciate the importance of fostering equal opportunity, avoiding gender biases, and facilitating racial and ethnic diversity.

**Keywords:**

Role congruity theory of prejudice, glass ceiling, perceived requisite characteristics, gender stereotypes, Schein descriptive index, think manager-think male paradigm, management, leadership, entrepreneurship

**Dissertation Committee Members:**

Dr. Steven J. Karau	Gregory A. Lee Professor of Management, SIU	Chair
Dr. John C. Goodale	Associate Professor of Management, SIU	Member
Dr. Harry J. Nelson	Associate Professor of Management SIU	Member
Dr. Gregory DeYong	Assistant Professor of Management, SIU	Member
Dr. Yueh-Ting Lee	Professor of Psychology, and Dean (Graduate School), SIU	Member

## ACADEMIC CONFERENCE PROCEEDINGS AND PRESENTATIONS

Schultz, J. L., Comer, D. R., Cooper, E. A., Mkwizu, K. H., Bhardwaj, B. R., Barnes, K. L., Andrade, M., Lenaghan, J. A., Westover, J. H., Soltwisch, B. W., Cavanagh, K. V., **Jhamb, S.**, Kanov, J., Park, S., Jasperson, J. O., Dawson, G. A., French-Holloway, M., Kaur, K., Gupta, K., Lewis, V. J., Stewart, C. H., Szyliowicz, D., Nam, K., Heilmann, S. G., & Chapman, J. R. (2018, August). "Two Thumbs Up: Using Movies to Improve Learning." Professional development workshop conducted at *The 78th Annual Meeting of the Academy of Management Conference*, Chicago, Illinois.

Schultz, J. L., Comer, D. R., Lundquist, T., Keyes, J., Lewis, V. J., Andrade, M., Westover, J., Workman, L., Sharp, B. M., Kupka, B. A., Soltwisch, B. W., Chapman, J. R., **Jhamb, S.**, Szyliowicz, D., & Gardiner, S. P. (2018, March). "Idiot Box Learning: Boob Tube Teaching Across the Business Curriculum." Professional development workshop conducted at *The 2018 Annual Meeting of the Western Academy of Management Conference*, Salt Lake City, Utah.

Schultz, J. L., Park, S., Lewis, V. J., Stewart, C., **Jhamb, S.**, Comer, D., Heilmann, S., Tangpong, C., Downs, A., Cooper, E., Cavanagh, K. V., French, M., Kupka, B., Wei, H., Soltwisch, B., Barnes, K. L., Nam, K., Szyliowicz, D., & De Janasz, S. C. (2017, August). "Teaching with Television Media." Professional development workshop conducted at *The 77th Annual Meeting of the Academy of Management Conference*, Atlanta, Georgia. *Received Management Education and Development*

(MED) ASFOR Best Professional Development Workshop (PDW) Award.

**Jhamb, S.** (2016, March). "Entrepreneurial Orientation, Strategic Flexibility, and Firm Performance: A Theoretical Meta-synthesis for Conceptualizing a Two-Way Propositional Framework," presented at *The 2016 Southwest Academy of Management Annual Conference*, Oklahoma City, OK.

**Jhamb, S.** (2016, October). "A Conceptual Re-Examination of Project Management Maturity, Organizational Learning Capability, Organizational Culture, Perceived Multi-Project Business Success, and Perceived Firm Performance: To what extent has Conventional Wisdom been Conventional in Temporary Organizations?" (Toward Impactful Research)," presented at *The 2016 Midwest Academy of Management Annual Conference*, Fargo, ND.

Goodale, J. C., **Jhamb, S.**, & Dai, Y. (2016, November). "The moderating effect of knowledge intensity on the relationship between inter-industry diversification and firm performance within service organizations: An Empirical Investigation," presented at *The 2016 Annual Meeting of The Decision Sciences Institute Conference*, Austin, TX.

## ACADEMIC DOCTORAL CONSORTIA: PARTICIPATION AND INVOLVEMENT

**Jhamb, S.** (2016), "Annual Doctoral Consortia in Management" at *The 2016 Annual Meeting of The Southwest Academy of Management Conference*, Oklahoma City, OK.

**Jhamb, S.** (2016), "Annual Doctoral Consortia in Management" at *The 2016 Annual Meeting of The Midwest Academy of Management Conference*, Fargo, ND.

**Jhamb, S.** (2016), "The Early-Stage (Pre-Proposal) Annual Doctoral Consortia in Management" at *The 2016 Annual Meeting of The Southern Management Association (SMA) Conference*, Charlotte, NC.

**Jhamb, S.** (2016), "The Early-Stage (Pre-Proposal) Annual Doctoral Consortia in Management" at *The 2016 Annual Meeting of The Decision Sciences Institute (DSI) Conference*, Austin, TX.

