

**VITA**  
**Hema A. Krishnan, Ph.D.**  
**Professor of Strategy & Global Business**  
**Speaker and Writer**  
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## **EDUCATION**

Ph.D. in Business Administration (Strategic Management), The University of Tennessee, Knoxville, 1993  
M.B.A. The Indian Institute of Management, Bangalore, India, 1988  
M.S (5-yr Integrated) Physics, The Indian Institute of Technology, New Delhi, India, 1982

## **ACADEMIC POSITIONS**

Xavier University, Professor, Williams College of Business, 2005-  
Associate Dean, Williams College of Business, Xavier University, 2009-2014  
Chair, Department of Management & Entrepreneurship, Xavier University, 2004-2009  
(Led the largest department in the Williams College of Business)  
Xavier University, Associate Professor, Williams College of Business, 1999-2005  
Xavier University, Assistant Professor, Williams College of Business, 1993-1999  
The University of Tennessee, Knoxville, Graduate Assistant, August 1989-July 1993

## **BUSINESS EXPERIENCE**

Hindustan Petroleum Corporation, India (Global Fortune 500 company)  
Sales Officer- Retail, 1983-1986 (First woman in Sales in the petroleum industry in India)  
Regional Sales Officer-LPG, 1988-1989 (Managed LPG operations of three states in India).

## **BOARD MEMBERSHIP**

- SOTENI International: Elected to serve 3-year term on the Board. 2019-
- Bharathiyar University, Tamil Nadu, India. Board of External Examiners. 2015-  
Have served as external examiner for 10 Ph.D. candidates since 2015.

## KEYNOTES AND DISTINGUISHED SPEAKING ENGAGEMENTS

- **Keynote Speaker:** Role of Research in Shaping Public Policy: Can higher learning institutions shape the national research agenda? Mount Kenya University-Rwanda. March 29, 2019.
- **Lead Speaker:** Pedagogy skills workshop at the Rwanda-Kigali campus of Mount Kenya University. March 25-29, 2019.
- **Speaker:** What courageous leaders do. Project Management Society-Mega Event: Navigating projects in difficult times. April 18, 2017.
- **Lead Speaker:** Pedagogy skills workshop at the Rwanda-Kigali campus of Mount Kenya University. January 16-20, 2017.
- **Keynote speaker:** The International Conference on Advancement of Business Management Practices in Africa (ICABUMPA) and the Intelligence for Innovation Conference (iN4iN), Nairobi, Kenya, October 27-29, 2015.
- **Keynote speaker:** Duke Energy-Leading during Change, Cincinnati, December 4, 2014.
- **Distinguished Speaker:** Women in Leadership. GRG School of Management Studies, Distinguished Speaker Series. PSG Campus: Coimbatore, India, July 7, 2014.
- **Keynote speaker:** Proctor & Gamble-Women of IDS, Cincinnati, May 1, 2014.
- **Chief Guest/Distinguished Speaker:** Mount Kenya University, Kenya, April 2, 2014.
- **Mentor:** Mount Kenya University, Kenya; AACSB accreditation.
- **Keynote speaker:** The need for organizational change. Cincinnati Police Department: Leadership Retreat. Cincinnati, March 6, 2012.
- **Distinguished Speaker:** Educate to Empower-Women in Leadership. GRG School of Management Studies. Distinguished Speaker Series. PSG Campus: Coimbatore, India, November 23, 2011.
- **Distinguished Speaker:** IIM-B (Indian Institute of Management, Bangalore) Alumni and friends. Women in senior leadership. **Featured and Summarized** in DNA (Daily News and Analysis), Bangalore. "Multitask, but not at the expense of your health." Vidya Iyengar. July 25, 2011.

