

# Shavin Malhotra

Conrad School of Entrepreneurship and Business  
Faculty of Engineering  
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Nationality: Canadian

## Academic Positions

- 2016- **University of Waterloo, Conrad School of Entrepreneurship and Business**  
Professor of Strategy, 2020-  
PhD Program Director, 2020-  
Conrad Research Excellence Chair, 2018-  
Associate Professor of Strategy, 2016-2019
- 2009-2015 **Ryerson University, Ted Rogers School of Management**  
Associate Professor of International Business, 2013-2015  
Co-director, International Research Institute, 2010-2014  
Assistant Professor of International Business, 2009-2012
- 2008-2009 **Jacksonville University, Davis College of Business**  
Assistant Professor of International Business

## Industry Experience

- 2001-2003 Business Development Executive, CMC Limited (part of Tata Consultancy Services), India  
1999-2001 Marketing Executive, Jobsahead.Com, New Delhi, India

## Education

- 2008 PhD in Business Administration, Carleton University, Canada  
1999 MBA in Marketing, Panjab University, India  
1996 BSc in Chemistry, St. Stephens College, Delhi University, India

## Honors & awards

- 2023 Outstanding Performance Award, University of Waterloo
- 2023 Best Paper Award, AIB South Asia Conference
- 2021 Best Paper Award (SMEs), European International Business Academy Conference
- 2021 Best Paper Award (HR), Academy of Management Annual Conference
- 2021 Outstanding Performance Evaluation, University of Waterloo
- 2020 Best Paper Award (Global Strategy), Academy of Management Annual Conference
- 2020 Best Paper Award (IB), Administrative Sciences Association of Canada Conference
- 2019 Outstanding Performance Award, University of Waterloo
- 2018 Best Paper Award (Strategy), Administrative Sciences Association of Canada Conference
- 2018 Recognized by Dean for Teaching Excellence
- 2017 Recognized by Dean for Teaching Excellence
- 2015 Best Paper Proceedings, Academy of Management conference
- 2014 Distinguished Paper Award, Academy of Management conference (Paper in the top 1%)
- 2014 Best Paper Award (Strategy), Administrative Sciences Association of Canada Conference.
- 2014 Faculty Scholarly Research Award, Ryerson University (\$2,000)
- 2013 Identified by Ryerson students as ‘A Prof Who Made a Mark’.
- 2013 Best Paper Award (Global Business), Administrative Sciences Association of Canada
- 2013 Best Paper Nomination, Canadian Journal of Administration Sciences
- 2013 Best Paper Nomination, Strategic Management Society
- 2011 Faculty Scholarly Research Award, Ryerson University (\$2,000)
- 2009 Best Paper Award (International Marketing), AMA Winter Marketing Conference
- 2008 University Senate Medal for Academic Achievement, Carleton University
- 2007 Ontario Graduate Scholarship (\$15,000)
- 2005 Best Paper Award, 9th International Conference on Marketing & Development

## Grants

- 2016-2023 Social Sciences and Humanities Research Council Insight Grant (Principal Investigator) *How extroverted CEOs affect firm strategy and performance*, **\$133,132**
- 2013-2016 Social Sciences and Humanities Research Council Insight Development Grant (Principal Investigator) *The role of cognitive heuristics in strategic decision making*, **\$65,550**
- 2013-2015 Ted Rogers School of Management Internal Grant (Principal Investigator) *Method of payment in acquisitions: The seller’s side perspective*, **\$7,000**
- 2013-2014 Social Sciences and Humanities Research Council Institutional Grant (Principal Investigator) *Internationalization behavior of emerging market multinationals*, **\$7,155**
- 2012-2013 Ted Rogers School of Management Internal Grant (Principal Investigator) *Case study of large cross-border acquisitions from India and China*, **\$5,000**
- 2010-2011 Social Sciences and Humanities Research Council Institutional Grant (Principal Investigator) *The role of cognitive heuristics in strategic decision making*, **\$7,000**
- 2009-2010 Ted Rogers School of Management Internal Grant (Principal Investigator) *Entry mode behavior of emerging market and developed market multinationals*, **\$5,000**