## PROFESSIONAL TEACHING INTERESTS

- Fundamentals (Principles) of Management
- Small Business Management
- Strategic Management and Organization Design
- International Business and its Environment
- Gender and Sexuality Studies
- Entrepreneurship and Innovation
- Corporate Social Responsibility in Management



- Research Methods and Statistical Analysis
- Sociology and Anthropology in Organization Studies

## PROFESSIONAL TEACHING EXPERIENCE

### **Assistant Professor of Business Administration, Department of Management and Marketing, College of Business and Public Policy, University of Alaska Anchorage**

- Strategic Management (BA A462 601)
  - Fall 2018 - 1 section with 30+ students, Overall Effectiveness:
- Strategic Management (BA A462 801)
  - Fall 2018 - 1 section with 75+ students, Overall Effectiveness:

### **Instructor of Record, Department of Management, College of Business, Southern Illinois University Carbondale**

- Organization Design and Structures (MGMT 431)
  - Fall 2017 - 1 section with 30+ students, Overall Effectiveness: **4.6 / 5.0**
- Management's Responsibility in Society (MGMT 474)
  - Fall 2016 - 1 section with 30+ students, Overall Effectiveness: **3.7 / 5.0**
- Introduction to Management (MGMT 304)
  - Spring 2016 - 1 section with 70+ students, Overall Effectiveness: **3.2 / 5.0**

### **Visiting Lecturer and Adjunct Junior Instructor, Department of Strategic Management and International Business, School of Management and Research, G.L. Bajaj Institute of Management Studies, New Delhi, India**

- Managing Early-Stage Enterprises
  - Spring 2013 - 2 sections with 140+ students, Overall Effectiveness: **4.3 / 5.0**
- Innovation, Change, and Entrepreneurship
  - Fall 2013 - 3 sections with 40+ students, Overall Effectiveness: **4.3 / 5.0**
- International Business and Trade
  - Spring 2014 - 4 sections with 25+ students, Overall Effectiveness: **4.5 / 5.0**
- Gender and Risk Management in Entrepreneurial Ventures
  - Fall 2011 - 2 sections with 50+ students, Overall Effectiveness: **4.9 / 5.0**

- Strategy and Entrepreneurship in Emerging Markets
  - Fall 2013 - 1 section with 80+ students, Overall Effectiveness: **4.1 / 5.0**

**Visiting Lecturer, Department of International Strategy and Management, Amity Business School, Amity University, New Delhi, India**

- Mergers and Acquisitions in Entrepreneurial Ventures
  - Fall 2012 - 2 sections with 100+ students, Overall Effectiveness: **4.8 / 5.0**
- Business Statistics
  - Spring 2012 - 4 sections with 65+ students, Overall Effectiveness: **4.4 / 5.0**
- Gender Studies and New Venture Management
  - Fall 2010 - 2 sections with 100+ students, Overall Effectiveness: **4.2 / 5.0**
- International Development Strategy
  - Fall 2009 - 2 sections with 150+ students, Overall Effectiveness: **4.6 / 5.0**
- Knowledge Management, Innovation, and Entrepreneurship
  - Spring 2005 - 2 sections with 25+ students, Overall Effectiveness: **4.0 / 5.0**
- New Venture Management in Emerging Economies
  - Fall 2004 - 2 sections with 100+ students, Overall Effectiveness: **4.0 / 5.0**

**Adjunct Faculty Member, Department of Management, Marketing and Entrepreneurship, IILM Lodhi Road, New Delhi, India (University of Bradford, UK)**

- Managing New Ventures
  - Fall 2012 - 2 sections with 90+ students, Overall Effectiveness: **4.6 / 5.0**

**Graduate Teaching Assistant, Department of Management, College of Business, Southern Illinois University Carbondale**

- Computer Information Systems (MGMT 345)
  - Fall 2014 – Spring 2017 – 1 section with 200+ students for 6 semesters
  - Graded assignments and online papers, proctored exams, held office hours, facilitated student-related academic requests and inquiries, independently lectured as a substitute, assisted faculty members with administrative paperwork, **Overall Effectiveness: Exceeded Expectations**
- Advanced Production – Operations Management (MGMT 483)

- Fall 2015 – 1 section with 100+ students
- Graded assignments and online papers, proctored exams, held office hours, assisted faculty members with administrative paperwork, helped students with program-related queries, **Overall Effectiveness: Exceeded Expectations**
- Production – Operations Management (MGMT 318)
  - Fall 2014 – Spring 2015 – 1 section with 100+ students
  - Graded assignments and online papers, proctored exams, held office hours, helped students with program-related queries, assisted faculty members with administrative paperwork, **Overall Effectiveness: Met Expectations**

