

Dr. Pramodita Sharma
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School of Business Administration
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Education

Ph D, University of Calgary, 1997.
Major: Management
Dissertation Title: Determinants of the satisfaction of the primary stakeholders

MBA, Panjab Agricultural University, 1982.

BS, Panjab Agricultural University, 1980.

Non-UVM Employment History

Academic - Post-Secondary

ISB Visiting Scholar, Indian School of Business. (2018 - Present).
Senior Advisor and Senior Fellow at the Thomas Schmidheiny Center for Family Enterprise under the ISB Visiting Scholar Programme.

JIBS Advisory Board member, Jonkoping International Business School (JIBS). (January 1, 2022 - December 1, 2023).

STEP Global Director, Babson College. (2009 - 2014).

Family Owned Business Institute Research Scholar, Grand Valley State University. (2010 - 2011).

CIBC Distinguished Professor of Family Business, John Molson School of Business, Concordia Univ. (2010 - 2011).

Professor (w. tenure), John Molson School of Business, Concordia Univ. (2008 - 2011).

ToFT Visiting Professor in Family Business Studies, Jonkoping International Business School, Sweden. (2009).

Family Owned Business Institute Research Scholar, Grand Valley State University, USA. (2007 - 2008).

SBE Research Development Director, Wilfrid Laurier University. (2007 - 2008).

Affiliate Faculty Member, Austin Family Business Program, Oregon State University. (2006 - 2007).

Associate Dean: Faculty Development & Research, Wilfrid Laurier University. (2006 - 2007).

Visiting Professor, Center for Family Business Management, University of Calgary, Canada. (2004 - 2005).

Associate Professor, Wilfrid Laurier University. (2001).

Associate Professor w. tenure, Dalhousie University Halifax, NS. (2000).

Assistant Professor, Dalhousie University Halifax, NS. (1996).

Lecturer in Management, University of Sierra Leone Sierra Leone, Africa. (1986 - 1989).

Lecturer in Management, Thapar Institute of Engineering & Technology Patiala India. (1984 - 1985).

Lecturer in Commerce, Punjabi University, Patiala, India. (1982 - 1984).

Professional

Visiting Scholar, Kellogg School of Management. (June 2015 - April 2022).

Visiting Scholar at the John Ward Family Business Center @ Kellogg School of Management is a 'stand-by' sort of a position. The Center Director may reach out to me to help teach one or more executive education programs. The last time I taught was from April 10-15, 2022.

Primary Care Giver, Panda Day Care Center, Calgary, Canada. (1991 - 1992).

High School Teacher, Indian Language School, Lagos, Nigeria. (1989 - 1991).

Country marketing representative, UNICEF. (1987 - 1989).
Research project manager for UNDP

Officer, State Bank of India. (1985 - 1986).

Manager in own family businesses in India. (1978 - 1981).

Manager in own family businesses in India that includes cold storages, real estate development / management business, and car dealerships

Professional Memberships

Family Firm Institute. (1997 - Present).

Academy of Management. (1996 - Present).

Member, Journal of Small Business Management. (2012).

Awards and Honors

The FamCap25 - The Top Family Enterprise Academics(ranked #3 out of Top 25 in the world), Family Business United. (2024).

The Family Business Hall of Fame, Family Business United. (2022).

Top 100 Family Business Influencers in the World (1 of 16 academics), Family Capital. (2022). https://www.famcap.com/2020/08/the-top-100-family-influencers-academics/

Top 100 Family Business Influencers in the World (1 of 13 academics), Family Capital. (2020). https://www.famcap.com/2020/08/the-top-100-family-influencers-academics/

Lifetime Influence and Impact Award, FERC. (2015). The highest form of peer recognition in family business studies, this award is presented to individuals who have provided sustained and distinguished leadership toward the growth and development of family businesses and/or family business research and scholars.

Doctor Honoris Causa (Honorary Doctorate), Witten / Herdecke University. (2014). For the many contributions to the development of the Family Business Research Field and its Academic Community.

2009 Dean's Award for Distinguished Scholarship (Senior Scholar category). (2009).

Appointed Fellow of the Family Firm Institute. (2009).

Best Reviewer Award, Entrepreneurship Theory & Practice. (2007).

Research Merit Awards, Wilfrid Laurier University. (2005).

Representative for the Ontario Council on University, Wilfrid Laurier University's. (2004). One of three scholars chosen to represent the university and the only one from the School of Business & Economics

Research Merit Awards, Wilfrid Laurier University. (2004).

Award of Excellence Honorable mention, ASAC (Administrative Sciences Association. (2003).

Best Unpublished Research Paper Award, FFI (Family Firm Institute). (2003).

Research Merit Awards, Wilfrid Laurier University. (2003).

Best Unpublished Research Paper Award, FFI (Family Firm Institute). (2002).

Research Merit Awards, Wilfrid Laurier University. (2002).

Best Paper Award, CCSBE (Canadian Council of Small Business and. (1999).

Best Unpublished Research Paper Award, FFI (Family Firm Institute). (1999).

Award of Excellence Honorable mention, ASAC (Administrative Sciences Association. (1998).

NFIB Dissertation Award for Outstanding research in the fields of Entrepreneurship, Entrepreneurship Division, Academy of Management. (1998).

Slanted Dome Paperweight Honorable Mention Award for an excellent dissertation in, FFI (Family Firm Institute). (1998).

The Brian Farlinger Award for Emerging Researchers, CCSBE (Canadian Council of. (1998).

TEACHING

Teaching Experience

The University of Vermont (only includes courses taught since 2001)

BSAD 137, Entrepreneurial Leadership, 6 courses.
BSAD 138, New Venture Creation I, 1 course.
BSAD 196, ST: Entrepreneurial Leadership, 1 course.
BSAD 235, Entrepreneurial Family Firms, 7 courses.
BSAD 290, Strategic Theme Capstone: ENT, 3 courses.
BSAD 295, Entrepreneurial Family Firms, 3 courses.
BSAD 301, Entrepreneurial Leadership and Mindset, 1 course.
BSAD 303, Entrepreneurial Leadership and Mindset, 1 course.
BSAD 304, Entrepreneurial Family Business, 2 courses.
BSAD 335, Entrepreneurial Family Business, 2 courses.
BSAD 336, Sustainable Family Enterprise II, 1 course.
BSAD 395, Entrepreneurial Leadership and Mindset, 2 courses.
BSAD 396, Entrepreneurial Family Business, 1 course.
BUS 3350, Entrepreneurial Family Firms, 3 courses.
BUS 6450, Sust Family Business I, 3 courses.
BUS 6451, Sust Family Business II, 2 courses.
MBA 301, Entrepreneurial Family Business, 1 course.
MBA 302, Entrepreneurial Leadership and Mindset, 5 courses.
MBA 304, Entrepreneurial Family Business, 1 course.
MBA 6010, Entrepreneurial Family Business, 3 courses.

Non-Credit Instruction

Certification, Fribourg, 25 participants. (October 7, 2013). I will be compensated for customizing a four hour session for the Executive MBA Fribourg University Group. The rate of compensation will be \$750 for a four hour session (Hrly wage is \$187.50) on October 7, 2013. Topic: Entrepreneurial Family Firms.

Management/Executive Development, Family Business Initiative, 12 participants. (April 13, 2012). Delivery of Life Stages in Entrepreneurial Family Firms program to the Vermont Next Gen Academy 2012

Directed Student Learning

Doctoral Advisory Committee Member, "Navigating Family Business: An Exploratory Study on Women's Role and Contributions in Indian Family Enterprises.." (2020 - November 25, 2024). Advised: Vanitha Datla

Doctoral Advisory Committee Member, "The role of capabilities in the ownership succession processes of Business Families in Southeast Asia.." (2019 - October 3, 2024). Advised: Alexander Bergfeld

Workload Information, "Workload for AY18/19 and AY19/20 each reduced by 2 credits to offset banked credits from prior years. 4 banked credits remain and will be factored into future

workload assignments. It was agreed that Prof. Sharma's teaching assignments in the SEMBA program in AY 14/15, AY15/16, AY 16/17 and AY 17/18 (8 credits total, 2 credits per year) falls outside her defined workload and has been accounted for as such. This will be factored in future workload assignments.." (September 1, 2019 - May 2022).

Undergraduate Honors Thesis, "Career Pathways of Female and Male Leaders in Business and Politics: An Exploratory Comparative Study of Career Progression and Work-Life Management.," BSAD – General Business. (2020).
Advised: Victoria Biondolillo

Awards and Honors

2nd Place Winner - WDI 2023 Global DEI Case Writing Competition, WDI Publishing, University of Michigan. (September 2023). Please Note: The award amount of \$5,000 was shared by three winners.