## Publications & talks

### JouRnal aRticles

- 35 Harrison, J. & Malhotra, S. (2023). Complementarity in the CEO-CFO Interface: The joint influence of CEO and CFO personality and structural power on firm financial leverage. *The Leadership Quarterly*, Forthcoming.
- 34 Boekhorst, J., Basir, N. & Malhotra, S. (2022). Star light, but why not so bright? A process model of how incumbents influence star newcomer performance. *Academy of Management Review*, Forthcoming.
- 33 Malhotra, S., Zhu, P., & Reus, T. (2022). The diagnostic value and anchoring effect of references in acquisition premium decisions: The influence of overconfident and powerful CEOs. *British Journal of Management*, Forthcoming.
- 32 Matthias, B., Sui, S. & Malhotra, S (equal authorship) (2022). A vicarious learning perspective on the relationship between home-peer performance and export intensity among SMEs. *International Marketing Review*, Forthcoming.
- 31 Malhotra, S. & Harrison, J. (2022). A Blessing and a Curse: How CEO cognitive complexity influences firm performance Under varying industry conditions. *Strategic Management Journal*, 43, 2809-2828.
- 30 Zhu, K., Malhotra, S. & Li, Y. (2022). Technological diversity of patent applications and decision pendency. *Research Policy*, 51 (1).
- 29 Gaur, A., Malhotra, S., & Zhu, P. (equal authorship) (2022). Institutional distance and foreign acquisitions. *Journal of International Management*, 28(2), 100917.
- 28 Malhotra, S., Shen, W., & Zhu, P. (2021). A vicious cycle of symbolic tokenism: The gendered effects of external board memberships on chief executive officer compensation. *Human Resource Management*, 60 (4), 617-639.
- 27 Morgan, H., Sui, S., & Malhotra, S (equal authorship) (2021). No place like home: The effect of exporting to country of origin on the financial performance of immigrant-owned SMEs.. *Journal of International Business Studies*, 52, 504-524.  
i Best Paper Award (Global Strategy), Academy of Management, IM Division (2020).  
i Best Paper Award (IB), Administrative Sciences Association of Canada (2020).
- 26 Gada, V., Popli, M., & Malhotra, S.(2021). Time to complete the due diligence phase in mergers and acquisitions: impact of CEO psychological characteristics. *Applied Economics*, 53(50), 5812-5825.
- 25 Malhotra, S., Shen, W., & Zhu, P. (2020). What is (s)he worth? Exploring mechanisms and boundary conditions of the relationship between CEO extraversion and pay. *British*

*Journal of Management*, 32, 529-547.

- 24 Malhotra, S., Morgan, H., & Zhu, P. (2020). [Corporate governance and firms' acquisition behavior: The role of antitakeover provisions](#). *Journal of Business Research*, 118, 26-37.
- 23 Sui, S., Matthias, B., & Malhotra, S (equal authorship) (2019). [How home peer firms affect exit of small firms in export markets: Evidence from Canadian exporters](#). *Entrepreneurship Theory and Practice*, 43 (5), 1018-1045.
- 22 Malhotra, S., Reus, T., Zhu, P., & Roelofsens, E. (2018). [The acquisitive nature of extraverted CEOs](#). *Administrative Science Quarterly*, 63 (2), 370-408.  
i Featured in *Harvard Business Review*, November-December 2017 (22).
- 21 Malhotra, S., Morgan, H., & Zhu, P. (2018). [Sticky decisions: Anchoring and equity stakes in international acquisitions](#). *Journal of Management*, 44 (8), 3200-3230.
- 20 Dev, D., Malhotra, S., & Zhu, P. (2016). [Internationalization process, impact of slack resources, and role of the CEO: The duality of structure and agency in Evolution of Cross-Border Acquisition Decisions](#). *Journal of World Business*, 51 (2), 212-225
- 19 Malhotra, S., Lin, H., & Farrell, C. (2016). [Cross-national uncertainty and level of control in cross-border acquisitions: A comparison of Latin American and U.S. multinationals](#). *Journal of Business Research*, 69,1993-2004
- 18 Malhotra, S., Zhu, P., & Reus, T. (2015) [Anchoring on the acquisition premium decisions of others](#). *Strategic Management Journal*, 36 (12), 1866-1876  
i Winner of the Distinguished Paper Award , Academy of Management (2014)
- 17 Malhotra, S., & Gaur, A. (2014). [Spatial geography and control in foreign acquisitions](#). *Journal of International Business Studies*, 45(2), 191-210.
- 16 Gaur, A., Malhotra, S., & Zhu, P. (2013). [Acquisition announcement and stock market valuation of rivals: A test of growth probability hypothesis](#). *Strategic Management Journal*, 34(2), 215-232.  
i An abridged version of the paper appeared in Chinese Management Insights, a Chinese-English bilingual publication on China-related topics
- 15 Malhotra, S., & Zhu, P. (2013). [Paying for cross-border acquisitions: The impact of prior acquirers' decisions](#). *Journal of World Business*, 48, 271-281.
- 14 Malhotra, S. (2012). [Geographic distance as a moderator of curvilinear relationship between cultural distance and shared ownership](#). *Canadian Journal of Administrative Sciences*, 29, 218-230.  
i Among papers that the Canadian Journal of Administrative Sciences published in 2012, the journal nominated the above study for the best paper award