## HONORS AND AWARDS

- **External Reviewer** of Promotion dossiers of tenured faculty of other AACSB accredited business schools including Jesuit Universities.
- Participant on the Ignatian Pilgrimage to Spain and Italy. Summer 2012.
- **O'Connor Professorship, twice** (competitive) - Xavier University 2009-2011. (Award \$36000); 2002-05 (Award \$36,000). This is the most prestigious award offered by the College of Business to a faculty member who has maintained an exceptional scholarship record and at the same time, excelled in teaching and service.
- **Summer Fellowship** (competitive) WCB, Xavier University, Summer 2016, 15, 08, 01 00.
- Journal of Business Research (2009) article on Top Management Team Women Turnover **featured**, and interview appeared in **Cincinnati Enquirer**, Business Section; October 18, 2009 and in **Business Courier**, Feb 12, 2010.

- **Profiled** in IIM-Bangalore Alumni Magazine. “Narrowing the Gender Divide.” Winter 2010 Edition.
- Two M&A articles (published in Strategic Management Journal, 1997; 2004) **reprinted** in Jeffrey Krug’s **Mergers & Acquisitions**, Sage Publications, 2008.
- **Dean’s Award for Excellence in Service** (2009), Xavier University.
- **Citation of Excellence** by **Emerald Management Reviews** for paper published in 2007 in the *Journal of Management Studies*. One of top 50 publications out of 15,000 articles in business journals in 2007.
- **O’Conor Fellowship, twice** (competitive) - Xavier University, 2005-08; 2001-02.
- **Doctoral Student Teaching Award Finalist** (1992), Nominated for Graduate Teaching Award (1993), At the University of Tennessee, Knoxville.
- **Dean’s Award for Excellence in Scholarship** (2003), Xavier University
- **Listed in Marquis’ Who’s Who in America: 57th edition (2003), 58th edition (2004).**
- **External Reviewer** for tenure and promotion decisions of faculty at other universities.
- **Downing** Scholarship (competitive, Spring 2004-2005; Spring 2003- 2004, Spring 2001-Summer 2002, Spring 1999-Spring 2000, Fall 1995-Fall 1997) by Xavier University. Award involves mentoring an undergraduate student and preparing him/her for a career in Business. The student works closely with the faculty member for the period of the award.
- Awarded a **Research Sabbatical** (competitive) for fall 1998 by Xavier University.
- **Citation of Excellence** by ANBAR electronic intelligence for my publication in the Strategic Management Journal, 1997, 18(5): 361 -374.

#### **ASSOCIATE DEAN (2009 to 2014): ADMINISTRATION AND LEADERSHIP**

- **AACSB Accreditation:** Led the undergraduate and MBA program in the areas of AACSB accreditation, annual reports and assessments (2009-14). Successful AACSB Maintenance of Accreditation Review in 2014. Champion for improving faculty research productivity.
- **Fundraising:** Participated with the deans to raise funds for the college and University.
- Participated in college-wide **hiring and personnel decisions**, and provided oversight regarding faculty evaluations and mentoring for promotion and tenure. 12 full time faculty were hired during the 2009-14 period.
- Worked with, and provided **mentoring** to department chairs, untenured faculty, and the committee chairs of college-level committees.
- Managed the college **budgets**.
- Oversaw **undergraduate and MBA curricula**; MBA curriculum was revised in Spring 2013. Executive MBA curriculum was revised in Spring 2014.
- Played a key role in Xavier University’s **online education** initiative.
- Played a key role in launching BSBA program in **sustainability**. First cohort started in Fall 13.
- Launched **MBA concentrations** (Health Industries) in 2011; (Values-based leadership) in 2013.
- Launched new offsite MBA program in Northern Kentucky in 2011.
- Led college’s **Executive Education** program during 2009-12.

