DEBMALYA MUKHERJEE

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Department of Management
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Education

PhD (Business Administration), The University of Memphis, TN 2008

Master of Business Administration, Ohio University, OH 2003

Bachelor of Law, The University of Calcutta, West Bengal, India 2000

Awards

- **John F Mee, Contribution to Management History Paper award, AOM 2010**
- **Institute for Global Business Summer Grant**, 2010, The University of Akron
- **Summer Research Grant**, 2009, The University of Akron
- **Morton Best Dissertation Award,** 2008, The University of Memphis, TN, USA
- **Best Doctoral Paper Award,** 2006, Southern Management Association, Clearwater Beach, FL.
- **Doctoral Dissertation Grant**, 2007-2008, CIBER, The University of Memphis

Research interests

Strategy: Offshoring Strategy and Performance Consequences, Business Groups, Value Creation through Interorganizational Relationships.

International Business: Internationalization of R&D, International Alliances, Cross-border Knowledge Transfer, Emerging Economies.

Research publications

8. Gaur, A. S., **Mukherjee, D.,** Gaur, S. S., & Schmid, F. Environmental and Firm Level Influences on Inter-organizational Trust and SME performance. **Journal of Management Studies** (Forthcoming).

7. Srinivasan, M., **Mukherjee, D.**, & Gaur, A. Buyer-supplier partnership quality and supply chain performance: Moderating role of risks, and environmental uncertainty **European Management Journal** (Forthcoming).

6. Billing, T., **Mukherjee, D.,** Kedia, B.L., Lahiri, S. Top Executives' International Expertise Commitment: Exploring Potential Antecedents, **Leadership and Organization Development Journal**, 2010.

5. Lahiri, S., Kedia, B.L. & **Mukherjee, D.** The Impact of Management Capability on the Resource-Performance Linkage: Examining Indian Outsourcing Providers. **Journal of World Business,** (Forthcoming).

4. Aupperle, K., Acar, W. & **Mukherjee, D.** Chandler Revisited: A Historical Financial Analysis of Chandler's Own Matched and Mismatched Firms, **AOM Best Paper Proceedings**, 2010.

3. Kedia, B.L. & **Mukherjee, D.** (2009). Understanding Offshoring: A Research Framework Based on Disintegration, Location and Externalization Advantages, **Journal of World Business**, 44(3), 250-261.

2. Kedia, B.L., **Mukherjee, D.,** & Lahiri, S. (2006). Indian Business Groups: Evolution and Transformation **Asia Pacific Journal of Management**, 23: 559-577.

1. Kedia, B.L., Lahiri, S., & **Mukherjee, D.** (2006). BRIC Economies: Earlier growth constraints, contemporary transformations, and future potential and key challenges. In S. C. Jain (Ed.) **Emerging Economies and the Transformation of International Business**—Brazil, Russia, India, and China. pp. 46-74. Edward Elgar Publishing Ltd.

Conference presentations and proceedings

23. **Mukherjee, D.,** Gaur, A., Gaur, S. & Schmid, F. Alliance formation, Resources and Firm Performance, to be presented at the annual meeting of **Eastern Academy of Management,** Bangalore, India, 2011.

22. **Mukherjee, D.,** & Bhalla, A. Creating Value from Global Offshoring Network: Insights from SAP AG, presented at **Academy of International Business Meeting,** Rio De Janiero, 2010.

21. **Mukherjee, D.** Gaur, A. S., Gaur, S. S., & Schmid, F. Effect of Trust, Knowledge Intensity, and Environmental Uncertainty on R&D Alliance Formation: An Examination of German SMEs, presented at **Academy of International Business Meeting**, Rio De Janiero, 2010.

20. Lahiri, S., Kedia, B.L. & **Mukherjee, D.** The Impact of Management Capability on The Firm Resource-Performance Relationship: Evidence from Indian Offshore Outsourcing Service Providers, presented at **Academy of International Business Meeting**, Rio De Janiero, 2010.

19. Aupperle, K., Acar, W. & **Mukherjee, D.** Chandler Revisited: A Historical Financial Analysis of Chandler's Own Matched and Mismatched Firms, **Academy of Management Conference,** Montreal, Canada, 2010 (**Accepted for AOM best paper proceedings**).

18. Srinivasan, M., **Mukherjee, D.,** & Gaur, A. Buyer-supplier partnership quality and performance implications: Moderating role of risks, and uncertainty, **Academy of Management Conference**, Montreal, Canada, 2010.

17. Gaur, A. S., **Mukherjee, D.,** Gaur, S. S., & Schmid, F. Exchange Characteristics, Interorganizational Trust and SME Performance, **Academy of Management Conference,** Montreal, Canada, 2010.

