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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.

RESEARCH

Research Publications

Books

- Sharma, P., Davis, J. H., Faherty, C. (2026). *Trust in Family Enterprises: Cases on How to Build, Nurture, and Restore It*. Northampton, Massachusetts: Edward Elgar Academic Publishing.
- Sharma, P., Sharma, S. (2021). *Pioneering Family Firms' Sustainable Development Strategies*. Northampton, Massachusetts: Edward Elgar Academic Publishing.
- zz-Sharma, S., Sharma, P. (2019). *Patient Capital: The Role of Family Firms in Sustainable Business* (pp. 240). Cambridge: Cambridge University Press.
<https://www.cambridge.org/core/books/patient-capital/57AF2335E5CE4C1A03B990D6814BCDF8>
- Cohen, A., Sharma, P. (2016). *Entrepreneurs in Every Generation: How Successful Family Businesses Develop Their Next Leaders* (pp. 264). California: Berrett-Kohler Publishers.
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- 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.
www.sagepub.com/refbooks/Book237161
- 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). digitalknowledge.babson.edu/sumrep/13

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.
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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. (2026). 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.

Davis, J. H., Sharma, P., Faherty, C. (2026). Trust in Family Business: The Invisible Engine of Longevity. *BOOK: Trust in Family in Family Enterprises: How to Build, Nurture and Restore It..* 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. <https://www.e-elgar.com/shop/handbook-of-qualitative-research-methods-for-family-business>

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- Sharma, P., zz-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. <https://global.oup.com/academic/product/the-oxford-handbook-of-management-ideas-9780198794219?cc=us&lang=en&>
- 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.
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- 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.
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- Hoy, F., Sharma, P. (2006). In Panikkos Poutziouris, Kosmos Smyrnis, Sabine Klein (Ed.), *Navigating the family business education maze* (Chapter 1 ed., pp. 11-24). Edward Elgar Publishing.
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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)*(=).
- 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)*(=).
<https://link.springer.com/article/10.1007/s10551-023-05576-w#citeas>
- 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). <https://www.sciencedirect.com/science/article/pii/S1877858517302693?via%3Dihub>
- 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.
<https://link.springer.com/article/10.1007/s10551-019-04394-3#citeas>
- 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*. 55 Colchester Avenue, Kalkin Hall, University of Vermont
- 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.
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- 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)*. ISSN: 0148-2963
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- 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).
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- 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.
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- 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. <http://www.tandfonline.com/toc/pewo20/current#.U62p6y-7IOg>
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- 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.
<http://www.tandfonline.com/toc/pewo20/current#.U62p6y-7IOg>
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- 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).
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- Sharma, P., Salvato, C. (2011). Exploiting and exploring new opportunities over life cycle stages of family firms. *Entrepreneurship Theory & Practice*, 35(6), 1199-1205. <http://onlinelibrary.wiley.com/doi/10.1111/j.1540-6520.2011.00498.x/full>
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- 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., Koironen, M. (2007). The practice driven evolution of family business education. *Journal of Business Research*, 60(10), 1012-1021. <http://www.sciencedirect.com/science/article/pii/S0148296307000732>

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- Zahra, S. A., Sharma, P. (2004). Family business research: A strategic reflection. *Family Business Review / SAGE Publishers*, 17(4), 331-346.
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- 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

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- 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:.
- zz-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

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- 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)*. DOI: 10.1177/10422587251315653
- 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.
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- 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