- Provided leadership to the **three centers of excellence**: Sedler Center of Entrepreneurial studies, Center for International Business, and Cintas Institute of Business Ethics. The college earned national rankings in international business and entrepreneurship during the period 2009-2014. Increased opportunities for experiential learning for the students via the centers. Increased collaboration across faculty from all the departments and also across the three colleges.
- Played a leadership role in planning and implementing **XLAB** (Xavier Launch a Business) in 2010. XLAB brought together faculty and staff, students, and the business community, and provided tremendous opportunities for experiential learning.
- Worked with the Dean to achieve College and University objectives and served as an active member of the Board of Executive Advisors.
- Developed formal ties to the business community and attended AACSB conferences.
- Active participation in various university committees involving **mission integration**, and mentoring senior administrative university personnel in this area.
- Member, Xavier University Discernment Committee II, 2010-2013 A council of associate vice presidents and associate deans was charged by President Graham to work to deepen the Jesuit identity within the campus culture - notable accomplishment of the committee includes providing the foundation for the core values of the university.
- Represented the Office of the dean to internal and external constituencies, and Managed college in dean's absence.

**SCHOLARSHIP** : *One of the most cited researchers of the WCB; Almost 2000 citations as per Google Scholar.*

**Primary Research areas: Mergers & Acquisitions, Healthcare, Top Management Teams**

#### **REFEREED BOOK CHAPTERS**

Nahavandi, A., & Krishnan, H.A. 2017. Indo-European Leadership (IEL): A Non-Western Leadership Perspective. *Global and Culturally Diverse Leaders and Leadership*. A Volume in the ILA Building Leadership Bridges Series. Eds: Jean Lau Chin, Joseph E. Trimble, & Joseph E. Garcia. 105-123.

Also, featured in *SiliconIndia Magazine*, December 2017.

<https://www.siliconindiamagazine.com/magazine/company-of-the-year-december-special-2017/index.php?page=8>

Hitt, M.A., King, D., Krishnan, H.A., Makri, M., Schijven, M., Shimizu, K., & Zhu, H. 2012. Mergers and Acquisitions: Value Creation in Mergers and Acquisitions. D. Faulkner, S. Teerikangas & R. Joseph (Eds.), *The Handbook of Mergers and Acquisitions*. (Oxford, UK: Oxford University Press). Pages 71-113.

**REFEREED JOURNAL PUBLICATIONS**

Park, D., & Krishnan, H.A. 2019. Understanding Hospitality Industry Supplier Selection: A Cross-Cultural Study. *Journal of Marketing Thought*. Forthcoming.

Joshi, S., Krishnan, R., & Krishnan, H.A. 2019. Evolution of Sustainability Management Systems in China. *China Management Accounting Review*. Forthcoming.

Eldenburger, L., Krishnan, H.A., & Krishnan, R. 2017. Management Accounting and control in the Hospital Industry: A Review. *Journal of Government and Nonprofit Accounting (JOGNA)*, 6 (1): 52-91.

Park, D. Krishnan, H.A., Chinta, R., & Lee, M. 2017. After Acquiring Innovation and Sustainability: Executive Effects. *Journal of Business Inquiry*, 17 (2): 112-130.

Park, D., & Krishnan, H.A. 2017. Sustainability and Innovation: Two sides of the same coin. *Journal of Business Inquiry: Special Issue*, 16 (1) 1-3.

Shadle, J., Crable, E. & Krishnan, H.A. 2016. Integrating Ignatian Reflection into an International Executive MBA Immersion Experience. *Journal of Jesuit Business Education*, 7 (1): 73-86.

Park, D., Krishnan, H.A., & Cheung, M. 2014. Managing Supply Chain Projects: Differences between Japanese and American Managers. *International Journal of Management*, 3(1): 82-86.

Park, D., Krishnan, H.A., Chinta, R., Cunningham, M., & Lee, M. 2013. Understanding Chinese Suppliers: Dragon vs. Eagle. *International Journal of Chinese Culture and Management*. 3(3): 217-226.

Park, D., Krishnan, H.A., Chinta, R., Assudani, R., & Lee, M 2012. Elephant and Samurai: Differences between Indian and Japanese Supply Chain Management. *Journal of Managerial Issues*. 24(2): 207-224.

Park, D., Krishnan, H.A., & Lee, M. 2012. A study on Global Supplier Selection Decision Models. *International Journal of Procurement Management*, 5(5): 627-646.

Joshi, S., Krishnan, R., & Krishnan, H.A. 2010. The influence of ownership on firms' post-merger customer mix strategies-An institutional perspective. *Journal of Managerial Issues*. 22 (2): 239-261.