Star Professor, Family Capital. (2015). List of 25 Best Schools and their Star Professors for the sons and daughters of family business dynasties.

RESEARCH

Published Intellectual Contributions

Books

Sharma, P., Sharma, S. (2021). *Pioneering Family Firms' Sustainable Development Strategies*. Northampton, Massachusetts: Edward Elgar Academic Publishing.

Sharma, S., Sharma, P. (2019). *Patient Capital: The Role of Family Firms in Sustainable Business* (pp. 240). Cambridge: Cambridge University Press.

Cohen, A., Sharma, P. (2016). *Entrepreneurs in Every Generation: How Successful Family Businesses Develop Their Next Leaders* (pp. 264). California: Berrett-Kohler Publishers.

Sharma, P. (2015). In Pramodita Sharma & Leif Melin (Ed.), *Family Business: Four Volume Set* (vol. I, II, III, IV, pp. 1752). London: SAGE Library in Business & Management.

Sharma, P., Auletta, N., DeWitt, R.-L., Parada, M., Yusof, M. (2015). *Developing Next Generation Leaders for Transgenerational Family Enterprises*. Massachusetts: Edward Elgar.

Sharma, P., Sieger, P., Nason, R., Gonzalez, A. C., Ramachandran, K. (2014). *Exploring Transgenerational Entrepreneurship: The Role of Resources and Capabilities* (pp. 208). Edward Elgar Publishing.

Melin, L., Nordqvist, M., Sharma, P. (2014). *The SAGE Handbook of Family Business* (pp. 680). SAGE.

- Sharma, P., Yusof, M., Parada, M. J., DeWitt, R.-L., Auletta, N. (2014). The Global Booklet: Volume II Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries. *Edited Booklet for Family Business Scholars and Owners* (pp. 93 pages).
- Massis, A. d., Sharma, P., Chua, J. H., Chrisman, J. J. (2012). *Family Business Studies: Review and Annotated Bibliography* (pp. 299). Northampton, Massachusetts: Edward Elgar Publishing.
- Hoy, F., Sharma, P. (2010). In M Morris & D Ireland (Ed.), *Entrepreneurial family firms* (pp. 250). New Jersey: Pearson Prentice Hall.
- Sharma, P., Chrisman, J. J., Chua, J. H. (1996). *A Review and Annotated Bibliography of Family Business Studies*. (pp. 292 pages). Norwell, Massachusetts: Kluwer Academic Publishers.

Book Chapters

- Widz, M., Michael-Tsabari, N., Sharma, P. (2025). The Heterogeneity of Governance Behavior in Family Enterprises: Complexity from The Power Perspective.. In Brian Bolton and Jung Park (Ed.), *BOOK: Advancing Corporate Governance Research: Emerging New Structures and Directions*.. Edward Elgar Publishing.
- Sharma, P., Sharma, S. (2024). Sustainability.. In Carole Howorth and Allan Discua Cruz (Ed.), *BOOK: Elgar Encyclopedia of Family Business*.. Edward Elgar Publishing.
- Sharma, P. (2021). Ground rules between non-family executives and family members joining the family business. In Peter Jaskiewicz & Sabine Rau (Ed.), *BOOK: Building the Future: 35 Questions that Next Generation Members in Enterprising Families Ask*.
- Sharma, P., DeWitt, R.-L. (2021). Social Capital as a Pathway to Sustainability at State Garden Inc.. *Pioneering Family Firms' Sustainable Development Strategies*. Northampton, Massachusetts: Edward Elgar Academic Publishing.
- Sharma, S., Sharma, P., Schuetz, A. (2021). Supreme Creations and the Wings of Hope: A Symbiotic Care of Environment and Society. *Pioneering family firms' sustainable development strategies*. Northampton, Massachusetts: Edward Elgar Academic Publishing.
- Sharma, S., Sharma, P., Steiner, A. (2021). Sustainability Comes Naturally: Rocky Mountain Soap Company, A Purpose Driven Family Business. *Pioneering family firms' sustainable development strategies*. Northampton, Massachusetts: Edward Elgar Academic Publishing.
- Cohen, A. R., Sharma, P. (2021). Sustaining a Multi-Generational Family Enterprise Through Ambidextrous Leadership.. In Matthew Allen and William Gartner (Ed.), *BOOK: Family Entrepreneurship - Insights from Leading Experts on Successful Transgenerational Entrepreneurial Families*. (pp. 99-112). Palgrave MacMillan Publishers.
- Sara, D., Nadkarni, R., Sharma, P., Chrisman, J. J. (2021). Transgenerational Succession in Family Firms: A Psychological Perspective. In Rüsen, T. A. (Ed.), *BOOK: Theory and Practice of Business Families and Family Businesses: Commemorative Publication for Arist von Schlippe*. (pp. 112-117). Göttingen: Vandenhoeck & Ruprecht.
- Bhatnagar, N., Ramachandran, K., Sharma, P. (2020). Religion and Business Families' Philanthropic Practices. In Alfredo De Massis and Nadine Kammerlander (Ed.), *Handbook of Qualitative Research Methods for Family Business*. Edward Elgar Publishing.
- Odom, D., Chang, E. C., Chrisman, J. J., Sharma, P., Steier, L. (2019). Family Business Research (2006-2013): Most Influential Theories & Articles. In Esra Memili and Clay Dibrell

- (Ed.), *BOOK: The Palgrave Handbook of Heterogeneity Among Family Firms*. Palgrave MacMillan Publishers.
- Sharma, P., Sharma, S. (2019). Ideas in local spaces: Sustainability & Family Enterprise. In Andrew Sturdy, Stefan Heusinkveld, Trish Reay, and David Strang (Ed.), *The Oxford Handbook of Management Ideas*. Oxford University Press.
- DeWitt, R.-L., Auletta, N., Parada, M. J., Yusof, M., Sharma, P. (2015). Developing Next Generation Leaders. *Developing Next Generation Leaders for Transgenerational Entrepreneurial Family Enterprises*. Massachusetts: Edward Elgar.
- Sieger, P., Ramachandran, K., Sharma, P. (2014). *Exploring Transgenerational Entrepreneurship: Implications and Conclusions* (pp. 192-207). Edward Elgar Publishing.
- Nason, R. S., Gonzalez, A. C., Sharma, P. (2014). *Exploring Transgenerational Entrepreneurship: The role of intangible resources* (pp. 1-19). Edward Elgar Publishing.
- Sharma, P., Nordqvist, M., Melin, L. (2014). *Scope, Evolution and Future of Family Business Studies* (pp. 22). SAGE Publishers.
- Sharma, P., Chua, J. H., Chua, J. J. (2014). Succession planning. In M Morris & D. Kuratko (Ed.), *The Wiley Encyclopedia of Management* (3rd edition ed.). Wiley & Sons Publishers.
- Sharma, P., Frank, H. (2013). In Ritch Sorenson, Andy Yu, Tom Lumpkin, Keith Brigham (Ed.), *Family Business Roles* (pp. 215 - 276). Edward Elgar Publishing.
- Sharma, P., Salvato, C. (2013). In Paloma Fernandez Perez & Andrea Colli (Ed.), *Family firm longevity: A balancing act between continuity and change* (pp. 34-56). New York: Cambridge University Press.
- Sharma, P., Nordqvist, M. (2013). In Panikkos Poutziouris, Kosmos Smyrnios, Sanjay Goel (Ed.), *Using configuration approach to understand the reasons for and consequences of varied family involvement in business* (vol. II, pp. 142-160). Edward Elgar Publishing.
- Brundin, E., Sharma, P. (2012). *Emotional messiness in family firms* (pp. 55-71). Springer Publishers.
- Sharma, P. (2010). In Alex Stewart, G.T. Lumpkin, Jerry Katz (Ed.), *Advancing the 3Rs of family business scholarship - Rigor, Relevance, Reach* (vol. 12, pp. 383-400). Emerald Group Publishing Company.
- Salvato, C., Chirico, F., Sharma, P. (2010). *Understanding exit from founder's business in family firms*. (vol. 12, pp. 31-85). Emerald Group Publishing Company.
- Sharma, P., Nordqvist, M. (2008). *A classification scheme for family firms: From family values to effective governance to firm performance*. (pp. 71-101). Palgrave Macmillan Publishers.
- Hoy, F., Sharma, P. (2008). In 10-12 (Ed.), *Entrepreneurial governance in the family firm*. Philadelphia, Pennsylvania: Family Business Publishing Co.
- Hoy, F., Sharma, P. (2006). In Panikkos Poutziouris, Kosmos Smyrnios, Sabine Klein (Ed.), *Navigating the family business education maze* (Chapter 1 ed., pp. 11-24). Edward Elgar Publishing.
- Sharma, P. (2006). In EJ Poza (Ed.), *Succession: Continuing entrepreneurship and the next generation*. (2nd edition ed., pp. 107-136). Thomson South-Western.

