SRILATA ZAHEER (SRI)

Professor and Elmer L. Andersen Chair in Global Corporate Social Responsibility
Strategic Management & Entrepreneurship Dept, Carlson School of Management, University of Minnesota
(612) 747-5657 (Cell), szaheer@umn.edu

PROFESSIONAL EXPERIENCE

Academic

- *Elmer L. Andersen Chair in Global CSR,* Carlson School of Management, (2008-present)
- *Professor,* Carlson School of Management, University of Minnesota (2002-present)
- *Dean,* Carlson School of Management, University of Minnesota, (March 2012 - July 2023)
- *Interim Dean,* Carlson School of Management, University of Minnesota, (2011-2012)
- *International Advisory Council,* Warsaw School of Economics (2022-present); Korea University Business School (2022-present); MCC Boyd Tandon School of Business, Chennai (2023-present)
- *Director,* Graduate Management Admission Council (2016-19). Chair, Nominating & Governance
- *Associate Dean for Faculty and Research*, Carlson School of Management, (2007-2011)
- *Co-Director, Center for Integrative Leadership,* University of Minnesota (2010-2011)
- *Board Member, Center for International Business Education and Research,* U of MN (2010-2013)
- *Department Chair,* Strategic Management and Organization, Carlson School, (2005-07)
- *Carlson School Professorship in Strategic Management & Organization*, (2002-08)
- *Associate Professor,* Carlson School of Management, University of Minnesota (1998-2002)
- *Assistant Professor*, Carlson School of Management, University of Minnesota (1992-1998)
- *Teaching Specialist,* Carlson School of Management, University of Minnesota (1991-1992)
- *Lecturer,* Rivers State University of Science and Technology, Nigeria (1981-1984)
- *Visiting Faculty:*
    - NYU-HEC-LSE *TRIUM* Global Executive MBA program, Brazil
    - Warsaw School of Economics, Executive MBA Program, Poland
    - Lingnan College of National Sun-Yat-Sen University, Executive MBA Program, China
    - Shanghai Jiaotong School of Management, Executive MBA program, China
    - Indian School of Business, Hyderabad, India, Executive Education
    - *Senior Fellow*, Wharton Financial Institutions Center**,** University of Pennsylvania.

Boards/Community

- *Vice Chair and Board Member,* Economic Club of Minnesota (current)

- *Board Director,* H.B. Fuller Inc (2022-present). Audit and Compensation Committees
- *Life Trustee,* Hamilton College, Clinton, NY (2019-life)
- *Board Chair* (2020-2023) and *Director* (2017-2023), Federal Reserve Bank of Minneapolis.
- *Chair,* Nom/Gov Committee*, Federal Reserve Board of Governors, DC,* Conference of Chairs (2023)
- *Board Member,* Greater Twin Cities United Way (2016-2018).
- *Board Member,* Guthrie Theater (2014-17).
- *Board Member, US Global Leadership Coalition,* Minnesota Advisory Committee (2014-)
- *Board Member,* Destination Medical Center Economic Development Agency*, Mayo Clinic* (2013-15)

Industry

- *Correspondent, Business International Inc.,* Geneva (1981-86). Reported on India and Nigeria
- *Internal Auditor, Sandoz (India) Ltd., Bombay, India (1977-81)*
- *Office of Financial Controller,* Mackinnon Mackenzie**,** Bombay, (1976-77)
- *Systems Analyst*, Tata Consultancy Services**,** Bombay, India (1975-76)

HIGHLIGHTS AS DEAN

- Energized innovation in our graduate programs, supporting faculty and staff champions driving the creation and implementation of new degrees in business analytics, supply chain, finance and marketing; a Global DBA program in partnership with Tsinghua University which attracts top executives in China, a STEM-designated Management Science MBA and a Medical Industry-focused MBA, in addition to online programs and certificates. None of this would be possible without strong shared governance.
- Increased research support for faculty by growing endowed chairs and professorships to 45, introduced a gift-funded small grants program, opened additional behavioral labs, and strengthened automatic summer support for research-active faculty. The results speak for themselves - our faculty feature regularly in the top 10-15 worldwide in the Shanghai and UT Dallas rankings.
- Raised enrollment and graduation rates for low-income, first-generation, and BIPOC students, with overall 4-year graduation rates leading the university at 89%, with extra advising support for under-resourced students and investments in mental health, and a tripling of gift-funded scholarships.
- Our revamped Undergraduate curriculum, introduced in Fall 2022, has won national recognition as one of 25 "Innovations that Inspire" worldwide from AACSB. Raised over $12 million in endowed scholarship support for our international study requirement, with a variety of options for students.
- Made substantial progress toward improving inclusion and equity for underrepresented, under-resourced and first-generation students, for women and LGBTQ+ students, and for veterans. Launched the *Center for Inclusive Excellence*, to become a resource for the community.
- Launched a successful "Military Veterans Initiative" involving philanthropy, pre-program internships and mentoring to help transition veterans to business careers, resulting in the Carlson School repeatedly being named the *"#1 military-friendly graduate business school"* in the country.
- Substantially increased the business community's engagement with the Carlson School (highlighted in Poets and Quants), resulting in expanded opportunities for experiential learning, high placement

rates, enhanced corporate giving, and interesting research opportunities for faculty through centers like the Analytics for Good Institute and the Business Advancement Center for Health.

- Under my leadership, the Holmes Center for Entrepreneurship (HCE) at the Carlson School led the creation of a cross-collegiate *"Toaster" innovation hub* in the Engineering library for student entrepreneurs across colleges. The Minnesota Cup, run by HCE, is the largest statewide new-venture competition in the US, positioning the U of MN at the center of the startup ecosystem in the state, and helping over 1,200 entrepreneurs every year.
- Raised over $230 million in philanthropic gifts during my tenure, including over $108 million for scholarships overall, more than doubling the school's endowment. Celebrated the School's centennial in 2019 with alumni in multiple cities around the world. Raised naming gift for the renovation of our flagship building.
- "Business as a Force for Good" (embedded in our 2025 strategic plan) became the unofficial motto of the Carlson School, with faculty research, student projects and staff outreach focused on high-impact problems, attracting earned media.