Park, D., & Krishnan, H.A. Global corporate entrepreneurship: A conceptual model. 2010. *International Journal of Business and Globalization* 5: 80-89.

Hitt, M.A., King, D., Krishnan, H.A., Makri, M., Schijven, M., Shimizu, K., & Zhu, H. 2009. Mergers and Acquisitions: Overcoming pitfalls, building synergy and creating value. *Business Horizons*. 52(6): November-December: 523-529.

Hitt, M.A., King, D., Krishnan, H.A., Makri, M., Schijven, M., Shimizu, K., & Zhu, H. November 15, 2009. Mergers and Acquisitions: Overcoming pitfalls, building synergy and creating value. Also reprinted as a Case Study in *Harvard Business Review*.

Krishnan, H.A. 2009. What causes Turnover among Women on Top Management Teams? *Journal of Business Research*. 62: 1181-1186.

**This article has garnered significant attention in the media (regional, national and international) and has been featured in several news magazines.**

<https://www.b360nepal.com/business-sutra/how-women-managers-can-break-the-glass-ceiling.html>

Krishnan, H.A., Tadepalli, R., & Park, D. Summer 2009. R&D Intensity, Marketing Intensity, and Firm Performance *Journal of Managerial Issues*. Volume 21 (2): 232-244.

Krishnan, H.A., Krishnan, R., & Lefanowicz, C. 2009. Market perception of synergies in related acquisitions. *Academy of Strategic Management Journal*. 8: 99-120.

Park, D., Krishnan, H.A., & Tadepalli, R. 2008. Editorial: Managing Information and Knowledge: Markets, Suppliers, and Customers. *International Journal of Management and Decision Making*. 9(6): 577-580.

Krishnan, H.A., Hitt, M.A., & Park, D. 2007. Acquisitions premiums, subsequent work force reductions, and post-acquisition performance. *Journal of Management Studies*. 44(5): 709-732.

**Selected as one of the 50 best articles published in 2007 in business and management journals and recipient of an Emerald Management Reviews Citation of Excellence.**

Park, D., & Krishnan, H.A. Transaction informational characteristics and changes in corporate strategy and structure. 2007. *International Journal of Management*, 24 (2): 257-264.

Krishnan, H.A., Park, D., & Kilbourne, L. 2006. The development of a conceptual model to explain turnover among women in top management teams. *International Journal of Management*, 23 (3): 470-477.

Krishnan, H.A., & Park, D. 2005. A few good women: On top management teams. *Journal of Business Research*. 58(12): 1712-1720.

**This article has garnered significant attention in the media (regional, national and international) and has been featured in several news magazines.**

Krishnan, R.A., Joshi, S., & Krishnan, H. 2004. The influence of mergers on firms' product mix strategies. *Strategic Management Journal*, 25(6): 587-611.

**Also, reprinted in Jeffrey Krug's *Mergers & Acquisitions*, Sage Publications, 2008.**

Krishnan, R.A., & Krishnan, H. 2003. Effects of hospital mergers and acquisitions on prices. *Journal of Business Research* 56(8): 647-656.

Krishnan, H., & Park, D. 2003. Power in acquired top management teams and post-acquisition performance: A conceptual framework. *International Journal of Management* .20(1): 75-80.

Krishnan, H.A., & Park, D. 2002. The impact of work force reduction on subsequent performance in major mergers and acquisitions: An exploratory study. *Journal of Business Research*.55: 285-292.

Krishnan, H.A., & Park, D. 2001. The impact of top management team characteristics on corporate refocusing in U.S. firms. *Global Business and Finance Review*. 6(2): 31-42.

Park, D., & Krishnan, H.A. 2001. Understanding supplier selection practices among U.S. and Korean executives: Testing three models. *Journal of Small Business Management*. 39(3): 259-271. *This paper has been extensively cited.*

Park, D., & Krishnan, H.A. 2001. Understanding supplier selection practices: Differences between U.S. and Korean executives. *Thunderbird International Review*, 43(2): 243-255.