Sharma, P., Chua, J. H., Chrismann, J. J. (2005). In M. Hitt & D. Ireland (Ed.), *Succession planning* (vol. III, pp. 231-233). Oxford: Blackwell.

Chua, J. H., Chrisman, J. J., Sharma, P. (2002). In J.J.Chrisman, JAD Holbrook, JHChua (Ed.), *Family and non-family priorities in family firms: Preliminary evidence*. (pp. 299-320). University of Calgary Press.

Refereed Journal Articles

Hoch, F., Seyberth, L., Faherty, C., Clinton, E., Sharma, P. (2025). Can women save a man's world? The influence of gender-discriminating institutions on female CEOs CSR performance.. *Journal of Business Ethics (GSB Top Tier)*(=).

Chrisman, J. J., Wu, Z., De Massis, A., Sharma, P., Steier, L. (2025). A Tribute to the life and work of Jess Chua.. *Entrepreneurship Theory & Practice (GSB Top Tier)*.

Sharma, S., Sharma, P. (2024). Temporal depth and directionality: Competitive advantage for sustainable family enterprises. *European Journal of Family Business*, 14(1), 5-18.

Block, J., Sharma, P., Benz, L. (2023). Stakeholder Pressures and Decarbonization Strategies in Mittelstand Firms.. *Journal of Business Ethics (GSB Top Tier)*(=).

Bloemen-Bekx, M., Gils, A. V., Lambrechts, F., Sharma, P. (2019). Nurturing offspring's affective commitment through family governance mechanisms.. *Journal of Family Business Strategy*, 12(2).

Bhatnagar, N., Sharma, P., Ramachandran, K. (2019). Spirituality and Corporate Philanthropy in Indian Family Firms: An Exploratory Study. *Journal of Business Ethics*, 163(4), 715-728.

Orlando, L.-C., Muayyad, J., Sharma, P. (2019). Temporality and the role of shocks in explaining socioemotional wealth and family business entrepreneurial orientation. *International Entrepreneurship and Management Journal*.

Sharma, P., Chrisman, J. J., Chua, J. H., Steier, L. (2019). Family firm behavior from a psychological perspective. *Entrepreneurship Theory & Practice*, 44(1), 3-19.

Daspit, J. J., Chrisman, J. J., Sharma, P., Pearson, A. W., Mahto, R. V. (2018). Governance as a Source of Family Firm Heterogeneity.. *Journal of Business Research (GSB TIER 2)*.

Garcia, P. R., Sharma, P., Massis, A. D., Wright, M., Scholes, L. (2018). Perceived parental behaviors and next-generation engagement in family firms: A social cognitive perspective. *Entrepreneurship Theory & Practice*, 43(2), 224-243.

Sharma, P., Debicki, B. J., Dawson, A., Kellermanns, F. W. (2017). Behavioral Issues in Family Enterprises. . *International Journal of Management and Enterprise Development*, 16(1/2), 1-12.

Daspit, J. J., Chrisman, J. J., Sharma, P., Pearson, A. W., Long, R. G. (2017). A Strategic Management Perspective of the Family Firm: Past Trends, New Insights, and Future Directions.. *Journal of Managerial Issues*, 29(1), 6-29.

Sharma, P. (2016). 2015 - A year in Review. *Family Business Review*, 29(1), 7-10.

- Short, J., Sharma, P., Lumpkin, G. T., Pearson, A. W. (2016). Oh, The Places We'll Go: Reviewing Past, Present, and Future Possibilities in Family Business Research. *Family Business Review*, 29(1).
- Sharma, P. (2016). The Job Of A Journal Editor. *Family Business Review*, 29(3).
- Salvato, C., Sharma, P., Wright, M. (2015). Learning patterns and approaches to family business education around the world – Issues, insights and research agenda.. *Academy of Management Learning & Education*, 14(3), 307-320.
- Dawson, A., Sharma, P., Irving, G., Marcus, J., Chirico, F. (2015). Predictors of Later Generation Family Members' Commitment to Family Enterprises. *Entrepreneurship Theory & Practice*, 39(3), 545-569.
- Pearson, A. W., Sharma, P. (2015). Referencing in Scholarly Articles. *Family Business Review*, 28(3), 188-192.
- Dawson, A., Irving, P. G., Sharma, P., Chirico, F., Marcus, J. (2014). Examining the behavioral outcomes of next generation family members' commitment to their firm. *European Journal of Work and Organizational Psychology*, 23(4), 570-581.
- Sharma, P., Gagne, M., de Massis, A. (2014). Family Business: A fertile ground for research on time, teams, and positive organizational study. *European Journal of Work and Organizational Psychology*, 23(5), 674-679.
- Nordqvist, M., Sharma, P., Chirico, F. (2014). Family firm heterogeneity and governance: A configuration approach. *Journal of Small Business Management*, 52(2), 192-209.
- Sharma, P., Salvato, C., Reay, T. (2014). Temporal Dimensions of Family Enterprise Research. *Family Business Review*, 27(1), 10-19.
- Gagne, M., Sharma, P., de Massis, A. (2014). The study of organizational behavior in family business. *European Journal of Work and Organizational Psychology*, 23(5), 643-656.
- Sharma, P., Chua, J. H. (2013). Asian family enterprises and family business research. *Asia Pacific Journal of Management*(30), 641-556.
- Sharma, P., Wright, M. (2013). Sustaining a publications career. 26(4), 1-11.
- Sharma, P., Reuber, R. (2013). The anatomy of a paper. 26(2), 113-120.
- Sharma, P. (2013). 2012 - A year in Review. *Family Business Review*, 26(1).
- Sharma, P., Chrisman, J. J., Gersick, K. E. (2012). 25 years of Family Business Review: Reflections on the past and perspectives for the future. *Family Business Review*, 25(1), 5-15.
- Sharma, P., Carney, M. (2012). Value creation and performance in private family firms: Measurement and methodological issues (Editorial). *Family Business Review*, 25(233).
- Garcia-Castro, R., Sharma, P. (2011). Family Involvement - Firm Performance link: Winning configurations revealed by set-theoretic methods.. *Universia Business Review*.
- Sharma, P. (2011). Strategic entrepreneurial behaviors in family businesses. *International Journal of Entrepreneurship and Innovation Management (IJEIM)*, 13(1), 4-11.