- 13 Mulki, J., Jaramillo, F., Malhotra, S., & Locander, B. (2012). Reluctant employees and felt stress: The moderating impact of manager decisiveness. *Journal of Business Research*, 65, 77–83.
- 12 Lin, X., & Malhotra, S. (2012). To adapt or not adapt: The moderating effect of perceived similarity in cross cultural business partnerships. *International Journal of Intercultural Relations*, 36, 118-129.
- 11 Malhotra, S., Sivakumar, K., & Zhu, P. (2011). Curvilinear relationship between cultural distance and equity participation: An empirical analysis of cross-border acquisitions. *Journal of International Management*, 17, 316-332.
- 10 Malhotra, S., & Sivakumar, K. (2011). Simultaneous determination of optimal cultural distance and market potential in international market entry. *International Marketing Review*, 26(2), 601-626.
- 9 Bhagat, S., Malhotra, S., & Zhu, P. (2011). Emerging country cross-border acquisitions: Characteristics, acquirer returns and cross-sectional determinants. *Emerging Markets Review*, 12, 250-271.
- i An abridged version of the paper also appeared in the anniversary issue of Silicon India, a business magazine in India.
- 8 Malhotra, S., Sivakumar, K., & Zhu, P. (2011). A comparative analysis of the role of national culture on foreign market acquisitions by U.S. firms and firms from emerging countries *Journal of Business Research*, 64(7), 714-722.
- 7 Malhotra, S., Zhu, P., & Locander, B. (2010). Impact of host-country corruption on U.S. and Chinese cross-border acquisitions. *Thunderbird International Business Review*, 52(6), 491-507.
- 6 Malhotra, S., Sivakumar, K., & Zhu, P. (2009). Distance factors and target market selection: The moderating effect of market potential. *International Marketing Review*, 26(6), 651-673.
- 5 Malhotra, N., & Malhotra, S. (2008). Liberalization and protection: Antidumping duties in the Indian pharmaceutical industry. *The Journal of Economic Policy Reform*, 11(2), 115-122.
- 4 Zhu, P., & Malhotra, S. (2008). Announcement effect and price pressure: An empirical study of cross-border acquisitions by Indian firms. *International Research Journal of Finance and Economics*, 13, 24-41.
- 3 Malhotra, S., & Malhotra, N. (2007). Investing in an emerging market: Evidence from US firms investing in India. *Competitiveness Review: An International Business Journal*, 17(1/2), 47-55.

- 2 Papadopoulos, N., & Malhotra, S. (2007). [Export processing zones in development and international marketing strategy: An integrative review and research agenda](#). *Journal of Macromarketing*, 27(2), 148-161.
- i Winner of the Best Paper Award, 9th International Conference on Marketing & Development (2005).
- 1 Gulati, S., Malhotra, N., & Malhotra, S. (2005). [Extent of protection via antidumping law: A case study of vitamin C industry in India](#). *Journal of World Trade*, 39 (5), 925-936.

