# CURRICULUM VITAE


## Nishant Kathuria

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## EDUCATION

**University of Texas at Dallas,** Jindal School of Management — Richardson, Texas
*PhD, International Management Studies [Major: strategic management]* — Aug 2017- Aug 2022

Dissertation:
*The Implications of Mandatory Corporate Social Responsibility (CSR) on Firms*
Committee: Mike Peng (Co-Chair), Cuili Qian (Co-Chair), Sumit K. Majumdar, and Toyah Miller.

**Texas A&M University,** Mays Business School — College Station, Texas
*Master of Business Administration* — December 2016

**Maharshi Dayanand University**, — Haryana, India
Bachelor of Engineering in Electronics and Communication — September 2006

## JOURNAL PUBLICATIONS

- Kathuria, N., Majumdar S. K., and Peng, M. W. 2023. Institutional transitions, R&D, and exports from India. *Journal of Management Studies. 60*(6): 1521-1548. [FT 50; ABDC rank: A*]
- Peng, M. W., Wang, J. C., Kathuria, N., Shen, J., & Welbourne Eleazar, M. J. 2023. Toward an institution-based paradigm. *Asia Pacific Journal of Management*. *40*: 353-382. [ABDC rank: A]
- Peng, M. W. and Kathuria, N. 2021. COVID-19 and the scope of the firm. *Journal of Management Studies. 58*(5): 1431-1435. [FT 50; ABDC rank: A*]
- Peng, M. W., Kathuria, N., Viana, F. L. E., & Lima, A. C. 2021. Conglomeration, (de)globalization, and COVID-19. *Management and Organization Review*. *17*(2): 394-400. [ABDC rank: A]

## BOOK CHAPTERS AND CASES

- Peng, M. W., and Kathuria, N. 2021. Post-covid debates in global strategy. In T. Fang and J. Hassler (eds). *Globalization, Political Economy, Business and Society in Pandemic Times*. Emerald Publishing Limited.
- Peng, M. W., Kathuria, N., Viana, F. L. E., and Lima, A. C. 2023. (De)Globalization, conglomeration, and COVID-19. In M. W. Peng, *Global Business,* 5th ed. (pp. 127-130). Boston: Cengage.
- Kathuria, N. 2021. When CSR is mandated by the government in India. In M. W. Peng, *Global Strategy,* 5th ed. (pp. 422-423). Boston: Cengage.

## MANUSCRIPTS UNDER REVIEW

- Kathuria, N., Peng, M. W., Markóczy, L., and Qian, C. *Caste identity, board norms, and corporate social responsibility*. [Under 2nd revise and resubmit at *Organization Studies (ABDC rank: A*)*]
- Kathuria, N., Qian, C., and Peng, M. W. *How do shareholders react if CSR is mandated? Evidence from India.* [Under 1st revise and resubmit at *Organization and Environment (ABDC rank: A)*]
- Kathuria, N., Majumdar, S. K., and Peng, M. W. *Common ownership and employee welfare.* [Under review at *Journal of Management (FT 50; ABDC rank: A*)*]
- Kathuria, N., and Fox, Corey. *New ventures and level of performance aspiration.* [Under review at *Journal of Business Venturing Insights (ABDC rank: A)*]

## WORKING PAPERS

- Yadav, S., and Kathuria, N. *Organizational Inertia and Strategic Cross Border Acquisitions.* [Preparing for submission at *Journal of Business Research (ABDC rank: A)*]
- Kathuria, N., and Majumdar, S. K. *Performance dissatisfaction and CSR Mandate Fulfilment*. [Preparing for submission at *Business Horizons (ABDC rank: B)*]
- Kathuria, N. *Make, buy, or ally? Choice behind achieving corporate social responsibility objectives*. [Writing stage. Target journal is *Journal of Management (FT 50; ABDC rank: A*)*]
- Garg, S., and Kathuria, N. Board subgroup dynamics and CSR scope conformity. [Analysis stage. Target journal is *Academy of Management Journal (FT 50; ABDC rank: A*)*]
- Kathuria, N., and Giacalone, R. A. *The Impact of Women Reservation on Boards.* [Analysis stage. Target journal is *Strategic Management Journal (FT 50; ABDC rank: A*)*]

## TEACHING

***Current teaching assignments (Fall 2026: Texas State University)***

- *Strategic Management and Business Policy* MGT 4335 (Regular)

***Prior teaching assignments (Texas State University)***

- *Organizational Performance and Competitive Advantage* BA 5351 (MBA) (Hybrid): Spring 2026, Fall 2025
- *Strategic Management and Business Policy* MGT 4335 (Regular, Hybrid): Spring 2026, Spring 2025, Fall 2024

***Prior teaching assignments (Towson University)***

- *Strategic Management* MNGT 481(Regular, Hybrid): Spring 2024, Fall 2023, Spring 2023, Fall 2022.
- *International Business* MNGT 375 (Hybrid): Spring 2024, Fall 2023.
- *International Entrepreneurship* ENTR 403 (Hybrid): Fall 2022.

***Prior teaching assignments (University of Texas at Dallas)***

- *Strategic Management* BPS 4305 (Online): Spring 2021.
- *International Business* IMS 3310 (Regular): Fall 2019.