EDUCATION

- *Ph.D (1992)*. Sloan School of Management, Massachusetts Institute of Technology
- *PGDBA (MBA)*. Finance and Control, Indian Institute of Management, Ahmedabad, India
- *B.Sc*. Physics. Women's Christian College, Madras University, Madras, India
- *Diplôme Supérieur de Langue Française. Alliance Française de Paris.*

RESEARCH INTERESTS

Technology and Multinational Organization, the Legitimacy of MNCs, Sustainability

HONORS AND AWARDS

- *Elected to Executive Committee of Academy of International Business for 3-year term (2023-26)*
- *RRBM Fellow, Inaugural cohort, Responsible Research in Business and Management Group (2023-)*
- *Women in Business Career Achievement Award, 2021, Minneapolis-St. Paul Business Journal*
- *Outstanding Director, 2020, for service on Federal Reserve Bank of Minneapolis Board, Twin Cities Business Journal*
- *Women of Distinction, 2019, Girl Scouts of the River Valleys*
- *Eminent Scholar, 2018, Academy of Management International Management Division (Recipient of PWC Strategy& Eminent Scholar Award for lifetime scholarship)*
- *Business Hall of Fame Laureate, 2018, Junior Achievement of the Upper Midwest*
- *Top 20 Women in Business, 2013, Minneapolis-St.Paul Business Journal*
- *Fellow of the Academy of International Business, 2007 - present*
- *Elmer L. Andersen Chair in Global Corporate Social Responsibility, Carlson School of Management, University of Minnesota (2008-)*
- *Societal Impact Editor, Journal of International Business Studies (2023- current); Reviewing*

Editor 2007-2009; Consulting Editor 2010-11.

- *Eminent IB Scholar in Residence, Zicklin School of Business, Baruch College, CUNY, November 2005.*
- *Elected Division Chair, 2001-2002 and Program-chair, 2000 of the Academy of Management International Management Division.*
- *Member, Founding International Academic Council, Indian School of Business, Hyderabad, India – a business school set up by McKinsey Consultants, Kellogg and Wharton (1998-99)*
- *Paper on "Time Scales and Organization Theory" (with S. Albert and A. Zaheer) chosen as one of three best papers in Academy of Management Review, 1999*
- *Founding member of the Industry Studies Association, 2010*
- *National Science Foundation grant to study Knowledge Creation and Transfer (with R. Schroeder, K. Linderman, and C. Liedtke), 2000*
- *Andrew Van de Ven Research Award in recognition of outstanding research, Strategic Management Department, Carlson School of Management, 1999*
- *Eldridge Haynes Award for the best interdisciplinary work in international business, Academy of International Business, Boston, 1994*
- *Barry M. Richman Best Dissertation Award from the Academy of Management, International Management Division, Las Vegas, 1992*
- *Richard N. Farmer Best Dissertation Award Academy of International Business, Brussels, 1992*
- *Distinguished Visiting Scholar, University of South Carolina, January 1997*
- *Bush Faculty Development Program for Teaching Excellence, University of Minnesota, 1993*
- *Indian Government Scholarship, Indian Institute of Management, Ahmedabad, 1974*
- *University Rank and Gold Medal for performance on the B.Sc. examinations, Madras University, 1973*

PUBLICATIONS

- *S. Zaheer (2025) "Choosing to Make International Business Scholarship Matter," AIB Insights, 25 (5) https://doi.org/10.46697/001c.153839.*
- *S. Zaheer (2024) "The Sustainability of MNE Sustainability Initiatives", Journal of International Business Studies.*
- *J. Doh, L. Eden, A. Tsui and S. Zaheer (2023) "Developing International Business Scholarship for Global Societal Impact," Journal of International Business Studies, 54: 757-767.*
- *P. Kumar, S. Deodhar and S. Zaheer, (2023). Cognitive Sources of Liability of Foreignness in Crowdsourcing Creative Work, Journal of International Business Studies, 54(4): 686-716.*
- *Dau, L. A., Beugelsdijk, S., Fleury, M. T. L., Roth, K., & S. Zaheer, (2022). "What Makes International Business Unique and Important as a Field? The Three Cs of IB". AIB Insights 22(2):1-9.*
- *M. S. Schomaker and S. Zaheer (2014), "The Role of Language in Knowledge Transfer to*

Geographically Dispersed Manufacturing Operations," Journal of International Management, 20(1):55-72.

- *R. Evaristo and S. Zaheer, (2014), "Making the Most of your Firm's Capabilities," Business Horizons,*
- *R. Evaristo and S. Zaheer, (2012), "Reducing Cognitive Bias in Assessing Combination Potential in M&As," in S. Finkelstein and C. L. Cooper (eds.) Advances in Mergers and Acquisitions, 11:123-137, Emerald, UK.*
- *A. Lamin and S. Zaheer (2012), "Wall Street versus Main Street: Firm Strategies for defending legitimacy and their impact on different stakeholders," Organization Science, 23 (1): 47-66.*
- *S. Zaheer, M. Schomaker and L. Nachum (2012), "Distance without Direction: Restoring credibility to a much-loved construct," Journal of International Business Studies, 43(1): 18-27.*
- *S. Zaheer and L. Nachum (2011), "Sense of Place: From location resources to MNE locational capital", inaugural issue of Global Strategy Journal, 1: 96-108.*
- *J. Yu and S. Zaheer (2010), "Building a Process Model of Local Adaptation of Practices: A Study of Six Sigma Implementation in Korean and US firms" Journal of International Business Studies, 41 (3):475-499.*
- *P. Dastidar and S. Zaheer, (2010) "Dealing with information asymmetry in cross-border acquisitions," Academy of Management Best Papers Proceedings.*
- *S. Zaheer, A. Lamin and M. Subramani (2009) "Cluster capabilities or ethnic ties? Location choice by foreign and domestic entrants in the services offshoring industry in India", Journal of International Business Studies 40(6): 944-968.*
- *L. Nachum, S. Zaheer and S. Gross (2008) "Does it Matter Where Countries Are? Proximity to knowledge, markets and resources and MNE location choices," Management Science, 54(7):1252-1265.*
- *S. Zaheer and A. Zaheer (2006) "Trust Across Borders," Journal of International Business Studies, 37(1): 21-29.*

(Reprinted in J. A. Krug and J. D. Daniels (2007), Multinational Enterprise Theory, Volume 1: The Multinational Enterprise, Sage Publications.)

