

Sumeet JHAMB

EDUCATION

- Ph.D. Business Administration (Management) 2014 – 2018
Southern Illinois University Carbondale
Dissertation Research Proposal Defense: July 13, 2017 (Expected)
Expected Graduation May 2018 (commenced fall 2014)
- M.B.A. Masters of Business Administration (Financial Consulting and Strategy) 2006 – 2008
Edwin L. Cox School of Business
Southern Methodist University (*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, INDIA (*Graduate Merit Scholarship, Top 5 Entrance Examination Candidate on an All-India basis*)
- B.S. Bachelors of Science (Chemical Engineering and Technology) 1997 – 2001
Thapar University, INDIA (*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

DISSERTATION

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 in general to possess similar requisite characteristics in comparable yet diverse occupations within management, leadership, and entrepreneurship? 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 genderdifferentiated perceptions of men and women in general will influence the requisite characteristics of professional personnel in managerial, leadership, and entrepreneurial positions. Specifically, given that these professions are influenced by gender-role expectations and stereotypes, this empirical investigation draws from role congruity theory of prejudice (Eagly & Karau, 2002) to examine the relative degree of overlap between the traits associated with specific roles in management, leadership, and entrepreneurship with the traits commonly associated with men and women in general.

The 92-item Schein Descriptive Index (SDI) will be administered through an online questionnaire via Qualtrics, from the lens of the classic think manager-think male (TMTM) research paradigm (Schein, 1973, 1975, 2001), and will be used to describe sex role stereotypes and perceived requisite characteristics of twelve distinct target groups. Amazon’s MTurk will be used to recruit a diverse sample of 600 (12 x 50) full-time employed adults in the United States of roughly equal gender distribution ($N = 600$, 300 women, 300 men) between the ages of 21 and 65 (Chandler & Shapiro, 2016; Goodman & Paolacci, 2017; Paolacci, Chandler, & Ipeirotis, 2010; Rand, 2012; Sprouse, 2011). Intraclass Correlations Coefficients (ICCs) and other analyses will be used to determine the degree of resemblance between the traits associated with men and women in relation with the traits associated with specific occupational roles (Cohen, Cohen, West, & Aiken, 2013; Hays, 1963; McGraw & Wong, 1996; Schein, 1973, 1975, 2001). 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. Implications for theory, research, future scholarship, and practice will be discussed.

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

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

Jhamb, Sumeet. “Entrepreneurial Self-Efficacy and Growth Orientation of an Entrepreneur as related to Entrepreneurial New Venture Performance: A Strategic Entrepreneurship Perspective” – *Targeting Strategic Entrepreneurship Journal*, revising, middle stages, data collected, preliminary draft preparation done, to be completed in November

Goodale, John C., **Jhamb, Sumeet**, and Dai, Ye. “The Moderating Effect of Knowledge Intensity on the Relationship between Inter-Industry Diversification and Firm Performance within Service Organizations: An Empirical Investigation” – *Targeting Decision Sciences Institute Journal*, middle stages, data collected, revised draft undergoing peer review, to be completed in November

Nelson, Kay M., Nelson, James H., and **Jhamb, Sumeet.** “Exploring the CIO Metastrategy” – *Targeting Business Strategy & the Environment Journal*, concluding stages, revising and resubmitting, meta-analytic study, to be completed in September

Nelson, Kay M., Nelson, James H., and **Jhamb, Sumeet.** “Towards an ontology of organizational strategy” – *Targeting Business Strategy & the Environment Journal*, concluding stages, revising and resubmitting, meta-analytic study, to be completed in October

Jhamb, Sumeet. “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” – *Targeting Strategic Entrepreneurship Journal*, middle stages, to be completed in early 2018

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

Karau, Steven J., and **Jhamb, Sumeet.** “Gender Role Stereotypes and Perceptions of Successful Middle Managers, Entrepreneurs, and CEOs: An Empirical Examination” – *Targeting Entrepreneurship Theory and Practice Journal*, early stages, first-wave data collected, to be completed in early 2018

Karau, Steven J., Hansen, E. M., and **Jhamb, Sumeet.** “Cultural and Gender Stereotyping of Managerial Roles and Perceptions in Sweden and the United States: A 12-year Cross-Country Comparative Analysis.” – *Targeting Entrepreneurship Theory and Practice Journal*, early stages, second-wave data collected, to be completed in 2018

RESEARCH IN PROGRESS

Karau, Steven J., and **Jhamb, Sumeet**. "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" – *Targeting Entrepreneurship Theory and Practice Journal*, preliminary stages, to be completed in early 2019

PROFESSIONAL DEVELOPMENT WORKSHOPS

Schultz, J. L., Park, S., Lewis, V. J., Stewart, C., **Jhamb, Sumeet**, Comer, D., Heilmann, S., Tangpong, C., Downs, A., Cooper, E., Cavanagh, K. V., French, M., Kupka, B., Wei, H., 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, Atlanta, Georgia. Received Management Education and Development (MED) ASFOR Best Professional Development Workshop (PDW) award.

CONFERENCE PROCEEDINGS AND PRESENTATIONS

Jhamb, Sumeet (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, Sumeet (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, John C., **Jhamb, Sumeet**, and Dai, Ye (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.

DOCTORAL CONSORTIA: PARTICIPATION AND INVOLVEMENT

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

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

Jhamb, Sumeet (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, Sumeet (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.

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

TEACHING EXPERIENCE

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

- 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**

**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**

PROFESSIONAL SERVICE EXPERIENCE

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

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

Session Chair and Discussant – 2016 Midwest Academy of Management

Session Chair and Discussant – 2016 Southwest Academy of Management

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

HONORS & AWARDS

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

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

CERTIFICATIONS AND TRAINING

Annual Online Ethics Training, Southern Illinois University Carbondale, 2014-2016
Several online course development trainings completed

KEY 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
Amity University, New Delhi, India, 2008-2014, 2001-2006
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 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

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