

**MAHESH P JOSHI**  
**School of Management, George Mason University**  
**Associate Professor: Global Strategy and Entrepreneurship mpjoshi@gmu.edu**  
**President (since 1996): Joshi International, Inc., jiiconsulting@gmail.com**

### **PROFESSIONAL INTERESTS**

**Research:** Managing strategic change, Corporate entrepreneurship, Global strategies  
**Teaching:** Global Strategy, Entrepreneurship, Managing Change, International Business & Strategy  
**Consulting:** Managing Strategic Change and Technology Management

### **ACADEMIC BACKGROUND**

**Ph.D.:** Temple University, Philadelphia, PA, Strategic Management and International Business, 1996  
**Post Graduate:** Xavier Institute of Management, Mumbai, India, International Business, 1984  
**B. S.:** St. Xavier's College, University of Bombay, Mumbai, India, Mathematics and OR, 1981

### **WORK EXPERIENCE**

#### **Academic Experience**

**Associate Prof.:** School of Management, George Mason University (2002 - Present)  
**Associate Prof.:** Haub School of Business, St. Joseph's University (2000- 2002)  
**Assistant Prof.:** Haub School of Business, St. Joseph's University (1994 - 2000)  
**Visiting Assistant Professor:** Villanova University (1992 - 1994)  
**Instructor (as a PhD student):** Temple University (1989 - 1992)

#### **Courses Taught at George Mason University**

**EMBA:** Capstone Course, Corporate Strategy, Business Strategy, International Residency  
**MS (in Technology and Bio Sciences):** Analysis of IT Industries, International Residency  
**MBA (regular and Corporate):** Corporate Strategy and Policy, Entrepreneurship, Global Strategy  
**Undergraduate:** Capstone Course, Models, Cross Cultural and Global Mgmt, Entrepreneurship

#### **Courses Taught at Other Institutes (St. Joseph's University, Loyola College, MD., Villanova University, and Temple University)**

**EMBA:** Corporate Strategy, Business Strategy, e-Business Strategies, Capstone course, Global Strategy, International Business, International Residency, Consulting Management  
**MBA (Regular and Pharmaceuticals Marketing):** Business Plan, Principles of Management, Merger and Acquisitions, Capstone Course, Entrepreneurship, International Management  
**MBA (China – St. Joseph's and Nan Jing U. joint program):** Managing Strategic Change  
**MS in Food Marketing:** Business Plan, Principles of Management  
**Undergraduate:** Capstone Course: Business Policy, Cross Cultural Management, Industry Analysis, Principles of Management

## Consulting Experience

Executive Training for Members of Society for Human Resource Management (since 2004)  
Executive Training for Members of Society for Human Resource Management, India (since 2008)  
Executive Training for Members of Department of commerce, Government of USA (since 2008)  
Strategic Management Consulting to entrepreneurial firms (since 1994): List of Selected consulting Activities:

- An Indian jewelry firm (www.suratdiamond.com): Development of Global Strategies
- A Moving Company, MD USA: Development of Business Strategy and Business Development
- A Media firm in Washington DC: Strategy and Organizational structure alignment
- A Firm in packaging industry, NJ: Strategic coach to the Owner
- A Pharmaceutical firm (Fortune 500 firm): Strategic Framework for Competitive Intelligence
- A Software firm based in India: Market entry strategies for the USA Market
- An import firm based in the USA: Import strategies for products from Latin America.
- A Ship breaking firm (based in India): Supply chain strategies in the USA

## Industry Experience

Project Executive, Hindustan Lever Ltd. (Unilever Group), India (1987 - 1987)  
Exports Sales Executive, Mafatlal Engineering Exports Ltd., India (1984 - 1986)  
Export Executive, Gokak Mills (Forbes Group), India (1983 - 1984)  
Export Executive, Allanasons Pvt. Ltd., India (1982 - 1983)  
Export Assistant, Bharat Diamond Industries, India (1981 - 1982)