- *N. Balasubramaniam, S. Ethiraj, R.Littrell, S. Manikutty, S. Morris, D.V.R. Seshadri, J. R. Varma, S. Zaheer (2006) "Corporation and its Shareholders: What should B-Schools Teach?", colloquium paper, Vikalpa, Journal of the Indian Institute of Management, Ahmedabad, 31(2):99-130.*
- *L. Nachum and S. Zaheer (2005) "The Persistence of Distance? The Impact of Technology on MNE Motivations for Foreign Investment," Strategic Management Journal, 26(8): 747-768.*
- *K. Linderman, R. Schroeder, S. Zaheer, C. Liedtke and A. Choo (2004), "Integrating Quality Management Practices with Knowledge Creation Processes," Journal of Operations Management 22: 589-607.*
- *S. Zaheer and M. Schomaker (2004) "Who is taking Over? Identity and Power in International*

Mergers and Acquisitions," in Michael A. Trick (Editor), Global Corporate Evolution: Looking Inward or Looking Outward?, Carnegie-Bosch Institute Intl Mgmt Series, Pittsburgh, PA: CMU Press.

- *T. Madsen, E. Mosakowski and S. Zaheer (2003), "Knowledge Retention and Personnel Mobility: The Nondisruptive Effects of Inflows of Experience, Organization Science, 14(2): 173-191.*
- *S. Zaheer, M. S. Schomaker and M. E. Genc, (2003) "Identity versus Culture in Mergers of Equals", (2003), European Management Journal, 21(2): 185-191.*
- *S. Zaheer and R. Rajan, (2003), "Creativity under Constraint: Technological Imprinting and the Migration of Indian Business to the New Economy", In Bruce Kogut (Ed.), The Global Internet Economy, Cambridge, MA: MIT Press.*
- *K. Linderman, R. Schroeder, S. Zaheer and A. Choo (2003), "Six Sigma: A goal theoretic perspective", Journal of Operations Management, 21(2): 193-203.*
- *S. Zaheer (2002), "The liability of foreignness, redux: a commentary", special issue on "The Liability of Foreignness", Journal of International Management, 8(3): 351-358.*
- *S. Zaheer (2002), "A big tent on an island – building bridges and community in international management research," M. Hitt and J. Cheng (Eds.), Advances in International Management, 14:69-81.*
- *T. Madsen, E. Mosakowski and S. Zaheer (2002), "The dynamics of knowledge flows: human capital mobility, knowledge retention and change", Journal of Knowledge Management, 6(2):164-176.*
- *S. Zaheer and A. Zaheer, (2001) "Market Microstructure in a Global B2B Network", Strategic Management Journal, 22(9): 859-874.*

  (An early version appeared in 1997 in the Academy of Management Best Papers Proceedings as "Firm Rivalry and the Network Structure of Global Competition").
- *S. Zaheer and S. Manrakhan, (2001), "Concentration and Dispersion in Global Industries: Remote Electronic Access and the Location of Economic Activities", Journal of International Business Studies, 32(4): 667-686.*
- *E. Westney and S. Zaheer (2001), "The Multinational Enterprise as an Organization," in Alan Rugman (Ed.), The Oxford Handbook of International Business, 349-379.*
- *S. Zaheer, (2000), "Acceptable Risk: A Study of Global Currency Trading Rooms in the US and Japan", in Zenios, S. & P. Harker (Eds.), The Performance of Financial Institutions, Cambridge University Press, Ch. 15, 462-295.*
- *S. Zaheer (2000), "Time-zone economies and managerial work in a global world" in P. C. Earley and H. Singh (eds.), Innovations in International and Cross-Cultural Management, Thousand Oaks, CA: Sage, Ch. 12, 339-353.*
- *D. Rulke, S. Zaheer and M. Anderson, (2000) "Sources of Managers' Knowledge of Organizational Capabilities", Organizational Behavior and Human Decision Processes,*

82(1):134-149.