16. **Mukherjee, D.,** Lahiri, S. & Kedia, B.L. Performance Implications of Business Process Outsourcing and Role of Client-Vendor Partnership Quality: An Examination of U.S Outsourcing Client firms. **Academy of International Business Conference**, San Diego, 2009.

15. Mooty, S., Kedia, B.L., **Mukherjee, D**., & Vickery, R. Managing from the center: A framework for innovation through different types of collaborative networks. Presented at **Southern Management Association Meeting**, St Pete Beach, 2008. Included in the proceedings.

14. Billing, T., **Mukherjee, D**., Lahiri, S. & Kedia, B.L. What Determines Top Executive's Commitment towards International Expertise? Exploring Potential Antecedents. Presented at **Southern Management Association Meeting**, St Pete Beach, 2008.

13. **Mukherjee, D**. & Kedia, B. Transaction Cost and Resource Based Predictors of Business Process Outsourcing: A Research Framework, Presented at **Academy of Management Conference**, Anaheim, California, 2008.

12. Kedia, B.L., & **Mukherjee, D**., Explaining offshoring: A Framework Based on Disintegration, Location and Externalization Advantages, presented at the **Academy of Management Meeting,** Philadelphia, 2007.

11. Gondo, M., Pohler, D., & **Mukherjee, D**. The Role of Human Resource Managers in Strategic Human Resource Management and Strategic change, presented at the **Academy of Management Meeting**, Philadelphia, 2007.

10. **Mukherjee, D**. & Kedia, B.L. A Model of Organizational Identification for Virtual Team Workers: Role of Individualism-collectivism and Uncertainty Avoidance, presented at **Academy of International Business conference,** Indianapolis, 2007.

9. Billing, T., Lahiri, S., & **Mukherjee, D**. Acquiring Expertise in International Business: An Examination of Managerial Commitment, presented at the **Academy of International Business** Conference, Beijing, China, 2006.

8. **Mukherjee, D**., Kedia, B.L. & Nordtvedt, L., Cross-border Comprehension of Knowledge Transferred: Role of Relationship and Communication Frequency, presented at **Academy of Management meeting**, Atlanta, 2006.

7. Nordtvedt, L. & **Mukherjee, D**. Environmental Pressure for Learning and Frugality in Cross-border Knowledge Transfer: Role of Focal Firm-IBA Relationship and Communication Frequency, presented at the **Academy of International Business Conference**, Beijing, China, 2006.

6. **Mukherjee, D**., Billing, T. & Gondo, M. Leadership Capabilities and Virtual Team Phases: A Proposed Research Framework, presented at **Southern Management Association Conference**, Clear-Water Beach, Florida, 2006 (**Best doctoral paper in track**).

5. Billing, T. K., Renn, R. W. & **Mukherjee, D**. Individual Temporal Preferences, Job Temporal Dimensions, and Role Based Stress: A Person Job Fit Perspective, **Southwest Academy of Management,** Oklahoma City, Oklahoma, 2006.

4. Kedia, B.L., **Mukherjee, D**., & Lahiri, S. Indian Business Groups: Development, Transformation and Future Challenges. **Asia Pacific Journal of Management (Special Issue**) Conference, Singapore, December, 2005.

3. **Mukherjee, D**., Renn, R.W., Kedia, B.L., & Lahiri, S. Development of Interorganizational Trust in Virtual Organizations: An Integrative Framework. **Southern Management Association Meeting** Proceedings, Charleston, SC, November, 2005.

2. Kedia, B.L., Lahiri, S., & **Mukherjee, D**. Strategic Leadership and Outsourcing: Towards an Integrative Framework. **Academy of International Business Meeting**, Quebec City, Canada, July, 2005.

1. **Mukherjee, D**. & Kedia, B.L. Development of Trust in Virtual Organizations: A Conceptual Framework, Western Hemispheric Development Challenges in the Global Context Conference, Texas (A&M) International University, April, 2005.

Manuscripts under review

1. Aupperle, K., Acar, W. & **Mukherjee, D.** Chandler Revisited: A Historical Financial Analysis of Chandler's Own Matched and Mismatched Firms, (Under review at Organization Science).

2. **Mukherjee, D.** Gaur, A. S., Gaur, S. S., & Schmid, F. External and Internal Influences on R&D Alliance Formation: Evidence from German SMEs. (**Revise and Resubmit at** Journal of Business Research).

3. **Mukherjee, D**., Lahiri, S., Mukherjee. D. & Billing, T.K. Leadership Capabilities and Global Virtual Team Phases: A Proposed Research Framework (Under review at Management Decision).

Manuscripts under preparation

1. **Mukherjee, D**., Kedia, B.L. & Lahiri, S. Performance implications of business process outsourcing and role of client-vendor partnership quality: An examination of U.S. outsourcing client firms (to be submitted to Journal of Management, article from dissertation; Data analyzed manuscript ready for submission).