Krishnan, H.A., & Park, D. 1998. Effects of top management team change on performance in downsized U.S. Companies. *Management International Review*, 38(4): 303-320.

Krishnan, H.A., & Park, D. 1998. The influence of top management team leadership on corporate refocusing: A theoretical framework. *Journal of Leadership Studies*, 5(2): 50-61.

Krishnan, H.A., Miller, A., & Judge, W.Q. 1997. "Diversification and Top Management Team Complementarity: Is Performance improved by merging similar or dissimilar teams?" *Strategic Management Journal*, 18(5): 361-374.

**Citation of Excellence from ANBAR.**

**Also, reprinted in Jeffrey Krug's *Mergers & Acquisitions*, Sage Publications, 2008.**

Park, D., & Krishnan, H.A. 1997. Understanding the strategic orientation of Thai executives. *Journal of Asian Business*, 13(2): 59-80.

Park, D. & Krishnan, H.A. 1997. Understanding sex differences in leadership behavior. *Journal of Leadership Studies*, 4(1): 159-167.

Park, D., & Krishnan, H.A. 1996. Skyline Chili: A case for small business growth and management. *Journal of Small Business Strategy*, 7(2): 77-90.

Park, D., & Krishnan, H.A. 1996. Teaching Note: The Skyline Chili Case. *Journal of Small Business Strategy*, 7(2): 91-93.

Judge, W.Q., & Krishnan, H. August 1994. An empirical investigation of the scope of a firm's Enterprise Strategy. *Business and Society*, 33(2):167-190.

Krishnan, H. A. & Miller, A. 1993. "Are Complementary Management Teams Similar or Different? The Impact of Managers' Functional Backgrounds on Post-Acquisition Corporate Performance. *Academy of Management Best Papers Proceedings*, Atlanta.

## RESEARCH IN PROGRESS

Krishnan, H.A. 2019. Entrepreneurial Ecosystem for Business Acceleration in Africa. Working Paper.

## REFEREED MAGAZINE PUBLICATIONS

Afsaneh Nahavandi and Hema Krishnan. 2017. A leadership philosophy and practice for the 21<sup>st</sup> century. <https://special.siliconindiamagazine.com/magazine/december-2017-issue-special1.html>

Hema Krishnan. Indian Railways and the Base of the Income Pyramid: Recrafting this relationship for global dominance. Pages 28-31, December 2016. *RailAnalysis*.  
[http://railanalysis.com/downloads/magazine/railanalysis\\_innorail2016.pdf](http://railanalysis.com/downloads/magazine/railanalysis_innorail2016.pdf)

Hema Krishnan, <http://www.thebetterindia.com/66249/best-practises-milk-and-textile-cooperatives-india/>, August 29, 2016.

Hema Krishnan. "My View." Teaching University courses the time-tested way. *The Higher Education Review*. July 2016. <http://www.thehighereducationreview.com/magazines/training-institutes-july-2016/index.php?page=7>

<https://www.thehighereducationreview.com/opinion/mentors-opinion/back-to-the-blackboard-and-chalkteaching-university-courses-the-timetested-way-fid-24.html>

Hema Krishnan , <http://www.thebetterindia.com/55324/water-conservation-in-india/>. May 14, 2016.

Hema Krishnan. "Your turn." "From Faculty to Administration – and back again." *BizEd*, the magazine for AACSB accredited business schools. November 3, 2015.

<http://www.bizedmagazine.com/your-turn/from-faculty-to-administration-and-back-again.aspx>

"Idea Exchange." *BizEd*, the magazine for AACSB accredited business schools. May-June, 2013.



Hema Krishnan, "Glass Ceiling in India: A reality for women." tejas@iimb *IIM-Bangalore Management Review*. October 2011. <http://tejas.iimb.ac.in/interviews/35.php>

Hema Krishnan, Cash is still King. In Employee Engagement trumps retention: December 1, 2009. [http://www.businessweek.com/debateroom/archives/2009/11/employee\\_engage\\_1.html](http://www.businessweek.com/debateroom/archives/2009/11/employee_engage_1.html)  
*BusinessWeek Online*.