- *D. Rulke and S. Zaheer, (2000), "Shared and unshared transactive knowledge in complex organizations: An exploratory study", in Shapira, Z. and T. Lant (Eds.), Managerial and Organizational Cognition, Lawrence Erlbaum, 83-100.*
- *S. Zaheer, S. Albert and A. Zaheer (2000) "The Importance of Time Scales", Trends in Organizational Behavior, Special Issue edited by C. Cooper and D. Rousseau Time in Organizational Behavior, 7:1-11.*
- *S. Zaheer, S. Albert and A. Zaheer, (1999), "Time-scales and organizational theory", Academy of Management Review, 24 (4):725-741. Chosen as one of the three best papers in the Academy of Management Review, 1999.*
- *E. Mosakowski and S. Zaheer, (1999), "The Global Configuration of a Speculative Trading Operation: An Empirical Study of Foreign Exchange Trading", Organization Science, 10(4): 401-423.*
- *T. Kostova and S. Zaheer, (1999). "Organizational Legitimacy under Conditions of Complexity: The case of the Multinational Enterprise", Academy of Management Review, 24(1):64-81.*
- *T. Madsen, E. Mosakowski and S. Zaheer, (1999), "Static and Dynamic Variation and Firm Outcomes", in J. Baum and W. Mckelvey (eds.), Variations in Organization Science: In Honor of Donald T. Campbell, Sage Publications, 213-236.*
- *A. Zaheer and S. Zaheer (1997). "Catching the Wave: Alertness, Responsiveness and Market Influence in Global Electronic Networks," Management Science, 43(11), 1493-1509.*
- *S. Zaheer and E. Mosakowski (1997). "The Dynamics of the Liability of Foreignness," Strategic Management Journal, 18(6): 439-464.*
- *S. Zaheer and A. Zaheer (1997a). "Country Effects on Information-Seeking in Global Electronic Networks," Journal of International Business Studies, 28(1): 77-100.*
- *D. R. Lessard and S. Zaheer (1996). "Breaking the Silos: Distributed Knowledge and Strategic Responses to Volatile Exchange Rates," Strategic Management Journal, 17(7): 513-534.*
- *S. Zaheer (1995a). "Overcoming the Liability of Foreignness," Academy of Management Journal, 38(2):341-363*
- *S. Zaheer (1995b). "Circadian Rhythms: The effects of global market integration in the currency trading industry," Journal of International Business Studies, 26 (4): 699-728.*

WORKING PAPERS

- *P. Kumar, S. Deodhar and S. Zaheer, "Unpacking Foreignness: The Strategic Role of Local Embedding on Patent Approval Times", invited to revise and resubmit at Strategic Management Journal.*
- *L. Nachum and S. Zaheer, "Theories of the MNE in an AI Era", submitted to AIB annual meeting, 2026.*
- *I. Yavuz and S. Zaheer, "Founders' Immigrant Status and Domestic Market Scope in High*

Technology Industries"

- *M. Schomaker and S. Zaheer, "Working in a lingua franca: Influences on perceptions of team member contribution in global virtual teams"*
- *S. Zaheer, "From Economic Roots to Institutional Relevance," invited foreword in Tamer S. Cavusgil and Attila Yaprak (Eds.) Milestones in the Evolution of International Business Thought: Reflections by AIB Fellows on Pivotal Advances.*

Ph.D DISSERTATION COMMITTEES

- *Pankaj Kumar (Reader), (PhD 2018)*
- *Isil Yavuz (Co-Advisor), (PhD 2011).*
- *Exequiel Hernandez (Chair), (PhD 2011).*
- *Lisa Gaerber (Thesis Co-Advisor), Vienna University of Business and Economics, (PhD 2009). Winner, Academy of Management Best Dissertation Award; Winner, Gunnar Hedlund Dissertation Award.*
- *Jesper Edman (Faculty Thesis Opponent), Stockholm School of Economics, PhD 2009, Winner, Academy of International Business Best Dissertation Award.*
- *Jisun Yu (Thesis Advisor), PhD 2007.*
- *Miguel Ramos (Reader), PhD 2007.*
- *Anna Lamin (Thesis Advisor), PhD 2007, Finalist, Richard Farmer Best Dissertation Award from the Academy of International Business.*
- *Mary Maloney (Thesis Co-Advisor), PhD 2007.*
- *Shalini Manrakhan (Thesis Advisor), PhD 2006.*
- *Margaret Schomaker (Thesis Advisor), PhD 2006 (Finalist, Richard Farmer Best Dissertation Award from the Academy of International Business)*
- *Mehmet Genc (Thesis Advisor), Ph.D. 2005.*
- *Bongman Seo (Reader) Ph.D. 2004, U of M Geography department.*
- *Don Ferrin (Thesis Advisor), Ph.D. 1999, winner of Barry Richman Best Dissertation Award from Academy of Management IM division, Toronto, 2000.*
- *David Berg (Thesis Co-advisor), Ph.D. 1998.Jennifer Spencer, (Reader) Ph.D. 1997, finalist on AIB and Academy of Management IM dissertation award competitions*
- *Tatiana Kostova (Thesis Co-Advisor), Ph.D. 1996, winner of the Richard Farmer Best Dissertation Award from the Academy of International Business and the Barry Richman Best Dissertation Award from the Academy of Management IM Division*
- *Gahng Koh (Reader) Ph.D. 1996, U of M Finance dept.*

GLOBAL DBA THESIS COMMITTEES

- *Hengke Fu, Tsinghua-Carlson, Global DBA (2018), Chair*
- *Lin Luo, Tsinghua-Carlson, Global DBA (Current), Chair*

- *Zheming Mei, Tsinghua-Carlson, Global DBA (Current), Chair*
- *Yi Bao, Tsinghua-Carlson, Global DBA (Current), Chair*
- *Peng Cheng, Tsinghua-Carlson, Global DBA (Current), Chair*
- *Yangyang Xu, Tsinghua-Carlson, Global DBA (Current), Chair*
- *Zebin Chen, Tsinghua-Carlson, Global DBA (Current), Chair*
- *Jing Chang, Tsinghua-Carlson, Global DBA (Current), Chair*
- *Houshan Bai, Tsinghua-Carlson, Global DBA (Current), Chair*

INVITED PRESENTATIONS (PARTIAL LIST)