- Sharma, P., Salvato, C. (2011). Exploiting and exploring new opportunities over life cycle stages of family firms.. *Entrepreneurship Theory & Practice*, 35(6), 1199-1205.
- Sharma, P., Sharma, S. (2011). Drivers of proactive environmental strategy in family firms. *Business Ethics Quarterly: The Journal of the Society for Business Ethics*, 21(2), 309-334.
- Salvato, C., Chirico, F., Sharma, P. (2010). A farewell to the business: Championing exit and continuity in entrepreneurial family firms. *Entrepreneurial and Regional Development: An International Journal*, 22(3-4), 321-348.
- Montemerlo, D., Sharma, P. (2010). Factors influencing the stocks and flows of bonding social. *International Journal of Entrepreneurial Venturing (IJEV)*, 2(3/4), 246-261.
- Chrisman, J. J., Chua, J. H., Sharma, P., Yoder, T. R. (2009). What CPAs Should Know about Guiding Family Firms through the Succession Process. *CPA Journal*(June), 48-51.
- Sharma, P., Chrisman, J. J., Chua, J. H. (2008). Managing the family firm: Introduction and Implications. *Zeitschrift für KMU und Entrepreneurship*, 56, 1-7.
- Sharma, P. (2008). Familiness: Capital stocks and flows between family and business. *Entrepreneurship Theory and Practice*, 32(6), 971-977.
- Sharma, P., Smith, B. (2008). Ed's dilemma: Succession planning at Niagara Paving. *Entrepreneurship Theory and Practice*, 32(4), 775-777.
- Sharma, P., Hoy, F., Astrachan, J. H., Koiranen, M. (2007). The practice driven evolution of family business education. *Journal of Business Research*, 60(10), 1012-1021.
- Chrisman, J. J., Chua, J. H., Sharma, P. (2005). Trends and directions in the development of a strategic management theory of the family firm. *Entrepreneurship Theory & Practice*, 29(5), 555-576.
- Sharma, P., Manikutt, S. (2005). Strategic divestments in family firms: Role of family structure and community culture. *Entrepreneurship Theory and Practice*, 29(3), 293-312.
- Sharma, P., Irving, G. (2005). Four bases of family business successor commitment: Antecedents and consequences. *Entrepreneurship Theory and Practice*, 29(1), 13-33.
- Zahra, S. A., Sharma, P. (2004). Family business research: A strategic reflection. *Family Business Review / SAGE Publishers*, 17(4), 331-346.
- Sharma, P. (2004). An overview of the field of family business studies: Current status and directions for future. *Family Business Review / SAGE Publishers*, 17(1), 1-36.
- Sharma, P. (2003). Predictors of Satisfaction with the Succession Process in Family Firms.. *Journal of Business Venturing / Elsevier Publishers*, 18(5), 667-687.
- Sharma, P. (2003). The Transacting Cognitions of Non-Family Employees in the Family Businesses Setting.. *Journal of Business Venturing / Elsevier Publishers*, 18(4), 533-551.
- Sharma, P., Chua, J. H., Chrisman, J. J. (2003). Succession and Nonsuccession Concerns of Family Firms and Agency Relationship with Nonfamily Managers. *Family Business Review / SAGE Publishers*, 16(2), 89-107.
- Sharma, P., Chua, J. H., Chrisman, J. J. (2003). Succession Planning as Planned Behavior: Some Empirical Results.. *Family Business Review / SAGE Publishers*, 16(1), 1-15.

- Sharma, P., Chrisman, J. J., Pablo, A., Chua, J. H. (2001). Determinants of initial satisfaction with the succession process in family firms: A conceptual model.. *Entrepreneurship Theory and Practice*, 25(3), 1-19.
- Sharma, P., Chua, J. H., Chrisman, J. J. (2000). Perceptions about the extent of succession planning in Canadian Family Firms.. *Canadian Journal of Administrative Sciences*, 17(3), 233-243.
- Chua, J. H., Chrisman, J. J., Sharma, P. (1999). Defining the family business by behavior.. *Entrepreneurship Theory & Practice*, 23(4), 19-39.
- Sharma, P., Chrisman, J. J. (1999). Toward a reconciliation of the definitional issues in the field of Corporate Entrepreneurship.. *Entrepreneurship Theory and Practice*, 23(3), 11-27.
- Chrisman, J. J., Chua, J. H., Sharma, P. (1998). Important attributes of successors in family businesses: An exploratory study.. *Family Business Review / SAGE Publishers*, 11(1), 19-34.
- Sharma, P., Chrisman, J. J., Chua, J. H. (1997). Strategic Management of the Family Business: Past Research and Future Challenges.. *Family Business Review / SAGE Publishers*, 10(1), 1-35.

Conference Proceedings

- Sharma, S., Sharma, P., Gerlitz, A. (2024). *Environmental Strategies in Family Firms: The Role of Informal Governance*.. STEP Global Summit.
- Sharma, S., Sharma, P., Gerlitz, A. (2024). *When the Times get Rough, the Tough get Going. How Family Firms Pursue their Environmental Strategies in Times of Crisis*.. Group of Researchers on Organizations and the Natural Environment.
- Sharma, S., Sharma, P. (2023). *Resolving the paradox of sustainability: Subjective interpretation of cyclical time as an advantage for family enterprises*.. STEP Global Summit.
- Sharma, S., Sharma, P. (2020). Investing for the long-term: The role of family firms in sustainability. *The 12th Annual Sustainability, Entrepreneurship and Ethics Conference*. San Juan, PR:.
- Sharma, S., Sharma, P. (2019). The role of family firms in environmental sustainability: An integrative model. *Symposium by the ENT - Entrepreneurship, ONE – Organizations & the Natural Environment, STG – Strategy Divisions*. Boston, Massachusetts: 79th Annual Academy of Management.

Journal Articles

- Holt, D., Pearson, A. W., Payne, T. G., Sharma, P. (2018). Family business research as a boundary spanning platform. *Family Business Review (GSB TIER 2)*, 31(1), 14-31.
- Payne, T., Sharma, P. (2018). Looking back and moving on. *Family Business Review*, 31(1), 6-13.
- Sharma, P. (2017). 2016 - A Year in Review. *Family Business Review*, 30(1), 7-10.
- Chrisman, J. J., Sharma, P., Chua, J. H. (2017). The Mindset of Editors and Reviewers. *Family Business Review*.

Sharma, P. (2014). 2013: A year in Review. *Family Business Review*, 27(1), 7-9.

Sharma, P., Blunden, R., Labaki, R., Michael-Tsabari, N., Rivera Algarin, J. (2013). Analyzing family business cases: Tools and techniques. *Case Research Journal*, 33(2), 1-20.

Chrisman, J. J., Sharma, P., Steier, L. P., Chua, J. H. (2013). The influence of family goals, governance, and resources on family outcomes. *Entrepreneurship Theory & Practice*, 33(7), 1249-1261.

Monographs

Chrisman, J. J., Chua, J. H., Sharma, P. (2003). *Current Trends and Future Directions in Family Business Management Studies: Toward a Theory of the Family Firm*. Coleman Foundation White Paper Series.

Other

Marchisio, G., Sharma, P. (2025). *Asian Food Distributors Inc., Vancouver*. Columbia Case Works.

Sharma, P., Hart, S., LaJoie, B. (2024). *Cascade Engineering's Sustainability Crossroads: Staying True to Purpose*. Michigan: WDI Publishing, University of Michigan.

Sharma, P., DeWitt, R.-L., Bass, L. (2023). *Continuity Planning for a Third-Generation Family Business*. SAGE Family Business Cases.

Sharma, P., Venugopal, S., Mallett, N. (2023). *Rhino Foods' People-Profit Dilemma: Inclusive Workplace Challenges & Opportunities*. WDI Publishing.

Gamble, E., Sharma, P., Venugopal, S., Szacilo, A. (2022). *Combating the Trafficking of Girls in Nepal: The Journey of a Family Social Enterprise*. SAGE Family Business Cases.

Sharma, P. (2021). *Sustainability in Action: What does it take to make it work?*. Tharawat Magazine: Family Business Voice.

Sharma, P., Sharma, S., Seow, C. (2021). *Transforming Legacy Family Enterprises for Sustainable Development*. FFI Practitioner.

Sharma, P. (2020). SHORT CASE: Entrepreneurial Pivot at 175-year old Curtis Packaging: From Sustainable Packaging to Plastic Face Shields in Two Weeks. *STEP Learning Cases*. STEP Learning Cases.

Bang, N., Sharma, P. (2020). The Malaxmi Group: An Empowered Team in Action amidst a Global Pandemic. *STEP Learning Cases*. STEP Learning Cases.

Cohen, A. R., Sharma, P. (2017). *A Key Trend in India & Asia: Professionalization of the Family Business*. Asian Institute of Family Managed Business.

Cohen, A. R., Sharma, P. (2016). *Building Entrepreneurs Across Generations Requires Influence*. The FFI Practitioner.

Auletta, N., DeWitt, R.-L., Parada, M. J., Sharma, P., Yusof, M. (2014). How Are Entrepreneurial Family Businesses Sustained Over Time?. *The Global Booklet: Volume II Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries* (pp. 3-11).

Sharma, P. (2014). *Evolution in thinking about generational transition in family enterprises*. The FFI Practitioner.

Sharma, P. (2005). In Joe Astrachan (Ed.), *Managing for the long run: Lessons in Competitive Advantage* (3rd ed., vol. 18, pp. 259-263). Boston, Massachusetts: Harvard Business School Press.

Sharma, P. (2000). In Joe Astrachan (Ed.), *Family Business in India* (4th ed., vol. 13, pp. 349-351). SAGE Publishers.

Sharma, P. (2000). In Joe Astrachan (Ed.), *Successor attributes in Indian and Canadian family firms: A comparative study*. (4th ed., vol. 13, pp. 313-330). SAGE Publishers.

Presentations Given

Sharma, P. (Author & Presenter), 20th Global Summit of Family Business Network [FBN]; SUMMIT THEME - A foot in both worlds, "Supreme Creations, UK: Transgenerational Feet in East and West.," 34th Global Summit of Family Business Network [FBN], Miami, Florida, United States. (November 2025).