## ACADEMIC RESEARCH:

### Articles in Refereed Journals

- Kathuria, R., **Joshi, M.P.**, & Dellande, S. (2008). International Growth Strategies of Firms: The Impact of Distinctive Characteristics of Services. *International Journal of Operations and Production Management*, 28 (10), 968-990.
- Samuels, L. **Joshi, M. P.**, & Demory, M. Y. (2008). Entrepreneurial Failure Due To Discrimination: Lessons on Managing the Exit Stage for Small Service Firms. Special issue of *Service Industries Journal*, 28 (7), 883-897.
- Das, S. R. & **Joshi, M. P.** (2007). Process Innovativeness in Technology Service Organizations: Roles of Differentiation Strategy, Operational Autonomy and Risk Taking Propensity, *Journal of Operations Management*, 25 (3), 643-660.
- Kathuria, R., **Joshi, M. P.**, & Porth, S. J. (2007). Organizational Alignment and Performance: Past Present and Future, *Management Decision*, 45 (3), 503-517.
- Kathuria, R. & **Joshi, M. P.** (2007). Environmental Influences on Corporate Entrepreneurship: Executive Perspectives on the Internet, *International Entrepreneurship & Management Journal*, 3, 127-144.
- Joshi, M. P.**, Davis, E. B., Kathuria, R., & Weidner, K. (2005). Experiential Learning Process: Exploring Teaching and Learning of Strategic Management Framework through the Winter Survival Exercise, *Journal of Management Education*, 29 (5), 672-695.
- Joshi, M. P.**, Sherman, H. & Schermerhorn, J. (2004). Strategy Implementation Styles of Malaysian, Thai and Hungarian Middle Managers, *Asian Aca of Management J*, 9 (2), 19-33.
- Kashlak, R. J., **Joshi, M. P.**, & Sherman, H. D. (2003). Board of Director Composition and Foreign Direct Investment: A longitudinal Study, *J of Current Research in Global Business*, 5 (8), 1-11.

## Articles in Refereed Journals (continued)

- Joshi, M. P.**, Kathuria, R., & Porth, S. (2003). Alignment of Strategic Priorities and Performance: An Integration of Operations and Strategic Management Perspectives, *Journal of Operations Management*, 21, 353-369. (**Top 25 most requested papers in Journal of Operations Management, 2002-2004, www.elsevier.com**).
- Joshi, M. P.** & Yermish, I. (2000). The Digital Economy: A Golden Opportunity for Entrepreneurs? *New England Journal of Entrepreneurship*, 3 (1), 15-21.
- Sherman, H., Kashlak, R., & **Joshi, M. P.** (2000). Corporate Governance and Industry Convergence, *Journal of Current Research in Global Business*, 2 (3), 32-39.
- Kathuria, R., Porth, S., & **Joshi, M. P.** (1999). Manufacturing Priorities: Do General Managers and Manufacturing Managers Agree? *International J of Production Research*, 37 (9), 2077-2092.
- Sherman, H., Kashlak, R., & **Joshi, M. P.** (1998). The Effect of the Board and Executive Committee Characteristics on the Degree of Internationalization, *J of Int Management*, 4:311-335.
- Kathuria, R., **Joshi, M. P.**, & Porth, S. (1998). Misalignment of Priorities Affecting OM: Has It Changed? *International Journal of Operations and Quantitative Management*, 4(1): 43-54.
- Joshi, M. P.**, Kashlak, R. J., & Sherman, H. D. (1998). How Alliances are Reshaping Telecommunications, *Long Range Planning*, 31(4): 542-548.
- Sherman, H., Beldona, S., & **Joshi, M. P.** (1998). Institutional Investor Heterogeneity: Implications for Strategic Decisions, *Corporate Governance: An International Review*, 6 (3): 166-173.
- Porth, S. J., Kathuria, R., & **Joshi, M. P.** (1998). Performance Impact of the Fit between Manufacturing Priorities of General Managers and Manufacturing Managers, *Journal of Business & Economics Studies*, 4 (1): 13-36.
- Sherman, H. D., Kashlak, R. J., & **Joshi, M. P.** (1998). Inside Board Members, Regulatory Change and Internationalization: The Case of the U.S. Telecommunications Industry, *International Journal of Organizational Analysis*, 6 (1): 32-49.
- McMillan, G. S., & **Joshi, M. P.** (1997). Sustainable Competitive Advantage and Firm Performance: The Role of Intangible Resources, *Corporate Reputation Review*, 1(1): 81-85.
- Joshi, M. P.**, & Inkpen, A. C. (1996). Cooperation in a Competitive World: A Framework of Global Strategic Alliances, *Competitive Intelligence Review*, 7(2): 46-55.
- Kashlak, R. J., & **Joshi, M. P.** (1994). Core Business Regulation and Dual Diversification Patterns in the Telecom Industry, *Strategic Management Journal*, 15(8): 603-611.