## CONFERENCE ACTIVITIES AND INVITED PRESENTATIONS

- Kathuria, N., Majumdar, S. K., and Peng, M. W. *Common Ownership and Employee Welfare*. Presented at the Academy of Management's Annual Conference, 2026.
- Kathuria, N., and Majumdar, S. K. *Performance dissatisfaction and CSR rule compliance*. Invited presentation at the Management and Development Institute (MDI), Gurgaon.
- Kathuria, N., Majumdar, S. K., and Peng, M. W. *Common Ownership and Employee Welfare*. Presented at the 11th INDAM Annual Conference, 2026.
- Yadav, S., and Kathuria, N. *Organizational Inertia and Strategic Cross Border Acquisitions*. Presented at the Strategic Management Society's Annual Conference, 2025.
- Kathuria, N., Majumdar, S. K., and Peng, M. W. *Common Ownership and Employee Welfare*. Presented at the Strategic Management Society's Annual Conference, 2024.
- Kathuria, N., and Majumdar, S. K. *Performance dissatisfaction and CSR rule compliance*. Presented at the Indian Statistical Institute (ISI) Annual Conference, 2024.
- Kathuria, N., and Majumdar, S. K. *Institutional transition, Performance Dissatisfaction, and CSR rule compliance*. Presented at the Academy of Management's Annual Conference, 2023.
- Kathuria, N., Peng, M. W., Qian, C., and Markóczy, L. *Caste identity, board norms, and corporate social responsibility*. Presented at the Academy of Management's Annual Conference, 2021.
- Kathuria, N., Qian, C., and Peng, M. W. *How do shareholders react if CSR is mandated? Evidence from India*. Presented at the Strategic Management Society's Annual Conference, 2021.
- Kathuria, N., Majumdar S. K., and Peng, M. W. *Institutional transitions, R&D, and exports in India*. Presented at the Academy of Management's Annual Conference, 2021.
- Kathuria, N., Qian, C., and Peng, M. W. *How do shareholders react if CSR is mandated? Evidence from India*. Presented at the Southwest Academy of Management's Annual Conference, 2021.
- Qian, C., Lu, L., Jun, S., and Kathuria, N. *Mortality salience and corporate social responsibility: The moderating roles of CEO values and ideology*. Presented at the Academy of Management's Annual Conference, 2020.
- Kathuria, N. *Institution logics, ideology, and systems of exchange*. Paper Development Workshop on "Fostering Publication from Around the World in Leading Organization and Strategy Journals" at the Academy of Management's Annual Conference, 2019.
- Kathuria, N., and Qian, C. *The Impact of performance aspirations on corporate social responsibility and irresponsibility*. Presented at the University of Electronic Science and Technology, China, 2018.

### *Consortia*

- Junior Faculty Consortium, Social Issues in Management (SIM) at Academy of Management's Annual Conference, 2023.
- Dissertation Consortium, Strategic Management (STR) division at Academy of Management's Annual Conference, 2021.
- Doctoral Consortium at Southwest Academy of Management's Annual Conference, 2021.

- Doctoral Consortium, Social Issues in Management (SIM) division at Academy of Management's Annual Conference, 2019.

## GRANTS AND AWARDS

- Awarded the 2026 Dean Summer Research Stipend of $8,000.
- 2025-2026 McCoy College of Business Faculty Development Funding of $3,000.
- 2024-2025 McCoy College of Business Faculty Development Funding of $4,300.

## ACADEMIC SERVICE

- Ad-hoc Reviewer for *Business and Society*.
- Ad-hoc Reviewer for *Journal of Management Studies*.
- Ad-hoc Reviewer for *Journal of International Management*.
- Ad-hoc Reviewer for *Asia Pacific Journal of Management*.
- Ad-hoc Reviewer for *International Business Review*.

## INDUSTRY EXPERIENCE

**Amazon.com** Phoenix, AZ
*Pathways Operations Intern, Fulfillment Center* June 2016 – August 2016

- Designed and implemented a new pick-path model to improve order pick rate by 18%, thereby improving replenishment process, customer experience, and annual savings of $50,000.
- Analyzed historical data to diagnose and reveal a defect in the picking system prevalent across all the fulfillment centers in North America, eliminating an annual potential loss of $600,000.

**Indian Oil Corporation Ltd.,** a Fortune 500 oil and gas company New Delhi, India
*Deputy Manager- Environment, Health, and Safety (EHS)* May 2012 – June 2015

- Assisted top management to strategize a 5-year plan to reduce carbon and water footprint for all Indian Oil refineries by 20%.
- Analyzed EHS data for 8 refineries and summarized analysis to the board every month.
- Advised business units on technological and functional improvements; conducted EHS audits to identify improvement opportunities.

*Senior Instrumentation Engineer* September 2007 – May 2012

- Coached and managed a team of 4 technicians and 15 contract workers to administer operation and maintenance of field instruments; analyzed data to conduct Root Cause Analysis (RCA).
- Collaborated with cross-functional teams in multi-million-dollar projects, such as capacity expansion and automation; ensured required inventory and documents updating.
- Used Lean Six sigma to improve process monitoring, meet quality specifications, and optimize man-hours; saved $50,000 and 10 man-hours per month by customizing designs.