Hema Krishnan, Commentary: Combat Turnover among Executive Women. *WorkingMother*. November 2009.

Hema Krishnan. Top women execs quit office to become CEOs elsewhere. 2009, JBR, 2009 study featured in *SiliconIndia News Bureau*, Monday, 19 October 2009.

**REFEREED ARTICLES IN *THE HINDU*, *NEW INDIAN EXPRESS*: INDIA'S LEADING NATIONAL NEWSPAPERS (with extremely high impact, estimated 3 million readership base)**

Hema A. Krishnan, "Roadside Café: A window into India's growing economic prowess," *New Indian Express*. February 15, 2016. <http://www.newindianexpress.com/columns/Roadside-Caf%C3%A9s-%E2%80%93-a-Window-into-Indias-Growing-Economic-Prowess/2016/02/15/article3277723.ece>

Hema A. Krishnan, "Making a point, powerfully and clearly." Empower. *The Hindu*. October 28, 2015. <http://www.thehindu.com/todays-paper/tp-features/tp-opportunities/making-a-point-powerfully-and-clearly/article7811533.ece>

Hema A. Krishnan, "The grass is not greener on the other side of the planet." Empower. *The Hindu*. October 7, 2015. <http://www.thehindu.com/todays-paper/tp-features/tp-opportunities/the-grass-is-not-greener-on-the-other-side-of-the-planet/article7732272.ece>

Open page. *The Hindu*. December 1, 2015. <http://www.thehindu.com/opinion/open-page/the-grass-is-not-greener-elsewhere/article7933796.ece>

Hema A. Krishnan, "Think before you leap--with your email." Open page. *The Hindu*. September 22, 2015. <http://www.thehindu.com/opinion/open-page/think-before-you-leap-with-your-email/article7674850.ece>

Hema A. Krishnan, "Et tu, Brute? Then rises Caesar to fight the workplace backstabber." Empower. *The Hindu*. September 9, 16; 2015. <http://www.thehindu.com/todays-paper/tp-features/tp-opportunities/et-tu-brute-then-rises-caesar-to-fight-the-workplace-backstabber/article7630419.ece>

Hema A. Krishnan, “East or West: School Teachers are the Best.” Open page. *The Hindu*. August 25, 2015. **This article has been featured in outlets in other countries of Asia (Malaysia, Cambodia) as well.**

<http://www.thehindu.com/opinion/open-page/open-page-east-or-west-schoolteachers-are-the-best/article7576131.ece>

Hema A. Krishnan, “All in a day’s work.” Open page. *The Hindu*. August 11, 2015. <http://www.thehindu.com/opinion/open-page/all-in-a-days-work/article7523493.ece>

## WRITINGS ON SOCIAL MEDIA

Active contributor on **LinkedIn** since 2014: Original writings posted on: Strategic Leadership, Global Strategy, Emerging Markets, Career Development, Meditation and Mindfulness.

## INVITED PRESENTATIONS

Krishnan, H.A. 2019. Panel Speaker on “Role of Research in shaping public policy.” **Mount Kenya University**, Kigali, Rwanda. March 29.

Krishnan, H.A. 2018. Strategic Planning. Presented to the MBA students and faculty of **GRG School of Management Studies**. Coimbatore, India. August 2.

Krishnan, H.A. 2017. Panel Speaker on Courageous Leadership. Presented at **Com Spark Innovation Tech Summit**. Mason, Ohio. September 26.

Krishnan, H.A. 2016. Global Economic Landscape: Trends and Implications for India. Presented to the MBA students and faculty of **GRG School of Management Studies**. Coimbatore, India. July 26.

Krishnan, H.A. 2016. Career Opportunities for India’s millennials beyond Information Technology. **Vidya Vikasini Educational Institutions**, Coimbatore, India. July 30.