- *S. Zaheer, Moderator, panel on "Trade and Tariff Tales", with the Consul General of Mexico in St. Paul, His Majesty's Consul General for Chicago, and the Consul General of Canada in Minneapolis for the Economic Club of Minnesota, September 2025.*
- *S. Zaheer, panel on "Measuring the impact of Business School Research", Academy of Management Annual Meeting, Copenhagen, July 2025.*
- *S. Zaheer, "IB Research that Matters to Business Schools: A panel of Deans", Academy of International Business Annual Meeting, Louisville, June 2025.*
- *S. Zaheer, Conversation with Brian Sikes, CEO, Cargill, at Economic Club of Minnesota, February 2025.*
- *S. Zaheer, "Back to the Future: Where do we go with the Liability of Foreignness?", Florida International University CIBER research seminar, Miami, October 2023.*
- *S.Zaheer, "Everything you wanted to know about the Fed (except interest rates)", Private Directors Association, Humphrey School, U of MN, October 2023.*
- *S. Zaheer, Commentary on Franklin Allen's Distinguished Scholar presentation on Climate investments, Academy of International Business, Warsaw, 2023.*
- *1st Tuesday conversations with over 50 CEOs and Non-profit leaders, Carlson School of Management, University of Minnesota (2011-2023)*
- *S. Zaheer, Speaker, Panel on "Reimagining the Business School Curriculum", EFMD Deans and Directors-General conference, February 2021.*
- *S. Zaheer, Speaker, Forum on Mental Health, AACSB Deans conference, February 2021.*
- *S. Zaheer, Speaker, Lingnan Global Forum, "The Road Ahead After CovidD: A Comparative Review of America, Europe and China", American Association of Colleges and Universities, Washington, January 2021*
- *S. Zaheer. Panelist, "Global Economic Development and Higher Education", American Association of Colleges and Universities, Washington, January 2020*
- *S. Zaheer. "Assessing Research Impact", AACSB conference, 2019.*
- *S. Zaheer, Opening plenary on "The Future of Management Education", Strategic Management Society Conference, Hyderabad, December 2018.*
- *Deans Panel, NSF Workshop: Fostering Gender and Work-Life Inclusion for Faculty, Purdue*

University, October 2018

- *S. Zaheer, "An Accidental Scholar: My IM journey", PWC Strategy& Eminent Scholar Award presentation, Academy of Management, Chicago, August 2018*
- *S. Zaheer, "Assessing and Rewarding Research Impact", AACSB International Annual Accreditation Conference, Washington DC, September 2017.*
- *S. Zaheer, Keynote Speaker at Women's Leadership Conference, Accenture, Minneapolis,*
- *S. Zaheer, "Collaboration between Business Schools and Engineering Schools", International Business School Shanghai Conference, Shanghai, October 2016.*
- *S. Zaheer, "Innovations in Assurance of Learning", AACSB International Annual Accreditation Conference, Minneapolis, September 2016.*
- *S. Zaheer, "Lessons from my Career", Piper Jaffray Women's Leadership Event, Minneapolis, Aug 2016.*
- *S. Zaheer, Panelist, "Globalizing Education: Challenges & Opportunities", Academy of International Business Annual Meeting, New Orleans, June 2016.*
- *S. Zaheer, C200 panel on Advancing your Career, C200 Reachout conference, Minneapolis, April 2016*
- *S. Zaheer, "Being greater than", International Women's Day, Accenture Minneapolis, March 2016.*
- *S. Zaheer, Keynote Speaker, Land O'Lakes Women's Leadership Event, Minneapolis, January 2016.*
- *S. Zaheer, "Developing a Culture of Research in Emerging Market Business Schools", Academy of International Business Annual Meeting, Bengaluru, June 2015.*
- *S. Zaheer, Host, "Developing Research with Impact", IBM Global Business Education Jam, 2014.*
- *S. Zaheer, Opening Plenary session, "Myths about Emerging Markets", Strategic Management Society Annual meeting, Miami, November 2011.*
- *S. Zaheer, Commentary on Nobel Laureate James Mirrlees' work, Academy of International Business annual meeting, Nagoya, Japan, June 2011.*
- *S. Zaheer, Distinguished keynote address, "Building locational capital", Copenhagen Business School, January 2011.*
- *S. Zaheer, Distinguished keynote address, "The Seven Sins of Sustainability Scholarship," Australia-New Zealand Academy of Management (ANZAM) annual meeting, Adelaide, December 2010.*
- *S. Zaheer, Dean's plenary on "The Future of Scholarship in IB", Academy of International Business Annual Meeting, Rio de Janeiro, June 2010.*
- *S. Zaheer, "Ronald Dore and Research on Comparative Institutions", invited commentary on Ronald Dore's work at Distinguished Scholar Award presentation, Academy of International Business Annual Meeting, Milan, July 2008.*

- *Harvard Business School International Research Conference, Invited discussant, Harvard Business School, Boston, June 2008.*

REFEREED CONFERENCE PRESENTATIONS

- *S. Zaheer, "Strategy in a World that no longer plays by the Rules", panel at Strategic Management Society Annual Meeting, San Francisco, October 2025*
- *S. Zaheer, "Villains or Vanguards? Rethinking the Role of MNEs in Climate Action Amid Geopolitical Risk," panel at Strategic Management Society Annual Meeting, San Francisco, October 2025*
- *S. Zaheer, "Taking Industry Seriously: Industry Dynamics and International Business", panel at Academy of International Business annual meeting, Seoul, July 2024.*
- *S. Zaheer, Panel on Women in Leadership, Academy of International Business, Warsaw, July 2023.*
- *P. Kumar and S. Zaheer, "Does it Exist? Does it Not? The Liability of Foreignness in Patenting," Academy of Management Annual Meeting, Chicago, August 2018.*
- *S. Zaheer, Panel, "Anti-Globalization: Implications for Management Theory and Research", Academy of Management Annual Meeting, Atlanta, August 2017.*
- *S. Zaheer, Panel, "International Business Education in an Increasingly Anti-globalized World", Academy of Management Annual Meeting, Atlanta, August 2017.*
- *P. Dastidar and S. Zaheer, "Dealing with information asymmetry in cross-border acquisitions," Strategic Management Society annual meeting, Miami, November 2011.*
- *M. Schomaker and S. Zaheer, "Language and Perceptions of Member Performance in Multinational Teams, Strategic Management Society Annual Meeting, Rome, September 2010*
- *P. Dastidar and S. Zaheer, "Dealing with information asymmetry in cross-border acquisitions," Academy of Management annual meeting, Montreal, August 2010*
- *S. Zaheer, "Softpower capability in emerging markets: The case of India," Academy of Management annual meeting, Chicago, August 2009*
- *S. Zaheer, Panel on Academic Couples, Academy of International Business Annual Meeting, San Diego, June 2009.*
- *S. Zaheer, A. Lamin and M. Subramani, "Cluster capabilities or ethnic ties? Location choice by foreign and domestic entrants in the services offshoring industry in India", Strategic Management Society India conference, Indian School of Business, Hyderabad, December 2008.*
- *S. Rogbeer, S. Zaheer and A. Zaheer, "Knowledge Bridges in Alliance Portfolios," Academy of Management Annual Meeting, Anaheim, CA, August 2008.*
- *S. Zaheer, panel on "Risk and Uncertainty in a changing global environment," competitive symposium, Academy of International Business Annual Meeting, Milan, July 2008.*
- *S. Zaheer, "How to avoid a desk reject," invited presentation, Junior Faculty Consortium,*