## Invited Articles and Book Chapters

- Joshi, M. P.** & Yermish, I. (2002). The Internet and Entrepreneurship. In Weinstein & Blau (Ed.) *Best Practices in Entrepreneurship*. Thomson Custom Publishing.
- Joshi, M. P.**, (2003). Implementing Strategies. In Stephen J. Porth (Ed.) *Strategic Management: A Cross-Functional Approach*. Prentice Hall.
- Kathuria, R., & **Joshi, M.P.** 2002. The Internet and Brick and Mortar Firms: Perceptions, Actions and Strategic Plans. *Economics and Business Review*, 21(1): 36-37.

## Book Reviews in Refereed Journals

- Joshi, M. P.** 1998. Review of *Leading Change*, by John Kotter. *Personnel Psychology*. 51(1):254-56.
- Joshi, M. P.** 1997. Review of *the Human Resource Challenge of International Joint Ventures*, by Diane J. Cyr. *Journal of International Management*. 3(3):241-243.

## Articles Under Review

Das, S. R. & **Joshi, M. P.** 2009. Process Innovativeness and Firm Performance in Technology Services Firms: The Effect of External and Internal Contingencies. Submitted to *IEEE Transactions on Engineering Management*. **Revise and Re-submit**, revision due November 2009.

## Working Papers (Near completion)

**Joshi, M. P.**, Kathuria, R. & Das, S. R. Process Renewal and the Internet: Linkages to Corporate Entrepreneurship and Organizational Renewal.

Patel, A. C., & **Joshi, M.P.** US Federal Government and Strategic Management Process: A case Study.

**Joshi, M. P.** & Das, S. R. Autonomy and Firm Performance in Technology Services Organizations.

**Joshi, M. P.** Corporate Entrepreneurship in an Emerging Economy: case study of India.

**Joshi, M. P.**, Shin, H., & Inkpen, A. Learning from Repeated Alliances: Effect on Performance.

**Joshi, M. P.** & Wolf, P. P., Mainkar, A. Recruiting for International Assignments and Global Competencies.

Andersen, T. J. & **Joshi, M.P.** Strategic Orientations of Internationalizing Firms: The I-R Framework.

**Joshi, M.P.**, Kathuria, R., & Das, S.R. Environmental Change and Corporate Entrepreneurship

**Joshi, M.P.**, Jambulingam, T., & Kathuria, R. Competitive Intelligence: Application of AHP.

Patel, A. C., & **Joshi, M.P.** US Federal Government Laws and its interpretation through the Strategic Management field.

**Joshi, M. P.** & Wolfe, J. Family ownership and preparedness for transition to next generation.

## Working Papers (Early Stage)

**Joshi, M. P.**, & Cronin, M. Entrepreneurship: Cognition and Motivation.

**Joshi, M. P.** International Entrepreneurship: A Review and Synthesis of Literature & Future Agenda.

**Joshi, M. P.** & Das, S. Team Characteristics and its Impact on Corporate Entrepreneurship.

**Joshi, M. P.** Preparedness for Transitions: An analysis of Small and Medium Enterprises.

Das, S. & **Joshi, M. P.** An Examination of Knowledge Base of the Firm

**Joshi, M. P.**, & Wolf, P. Global Competencies: Comparing US and UK firms.

Das, S. & **Joshi, M. P.** Top Management Team Support in Producing Organization-wide Innovations.

## Papers Published in Conference Proceedings (Since 2000)

Joshi, M. P. & Das, S. R. (2008). An Empirical Examination of Entrepreneurial Autonomy and Firm Performance In Technology Services Organizations. USASBE Conference to be held in San Antonio, TX, in January 2008. **Nominated for the "Best Paper" award.**

Joshi, M. P. & Das, S. R. (2007). Exploring Process Innovativeness and Firm Performance in Technology Services Organizations: Moderating Role of Environmental Hostility. *Decision Sciences Institute Conference*.