Krishnan, H.A. 2015. Mergers and Acquisitions: Trends and Developments. Presented to the MBA students and faculty of **GRG School of Management Studies**. Coimbatore, India. July 8.

Krishnan, H.A. 2015. Career lessons for the Millennial Generation. **Vidya Vikasini Educational Institutions**, Coimbatore, India. July 14.

Krishnan, H.A. 2014. Effective Research Writing. Presented to faculty of **GRG School of Management Studies**. Coimbatore, India. June 30.

Krishnan, H.A. 2014. Comparing Business Environments of China and India. Presented to engineers of **BOSCH India**. Coimbatore, India. July 24.

Krishnan, H.A. 2014. Women in Leadership. Presented to engineers of *BOSCH India*. Coimbatore, India. July 24.

Krishnan, H.A. 2011. Power talk on leadership to women executives. *IIMB Alumni Association*. IIM-B campus, MDC, Bangalore. July 23.

Krishnan, H.A. 2010. India Market Overview. Hot Market Watch. *Xavier University / SODEC 5<sup>th</sup> Annual International Conference*. Cincinnati, October 19, 2010.

Krishnan, H.A. 2009. Business Plan Development. Presented to *Duke Energy Employees*. May 29, 2009. Cincinnati.

Krishnan, H.A. 2008. Career lessons for Gen-Y. *Vidya Vikasini Educational Institutions*, Coimbatore, India. July 8.

Krishnan, H.A. 2007. Doing Business with India. *MVITA World Trade Day*, Dayton, May 17.

Krishnan, H.A. 2006. India Business and Culture Overview: Past, Present, and Future outlook. *Xavier University / SODEC Annual International Conference*. Cincinnati, September 14.

**SELECTED PRESENTATIONS AT PROFESSIONAL MEETINGS (full list available upon request)**

Park, D., Krishnan, H.A., & Lee, M. 2010. "Understanding Global Supply Chain Partners: Supplier Selection Decision Models," Presented at the *Academy of Management Annual Meetings*, August 6-10, in Montreal, Canada.

Krishnan, H.A. 2007. Determinants of turnover among women on top management teams. Presented at the *23rd EGOS Colloquium "Beyond Waltz - Dances of Individuals and Organization."* Vienna, Austria, 5-7 July 2007.

Park, D., & Krishnan, H.A. 2007. Understanding Chinese Supply Chain Management Practices", Presented at the *Academy of Management Annual Meetings*, August 3-8, Philadelphia, Pennsylvania.

Joshi, S., Krishnan, R., & Krishnan, H. 2006. Influence of ownership on firms' post-merger product mix strategies-An institutional perspective. Presented at the *Academy of Management Annual Meetings*. Atlanta, 2006.

Park, D., & Krishnan, H. 2005. Does gender difference exist in managing consulting projects? Presented at the *Academy of Management Annual Meetings*. Hawaii, 2005.

Park, D., & Krishnan, H. 2005. Selecting supply chain projects: Does gender matter? Presented at the *Academy of Management Annual Meetings*. Hawaii, 2005.

Krishnan, H.A., & Krotchen, S. 2004. Representation of women in top management teams and implications for organizational performance. Presented at the *10th International Conference on Industry, Engineering, and Management Systems*. Florida, March 15-17, 2004.

### **STUDENT PRESENTATIONS DIRECTED AT XAVIER UNIVERSITY**

Bayer, M., & Krishnan, H. 2004. International mergers and acquisitions: A review. Presented at the undergraduate student research forum series at Xavier University. 5 April, 2004.

Krotchen, S., & Krishnan, H. 2003. Membership of women in top management teams and organizational performance. Presented at the undergraduate student research forum series at Xavier University. 7 April, 2003.

Hajjar, M., & Krishnan, H. 2001. Examining the linkage between acquisition premiums and subsequent work force reduction. Presented at the undergraduate student research forum series at Xavier University. April, 2001.