### **AOM Best Paper Proceedings**

Malhotra, S., & Harrison, J. (2021). The contingent effect of CEO cognitive complexity on firm performance. John Humphreys (Ed.), *Proceedings of the Eighty-first Meeting of the Academy of Management*.

Boekhorst, J., Basir, N. & Malhotra, S. (2021). Investigating nonstars' attributions of star status on star performance. John Humphreys (Ed.), *Proceedings of the Eighty-first Meeting of the Academy of Management*.

Morgan, H., Sui, S., & Malhotra, S. (2020). No place like home: The effect of exporting to country of origin on the financial performance of immigrant-owned SMEs. John Humphreys (Ed.), *Proceedings of the Eightieth Meeting of the Academy of Management*.

Sui, S., Baum, M., & Malhotra, S. (2015). The influence of entry density on the survivability of SMEs in international markets. *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*.

Malhotra, S., Zhu, P., & Reus, T. (2014). Influence of local market's preceding acquisition on acquisition premiums. John Humphreys (Ed.), *Proceedings of the Seventy-fourth Annual Meeting of the Academy of Management*, 648-653.

### **Working Papers**

Harrison, J. & Malhotra, S. Complementarity in the CEO-CFO interface: The joint influence of CEO and CFO personality and structural power on firm financial leverage. *The Leadership Quarterly*, (under 2<sup>nd</sup> review).

Chandler, J., Hill, A., Harrison, J. & Malhotra, S. Opposites Don't Always Attract: Acquiror and Target CEOs' Personality Dissimilarity and the Acquisition Deal Process. *Organization Science*, (under 1<sup>st</sup> review).

Malhotra, S., Zhu, P. & Reus, T. Drawn to pricy precedents: Anchoring in international

acquisition premium decisions. *Journal of International Management*, (Revise and resubmit).

Malhotra, S., Morgan, H. & Zhu, P. CEO entrepreneurial orientation, governance structures and corporate innovation. *Long Range Planning*, (Revise and resubmit).

Adebambo, B., Bowen, R., Malhotra, S. & Zhu, P. CEO extraversion and the cost of equity capital. *Journal of Financial Research*, (Revise and resubmit).

### **Invited Talks**

Malhotra, S. (2023, March). Mental Models for Theoretical Frameworks. Presented at Indian Institute of Management, Ahmedabad, India

Malhotra, S. (2023, March). Complementarity in the CEO-CFO interface: The joint influence of CEO and CFO personality and structural power on firm financial leverage. Presented at Indian Institute of Management, Ahmedabad, India

Malhotra, S. (2023, January). *Complementarity in the CEO-CFO interface: The joint influence of CEO and CFO personality and structural power on firm financial leverage*. Presented at Schulich School of Business, York University, North York

Malhotra, S. (2022, December). *Complementarity in the CEO-CFO interface: The joint influence of CEO and CFO personality and structural power on firm financial leverage*. Presented at Robert J. Trulaske Sr. College of Business, University of Missouri, Columbia

Malhotra, S. (2022, November). *Complementarity in the CEO-CFO interface: The joint influence of CEO and CFO personality and structural power on firm financial leverage*. Presented at Faculty of Business, University of New Brunswick, Saint John

Malhotra, S. (2022, May). *A Blessing and a Curse: How CEO Cognitive Complexity Influences Firm Performance*. Presented at Department of Management, HEC Montreal, Montreal

Malhotra, S. (2022, January). *A Blessing and a Curse: How CEO Cognitive Complexity Influences Firm Performance*. Presented at Goodman School of Business, Brock University, St. Catharines

Malhotra, S. (2019, November). *The effect of references on premium decisions*. Presented at Schulich School of Business, York University, Toronto

Malhotra, S. (2018, August). *Show me the money: How and when extraversion personality affects CEO pay*. Presented at University of Sydney Business School, University of Sydney, Sydney.