Joshi, M. P. & Das, S. R. (2005). Process Innovativeness and Firm Performance in Technology Services Organizations: Role of Risk Orientation and Environmental Hostility. *Decision Sciences Institute Conference*.

Beldona, S., Joshi, M. P., & Sherman, H. (2004). Myopic Institutional Investors: An Empirical Test of the Myopia Debate. *Southern Academy of Management*.

## Papers Published in Conference Proceedings (Since 2000 - continued)

- Joshi, M. P. & Das, S. (2004). Autonomy, Control and Performance in Technology Service Organizations. Decision Sciences Institute.
- Kathuria, R. & Joshi, M. P. (2004). Entrepreneurial Orientation in Light of Growth of the Internet: High-Tech Versus Low-Tech Services. *Decision Sciences Institute*.
- Joshi, M. P. (2004). A Comparison of Espoused and Practiced Skill Set of Global Managers for US MNEs: Is There A Gap? *Southern Academy of Management*.
- Joshi, M. P., Davis, E., Kathuria, R., & Weidner, C. K. (2003). Experiential learning process: Exploring teaching and learning of strategic management framework through the winter survival exercise. **BEST PAPER proceedings Academy of Management**, MED: D1-D6.
- Joshi, M. P., Jambulingam, T., & Kathuria, R. (2003). Measuring e-business Activities of Pharmaceutical Firms in Customer Relationship Management: Development of a Competitor Analysis Tool. *Southern Management Association 2003 Meeting*, 741-747.
- Kathuria, R. & Joshi, M. P. (2003). The Internet and the strategies of the firms: Does the technological orientation of the firm make a difference. *Third International Conference on Electronic Business*, 1-3.
- Kashlak, R., Joshi, M. P., & Sherman, H. (2003). Board of Directors Composition and Foreign Entry Mode: A Hierarchical Perspective. *Eastern Academy of Management*.
- Kathuria, R., Joshi, M. P., Davis, E., & Weidner, C. K. (2002). Experiential Exercises for Teaching Strategic Management Concepts: The Winter Survival Exercise Revisited. *Decision Sciences Institute Conference*, 877-882.
- Kashlak, R., Joshi, M. P., & Sherman, H. (2002). Corporate Governance, Diversification Initiatives and Global Industry Restructuring. *Strategic Management Society Annual Conference*.
- Joshi, M. P., Jambulingam, T., DeCarolis, D., & Kathuria, R. (2001). Measuring the web-based activities of Pharmaceutical Firms in Customer Relationship Management. *Decision Sciences Institute*.

## Presentation in Conferences (Since 2000)

- Patel, A., & Joshi M.P. (2009 October). Strategic Management Framework in Federal Government. A case Study. Washington DC.
- Das, S. R. & Joshi, M. P. (2009 August). Process innovativeness and firm performance in technology services. Chicago, IL.
- Das, S.R., Kathuria, R. & Joshi, M.P. (2009 May). Entrepreneurship and Process Renewal in Service Firms: Effect of the Internet. 2009 POMS Conference: Orlando, Florida.
- Joshi, M. P. (2008, December). Corporate Entrepreneurship in an Emerging Economy: A Focus on Innovation among Established Firms in India. Indian School of Business, India.
- Das, S. R. & Joshi, M. P. (2008 Nov). Antecedents of Process Innovativeness: An empirical examination. Decision Sciences Institute, National Meeting, Baltimore, Maryland.
- Joshi, M.P. (2008, Jan). An Examination of Autonomy As A Dimension of Entrepreneurial Orientation: Form Empirical Studies to the Classrooms. USASBE Conference held in San Antonio, TX.
- Joshi, M.P. (2007, August). Corporate Entrepreneurship: A Case of Established Firms in India. Presented at Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Joshi, M. P., & Kathuria, R. (2007, August). Environmental Scanning and Corporate Strategy: Differences between High Tech and Low Tech Firms. Presented at Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Joshi, M.P. (2006, Dec). Adoption of Corporate Entrepreneurship: A Proposed Contingency Framework for Firms in an Emerging Economy. Presented at International Research Conference on Entrepreneurship in Emerging Regions, at Indian School of Business, India.