2. **Mukherjee, D**. & Kedia, B.L. Resource-based attributes and offshore outsourcing: An examination of U.S client firms (to be submitted to Organization Science, article from dissertation).

3. **Mukherjee, D.**, Hanlon, S. & Kedia, B.L. Organizational identification in global virtual teams (to be submitted to Cross Cultural Management).

4. Aupperle, K., Acar, W. & **Mukherjee, D**. Chandler Revisited: A Historical Financial Analysis of Chandler's Own Matched and Mismatched Firms (To be submitted to Organization Science; manuscript ready for submission).

5. **Mukherjee, D**., Gaur, A., Mukherjee.D. Value creation in offshoring: Firm resource management and the role of uncertainty, working paper (Work in progress).

6. **Mukherjee, D.,** & Bhalla, A. Creating Value from Global Offshoring Network: Insights from SAP AG (To be submitted to Journal of World Business).

7. Srivastava, P., & **Mukherjee, D**. Organizational Learning, Market Orientation, and New Product Development (Work in progress, Only data analyzed).

Teaching interests and courses taught

- Business Strategy and Policy (Undergraduate)
- Principles of Management
- Management and Organizational Behavior (Graduate)
- Domestic and International Strategy (Scheduled to teach in Fall 2010)

Teaching Portfolio at the University of Akron: (Overall effectiveness of the instructor scores)

Term	Courses taught	Rating
Fall 2008	Management Principles - Undergraduate	4.66/5
	Management Principles - Undergraduate	4.64/5
	Business Strategy and Policy – Undergraduate*	4.66/5
Spring 2009	Business Strategy and Policy – Undergraduate*	4.57/5
	Management Principles - Undergraduate	4.82/5
	Management Principles - Undergraduate	4.67/5
Fall 2009	Management-MBA	4.632/5
	Business Strategy and Policy – Undergraduate *	4.808/5
	Business Strategy and Policy – Undergraduate*	4.92/5
Spring 2010	Management Principles - Undergraduate	4.63/5
	Management Principles - Undergraduate	4.78/5
	Management Principles - Undergraduate	4.929/5

*Capstone course

Experience

Academic employment

- Assistant Professor, Management, The University of Akron (2008- Present)
- Management Instructor, The University of Memphis (Spring 2006, 2007)
- Research Assistant, Memphis CIBER (2004-2008)
- Research Assistant, Department of Management, The University of Memphis (2003-2004)
- Graduate Assistant, College of Business, Ohio University (June 2002-July 2003)

Industry experience

- Worked as a 'Corporate Attorney' in the High Court at Calcutta, India (1998-2002)
- Worked as a consultant for a kitchen manufacturer in Italy (OIKOS CUCINE), Summer 2003

Professional service

At the University of Akron

- Member of the supply chain position search committee, Current
- Member of the core curriculum committee, Current
- Coordinator of the Business Policy course, Current
- Member of CBA strategic planning committee (Current)
- Member of CBA scholarship committee, 2009 (Current)
- Member of IB curriculum committee (Current)
- Served as a member of marketing department, IB faculty search committee, 2009
- Served as a member of department of management scholarship committee, 2009
- Served as a member of CBA Web testing committee, 2009

- Served as a discussant in CITE CIO forum, September 2008
- Attended Spring 2009 convocation ceremony

External Reviewer

- External expert reviewer for **$80,000 grant application**, 2010 (**Social Sciences and Humanities Research Council of Canada—A Federal Agency**)

Reviewer, Discussant, and Session Chair for National and International Conferences

- Served as reviewer for Academy of Management meeting, 2006-2010
- Served as reviewer for Academy of International Business meeting, 2006-2010
- Session Chair at Academy of International Business meeting, 2007
- Served as Session Chair at Southern Management Association meeting 2008
- Served as reviewer for Southern Management Association meeting, 2005-2008
- Discussant at Southern Management Association meeting, 2006

Ad Hoc Reviewer for Business Journals

- Journal of Management Studies
- Management International Review
- Canadian Journal of Administrative Sciences
- Leadership and Organization Development Journal
- Journal of World Business
- Asia Pacific Journal of Management
- Journal of Asia Business Studies

Editorial Board Membership

- Member of the editorial review board, Leadership and Organization Development Journal

International Business Faculty Development Workshops Organizer and Participant

Faculty Development in International Business seminar by CIBER at the University of Memphis, 2005-2008 (Seminar Teachers: Dr. Ben L. Kedia, Dr. Mason Carpenter, Dr. Mike Peng, Dr. Tamer Cavusgil, Dr. Tomas Hult, Dr. Michael Pustay and Dr. Attila Yaprak)