- Malhotra, S. (2018, May). *Show me the money: How and when extraversion personality affects CEO pay*. Presented at Sprott School of Business, Carleton University, Ottawa.
- Malhotra, S. (2018, April). *The Value of CEO Extraversion: Implications for CEO Pay and Firm Performance*. Presented at Asper School of Business, University of Manitoba, Winnipeg.
- Malhotra, S. (2018, March). *The Value of CEO Extraversion: Implications for CEO Pay and Firm Performance*. Presented at Gustavson School of Business, University of Victoria, Victoria.
- Malhotra, S. (2018, Feb). *The Value of CEO Extraversion: Implications for CEO Pay and Firm Performance*. Presented at Management Development Institute Gurgaon, Gurgaon.
- Malhotra, S. (2018, Feb). *The Value of CEO Extraversion: Implications for CEO Pay and Firm Performance*. Presented at the Indian Institute of Management Lucknow, Noida.
- Malhotra, S. (2018, Feb). *The Value of CEO Extraversion: Implications for CEO Pay and Firm Performance*. Presented at the Indian Institute of Management Indore, Indore.
- Malhotra, S. (2018, Jan). *The Acquisitive Nature of Extraverted CEOs*. Presented at the Conrad Business Entrepreneurship and Technology Centre, University of Waterloo.
- Malhotra, S. (2017, May). *Micro-foundations of Strategy: The Use of Artificial Intelligence*. Invited panel presentation at the Administrative Sciences Association of Canada, HEC, Montreal.
- Malhotra, S. (2017, March). *The Acquisitive Nature of Extraverted CEOs*. Presented at the John Molson School of Business, Concordia University, Montreal.
- Malhotra, S. (2017, March). *Anchoring in International Strategic Decisions: The Case of International Acquisition Premiums*. Presented at the Rotterdam School of Management, Erasmus University, Rotterdam.
- Malhotra, S. (2017, February). *The Acquisitive Nature of Extraverted CEOs*. Presented at the DeGrotte School of Business, McMaster University, Hamilton.
- Malhotra, S. (2017, January). *The Acquisitiveness of Extraverted CEOs*. Presented at the Haskayne School of Business, University of Calgary, Calgary.
- Malhotra, S. (2014, November). *Anchoring in International Acquisition Premium Decisions*. Presented at the Rowe School of Business, Rowe Research Seminar Series, Dalhousie University, Halifax.
- Malhotra, S. (2013, November). *Anchoring in Acquisition Premium Decisions*. Presented



at the Sprott School of Business Research Seminar Series, Carleton University, Ottawa.

Malhotra, S. (2009, April). *Academic Job Search Process*. Presented at the 5th Sprott School of Business Doctoral Symposium, Carleton University, Ottawa.

Malhotra, S. (January, 2009). *India's Cross-border Acquisitions*. Paper presented at the Corporate Governance Seminar, Ryerson University, Toronto.

Malhotra, S. (2008, April). *Academic Job Search Process*. Presented at the 6th Sprott School of Business Doctoral Symposium, Carleton University, Ottawa.

### **RefeReed ConfeRence PRoceedings**

Morgan, H., Sui.S., & Malhotra, S. (2020). No place like home: The effect of exporting to country of origin on the financial performance of immigrant-owned SMEs. in John Humphreys (Ed.), *Proceedings of the Administrative Sciences Association of Canada*. (Won the **best paper award** in the International Business division.).

Malhotra, S., Zhu, P., Reus, T., & Roelofsen. E. (2015, June 13-16). The "CEO Effect": Stirring the troops under calm conditions. *Proceedings of the Administrative Sciences Association of Canada*, Halifax.

Malhotra, S., & Zhu, P. (2014, May 10-13). Anchoring effect and its variance: Evidence from international acquisitions. *Proceedings of the Administrative Sciences Association of Canada*, Muskoka. (Won the **best paper award** in the strategy division).

Malhotra, S., Zhu, P. & Reus, T. (2013, June 8-11). An anchoring theory of international acquisition premium. *Proceedings of the Administrative Sciences Association of Canada*, Calgary. (Won the **best paper award** in the international division).

Malhotra, S., & Zhu, P. (2012, April 3-6). Why does prior acquisition premium affect current acquisition premium: Evidence from cross-border mergers and acquisitions. *Proceedings of the Forty First Annual Meeting of Western Decision Science Institute*, Big Island, Hawaii.

Malhotra, S., & Zhu, P. (2011, July). Cross-border acquisition premium: The impact of interorganizational imitation. *Proceedings of the Administrative Sciences Association of Canada*, Montreal.