## **Presentation in Conferences (Since 2000 – continued)**

- Joshi, M. P., Jambulingam, T., & Kathuria, R. (2006, November). Competitive Intelligence Using the AMC Perspective. Decision Sciences Institute Conference.
- Joshi, M.P., Shin, H., & Inkpen, A. (2006, August). Repeated Partners and Repeated Modes: An Analysis of Alliances, Learning, And Performance. Presented at Academy of Management Annual Meeting, Atlanta, Georgia.
- Joshi, M.P. & Das, S. R. (2006, Aug). The Role of Firm Size and Technology Intensity in Technology Services Organizations. Academy of Management Annual Meeting, Atlanta, GA.
- Kathuria, R., Joshi, M. P., & Dellande, S. (2006, Aug). International Growth Strategies: A Comparative Analysis of Manufacturing and Service Firms. Academy of Management Annual Meeting, Atlanta, Georgia.
- Samuels, L.B., Demory, M. Y., & Joshi, M. P. (2006, August). Entrepreneurial Failure: A Lesson about Civil Rights. Presented at Academy of Legal Studies in Business (ALSB), St. Petersburg, FL.
- Kathuria, R., Joshi, M. P., & Dellande, S. (2006, June). Distinctive Service Characteristics, Technology Intensity, and International Growth: A Conceptual Examination. POMS Conf., Carmel, CA.
- Andersen, T.J. & Joshi, M. P. (2006, May). Strategic Orientations of Internationalizing Firms: Integrating the I-R Framework and the RBV of the Firm. Presented at Annual Conference on Corporate Strategy (ACCS) 2006 in Berlin, Germany.
- Joshi, M.P. & Das, S. R. (2005, November). Process Innovativeness and Firm Performance in Technology Services Organizations: Role of Risk Orientation and Environmental Hostility. Presented at Decision Sciences Institute Conference, San Francisco, California.
- Joshi, M.P. & Wolf, P. (2005, October). International Recruiting: The KSAs Required For Senior Managers. Presented at Strategic Management Society Annual Conference, Orlando, Florida.
- Andersen, T.J. & Joshi, M. P. (2005, August). The Importance of the Strategic Orientations in the I-R Framework: An Empirical Study of Internationalizing Firms in Household Goods and Computer Products Industries. Presented at Academy of Management Annual Meeting, Honolulu, HI.
- Das, S.R. & Joshi, M. P. (2005, Aug). Autonomy, Technology Intensity, Environmental Hostility and the Performance: Does the Size matter? Academy of Management Meeting, Honolulu, HI.
- Das, S. & Joshi, M. P. (2005, June). Process Innovativeness in Technology Service Organizations: An Empirical Study. Presented at Tinbergen Conference, Fairfax, Virginia.
- Joshi, M.P. & Das, S. (2004, November). Autonomy, Control and Performance in Technology Service Organizations. Presented at Decision Sciences Institute, Boston, Massachusetts.
- Kathuria, R. & Joshi, M. P. (2004, November). Entrepreneurial Orientation in Light of Growth of the Internet: High-Tech Versus Low-Tech Services. Decision Sciences Institute, Boston, MA.
- Joshi, M.P. (2004, November). A Comparison of Espoused and Practiced Skill Set of Global Managers for US MNEs: Is There A Gap? Southern Academy of Management, San Antonio, TX.
- Beldona, S., Joshi, M. P., & Sherman, H. (2004, November). Myopic Institutional Investors: An Empirical Test of the Myopia Debate. Southern Academy of Management, San Antonio, TX.
- Andersen, T. & Joshi, M. P. (2004, Oct). Testing the Performance of Integration-Responsiveness Orientations in International Strategy. Strategic Management Society, San Juan, PR.
- Joshi, M.P. & Shin, H. (2004, Oct). Repeated Partners and Repeated Modes: An Analysis of Biotechnology Firms and Learning from Strategic Alliances. Strategic Management Society Annual Conference, San Juan, Puerto Rico.
- Joshi, M.P. (2004, August). Teaching Strategic Management: Going Beyond the Case Method. Professional Development Workshop at the Academy of Management, New Orleans, Louisiana.
- Andersen, T. & Joshi, M. P. (2004, July). The Performance of Integration-Responsiveness Orientations in International Strategy: Testing the Food Processing and Computer Products Industries. Presented at Academy of International Business, Stockholm, Sweden.