Academy of International Business Annual Meeting, Milan, June 2008.

- *S. Manrakhan, S. Zaheer & A. Zaheer, "Bridging Ties and Knowledge Transfer and Creation in Biotech" Strategic Management Society Annual Meeting, San Diego, November 2007.*
- *S. Zaheer, A. Lamin and M. Subramani, "Cluster capabilities and location choice: A study of Business Process Outsourcing in India," Academy of Management Annual Meeting, Philadelphia, August 2007.*
- *Nachum, Lilach, Srilata Zaheer and Shulamith Gross, "Does it matter where countries are? Proximity to knowledge, markets and resources and MNE location choices," Academy of Management Annual Meeting, Philadelphia, August 2007.*
- *M. Schomaker and S. Zaheer, "¿Como Se Dice 'Deliverables'? Cross-Linguistic Knowledge Transfer In Multinationals," Academy of Management Annual Meeting, Philadelphia, August 2007.*
- *S. Zaheer, "Bringing Entrepreneurship into IB research," Showcase symposium, Academy of International Business, Indianapolis, June 2007.*
- *Schomaker, Maggie and Srilata Zaheer, "The Effects of Linguistic Distance on Knowledge Flows Within the MNE," Strategic Management Society Meeting, Vienna, November 2006.*
- *Nachum, Lilach & Srilata Zaheer, "Does it matter where countries are? Proximity to knowledge, markets and resources and MNE location choices." Academy of International Business Annual Meeting, Beijing, June 2006. Finalist for the AIB/Temple best paper award.*
- *Anna Lamin and Srilata Zaheer, "Avoidance, Isolation and Accommodation Strategies of MNCs in Response to Legitimacy Attacks", Academy of Management, Honolulu, August 2005.*
- *L. Nachum and S. Zaheer, "Does it Matter Where They Are? Geography, Distance and MNE Location Choices," Academy of Management, Honolulu, August 2005.*
- *Srilata Zaheer, "Empirical approaches in International Management Research", panel on Research in International Management, Academy of International Business, Stockholm, July 2004.*
- *M. Schomaker and S. Zaheer, "Language, Identity and Culture", panel on Identity and Culture, Academy of International Business Annual Meeting, Stockholm, July 2004.*
- *Anna Lamin and Srilata Zaheer, "Firm Strategies in Response to Legitimacy Challenges: An exploratory study", presented at the Annual meeting of the Strategic Management Society, Baltimore, November 2003.*
- *Srilata Zaheer and Margaret S. Schomaker, "Identity, Size and Power in International Mergers", Carnegie- Bosch International Conference, Pittsburgh, October 2003.*
- *Srilata Zaheer, Margaret S. Schomaker and Mehmet E. Genc, "Separate But Equal: Organizational Identity and Culture in International Mergers of Equals", Academy of Management Annual Meeting, Seattle, August 2003.*
- *"Re-opening the Black Box of Organization in International Management Research", Panel on Exploring the Frontiers of International Strategy and Management, BPS division, Academy of*

Management, Seattle, August 2003.

- *"MNE legitimacy in a globalizing world", Panel on the Future of the Multinational Enterprise, Academy of International Business Annual Meeting, Puerto Rico, June 2002.*
- *"MNEs in the Digital Economy?" (with L. Nachum), Academy of International Business Annual Meeting, Sydney, Australia, November, 2001.*
- *"Institutions and the evolution of the Indian software Industry" (with R. Rajan), panel on Institutional Variation, Academy of International Business Annual Meeting, Sydney, Australia, November, 2001.*
- *"Technological Imprinting and the migration of Indian business to e-space" (with R. Rajan), panel on E-business and traditional business, Academy of International Business Annual Meeting, Sydney, Australia, November, 2001.*
- *"Location in the Digital Economy" (with S. Manrakhan), Strategic Management Society Annual Meeting, San Francisco, October, 2001.*
- *"Knowledge Sharing in Organizations" (with B. Chakravarthy and A. Zaheer), Strategic Management Society Annual Meeting, San Francisco, October, 2001.*
- *"Institutions and the Evolution of Software and E-business in India," (with R. Rajan), presented at All-Academy Showcase Symposium on "Institutional Variation and Firm Performance: Spotlighting the Complementarity between the Role of Government & Other Institutions," Academy of Management, Washington, August 2001.*
- *"Human Capital Movement and the Retention of Knowledge" (with T. Madsen and E. Mosakowski), Academy of Management Conference, Toronto, August 2000.*
- *"Knowledge Sharing in Organizations" (with B. Chakravarthy and A. Zaheer), EGOS Conference, Warwick, July 1999.*
- *"Knowledge Transfer and Firm Retention" (with T. Madsen and E. Mosakowski), Strategic Management Society conference, Berlin, October 1999.*
- *"Intrafirm and Intra-industry Human Capital Transfer and the Diffusion of Firm and Industry Practices" (with T. Madsen and E. Mosakowski), Strategic Management Society conference, Orlando, October 1998.*
- *"Transactive knowledge and performance in the retail food industry." (with D. Rulke and M. Anderson), Academy of Management Conference, San Diego, August 1998.*
- *"Integrating strategy and organizational evolution: The coevolution of intrafirm evolutionary processes and firm outcomes," (with T. Madsen and E. Mosakowski), Academy of Management Conference, San Diego, August 1998.*
- *"Firm Rivalry and the Network Structure of Global Competition", (with A. Zaheer), Academy of Management Conference, Boston, August 1997.*
- *"The effect of time-scale on the truth and testing of organizational theory" (with S. Albert and A. Zaheer), Academy of Management Conference, Boston, August 1997.*
- *"Intrafirm evolutionary processes and competitive advantage: a study of global financial*