Lin, X., & Malhotra, S. (2011, January). To adapt or not adapt: The moderating effect of perceived similarity in cross cultural business partnerships. *Proceedings of the Indian Institute of Management Conference on Research in Marketing*, Ahemadabad.

Malhotra, S., Papadopoulos, N., & Balakrishnan, M. (2010, December). Free zones as locations for investment: An empirical survey of zone tenants. *Proceedings of the Academy of*

*International Business Middle-East North Africa Conference, Dubai.*

Malhotra, S., Sivakumar, K., & Zhu, P. (2010, August). Curvilinear relationship between cultural distance and equity participation: An empirical analysis of cross-border acquisitions. *Proceedings of the American Marketing Association Summer Marketing Educators' Conference*, Boston.

Malhotra, S., Zhu, P., & Locander, B. (2009, June). Corruption and foreign investments: A comparison of U.S. and Chinese firms. *Proceedings of the Administrative Sciences Association of Canada*, Niagara Falls.

Malhotra, S., Sivakumar, K., & Zhu, P. (2009, February). Culture's consequences on foreign market entry: Are they the same for U.S. firms and firms from emerging countries? *Proceedings of the American Marketing Association Winter Marketing Educators' Conference*, Tampa, FL. (Won the **best paper award** in the international marketing track).

Malhotra, S., & Papadopoulos, N. (2008, May). A comparative analysis of investment climate at free trade zones and host country mainland. *Proceedings of the Administrative Sciences Association of Canada*, Halifax.

Zhu, P., & Malhotra, S. (2008, February). Price pressure effect in Indian cross-border acquisitions. *Proceedings of the Midwest Finance Association 57th Annual Meeting*, San Antonio, TX.

Malhotra, S., & Papadopoulos, N. (2007, June). International market selection: An integrative review of empirical studies. *Proceedings of the Administrative Sciences Association of Canada*, Ottawa.

Malhotra, S., Papadopoulos, N., & Huang, L. (2007, January). Special economic zones: Role in an aggregate marketing system and an in-depth analysis of Chinese special economic zones. *Proceedings Indian Institute of Management Conference on Research in Marketing*, Ahemadabad, India.

Malhotra, S., Papadopoulos, N., & Cabezas-Navas, N. (2006, December). The role of free trade zones in a global marketing system: A content analysis. *Proceedings, 5th International Conference on Global Arena*, New Delhi, India.

Malhotra, S., & Zhu, P. (2006, October). Shareholder benefits from international acquisitions by firms from a developing economy. *Proceedings of the Academy of International Business SE U.S.A. Annual Conference*, Florida.

Malhotra, S., & Zhu, P. (2006, October). Performance and value creation in international acquisitions: An empirical analysis of foreign acquisitions by Indian firms. *Proceedings of the Atlantic Schools of Business Conference*, New Brunswick, Canada.

Malhotra, S., & Brown, A. (2006, October). Analysis of categorical multiple response variables in marketing research. *Proceedings of the Atlantic Schools of Business Conference*, New Brunswick, Canada.

Papadopoulos, N., & Malhotra, S. (2005, December). U.S. foreign trade zones in international marketing strategy: Review, analysis, and suggestions for research. *Proceedings of the European International Business Academy Annual Conference*, Oslo, Norway.

Papadopoulos, N., & Malhotra, S. (2005, June). The role of export processing zones in development and international marketing strategy: Review of key issues and suggestions for research. *Proceedings of the 9th International Conference on Marketing & Development*, Thessaloniki, Greece. (Won the **best paper award** for the conference).

Malhotra, S., & Malhotra, N. (2005, May). Investing in an emerging market: Evidence from U.S. firms investing in India. *Proceedings of the International Business Association Conference*, Vancouver, Canada.

### **ConfeRence PResentations**

Fuad, M., Mohaghegh, M. & Malhotra, S. (2023, January 8-10). Founder liabilities of foreignness and accelerator selection in international entrepreneurship. *Presented at the Academy of International Business South Asia Conference*, Sonipat (Won the **best paper award**).