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Other

- Venugopal, S., Sharma, P., Marchisio, G., Kida, M. (2026). *Managing Inter-Generational Continuity of Social Impact at Jaipur Rugs*. Columbia Case Works. <https://caseworks.business.columbia.edu/caseworks/managing-intergenerational-continuity-social-impact-jaipur-rugs>
- Sharma, P., Micelotta, E., Caitlin, C. (2026). Cascade Brewery's Strategic Crossroads: To Sell or Not To Sell. *Case Studies on Purpose Driven Family Enterprises: B Corps*. Edward Elgar Publishing.
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- Ray, Mehrotra, Sharma, P., Ramachandran, M. (2025). *Thermax: Balancing Growth and Sustainability*. Indian Business School Cases. <https://cases.isb.edu/isb471.html>
- Marchisio, G., Sharma, P. (2025). *Asian Food Distributors Inc., Vancouver*. Columbia Case Works. <https://caseworks.business.columbia.edu/caseworks/asian-food-distributors-inc-vancouver>
- Sharma, P., Hart, S., LaJoie, B. (2024). *Cascade Engineering's Sustainability Crossroads: Staying True to Purpose*. Michigan: WDI Publishing, University of Michigan. <https://wdi-publishing.com/product/cascade-engineerings-sustainability-crossroads/>
- Sharma, P., DeWitt, R.-L., Bass, L. (2023). *Continuity Planning for a Third-Generation Family Business*. SAGE Family Business Cases. <https://sk.sagepub.com/cases/continuity-planning-for-a-third-generation-family-business>
- Sharma, P., Venugopal, S., Mallett, N. (2023). *Rhino Foods' People-Profit Dilemma: Inclusive Workplace Challenges & Opportunities*. WDI Publishing. <https://wdi-publishing.com/product/rhino-foods-people-profit-dilemma/>
- 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. <https://sk.sagepub.com/cases/combating-trafficking-girls-nepal-journey-family-social-enterprise>

- Sharma, P. (2021). *Sustainability in Action: What does it take to make it work?*. Tharawat Magazine: Family Business Voice.
- Sharma, P., zz-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). digitalknowledge.babson.edu/sumrep/13
- Sharma, P. (2014). *Evolution in thinking about generational transition in family enterprises*. The FFI Practitioner. ffipractitioner.org/2014/06/11/evolution-in-thinking-about-generational-transition-in-family-enterprises/
- 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

- 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).

zz-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).

zz-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).

Research Currently in Progress

"B-Corporations and Family Business" (Planning).
New working paper.

"BOOK: Purpose Driven Family Businesses: Cases on B Corps" (On-Going).
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).
An empirical study in preparation for submission to Academy of Management Learning and Education. Submitted to STEP and FERC conferences for feedback.

"Case Study - Casella Waste Management".

"Case Study - Curtis Packaging".

"Fostering Dignity at Scale: Jaipur Rugs and the Reflexive Management of Artisanal Craftwork" (Writing Results).
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?

Contracts, Grants and Sponsored Research

Grant

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).

Dean's Faculty Research Excellence Award, University of Vermont. (April 2021).

Top 25 Entrepreneurship Researcher in the World (#7), Journal of Small Business Management - a peer reviewed journal. (2018).

Honorary Doctorate, Jönköping University. (2016).

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).

TEACHING

Teaching Experience

The University of Vermont

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, Sustainable Family Enter I, 2 courses.
BSAD 336, Sustainable Family Enter II, 1 course.
BSAD 395, Entrepreneurial Leadership and Mindset, 1 course.
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, 3 courses.
MBA 301, Entrepreneurial Family Business, 2 courses.
MBA 302, Entrepreneurial Family Business, 4 courses.
MBA 304, Entrepreneurial Family Business, 1 course.
MBA 6010, Sustainable Family Enterprise, 3 courses.

Awards and Honors

2nd Place Winner - WDI 2023 Global DEI Case Writing Competition, WDI Publishing, University of Michigan. (September 2023).

Star Professor, Family Capital. (2015).

SERVICE

Service to Academic Community

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 Leadership & Legacy Series [Earlier Called: 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 including GSB

Committee Member, Federal Response Operations Team - Faculty Affairs Group. (2025 - Present).

Committee Member, Presidential Search Faculty Panel. (2025).

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).

Service, Professional

Mentorship Award, EIASM Workshop on Family Firm Management Research. (October 2024).

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

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