#### **Teaching Assistant, SMU Cox School of Business, Southern Methodist University**

- Graduate School of Business, University Office of Admissions
  - Fall 2006 – Spring 2008, 5 sections with 100+ students
  - Graded assignments and online papers, proctored exams, held office hours, assisted faculty members with administrative paperwork, helped students with program-related inquiries and academic requests, **Overall Effectiveness: Exceeded Expectations**

#### **Post Graduate Teaching Assistant, Faculty of Management Studies (FMS DELHI), University of Delhi, New Delhi, India**

- Graduate Management Studies Office, College of Management, FMS Delhi
  - Fall 2001 – Spring 2003, 2 sections with 85+ students
  - Graded assignments and online papers, proctored exams, held office hours, facilitated student-related academic requests and inquiries, independently lectured as a substitute, assisted faculty members with administrative paperwork, **Overall Effectiveness: Exceeded Expectations**

## **PROFESSIONAL SERVICE EXPERIENCE**

Ad hoc Reviewer – Journal of Small Business and Entrepreneurship (2018, 2017, 2016, 2015, 2014)

Ad hoc Reviewer – Journal of Organizational Change Management (2017)

Session Chair and Discussant – 2016 Midwest Academy of Management Conference

Session Chair and Discussant – 2016 Southwest Academy of Management Conference

Reviewer - 2018 Academy of Management Conference  
 Management Education & Development Track  
 Entrepreneurship Track

Organization Studies Track  
Strategic Management Track

Reviewer - 2017 Academy of Management Conference  
Management Education & Development Track  
Entrepreneurship Track

Reviewer - 2016 Academy of Management Conference  
Entrepreneurship Track  
Organization Studies Track  
Strategic Management Track

Reviewer - 2016 British Academy of Management Conference  
Entrepreneurship Track  
Strategic Management Track

Reviewer - 2015 British Academy of Management Conference  
Entrepreneurship Track  
Strategic Management Track

Reviewer - 2016 Midwest Academy of Management Conference  
Entrepreneurship Track  
Strategic Management Track  
Project Management Track

Reviewer - 2016 Southwest Academy of Management Conference  
Entrepreneurship Track  
Project Management Track  
Strategic Management Track

Reviewer - 2016 Southern Management Association Conference  
Entrepreneurship Track  
Organization Studies Track  
Strategic Management Track

Reviewer - 2015 Midwest Academy of Management Conference  
Entrepreneurship Track  
Strategic Management Track  
Project Management Track

Reviewer - 2015 Southern Management Association Conference  
Entrepreneurship Track  
Organization Studies Track  
Strategic Management Track

## PROFESSIONAL DEVELOPMENT WORKSHOPS

Schultz, J. L., Comer, D. R., Cooper, E. A., Mkwizu, K. H., Bhardwaj, B. R., Barnes, K. L., Andrade, M., Lenaghan, J. A., Westover, J. H., Soltwisch, B. W., Cavanagh, K. V., **Jhamb, S.**, Kanov, J., Park, S., Jaspersen, J. O., Dawson, G. A., French-Holloway, M., Kaur, K., Gupta, K., Lewis, V. J., Stewart, C. H., Szyliowicz, D., Nam, K., Heilmann, S. G., & Chapman, J. R. (2018, August). "Two Thumbs Up: Using Movies to Improve Learning." Professional development workshop conducted at *The 78th Annual Meeting of the Academy of Management Conference*, Chicago, Illinois.

Schultz, J. L., Comer, D. R., Lundquist, T., Keyes, J., Lewis, V. J., Andrade, M., Westover, J., Workman, L., Sharp, B. M., Kupka, B. A., Soltwisch, B. W., Chapman, J. R., **Jhamb, S.**, Szyliowicz, D., & Gardiner, S. P. (2018, March). "Idiot Box Learning: Boob Tube Teaching Across the Business Curriculum." Professional development workshop conducted at *The 2018 Annual Meeting of the Western Academy of Management Conference*, Salt Lake City, Utah.

