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Education

Ph D, Arizona State University, 1999.
Major: Management

MBA, Indian Institute of Foreign Trade, 1990.

BA, ****Birla Institute of Technology and Science, 1988.
Major: Civil Engineering

MSC, Birla Institute of Technology and Science, 1988.
Major: Physics

RESEARCH

Research Publications

Book Chapters

Langan-Fox, J., Grant, S., Anand, V. (2013). Conspiring for the common good: Positive Collusion in Organizations. In J. Langan-Fox & C.L. Cooper (Eds.). *Boundary Spanning in Organizations: Network, Influence and Conflict* (pp. 160-183). Routledge, New York: Taylor & Francis Group.

Guerber, A., Rajagopalan, A., Anand, V. (2011). The influence of national culture on the rationalization of corruption. *Crime and Corruption in Organizations: Why it Happens and What to do about it?* (pp. 142-159). London: Ashgate Publishing.

Anand, V., Ellstrand, A., Rajagopalan, A. (2009). Organizational responses to allegations of corruptions. *Research Companion to Corruption in Organizations* (pp. 217-231). London: Edward Elgar.

Joshi, M., Anand, V., Henderson, K. (2007). The Role of Organizational Practices and Routines in Facilitating Normalized Corruption. *Research Companion to the Dysfunctional Workplace: Management Challenges and Symptom* (pp. 235-252). Cheltnenham: Edward Elgar Publishing.

Tiedt, P. D., Anand, V. (2003). Knowledge Self-Leadership: Coping with Business Environments of the Twenty First Century. *Mastering Self- Leadership: Empowering Yourself for Personal Excellence* (3e). Prentice Hall.

Anand, V., Harrison, D. (2001). Superleadership in the information age -- leading by creating knowledge self-leaders. *The New Superleadership* (pp. 119-125). Berrett-Koehler.

Neck, C. P., Manz, C. C., Anand, V. (2000). Self-Managing Teams In A Crystal Ball: Future Directions for Self-Managing Team Research and Practice. *Work Teams: Past, Present, and Future* (pp. 311-322). Kluwer Academic Publishers.

Refereed Journal Articles

Guerber, A.J., Anand, V., Ellstrand, A. E., Waller, M. A., Reychav, I. (2019). Extending the Situational Crisis Communication Theory: The Impact of Linguistic Style and Culture. *Corporate Reputation Review*, 23, 103-127.

Journal Articles

Joshi, M., Anand, V. (2018). Small Business Owners' External Information-Seeking Behaviors: The Role of Perceived Uncertainty and Organizational Identity Complexity. 28(3), 48-68.

Anand, V., Dacin, M. A., Murphy, I. (2015). The continued need for diversity in fraud research. 131(4), 751-755.

O'Leary-Kelly, A. M., Henderson, K. E., Anand, V., Ashforth, B. (2014). Psychological contracts in a nontraditional industry: Exploring the implications for psychological contract development. 39(3), 39-60.

Guerber, A., Iris, R., Anand, V. (2014). Searching Inside and Out: Organizational Identification Relationships and Information Seeking among Managers and Knowledge Workers. 26(1), 22-43.

Anand, V., Gomez-Mejia (2014). The Impact of Cash Incentives on TMT Information Seeking Behavior in Entrepreneurial Firms. 25(1), 68-82.

Anand, V., Joshi, M., O'Leary-Kelly (2013). An Expanded Model of Strategic Group Identification. 24(2), 571-590.

Ashforth, B. E., Joshi, M., Anand, V., O'Leary-Kelly, A. (2013). Extending the Expanded Model of Organizational Identification to Occupations. 43, 2426-2448.

Reychav, I., Anand, V. (2011). A key to Dynamic Capabilities. 27(5), 1868-1875.

Manz, C. C., Anand, V., Joshi, M. (2008). Emerging Paradoxes in Executive Leadership: A Theoretical Interpretation of the Tensions between Corruption and Virtuous Values. 19(3), 385-392.

Anand, V., Rosen, C. (2008). The ethics of organizational secrets. 17, 102-106.

Anand, V., Ashforth, B. E., Joshi, M. (2005). Business as Usual: The Acceptance and Perpetuation of Corruption in Organizations. 19(4), 9-24.

Anand, V., Ashforth, B. E., Joshi, M. (2004). Business as Usual: The Acceptance and Perpetuation of Corruption in Organizations. 18(2), 39-53.

Anand, V., Clark, M., Zellmer-Bruhn, M. (2003). Designing work teams: The role of knowledge distribution. 15(1), 15-32.

Ashforth, B., Anand, V. (2003). The normalization of corruption in organizations. 25, 1-52.

Houghton, J. D., Anand, V., Neck, C. P. (2003). Toward a Framework of Corporate Merger Processes and Outcomes: A Behavioral Perspective. 26, 97-117.

Anand, V., Glick, W. H., Manz, C. C. (2002). Thriving on the knowledge of outsiders: Tapping organizational social capital. 16(1), 87-101.

Bhappu, A., Zellmer-Bruhn, M., Anand, V. (2001). The effects of demographic diversity and virtual work environments on knowledge processing in teams. 8, 165-181.

Anand, V., Fugate, M., Manz, C. C. (2000). Empowering work-teams with knowledge. 6, 1-36.

Clark, M. A., Anand, V., Roberson, L. (2000). Resolving meaning: Interpretation in diverse decisionmaking groups. 4(3), 211-221.

Anand, V., Manz, C. C., Glick, W. H. (1998). An organizational memory approach to information management. 23(4), 796-809.

Other

Anand, V. (2008). Book Review From Hire to Liar: The Role of Deception in the Workplace by David Shulman. *Industrial and Labor Relations Review* (3rd ed., vol. 61, pp. 432-434).

Presentations Given

Anand, V., Consortium of Online Graduate Business Education (COGBE) Annual Conference, Poole College of Management. (2024).

Anand, V., International Partnership of Business Schools (IPBS) Annual Meeting, Poole College. (2023).

Anand, V., National MBA Roundtable Conference, East Lansing. (2019).