services", (with T. Madsen and E. Mosakowski), Academy of Management Conference, Boston, August 1997.

- *"Global Scope and Firm Survival: A Longitudinal Study of Multi-Unit Operations in the Foreign-Exchange Trading Industry," (with E. Mosakowski), Strategic Management Society Meetings, Phoenix, AZ, November 1996.*
- *"Information Advantage and Firm Capabilities: The Role of Structural Holes and Weak Ties in Global Interfirm Networks," (with A. Zaheer), Strategic Management Society Meetings, Phoenix, AZ, November 1996.*
- *"The Optimal Firm Configuration for a Speculative Trading Operation: An Empirical Study of Foreign Exchange Trading," (with E. Mosakowski), Annual Meeting of the Academy of International Business, Banff, Canada, October 1996.*
- *"Geographic Constraints, Firm Capabilities and the Structure of Global Competition: A Network Approach," (with A. Zaheer), Annual Meeting of the Academy of International Business, Banff, Canada, October 1996.*
- *"State Credibility and Currency Stability," (with J. Spencer), Annual Meeting of the Academy of International Business, Seoul, Korea, November 1995.*
- *"Balancing Change and Stability: A Study of the Sources of Competitive Advantage in the Global Foreign Exchange Trading Industry," (with T. Madsen and E. Mosakowski), Strategic Management Society Conference, Mexico City, October 1995.*
- *"Alertness, Responsiveness and Market Influence in Global Electronic Networks," (with A. Zaheer), Annual meeting of the Academy of Management, Vancouver, August 1995.*
- *"The Dynamics of the Liability of Foreignness," (with E. Mosakowski), Annual meeting of the Academy of Management, Vancouver, August 1995.*
- *"Legitimacy and the Multinational Enterprise," (with T. Kostova), Annual meeting of the Academy of Management, Vancouver, August 1995.*
- *"Economies of geographic scope and the liability of foreignness," (with E. Mosakowski), INFORMS annual meeting, Singapore, June 1995.*
- *"Technobabble: Uncertainty and Information Seeking in Global Electronic Networks," (with A. Zaheer), Annual Meeting of the Academy of International Business, Boston, Nov 1994.*
- *Chair and presenter, panel on "Past, Present and Future: Longitudinal Methods in International Research," Annual Meeting of the Academy of International Business, Boston, 1994.*
- *"Information Networks and the Liability of Foreignness" (with E. Mosakowski), Annual meeting of the Academy of Management, Dallas, TX, August 1994.*
- *"Information-Seeking in a Global Marketplace: An Empirical Study of Uncertainty, Information Technology Use and National Culture," (with A. Zaheer), Annual meeting of the Strategic Management Society, Jouy-en-Josas, September 1994.*
- *"Talking the talk: Market Talk Mechanisms and Competitive Advantage in the Foreign*

Exchange Market," (with E. Mosakowski), Annual meeting of the Academy of Management, Dallas, TX, August 1994.

- *"Strategic Objectives and Control in Multinational Corporations," (with D. Berg), Annual Meeting of the Academy of International Business, Maui, 1993.*
- *"Culture, Control and Capability: An Empirical Study of Risk Transformation in Financial Services", Annual Conference of the Strategic Management Society, Chicago, Sept. 1993.*
- *"Control and the Strategy Process in the Boundaryless Organization," (with D. Berg), Annual Meeting of the Academy of Management, Atlanta, August 1993.*
- *"Working Across Organizational Boundaries: Strategic Decision-Making in a Distributed Knowledge Context" (with D. R. Lessard), Annual Meeting of the Academy of Management Atlanta, August 1993.*
- *"Country Effects in a Global Environment: An Empirical Study of Institutional Isomorphism in MNC Subunits," Annual Meeting of the Academy of Management, Las Vegas, August 1992.*
- *"Professionalism in R&D Engineers and its Influence on the Assimilation of External Technology in MNCs: A Comparative Study of the US and Japan." (with D. E. Westney) Annual Meeting of the Academy of International Business, Singapore, November 1989.*

GRANTS RECEIVED

- *International Programs Department, Carlson School of Management, grant for longitudinal study of Indian software industry, December 2004.*
- *National Science Foundation grant to study Knowledge Creation and Transfer through Structured Learning Processes (with R. Schroeder, K. Linderman, and C. Liedtke), 2000.*
- *Strategic Management Research Center grant for project on Mergers and Acquisitions, 1999; and on Dynamic Competencies, 1997.*
- *Wharton Financial Institutions Center, grant for project on risk in financial services, 1994-96.*
- *Sloan Foundation Retail Food Industry Center grant for project on the international transfer of knowledge in the retail food industry, (with D. Rulke), 1995.*
- *University of Minnesota Graduate School research grant for longitudinal study in global financial services industry, July 1994.*
- *McKnight Foundation summer research grants, 1995, 1996, 1997.*
- *International Programs Department, Carlson School of Management, grant for longitudinal archival research on currency trading rooms, December 1992.*
- *Institute for International Studies Award for Japanese Language Study, College of Liberal Arts, University of Minnesota, 1992.*
- *International Financial Services Research Center, Massachusetts Institute of Technology, support for dissertation research, 1990 and 1991.*
- *Center for Telecommunications Management, U of Southern California, Thesis award, 1989.*