## Presentation in Conferences (Since 2000 – continued)

- Das, S. & Joshi, M. P. (2004, April). The effect of process innovativeness on the performance of high and low technology service companies. Second World POMS Conference, Cancun, Mexico.
- Joshi, M.P. & Beer, M. (2003, November). Strategic Management and Organization Development: An Integrated Approach to Executive Education. Presented at Strategic Management Society 23rd Annual International Conference, Baltimore, Maryland.
- Joshi, M.P. & Kathuria, R. (2003, November). Relationship between Corporate Entrepreneurship and the Growth of the Internet. Presented at Strategic Management Society 23rd Annual International Conference, Baltimore, Maryland.
- Joshi, M.P. (2003, November). Understanding Mergers and Acquisitions in the Pharmaceutical Industry. Presented at American Association of Pharmaceutical Scientists, Salt Lake, Utah.
- Dutta, A., Joshi, M. P., & Parsons, L. (2003, October). Business Continuity in financial Services: Perceptions of Senior Management. Presented at INFORMS Conference, Atlanta, Georgia.
- Avery, D. & Joshi, M. P. (2003, June). Explicating the Role on Inter-Group Dynamics in the international Adjustment Process. Eastern Academy of Management, Porto, Portugal.
- Joshi, M.P. (2003, April). Corporate Best practices 2003: Practical Guidance for Directors and Officers. Presented at the Corporate Governance Conference, Fairfax, Virginia.
- Joshi, M.P. & Kathuria, R. (2001, November). Netpreneurism: In Response to the Internet Growth. Presented at Decision Sciences Institute Conference, San Francisco, California.
- Joshi, M.P., Sherman, H., & Kashlak, R. (2001, October). Digital Pathways to Multinational Strategic Mentalities. Presented at Strategic Management Society Conference, San Francisco, CA.
- Joshi, M.P. & Kathuria, R. (2001, March). Changing Business Models Through Adoption of Entrepreneurism: A Response to Internet Challenges and Opportunities by Existing Brick and Mortar Firms. Presented at POMS Conference, Orlando, Florida.
- Kathuria, R. & Joshi, M. P. (2001, March). Globalization of Services: Do Service Characteristics Impact the Globalization Process? Presented at POMS Conference, Orlando, Florida.
- Sherman, H., Kashlak, R., & Joshi, M. P. (2000, November). Corporate Governance and Industry Convergence. Presented at Association for Global Business, Orlando, Florida.

## Research Grants

- 2006 - "Recruiting Global Managers: An Analysis of Practices and Outcomes", SHRM Foundation, (Applied for \$75,000 but not funded).
- 2003 - Dutta, A., Joshi, M.P., & Parsons, L., "Business Continuity in Financial Services: Perceptions of Senior Management" **(Funded for \$ 50,000)**.

## Thesis Advisor

- 2009-2010: Faculty advisor to Mike Provance, The George Washington University School of Business (Proposal defense planned for September 2009).
- 2008-2009: Faculty advisor to Kadri Kallas, School of Public Policy, George Mason University (Proposal defended Jan 2009).
- 2006-2007: Faculty advisor to Katie Baughman. A Doctoral Candidate, Industrial/Organizational Psychology, George Mason University (Thesis defended 2008).
- 2003-2005: Faculty advisor to Kara A Marsh, Department of Psychology, George Mason University. (Defended: 2005).
- 2001-2003: Faculty advisor to Jim Woodley, Graduate School of Management, Rutgers University, Newark, NJ. Title: Control Over Inputs in International Strategic Alliances: The Case of the U.S. Packaged Software Industry. (Defended: 2003).

## **SERVICE: Service to the University (George Mason University)**

### **Area assignments:**

#### ***Membership in committees:***

- 2008:2009: Search committee for one year visiting faculty position.
- 2008-2009: Review of journal list for tenure and promotion as well as compensation.
- 2005-2006: Review of business law course as a required course for management majors
- 2003-2004: Under graduate management curriculum revision committee
- 2003-2004: Ad Hoc committee on ethics in curriculum
- 2006-2007: Recruitment: Minor participation in OB search.
- 2005-2006: Recruitment for the strategy group: Assisted in interviewing candidates.
- 2004-2005: Minor Participation in search of an OB faculty.
- 2003-2004: Strategy Recruiting: two strategy/entrepreneurship faculty for the department.