Schultz, J. L., Park, S., Lewis, V. J., Stewart, C., **Jhamb, S.**, Comer, D., Heilmann, S., Tangpong, C., Downs, A., Cooper, E., Cavanagh, K. V., French, M., Kupka, B., Wei, H., Soltwisch, B., Barnes, K. L., Nam, K., Szyliowicz, D., & De Janasz, S. C. (2017, August). "Teaching with Television Media." Professional development workshop conducted at *The 77th Annual Meeting of the Academy of Management Conference*, Atlanta, Georgia. *Received Management Education and Development (MED) ASFOR Best Professional Development Workshop (PDW) Award.*

## PROFESSIONAL CERTIFICATIONS AND ACADEMIC TRAINING

Annual Online Ethics Training, Southern Illinois University Carbondale, 2014-2018  
Annual Online Title IX Training, Southern Illinois University Carbondale, 2014-2018  
Several online course development trainings completed

## AFFILIATIONS AND MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

Academy of Management  
Midwest Academy of Management  
Southwest Academy of Management  
Southern Management Association  
Decision Sciences Institute  
American Institute of Chemical Engineers  
American Petroleum Institute  
American Society of Mechanical Engineers  
Southern Methodist University Alumni Association  
University of Delhi Alumni Association  
Cox School of Business Alumni Association

Thapar University Alumni Association  
Faculty of Management Studies Alumni Association  
Ex-Marians Society of the Mount Saint Mary's School, Delhi Cantt.

## PROFESSIONAL INDUSTRY EXPERIENCE

**Adjunct Junior Instructor and Visiting Lecturer - Management**  
**University of Bradford, UK, and IILM, New Delhi, India, 2008-2014, 2001-2006**  
*(taught at both campuses in the United Kingdom and in India)*

**Amity University, New Delhi, India, 2008-2014, 2001-2006**  
*(worked and taught at five international locations)*

**G.L. Bajaj Institute of Management and Research University, New Delhi, India, 2010-2014**  
*(Weighted Average Overall Teaching Effectiveness Score: 4.7 / 5.0)*

- Research and collaborative partnerships
- Design and development of academic curricula
- Providing recommendations on faculty-sponsored research projects
- Teaching mainstream management and entrepreneurship courses
- Conducting mainstream faculty development workshops

**Summer Associate – Investment Banking and Capital Markets**  
**Merrill Lynch Capital Markets**  
**(“A Bank of America Corporation” Enterprise), Dallas, TX, April 2007 to September 2007**

- Conduct proactive research with senior managing partners on industry trends
- Responsible for daily communications and formal project reviews to upper leadership
- Assist with major critical large-revenue projects with key strategic global clients

**Associate Director – Investment Banking and Capital Markets (Strategic Planning/ M&A)**  
**Goddem Heimer Financial Services, Frankfurt, Germany, and New Delhi, India**  
*(worked at all international locations)*  
**April 2001 to September 2006**

- Successfully conceptualized and developed computer algorithms to automate design and development processes of tactical trading systems and itemized trading psychology patterns with sales and trading – achieved 90% reduction in time to market and trade
- Formulated and implemented long-range high-frequency optimal investment strategies with returns exceeding 200% on an annualized basis

- Provided institutional investors and corporate clients and ultra-high net worth individuals with transactional expertise, deal-structuring advice, strategic advisory and business assurance services in equity operations
- Performed financial analyses, development feasibility studies and business valuations, conducted investment research and directly participated in the financial due diligence processes
- Designed and developed detailed financial models and analyzed the performance of valuation and credit analyses; conducted asset-based, market-based valuations, company and industry research; prepared senior executive management presentation materials and analyses reports

## IT AND PROFESSIONAL DEVELOPMENT SKILLS

<b>Operating Systems:</b>	Windows NT, Win9x, macOS, Linux, Solaris, Unix
<b>Programming Languages:</b>	Java, C/C++, Objective-C, Perl, SQL, Visual Basic .NET
<b>Front-end Web Development:</b>	HTML, JavaScript, Java Developer, Reports, CSS
<b>Statistical Development Software and Programs:</b>	SPSS, SEM AMOS, Minitab, R, SAS, MATLAB, Oracle DBMS, Capital IQ, Bloomberg Terminal, Multivariate Statistical Modeling

## PROFESSIONAL REFERENCES

Dr. Steven J. Karau (Ph.D. Dissertation Chair and Primary Adviser)  
 Gregory A. Lee Professor of Management  
 College of Business – Department of Management  
 Southern Illinois University Carbondale  
 Rehn Hall, Room 211A - Mail Code 4627  
 1025 Lincoln Drive  
 Carbondale, IL 62901  
 Office: (618) 453-7890  
 Dept: 618 | 453-3307  
 Fax: (618) 453-7835  
[skarau@business.siu.edu](mailto:skarau@business.siu.edu)

Dr. Gregory Deyong  
 Assistant Professor of Management  
 College of Business – Department of Management  
 Southern Illinois University Carbondale  
 Rehn Hall, Room 207C - Mail Code 4627

1025 Lincoln Drive  
Carbondale, IL 62901  
Office: (618) 453-7888  
Dept: 618 | 453-3307  
Fax: (618) 453-7835  
[gdeyong@business.siu.edu](mailto:gdeyong@business.siu.edu)

Dr. Harry J. (Jim) Nelson  
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