Marjan, H., Hachey, A., Sharma, P. (Author & Presenter), 85th Academy of Management (AoM), "Unpacking Partial Forgiveness in Family Firms.," Academy of Management, Copenhagen, Massachusetts, Denmark. (July 2025).

Micelotta, E., Barbera, F., Jim, D., Chittenden, T., Sharma, P. (Author & Presenter), Family Enterprise Research Conference, "Case Competitions as Field Configuring Events: Insights from the Schlesinger Global Family Enterprise Case Competition (SG-FECC).," FERC, Dublin, Alabama, Ireland. (July 2025).

Micelotta, E., Barbera, F., Jim, D., Chittenden, T., Sharma, P. (Author & Presenter), Family Enterprise Research Conference, "Case Competitions as Field Configuring Events: Insights from the Schlesinger Global Family Enterprise Case Competition (SG-FECC).," FERC, Dublin, Alabama, Ireland. (July 2025).

Widz, M., Michel-Tsabari, N., Sharma, P. (Author & Presenter), Family Enterprise Research Conference, "The Heterogeneity of Governance Behavior in Family Enterprises: Complexity from The Power Perspective.," FERC, Dublin, Alabama, Ireland. (July 2025).

Micelotta, E., Barbera, F., Jim, D., Chittenden, T., Sharma, P. (Author & Presenter), SGPC - STEP Project Global Consortium, "Case Competitions as Field Configuring Events: Insights from the Schlesinger Global Family Enterprise Case Competition (SG-FECC).," 20th Global Summit of SGPC, Monterrey, Alabama, Mexico. (May 2025).

Sharma, P. (Author & Presenter), 19th EIASM Workshop on Family Firm Management, "Nurturing Responsible Owners in Purpose-Driven Business Families," EIASM - European Institute for Advanced Studies in Management, Barcelona, Alabama, Spain. (2024).

Venugopal, S., Massa, F., Sharma, P. (Author & Presenter), 40th EGOS -European Group for Organizational Studies - Colloquium, "Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork.," European Group of Organizational Studies, Milan, Alabama, Italy. (2024).

Gerlitz, A., Sharma, S. (Author), Sharma, P., STEP Project Global Consortium (SPCG) Global Family Business Summit., "Environmental Strategies in Family Firms: The Role of Informal Governance.," Milan, Alabama, Italy. (2024).

Sharma, D., Family Enterprise Canada (FEC) Symposium: Impact, "PLENARY SPEAKER - Sustainability and ESG in Family Businesses: Driving Impact, Creating Value.," Family Enterprise Canada, Calgary, Canada. (May 2024).

Sharma, D., Family Enterprise Canada (FEC), "Navigating Generational Transition: A Family Business's Journey Towards Sustainability.," Family Enterprise Canada, Calgary, Canada. (April 2024).

Sharma, D., KPMG - Love, Legacy, and Leadership: The Future of your Family Enterprise., "PANELIST: Love, Legacy, and Leadership: The Future of your Family Enterprise.," KPMG, Calgary, Canada. (February 2024).

Hoch, F., Seyberth, L., Clinton, E., Faherty, C., Sharma, P. (Author & Presenter), 83rd Academy of Management (AoM), "How the Interaction Between Female Family CEOs and Gender-Related Institutions Affects CSR.," Boston, Massachusetts, Ireland. (2023).

Hoch, F., Seyberth, L., Clinton, E., Faherty, C., Sharma, P. (Author & Presenter), EURAM - European Academy of Management, "How the Interaction Between Female Family CEOs and Gender-Related Institutions Affects CSR.," Dublin, Alabama, Ireland. (2023).

Sharma, D., Davis, J., Family Owned Business Institute (FOBI), "PANELIST: New Revenue Streams from Waste: Reinvigorating the Family Business.," Family Owned Business Institute (FOBI), Michigan, United States. (May 2023).

Sharma, D., Family Business Alliance & Family Owned Business Institute (FOBI), "Sustainable Innovations in Family Business," Grand Valley State University, Seidman School of Business, Michigan, United States. (March 2023).

Xiurong, C., Lee, J., Sharma, P. (Author & Presenter), Family Leader's Identification with the Firm, Servant Leadership, Proactive Environmental Strategy and Corporate Responsibility Perceptions: Evidence from China., "Family Leader's Identification with the Firm, Servant Leadership, Proactive Environmental Strategy and Corporate Responsibility Perceptions: Evidence from China.," 18th Symposium on Entrepreneurship and Family Business, Massachusetts, China. (2022).

Sharma, P., 16th EIASM Family Business Workshop: Family Firms Between Local and Global Challenges, "KEYNOTE SPEAKER: Pioneering Family Firms' Sustainable Development Strategies," Jonkoping International Business School, Sweden. (2021).

Bang, N., Sharma, P. (Author & Presenter), 81st Academy of Management Annual Meetings, "Leapfrogging an SME into the future during a pandemic," Academy of Management, Massachusetts, United States. (2021).

Gerken, M., Ernst, R.A., Hülsbeck, M., Sharma, P. (Author & Presenter), SHARMA, S. (Author & Presenter), 81st Academy of Management Annual Meetings, "Motivation for Sustainability in Family Businesses: A Latent Profile Analysis," Academy of Management, Massachusetts, United States. (2021).

Sharma, P., Alumni Family Business Global Initiative, "KEYNOTE SPEAKER: Family Business as a Source for Societal Good: Leading Sustainable Development Strategies," ESADE, Spain. (2021).

- Sharma, P., Haskayne School of Business, "Entrepreneurship & Innovation Research Forum w. Doctoral Students & Faculty," University of Calgary, Canada. (2021).
- Sharma, P. (Author & Presenter), SHARMA, S. (Author & Presenter), Shaping Futures: Evolve, Emerge, Engage, "Motivation for Sustainability in Family Businesses: A Latent Profile Analysis," Family Firm Institute Annual Conference, Massachusetts, United States. (2021).
- Sharma, P., Sustainability and the Family Firm, STEP, Ireland. (2021).
- Sharma, P., The Drucker Difference and Your Family Business Seminar Series, "KEYNOTE SPEAKER: Family Business & the COVID-19 Pandemic," Drucker School of Management, United States. (2021).
- Sharma, P., Responsibility and Succession: Sustainable Family Businesses, "KEYNOTE SPEAKER: Family Business & the COVID-19 Pandemic," 10th Forum of CEIBS Family Heritage Center, China. (November 2021).
- Sharma, P., 20th European Academy of Management (EURAM): Family Business Interest Group, "KEYNOTE SPEAKER: Family Business & the COVID-19 Pandemic," 20th European Academy of Management (EURAM). (December 2020).
- Sharma, P., The 7th CFBR China Family Business Heritage Forum & CEIBS 9th China Family Heritage Forum, "KEYNOTE SPEAKER: Paradox and Harmony – The Art of Balance," The 7th CFBR China Family Business Heritage Forum & CEIBS 9th China Family Heritage Forum, China. (December 2020).
- Sharma, P., 6th International Research Forum on Mittelstand., "KEYNOTE PANEL SPEAKER: Exploring Entrepreneurial Ventures, Family Firms, and Hidden Champions.," University of Mannheim, Germany. (November 2020).
- Sharma, P., 1st Virtual Family Business Research & Practice Conference: A New World Ahead., "KEYNOTE SPEAKER: Resilient Family Firms: Innovate over Generations and Crises.," IPAG Business School, France; George Washington University School of Business, and ICSB, France. (May 2020).
- Sharma, P., Sharma, S., IMD_Pictet Sustainability in Family Business Award Forum, "FEATURED FACULTY: The Role of Family Firms in Sustainable Business," IMD, Switzerland. (December 5, 2019).
- SHARMA, S. (Author & Presenter), Sharma, P. (Author & Presenter), Academy of Management Annual Meetings, "The role of family firms in environmental sustainability: An integrative model. Symposium by the ENT - Entrepreneurship, ONE – Organizations & the Natural Environment, STG – Strategy Divisions," Academy of Management, Burlington, Massachusetts, United States. (August 13, 2019).
- Sharma, P., Family Business Talk for Alumni and Business Families, "KEYNOTE SPEAKER: Next Generation Embracing Technological Changes," Universitas Prasetiya Mulya, Jakarta, Indonesia. (July 2019).
- Sharma, P., Roundtable for Indonesian Entrepreneurship Educators (RIEE), "KEYNOTE SPEAKER: Family Business Research Landscape: Evolution, Current Status, Future Possibilities," Universitas Prasetiya Mulya, Jakarta, Indonesia. (July 2019).
- Sharma, P., Sharma, S., Sasin Executive Education, "FEATURED FACULTY: Sustainable Innovations for Family Business," Sasin School Chulalongkorn University, Bangkok, Thailand. (July 2019).