Harrison, J., Hill, A., Harrison, J. & Malhotra, S. (2022, September 17-20). Opposites Don't Always Attract: Acquiror and Target CEOs' Personality Dissimilarity and the Acquisition Deal Process. *Presented at the Strategic Management Society Annual Conference*, London.

Varshney, M., Fuad, M. & Malhotra, S. (2022, August 10). Does Hiring Star Employees Influences Entrepreneurial Orientation?. *Presented at the Academy of Management Annual Conference*, Seattle.

Viswaprasad, G., Popli, M. & Malhotra, S. (2022, July 7-9). CEO Vigilance and Geographical Distance in Cross-Border Mergers and Acquisitions. *Presented at the Academy of International Business Annual Conference*, Miami.

Matthias, B., Sui, S. & Malhotra, S. (2021, December 10-12). Are you tempted? How home peer performance affects ex-port market strategy and survival of firms. *Presented at the European International Business Academy*, Madrid.

Malhotra, S. & Harrison, J. (2021, September 18-21). How CEO and CFO Personality and Structural Factors Combine to Shape Financial Leverage. *Presented at the Strategic Management Society Annual Conference*, Virtual.

Matthias, B., Sui, S. & Malhotra, S. (2019, April 25-27). Are you tempted? How home

peer performance affects ex-port market strategy and survival of firms. *Presented at the Academy of International Business UK Conference, Brighton.*

Matthias, B., Sui, S. & Malhotra, S. (2018, May 24-27). Are you tempted? How home peer performance affects ex-port market strategy and survival of firms. *Presented at the Academy of International Business Annual Conference, Minneapolis.*

Malhotra, S., Zhu, P., & Shen, W. (2018, May 27-29). Show me the money: A moderated mediation model of the joint influence of CEO extraversion, board network size, and gender, on CEO pay. *Presented at the Administrative Sciences Association of Canada Conference, Toronto.* (Won the **best paper award** for the Strategy track).

Malhotra, S., Morgan, H. & Zhu, P.(2017, August 6-9). Boards, markets and acquisition behavior. *Presented at the Academy of Management Conference, Atlanta.*

Sui, S., Matthias, B. & Malhotra, S.(2017, June 2-5). The power of peers: How home-peer track record affects small firms' export performance and survival in international markets. *Presented at the Strategic Management Society Special Conference, Banff.*

Soleimani, A., Malhotra, S.& Cozzarin, B. (2017, May 29-31). The effect of experiential and vicarious learning on venture capital cross-border investments. *Presented at the Administrative Sciences Association of Canada, Montreal.*

Malhotra, S., Morgan, H. & Zhu, P.(2016, August 5-9). Corporate governance and firms' acquisition behavior: A failure-tolerance perspective. *Presented at the Academy of Management Conference, Anaheim.*

Gaur, A., Malhotra, S., & Zhu, P.(2015, August 7-11). Institutional distance and learning in foreign acquisitions: The case of equity ownership decision. *Presented at the Academy of Management Conference, Vancouver.*

Malhotra, S., Zhu, P., Reus, T., & Roelofsen. E. (2015, August 7-11). The "CEO Effect": Stirring the troops under calm conditions *Presented at the Academy of Management Conference, Vancouver.*

Dutta, D. Malhotra, S., & Zhu, P. (September, 2014) Strategic persistence and change in cross-border acquisition decisions: Examining the duality of structure and agency. *Paper presented at the Southern Management Association Conference, Savannah, GA.*

Malhotra, S., & Zhu, P. (2013, August). An anchoring perspective of foreign equity ownership structure. *Presented at the Academy of Management Conference, Orlando, FL.*

Gaur, A., & Malhotra, S. (2012, October). Adverse selection in foreign acquisitions: The moderating role of payment method. *Presented at the Strategic Management Society Conference, Prague.*

Gaur, A., & Malhotra, S. (2012, August). Adverse selection in foreign acquisitions: The moderating role of payment method. *Presented at the Academy of Management Conference*, Boston, MA.

Malhotra, S., & Zhu, P. (2011, August). Acquisition premium in international deals: The impact of interorganizational imitation. *Presented at the Academy of Management Conference*, San Antonio, TX.