#### ***Chair Position:***

- 2007-present: Coordinator, entrepreneurship staffing and conduct business plan competition, identify and invite judges for the competition, raise funds for the competition (identify and nurture sponsors).
- 2008-present: Coordinator of strategy subgroup to staff adjuncts, conduct school wide case competition, identify and invite judges for the competition
- 2006-2007: Ad Hoc Committee on reviewing graduate level entrepreneurship courses
- 2004-2005: Review of Capstone course UG
- 2004-2005: Chair of the Strategy Search Committee

### **College/School assignments:**

#### ***Chair position:***

- 2003-2005: Working Paper Series
- 2003-2005: Entrepreneurship working group

#### ***Membership in committees:***

- 2006-2007: Ad Hoc Committee on reviewing and creating EMBA course
- 2005-2006: SOMWEG: Member of the committee to promote entrepreneurship research

#### ***Other Institutional Service Activities:***

- 2006 - present: Faculty advisor to the student club: International Business Organization

### **University assignments:**

#### ***Entrepreneurship Related Institutional Service Activities:***

- 2004 – Present: **Chief Organizer** George Mason Research conference on Entrepreneurship: **MERC**
- 2005- Present: Assistance in organizing student conference for entrepreneurship: Young Entrepreneurship Academy (YEA)



## **University assignments:**

### ***Entrepreneurship Related Institutional Service Activities (continued):***

- 2006- Present: Supporting MBA-Engineering joint Entrepreneurship Course: I was a judge for the business plans created by the students of the program. Fall 2006 as well as Spring 2007.
- 2002- Present: Business Alliance: I have been active in representing SOM to Business Alliance that focuses on promoting entrepreneurship activities in the Northern VA region.
- 2005-2006: Assistance to the Engineering School in launching of a new Entrepreneurship course.
- 2004-2009: Participant at the Century Club (Business Alliance) 'Boot Camp' for entrepreneurs
- 2004-2009: SOM Representative to Century Club (Business Alliance).

## ***Service to the Profession:***

### **Reviewer - Article / Manuscript**

- Academy of Management Journal, (2001-2002, 2006-2009).
- International Journal of Operations and Productions Management(2004-2009).
- International Journal of Technology Management, (2004-2005).
- Journal of Business Venturing, (2006-2007).
- Journal of International Management, (2000-2008).
- Journal of Operations Management (2000-2009).
- Management International Review (2005-2006)
- New England Journal of Entrepreneurship (2000-2007).
- Production Operations Management, (2003-2007).
- The International Journal of Management Education (2006-2008).

### **Reviewer: Conferences**

- Academy of Management National Meeting (2001- 2009).
- Eastern Academy of Management (1998-2009).
- USASBE National Conference (2001-2003, 2007-2008).
- DSI National Conference (2005-2008).
- Southern Management Association (2003-2004).

### **Academic Conference: Discussant**

- USASBE National Conference (2007-2008)
- Eastern Academy of Management (1999-2000)
- Academy of Management, National Meeting, Chicago, Illinois. (1999-2000)

### **Editorial Review Board**

- 1999-2005: New England Journal of Entrepreneurship.

### **Chair: Conference / Track / Program**

- 2009-2010: BPS Track, Eastern Academy of Management, Maine
- 2004-2005: Academy of Management, Professional Development Workshop. New Orleans, LA.
- 2002-2003: Eastern Academy of Management Int. Conference Coordinator, Porto, Portugal.
- 2000-2001: BPS and Entrepreneurship Track, Eastern Academy of Management, Danvers, MA.
- 1999-2000: Eastern Academy of Management, International Management Track, Philadelphia, PA.
- 1999-2000: North-East AIB, Temple U., Conference Organizing Committee member, Philadelphia, PA

### **Professional Service Activities**

- 2009-2010: Entrepreneurship Steering committee of Northern Virginia Technology Council.
- 2004-2005: Entrepreneurship Steering committee of Northern Virginia Technology Council.
- 2004-2005: Northern Virginia Technology Council, Judge, for 'The Hot Tickets Award'.

### **Professional Presentation**

- 2004-2005: Management Development Institute, Presentation to Indian Executives on Corporate Entrepreneurship research. Gurgoan, India.
- 2004-2005: Management Development Institute, Presentation to MBA Strategy teachers in India on the case method in teaching strategy. March, Gurgoan, India.