- Sharma, P., Sasin Alumni Talk, "KEYNOTE SPEAKER: Succeeding Success: Next Gen Values for Family Businesses," Sasin School Chulalongkorn University, Bangkok, Thailand. (July 19, 2019).
- Sharma, P., 6th Annual Family Business Conference, "KEYNOTE SPEAKER: Entrepreneurs in Family Business," Columbia Business School, New York, New York, United States. (March 1, 2019).
- Sharma, P., 7th Asian Invitation Conference on Family Business, "FEATURED FACULTY: Family Business Studies: Evolution, Current Status and Future Possibilities," Indian School of Business, India. (February 2019).
- Sharma, P., 7th Asian Invitation Conference on Family Business, "KEYNOTE SPEAKER: Next-Generation and Family Entrepreneurship," Indian School of Business, India. (February 2019).
- Sharma, P., 7th Asian Invitation Conference on Family Business, "Publishing Impactful Research," Indian School of Business, India. (February 2019).
- Sharma, P., 78th Academy of Management, "Integrating time in research on the dominant organizational form of family business.." (2018).
- Sharma, P., 5th Anniversary - Business Families Institute, "Entrepreneurs in Every Generation: How Successful Families Develop Their Next Generation Leaders," Singapore Management University, Singapore. (July 2018).
- Sharma, P., 14th Family Enterprise Research Conference, "Family Business Studies: Opportunities and Possibilities," Universidad PanAmericana Guadalajara, Mexico. (May 2018).
- Sharma, P., "Entrepreneurs in Every Generation: How Successful Family Businesses Develop Their Next Leaders," Family Business Alliance, Grand Rapids, MI. (March 2018).
- Sharma, P., 13th Workshop of Family Firm Management Research, "Creating an Engaging Career in Family Business Research: Creativity and Family Business," EIASM, Spain. (2017).
- Blomen-Bekx, M., Gils, A. V., Lambrechts, F., Sharma, P., 3rd International Family Business Research Forum (IFBRF), "Nurturing offspring's affective commitment through informal governance," WU – Vienna University of Economics and Business, Austria. (2017).
- Sharma, P., 3rd International Summit of Family Enterprises, "Entrepreneurs in Every Generation: How to develop next generation leaders," Ecuadorian-German Chamber of Commerce, Ecuador. (2017).
- Garcia, P., Sharma, P. (Author), DeMassis, A., Scholes, L., 77th Academy of Management, "Behavioral Issues in Family Firm Continuity and Success: Examining the Family-Business Interface.." (2017).
- Sharma, P., 77th Academy of Management, "Longevity and Resilience at the Interface of Family, Business and the Environment.." (2017).
- Sharma, P., Cohen, A. R., Prabhu, M., Family Firm Institute, "Ending Short-Circuits in Creating Entrepreneurs in the Next Generation: How Successful Family Businesses Develop Their Next Leaders.." (2017).

- Sharma, P., 12th Annual Family Enterprise Research Conference, "Entrepreneurs in Every Generation: How Successful Family Businesses Develop Their Next Leaders," Fundação Dom Cabral, Brazil. (2016).
- Sharma, P., 2016 Network of International Business Schools (NIBS) Annual Conference, "Family Enterprise Case Competition: History, Current Status, Future Possibilities," Avans School of International Studies, Netherlands. (2016).
- Sharma, P., Consulting in Entrepreneurship and Family Business Workshop, "Family Firms: Bridging Research & Practice.," 'Management Consulting Division' of the Academy of Management. (2016).
- Sharma, P., EIASM12th workshop of Family Firm Management Research, "Bridging the gap between theory and practice Interactive session with live case: Royal van der Most," Windesheim University, Netherlands. (2016).
- Sharma, P., "Entrepreneurs in Every Generation: How Successful Family Businesses Develop Their Next Leaders," Jönköping University, Sweden. (2016).
- Sharma, P., Jennings, J., Eddleston, K., Jennings, D., Sarthy, R., Academy of Management, "Firms within Families in Diverse Country Contexts: A Double Embeddedness Approach," United States. (2015).
- Sharma, P., Fayolle, A., Gartner, B., Lumpkin, T., Terjesen, S., Wright, M., Academy of Management, "Opening Governance and Governance Issues: Insights from Entrepreneurship," United States. (2015).
- Sharma, P., Global Business Sustainability Conference, "Environmental Sustainability: Unique Advantages and Challenges for Family Businesses.," Saginaw Valley State University, United States. (September 2014).
- Sharma, P., Stevens Center for Family Business, "Building a Stronger Family and a Stronger Business," Saginaw Valley State University, United States. (September 2014).
- Sharma, P., Aldrich, H. E., Hoy, F., Franz, K. W., Academy of Management Annual Conference, "Exploring family entrepreneurship," Philadelphia, United States. (August 2014).
- Dawson, A. (Author), Sharma, P., Family Enterprise Research Conference, "Successors' Career Intentions: The role of dispositional and situational factors," Portland, Oregon, United States. (June 2014).
- Sharma, P., Family Enterprise Research Conference, "What past and potential contributions has family firm research made for practitioners? How can its contributions be further developed?," Oregon, United States. (June 2014).
- Sharma, P., "Building Long Lasting Family Businesses: Lesson for Indian Business," Indian School of Business, India. (May 2014).
- Sharma, P., "Entrepreneurial family firms: Value creation across generations," Singapore Management University, Singapore. (April 2014).
- Sharma, P., "Succession trans-generational entrepreneurship," Universiti Tun Abdul Razak (UniRazak), Malaysia. (April 2014).

- Sharma, P., Family Business Day @ UVM, "Entrepreneurship and family business - Complimentary dynamics," Family Business Initiative, BSAD, UVM, Burlington, United States. (2013).
- Sharma, P., "Myths, Realities and Trends in Family Enterprise Research," Coutts Institute, London, United Kingdom. (2013).
- Sharma, P., "Entrepreneurial family firms: Growing the family business across generations," Nelson Mandela Metropolitan University, Port Elizabeth, South Africa. (September 2013).
- Sharma, P., 3rd annual conference of Parceria para o Desenvolvimento de Acionistas (PDA) - Action focused program for shareholders of private enterprises, "Entrepreneurial dreams across generations: Lessons from dynastic family enterprises," Fundacao Dom Cabral, Brazil. (2012).
- Sharma, P., 3rd Latin American Family Enterprises Summit, "Entrepreneurial Dreams in Family Business: Value Creation Across Generations," Family Business Network, Colombia, Cartagena, Colombia. (2012).
- Sharma, P., Family Firm Institute, "25 years of Family Business Review: Reflections on the past and perspective for the future," Brussels, Belgium. (2012).
- Sharma, P., "Opportunities for publishing family business research," Universidad de Los Andes, Bogota, Colombia. (2012).
- Prabhu, M. (Author & Presenter), Sharma, P. (Author & Presenter), Family Firm Institute, "Indian family businesses: Evolving at a fast pace," Brussels, Belgium. (October 2012).
- Corbett, A. (Moderator), Sharma, P. (Panelist), Wright, M. (Panelist), Bagby, R. (Panelist), 72nd Annual Conference of the Academy of Management, "Becoming a journal editor: Roles, responsibilities, and business aspects of journal editing," 72nd Annual Conference of the Academy of Management, Boston, Massachusetts, United States. (August 2012).
- De Massis, A. (Author & Presenter), Sharma, P. (Author & Presenter), 72nd Annual Conference of the Academy of Management, "Innovation in family firms: Theory and Practice," 72nd Annual Conference of the Academy of Management, Boston, Massachusetts, United States. (August 2012).
- Craig, J. (Author & Presenter), Sharma, P. (Author & Presenter), 72nd Annual Conference of the Academy of Management, "Legacy considerations for family business entrepreneurs," 72nd Annual Conference of the Academy of Management, Boston, Massachusetts, United States. (August 2012).
- Sharma, S., Sharma, P., 72nd Annual Conference of the Academy of Management, "Sustainability across generations: Family influences on a proactive environmental strategy," 72nd Annual Conference of the Academy of Management, Boston, Massachusetts, United States. (August 2012).
- Sharma, P. (Author & Presenter), Dawson, A. (Author & Presenter), Irving, G. (Author), Marcus, J. (Author), Chirico, F. (Author), International Family Enterprise Research Conference, "Predictors of next generation family members' commitment to family enterprises," IFERA, France. (June 2012).
- Sharma, S., Sharma, P., Sixth Bi-annual conference of the Group of Researchers on the Natural Environment (Gronen), "Sustainable Innovation in the Canadian Winery Industry," Group of Researchers on the Natural Environment (Gronen), Marseilles, France. (June 2012).