PROFESSIONAL SERVICE

- *Vice Chair, Economic Club of Minnesota (2026-)*
- *Elected to Executive Committee of Academy of International Business (2023-2026)*
    - *VP –Programs 2023-2024 organizing AIB pre-conference meeting in Seoul*
- *Social Impact Advisory Editor, Journal of International Business Studies, (2023-)*
- *Guest Editor, Journal of International Business Studies, 2023.*
- *Faculty mentor, Women of the Academy of International Business, AIB Annual meeting, Warsaw, 2023*
- *AACSB Accreditation visits, Chair: University of Arizona, Michigan Ross School of Business, Wisconsin School of Business, U Washington Foster School of Business, Johns Hopkins Carey School of Business; Business Member: UC Davis, Queens University*
- *Convener, Deans conclave, Strategic Management Society conference, Indian School of Business, Hyderabad, India, December 2018*
- *Program Committee and Local co-host, Academy of International Business Annual meeting, Minneapolis, June 2018*
- *Chair, AIB Fellows International Executive of the Year Selection Committee, 2018*
- *Chair, Peer Review Team, AACSB Continuous Improvement Review, University of Michigan Ross School of Business, Ann Arbor, February 2018*
- *Peer Review Team Member, AACSB Continuous Improvement Review, Utah State University David Eccles School of Business, Logan, October 2017.*
- *Peer Review Team Member, AACSB Continuous Improvement Review, University of Wisconsin School of Business, Madison, January, 2017.*
- *Faculty Panel, Mid-Career Faculty Development Workshop, Academy of Management IM Division, Vancouver, 2015.*
- *Peer Review Team Member, AACSB Accreditation Maintenance Review, UC Davis Graduate School of Management, March 2015.*
- *Chair, JIBS Decade Award Committee, Academy of International Business, 2011.*
- *Chair and Organizer, Junior Faculty Consortium, Academy of International Business Annual Meeting, Nagoya, June 2011.*
- *Track Chair: Multinational Organization track, Academy of International Business, Rio de Janeiro, 2010.*
- *BPS Division Mid Career Workshop, faculty panelist, Academy of Management Annual Meeting, Montreal*
- *Guest Editor, Special Issue of the Journal of International Business Studies on the Financial Crisis, 2010.*
- *External reviewer, University of South Carolina CIBER, 2008, 2009.*
- *Reviewing Editor, Journal of International Business Studies, 2007-2009; Consulting Editor (2010-)*

- *Editorial Boards: Strategic Management Journal (1998-2010), Journal of International Business Studies, Journal of International Management (2001- 2002), Group and Organization Management (1998-2000).*
- *Member, Richard Farmer Best Dissertation Award Committee, Academy of International Business, (2006-2007).*
- *Executive Committee, International Management Division, Academy of Management.*
    - *Division Chair, 2001-2002.*
    - *Program Chair, 1999-2000 (Toronto meeting).*
- *Chair, Barry Richman Best Dissertation Award committee, International Management Division, Academy of Management, 2003; Member, 1998-2003.*
- *Facilitator, Sloan Globalization Workshop, Berkeley, 2002, 2003.*
- *Faculty facilitator, International Entrepreneurship Doctoral Student Conference sponsored by Babson, Georgia State, Georgia Tech and Minnesota. Minneapolis, 2002; Atlanta, 2003; Minneapolis, 2005.*
- *Track chair: OB/HRM, Academy of International Business Annual Meeting, Vienna 1998.*
- *Farmer Dissertation Award Committee, Academy of International Business, (1997- 1999).*
- *Faculty panel, Doctoral/Junior Faculty consortia, Academy of Management IM division, 2010, 2005, 2000, 1998. Academy of International Business, 1996, 1997, 1998, 1999, 2001, 2002, 2005, 2010*
- *Faculty Panel, Pre-conference workshop on Networks, Academy of Management, 1997; Pre-conference workshop on Time, Toronto, 2000.*
- *Ad-hoc referee: National Science Foundation, Administrative Science Quarterly, Academy of Management Journal, Academy of Management Review, Organization Science, Management Science, Journal of Business Venturing, Journal of Management Studies*

INSTITUTIONAL SERVICE

- *Member, All University Honors Committee, University of Minnesota (2025-)*
- *Chair, Search Committee, Dean of College of Science and Engineering, 2020-21*
- *Member, President's Campaign Council, Univ of Minnesota $4 billion 'Driven.' Campaign, (2015-21)*
- *Chair, Twin Cities Deans Council, University of Minnesota, (2015-2016)*
- *Co-Chair, University of Minnesota Community Fund Drive (2016).*
- *Funding model committee, University of Minnesota Foundation (2013-2015)*
- *Member, Presidents Senior Leadership Group, University of Minnesota, (2013-2014, 2015-2016)*
- *Carlson School Executive Committee, Member, Fall (2006-present).*
- *Carlson School Operations Committee, Member, Fall (2006-2008).*
- *Chair & Member, Carlson School of Management Faculty Consultative Committee,*

(2002-2005).

- *PhD Program Coordinator, Strategic Management Department, (2000-2004).*
- *Carlson School of Management Dean Search Committee, (2001).*
- *Chair, Recruitment Committee: SMO department strategy position, (1999-2000).*
- *Board Member, CSOM Executive Development Center, (2002-2004).*
- *Member, SMO department Ph.D. committee, (1996-1997, 1997-1998, 1998-1999, 1999-2000).*
- *Member, Recruitment Committees:*
- *University of Minnesota Presidential Faculty Mentor, (1995-1996, 1996-1997, 1997-1998, 2000-2001).*
- *University of Minnesota Equity, Access and Diversity Committee, (2001-2003).*