## **Service to the University (St. Joseph's University)**

### **Area assignments:**

- 2000-2001: Chairperson, search committee for Strategy Positions as well as OB positions.
- 1999-2000: Member, evaluation of Executive MBA Management Curriculum.
- 1994-2000: Member, preliminary recruitment and selection team.
- 1996-1998: Member, Department Curriculum Revision Committee.
- 1994-2001: Member, evaluation of courses for transfer students.

### **Haub School of Business (HSB), AACSB Related Committees:**

- 2000-2001: Co-Chair, Outcome Assessment Committee.
- 1996-2001: Member, Outcome Assessment Committee.
- 1996-2001: Member, Business Policy -Integrative Course Design Team.
- 1995-1996: Member, Graduate Programs Review Committee.
- 1994-1995: Member, Intellectual Contribution Committee.

### **Haub School of Business, Other Committees:**

- 2000-2001: Founding President, SJU Chapter of Beta Gamma Sigma.
- 2000-2001: Academic Advisor, Executive MBA.
- 2000-2001: Member, MBA Curriculum Revision implementation Team.
- 1999-2000: Organizer, a breakfast series on e-Business Seminar.
- 1998-1999: Chairperson – Executive Committee, Faculty Council (elected position).
- 1997-1999: Member, Executive council of HSB faculty council.
- 1997-2001: Member, Executive MBA Admissions Committee.
- 1996-2001: Member, MS (International) Program, Admissions Committee.

### **University Level:**

- 2000-2001: Elected Member, Advisory Board for Faculty Compensation.
- 1997-2000: Director, Teaching Learning Center.
- 1997-2001: Elected Member, U. Council's Student Affairs Committee, Graduate programs.
- 2000-2001: Chairperson, Ad hoc committee sexual harassment policy at St. Joseph's U.
- 1999-2000: Advisory Member, Faculty Development Center for use of Technology.

## COMMUNITY SERVICE & AWARDS:

2002-2003: Northern Home Fund Board (Board of Trustees), President  
2002-2005: Northern Home Fund Board (Board of Trustees), Board of trustees  
1998 through 2002: Northern Home for Children, Board of Trustees, Philadelphia, PA.

## AWARDS & HONORS

### **Awards:**

2008: "**Business Engagement Award**" for being most active in building bridges with the local community, School of Management, George Mason University.

2007: "**Professor of the Year**" Awarded by the class of 2007 EMBA Students, Executive MBA Program School of Management, George Mason University.

2001: "**Sabbatical Award**": Awarded a RESEARCH sabbatical, St. Joseph's University.

1997: Kathuria, R., Porth, S., and Joshi, M. P. Performance Impact of the Fit between Manufacturing Priorities of General Managers and Manufacturing Managers. Annual conference held in Philadelphia PA, (**Award Winning**), Northeast Business & Economic Association.

1997: Research Recognition: **Research Merit Award**, St. Joseph's University.

1996: Sherman, H. D., Beldona, S., and Joshi, M. P. Institutional Investors: Four Distinctive Types. Annual conference, New Orleans, LA. (**Award Winning**), Southern Management Association.

1996: Sherman, H. D., Kashlak, R. J., and Joshi, M. P. Board of Directors Insiders, Regulatory Change and Internationalization in the Telecommunications Industry. Annual conference, Virginia Beach, VA. June (**Award Winning**), **AIB** - Northeast USA Chapter.

1996: Academic Advisor, Representing St. Joseph's University team, **Second Place Prize**, Philadelphia Area Annual Business Policy Case Competition (at Temple university).

1995: Academic Advisor, Representing St. Joseph's University team, **Third Place Prize**, Philadelphia Area Annual Business Policy Case Competition (at Temple university).

### **Honors:**

2007: "**Invited Speaker**" at the annual meeting of Society of Human Resource Management on the topic of Corporate Entrepreneurship held in Las Vegas.

2003: Joshi, M. P., Davis, E., Kathuria R., and Weidner C.K. Experiential learning process: Exploring teaching and learning of strategic management framework through the winter survival exercise. "**Nominated for the Best Paper**" award. Academy of Management.

1996: "**Excellent Reviewer**", Eastern Academy of Management.