Dawson, A. (Author & Presenter), Sharma, P. (Author & Presenter), Gregory, I. P. (Author), Joel, M. (Author), Francesco, C. (Author), Family Enterprise Research Conference, "Predictors of next generation family members' commitment to family enterprises," Montreal, Canada. (May 2012).

Contracts, Grants and Sponsored Research

Awarded/Funded

Grants

Callery, P. (Co-PI), Gamble, E. (Co-PI), Sharma, P. (Co-PI), "Certified B Corporations and Family Business," Sponsored by University of Vermont Gund Institute for Environment, College/University, \$2,500.00. (December 2023 - Present).

Sharma, P. (Contributor), Irving, G. (Contributor), "Successor commitment to the family business:," Sponsored by SSHRC, Federal, \$58,368.00. (2003 - 2007).

Sharma, P., "Corporate Governance Mechanisms in High," Sponsored by SSHRC, Federal, \$55,100.00. (2002 - 2006).

Sharma, P., Chua, J. H., Chrisman, J. J., "Annotated Bibliography of Family Business Studies," Sponsored by University of Calgary, Family Business Management Program, Other, \$30,000.00. (1997 - 1998).

Sharma, P., Chua, J. H., Chrisman, J. J., "Important issues and desirable successor attributes in Canadian family firms," Sponsored by University of Calgary, Family Business Management Program, Other, \$30,000.00. (1997 - 1998).

Sharma, P., "Ph. D Research Assistantship and Scholarship," Sponsored by University of Calgary, Other, \$48,000.00. (1993 - 1996).

Awards and Honors

University Distinguished Professor, University of Vermont. (May 2024).
<https://www.uvm.edu/dofa/university-distinguished-professor-program>

The University Distinguished Professor Award is the highest academic honor that UVM can bestow upon a member of the faculty. Holders of this title are recognized as not only having achieved international eminence within their respective fields of study, but for the truly transformative nature of their contributions to the advancement of knowledge. These faculty members are considered top scholars who have excelled in their disciplines.

No more than five percent of full professors may hold an active appointment as a University Distinguished Professor at any one time. Faculty holders of this honor may use the title University Distinguished Professor until their retirement at the University of Vermont and wear a medal with their academic regalia signifying this distinction. They will also serve as an informal advisory body to the leadership of the university and receive an annual professional expense stipend to support their scholarly endeavors until retirement or separation from UVM.

Dean's Faculty Research Excellence Award, University of Vermont. (April 2021). The funds received are added to research account of the winning faculty.

Top 25 Entrepreneurship Researcher in the World (#7), Journal of Small Business Management - a peer reviewed journal. (2018). Mentioned ranking is published in the following peer reviewed article:

Nianhang Xu, Yining Chen, Anna Fung, and Kam C. Chan. (2018). **Contributing Forces in Entrepreneurship Research: A Global Citation Analysis.** *Journal of Small Business Management*, 56(1): 179-201.

Abstract:

We use Resource Dependency Theory and Human Capital Theory to explain entrepreneurship research, which is a relatively new research field over the last decade. Using citation analysis based on a rich database of 191,695 citations on 2,154 entrepreneurship articles published in leading journals from 2002 to 2013, we find that geographic diversity, international collaboration, top research scholars, and top research institutions enhance entrepreneurship research quality, which is measured by the number of citations per article. Leading institutions in entrepreneurship research are not long-established research institutions. Entrepreneurship presents itself as a unique opportunity for a wider range of institutions and scholars to collaborate and develop expertise and leadership research

Honorary Doctorate, Jönköping University. (2016). For important contributions as an internationally leading scholar in the establishment of family business research as a management research field.

1st Laureate Award, Transeo Academic Awards, Belgium. (2012).

Best Paper Honorable Mention Award, Family Enterprise Research Conference. (May 13, 2012).

Outstanding Contribution Award, Literati Network Awards for Excellence. (August 2011).

Intellectual Contributions in Submission

Other

DeWitt, R.-L., Sharma, P., zz-Bass, L. *Curtis Packaging Corporation: Thriving in a Pandemic with Entrepreneurial Pivots*. NACRA.

Research Currently in Progress

"B-Corporations and Family Business" (Planning). Co-Author(s): Gamble, Edward, Callery, Patrick, Sharma, Pramodita
New working paper.

"BOOK: Case Studies on B Corp Certified Family Businesses: Leaders in Sustainability." (On-Going). Co-Author(s): Sharma, Pramodita, Marta Widz, Mark Green, Caroline Seow
Book Proposal Accepted by Edward Elgar Publishing for publication in the ***Elgar Cases in Entrepreneurship Series***.

"BOOK: Case Studies on Trust in Family Enterprise Relationships: How to Build, Nurture and Restore It." (On-Going). Co-Author(s): Sharma, Pramodita, Jim Davis, Catherine Faherty
Book Proposal accepted by Edward Elgar Publishing for publication in the ***Elgar Cases in Entrepreneurship Series***.

"CASE COMPETITIONS AS FIELD CONFIGURING EVENTS: INSIGHTS FROM THE SCHLESINGER GLOBAL FAMILY ENTERPRISE CASE COMPETITION (SG-FECC)" (On-Going). Co-Author(s): Micelotta, Evelyn, Sharma, Pramodita, Jim Davis (Utah State University), Francesco Barbera (Ted Rogers School of Management at Ryerson University), Chittenden, Thomas
An empirical study in preparation for submission to Academy of Management Learning and Education. Submitted to STEP and FERC conferences for feedback.

"Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork" (Writing Results). Co-Author(s): Srinivas Venugopal (University of Vermont), Felipe Massa (University of Vermont), Pramodita Sharma (University of Vermont)
The factory has, for better or for worse, shaped our world. Factories, buttressed by bureaucratic administration, boosted productivity making luxuries that would be otherwise unaffordable to many broadly available and accessible (Gouldner 1954; Chandler 1962). It also led to the creation of millions of jobs and enabled individuals to aggregate personal wealth and achieve dreams of home ownership, mobility, etc. Yet, the adoption of the factory system, while undeniably transformative, has also seeded a landscape fraught with various societal ills (e.g., Langton 1984; Jones 1999). Rapid industrialization came about through the rise of harsh working conditions, exploitation of labor, and the fragmentation of traditional community structures. This shift engendered social stratification, economic disparities, and a loss of individual autonomy in the relentless pursuit of mass production. Dependence on the factory to maintain the standard of living in developed countries and the outsourcing of factory work to countries with weak institutional protections for labor and the environment have amounted to a grand challenge centered on how to retain production at scale while ensuring dignified lives for workers.

Organizational scholars have reported two approaches to addressing these ills. Firstly, a top-down approach, where progressive governments and non-governmental organizations put pressure on corporations who own and contract with factories. They work to implement stringent labor laws, ensuring workplace safety standards, and mandate fair wages through regulatory measures and by incentivizing different forms of corporate social responsibility (Lund-Thomsen & Lindgreen 2014). Non-profits can exert influence by advocating for these regulations, conducting research to highlight worker exploitation, and organizing campaigns to raise public awareness. By holding corporations accountable and pressuring them to adhere to ethical practices, this approach aims to mitigate the negative impacts of the factory and the bureaucratic system that governs it on labor and society. Alternatively, others have been working to foster entrepreneurship within local communities - a bottom-up, community-driven solution to provide an alternative way to earn a living outside of factory work (Peredo & Chrisman 2006; Murphy, Danis, Mack 2020; Hertel, Binder, & Fauchart 2021). Empowering individuals to create small-scale enterprises promotes economic diversification and resilience (Johannisson & Nilsson 1989). Initiatives supporting local businesses, providing access to resources like micro-financing or business incubators, and offering entrepreneurship education can revitalize communities. By encouraging self-sufficiency and community-driven economic activities, this approach aims to diminish reliance on large-scale factory employment and potentially create environments where workers have greater autonomy and job satisfaction.