Hassel, A., & Krishnan, H. 1999. Examining the relationship between work force reduction and post-acquisition performance. Presented at the undergraduate student research forum series at Xavier University. April, 1999. Accepted at the *National Conference for Undergraduate Research (NCUR)*, Montana, November 1999.

VonderHaar, A., & Krishnan, H. 1996. The impact of corporate restructuring on firm performance. Presented at the undergraduate student research forum series at Xavier University. April, 1996. Also, presented at the *National Conference for Undergraduate Research (NCUR)*, North Carolina, November, 1996.

### **TEACHING EXPERIENCE**

Global Immersion trip with Executive MBA students to Thailand and Vietnam-Feb/March 2015  
 Global Immersion trip with Executive MBA students to China and Singapore-Feb/March 2014  
 Doing Business in Emerging Markets-Brazil, China and India: Designed new course in 2013;  
 Traditional, Hybrid and Online format  
 Global Strategic Thinking (Capstone course at MBA & Executive MBA levels); Traditional, Hybrid and Online format  
 Strategic Leadership-Lessons from CEOs (Executive MBA level): Designed new course in 2008  
 Multinational Management: Designed this course in 1996 (MBA level)  
 International Management: Designed this course in 1995 (Undergraduate level)  
 Strategic Management (Undergraduate level)  
 Entrepreneurship (UG level)

### **EDITORIAL BOARD SERVICE**

Editorial Board of *Journal of Business Inquiry*. 2016-

Editorial Board of *Journal of Business Research*. 2013-2015  
 Editorial Board of *Prerana* (GRG School of Management Studies, India), 2012-  
 Editorial Board of *Amity Journal of Entrepreneurship*, 2015-  
 Ad-hoc reviewer for *Strategic Management Journal*  
 Guest Editor: *International Journal of Management and Decision making* (Special issue, 2005-06)

## PROFESSIONAL ASSOCIATIONS

Memberships: Academy of Management, Strategic Management Society,  
 Beta Gamma Sigma Society (President 2003-08: Xavier University Chapter)

## SERVICE

Associate Dean, Williams College of Business: 2009-2014  
 (Major responsibilities include academic affairs and programs, accreditation, college budgets, mentoring Centers of Excellence directors, mentoring untenured faculty)  
 Chair, Department of Management & Entrepreneurship, Xavier University, June 2004-May 2009  
 (notable accomplishments include raising funds for entrepreneurship-related activities and organizing business plan competition and simulations)  
 Member, University Admissions Committee, 2018-  
 Member, University Academic Planning Committee, 2018-  
 Member, WCB Annual Performance Review Committee, 2018-  
 Member, Center for International Business Advisory Board, Xavier University, 2009-2016  
 Member, Ethics, Religion and Society Committee, 2015-2018  
 Chair, WCB Intellectual contributions committee, 2003-04, Member 2001-03, 2004-07, 2015-18  
 Member, Core Curriculum Assessment Committee, 2015-2017  
 Member, Xavier University Discernment Committee II, 2010-2013  
 President, Beta Gamma Sigma Society, Xavier Chapter, 2003-2008  
 Organizing Committee: Ohio's first Entrepreneurship Simulation conference  
 Advisor for Coop studies, 2006-2010 Management, HR, Entrepreneurship  
 Member, Academic Quad Steering Committee, 2004-05, 2007-2009  
 Member, Board of Graduate Studies, 2003-2007  
 Member, Entrepreneurship Director Search Committee, 2005, 2004  
 Chair: XU Subquad Steering Committee: Business Collaboration, 2004-2005  
 Member, Curriculum committee, College of Business, Xavier University, 2000-2004  
 Member, Library Committee, Xavier University, 2000-2003  
 Faculty Advisor, Management Society, Xavier University, 2000-2005  
 Member, High-School Simulation Committee, 2000-2009  
 Management Department Faculty search committee, Xavier University, 2000-2005  
 Scholarship and Awards Committee, College of Business, Xavier University, 1995, 2000  
 Member, Xavier University Papers Board, 1999-2002  
 Faculty Advisor, Delta Sigma Pi, Xavier University, 1996-1998.