While both approaches have led to significant gains, both present vital flaws. The top-down approach has worked wonders in moving forward regulatory systems. However, corporations seeking cheaper production tend to move their operations away from countries that implement systems they deem to expensive, as there is always a "business friendly" safe

harbor willing to supply cheap labor with minimal labor and environmental oversight (Khan, Munir, Willmott 2007; Munir et al. 2018). The result ends up being a cruel “game of whack-a-mole” where advocates and regulators win significant legislative victories only to see production moved to a country with a laxer regulatory regime. The bottom-up, community-driven approach that focuses on building up communities and creating local resilience has also seen successes, lifting many individuals out of poverty, and improving conditions for marginalized populations. However, few of these efforts are designed to scale and provide viable alternatives to factory labor. The result is that these efforts remain isolated success stories rather than ways of life that counterweigh the continued expansion of the factory. How can we organize work to provide dignity at scale?

"TEACHING CASE: Managing Inter-Generational Continuity of Social Impact in a Family Business: The Jaipur Rugs Story." (On-Going). Co-Author(s): Sharma, Pramodita, Venugopal, Srinivas, Megan Kida, Gaia Marchisio
Submitted to Columbia Case Works on 30 January 2025.
<https://caseworks.business.columbia.edu/>

SERVICE

College Service

Faculty Advisor, Family Business Club - Graduate. (2021 - Present).

Faculty Advisor, Family Business Club - Undergraduate. (2018 - Present).

Program Coordinator, Schlesinger Global Family Enterprise Case Competition (SG-FECC). (2012 - Present).

Program Coordinator, UVM Vermont Legacy & Family Business Awards. (2012 - Present).

Committee Member, Grossman School of Business: Faculty Standards Committee. (September 2011 - Present).

Committee Member, Grossman School of Business: Grossman Chair in Family Business, Hiring Committee. (2023 - 2024).

Committee Member, Dean's Staff Excellence Award Selection Committee. (2022 - 2023).

Committee Member, Grossman School of Business: Grossman Chair in Entrepreneurship, Hiring Committee. (2022 - 2023).

Program Coordinator, Family Business - Sustainability Forums. (2021 - 2023).

Committee Chair, 5th year review of the Steven Grossman Endowed Chair in Entrepreneurship. (2019).

Committee Member, 5th Year Si-MBA Review Committee. (2019).

Committee Member, Grossman School of Business: Beckley Chair In Business, Hiring Committee. (2017).

Committee Member, Grossman School of Business: FSC Sub-Committee for Teaching Evaluation Process. (2017).

Committee Member, Grossman School of Business: OB-HR Position Hiring Committee. (2017).

Committee Member, Grossman School of Business: FSC Guidelines Revision. (2016).

Committee Member, Pitch Competition. (2011 - 2014).

Lecturer, 2013 summer Entrepreneurial Family Firms Academy. (August 5, 2013).

Committee Member, Ad Hoc Committee on Journal Ranking. (September 2012 - May 2013).

Committee Member, MBA Curriculum Review Committee. (2011 - 2012).

Committee Member, Undergraduate Curriculum Review Committee. (2011 - 2012).

University Service

Committee Member, The Kroepsch-Maurice Excellence in Teaching Awards Review Committee. (2023 - 2025).

Committee Member, The Faculty Experience of Teaching at UVM Workshop. (November 3, 2023).

Committee Member, Academic Reorganization Working Group. (January 2021 - June 2021).

Committee Member, Davis Center Cultural Display Working Group. (September 2020 - December 2020).

Committee Member, Search Committee - Dean of Arts and Science. (2015 - 2016).

Committee Member, 10 year review of the Dean of the College of Education and Social Services. (October 2014 - March 2015).

Professional Service

Editorial Review Board Member, Journal of Small Business and Entrepreneurship. (June 2011 - Present).

Editorial Review Board Member, Journal of Small Business Management. (June 1, 2011 - Present).

Officer, President/Elect/Past, Family Enterprise Research Conference. (2005 - Present).

Editorial Review Board Member, Entrepreneurship Theory and Practice. (July 2003 - Present).

Committee Member, Editor Search Committee - Family Business Review. (2023 - 2024).

Committee Chair, FERC Lifetime Influence & Impact Winner Selection Committee Chair. (2023 - 2024).

Committee Chair, AWARDS CHAIR: Family Business Review Best 2020 Published Paper Award. (January 2021 - 2021).

Special Issue Co-Editor, Special Issue Co-Editor, Entrepreneurship Theory & Practice. (2018 - 2020).

Chairperson, CONFERENCE CHAIR: Family Enterprise Research Conference, Burlington. (2019).

External Reviewer for Promotion Cases. (2016 - 2019).

Chairperson, 15th Annual Family Enterprise Research Conference, Burlington. (May 30, 2019 - June 2, 2019).

Editor, Special Issue, Journal of Managerial Issues. (2018).

Workshop Organizer, Theories of Family Enterprise Conference. (2018).

Editor, Special Issue, Family Business Review, 2nd Review Issue. (2016 - 2018).

Editor, Special Issue, Journal of Business Research. (2016 - 2018).

Reviewer, Grant Proposal, Research Foundation - Flanders (Fonds Wetenschappelijk Onderzoek - Vlaanderen, FWO). (2017).

Editor, Special Issue, International Journal of Management and Enterprise Development. (2016 - 2017).

Editor, Special Issue, Journal of Managerial Issues. (2016 - 2017).

Editor, Journal Editor, Family Business Review. (2005 - 2017).

Editor, Special Issue, Academy of Management Learning & Education. (2015).

Chairperson, 11th annual Family Enterprise Research Conference. (June 2015).

Editor, Special Issue, Case Research Journal. (2012 - 2014).

Editor, Special Issue, Entrepreneurship Theory & Practice. (2012 - 2014).

Editor, Special Issue, European Journal of Work and Organizational Behavior. (2012 - 2014).

Global Academic Director, Successful Transgenerational Entrepreneurship Project, Boston, Massachusetts. (2009 - 2014).

Chairperson, Fuller Landau Family Business awards at JMSB, Concordia Univ. (2011).

Chairperson, Family Business Conference, For Special Issue of Family Business Review, Montreal. (2010).

Chairperson, Family Firm Institute, Annual Conference. (2010).

Chairperson, STEP Global Summit, Babson College, Boston. (November 4, 2010 - November 7, 2010).

Editorial Review Board Member, Journal of Small Business and Entrepreneurship. (July 2009 - June 2010).

Editorial Review Board Member, Journal of Small Business Management. (July 1, 2009 - June 30, 2010).

Officer, President/Elect/Past, Family Enterprise Research Conference. (September 1, 2009 - May 31, 2010).

Member, Academy of Management. (2009).

Reviewer, Ad Hoc Reviewer, Family Owned Business Institute, Grand Valley State University. (2009).

Editorial Review Board Member, Journal of Small Business and Entrepreneurship. (2008 - June 30, 2009).

Board of Directors of a Company, International Family Enterprise Research Academy. (2005 - June 30, 2009).

Editorial Review Board Member, Journal of Small Business Management. (2005 - June 30, 2009).

Officer, President/Elect/Past, Family Enterprise Research Conference. (2005 - May 31, 2009).

Representative-at-large, Academy of Management. (2005 - 2008).

Member, Academy of Management. (2003 - 2007).

Editor, Journal Editor, Journal of Business Research. (2006).

Editorial Review Board Member, Family Business Review. (2002 - 2005).

Board of Directors of a Company, Family Firm Institute. (2002 - 2005).

Program Organizer, Academy of Management. (2004).

Workshop Organizer, Division of the Academy of Management meeting, New Orleans. (2004).

Reviewer, Ad Hoc Reviewer, Family Owned Business Institute, Grand Valley State University. (2003).

Editor, Special Issue, Family Business Review. (2000).

Chairperson, Atlantic Schools of Business (ASB) Conference. (1999).

Established the Norman H. Newman Family Business Award, Norman H. Newman Family Business Award. (1997).

Awards and Honors

Service, Community

Hind Rattan Award, NRI Welfare Society of India. (2014). Awarded for outstanding services, achievements and contributions for keeping the "Flag of India High."

Service, Professional

Mentorship Award, EIASM Workshop on Family Firm Management Research. (October 2024).
For unwavering commitment to fostering ethical, cultural, and academic growth in future family business scholars.

2023 International Award - Schlesinger Global Family Enterprise Case Competition, Family Firm Institute. (October 2023).

Barbara Hollander Award, Family Firm Institute. (October 14, 2011).

Development Activities Attended

"AAEO training," University of Vermont, Burlington. (2022).

"Summer Online Teaching (SOLT) Boot Camp," University of Vermont, Burlington. (May 18, 2020 - June 14, 2020).