Gaur, A., Malhotra, S., & Zhu, P. (2010, August). Acquisition announcement and stock market valuation of rivals. *Presented at the Academy of Management Conference*, Montreal, Canada.

Malhotra, S., Lin, X., & Farrell, C. (2010, June). Equity participation in cross-border acquisitions: The impact of target country uncertainty and acquirer tactics. *Presented at the Academy of International Business Annual Conference*, Rio de Janeiro, Brazil.

Malhotra, S., & Zhu, P. (2009, June). Determinants and valuation impact of cross-border acquisitions by firms from China and India. *Presented at the Academy of International Business Annual Conference*, San Diego, CA.

Malhotra, S., Papadopoulos, N., & Balakrishnan, M. (2008, July). Free trade zones as global institutions: A multi-country case study analysis. *Presented at the Academy of International Business Annual Conference*, Milan, Italy.

Malhotra, S., & Zhu, P. (2008, July). Cross-border acquisitions by firms from developing countries: An analysis of target country characteristics. *Presented at the Academy of International Business Annual Conference*, Milan, Italy.

Zhu, P., & Malhotra, S. (2007, December). Determinants of cross-border acquisitions by firms from emerging markets. *Presented at the Academy of International Business (South-east Asia Chapter) Conference*, HangZhou, China.

Malhotra, S., & Papadopoulos, N. (2007, June). Free trade zones: Concept and an international marketing perspective. *Presented at the Academy of International Business Annual Conference*, Indianapolis, IN.

Papadopoulos, N., & Malhotra, S. (2005, July). Free trade zones and export processing zones as instruments for international strategy: Review, typology, and suggestions for research. *Poster presentation at the Academy of International Business Annual Conference*, Quebec City, Canada.

McNeish, J., & Malhotra, S. (2005, April). Online and retail cataloguing: Comparison of 18-34 and 45-64 year olds. *Presented at the 2nd Sprott Doctoral Symposium*, Carleton University, Ottawa, Canada.

## Media References and Interviews

Interview : ‘Carving out the Canadian e-bike market’, Star Business Club Case Study, The Toronto Star, October 29, 2014.

Interview : ‘The distribution challenge to building a vegan treat empire’, Star Business Club, The Toronto Star, August 12, 2014.

## Book Chapters

Papadopoulos, N., Malhotra, S., & Martín Martín, O. (2011). International market selection and assessment. In T.J. Wilkinson (Ed.), *International business in the 21st century* (Vol. 1). Westport, CT: Praeger, 153-183.

## Teaching

### Teaching Recognition

- 2017, 2018 Recognized by the Dean for **Teaching Excellence** based on high teaching evaluations that were rated among the best across the faculty.
- 2013 Recognized as a **A Prof Who Made A Mark** based on an annual survey where Ryerson residence students identify Professors who have positively impacted their academic experience.

### Graduate Student Supervision

#### Ph.D. Students

- 2020 -21 Hamza Warraich (University of Waterloo) - External-Internal Examiner  
2016 -17 Arash Soleimani Dahaj (University of Waterloo) - Co-Supervisor  
2013 Majid Abdi (Schulich School of Business) - External Examiner

#### MBA Students

- 2010 - Alexander Dias, Daniel Freiman, Xiang Nan Liu, Jonathan Chu, Filip Bokovic, Mehmet Unsal, Prabhat Singh, Leo Wang, Taufiq Abousamra, Tarun George, Donald MacIntyre, Tao Li

### Courses at University of Waterloo

- 2016- BET 601, Strategically Managing the Entrepreneurial Organization, Class size: 35 to 60 students  
2016- BET 320, Introduction to Commercialization Management, Class size: 35 to 50 students

### **CouRses at RyERson UniveRcity**

- 2010-2014 GMS 691, Asian Business Environment, Class size: 50 to 100 students
- 2009-2013 GMS 200, Introduction to Global Management, Class size: 130 to 500 students

### **CouRses at PRevious UniveRcities**

- 2008 MGT 555, International Business (MBA course)
- 2008 MKT 704, Consumer Behaviour (MBA course)
- 2008 MKT 301, Principles of Marketing
- 2005-2007 BUSI 2204, Basic Marketing
- 2006-2007 BUSI 4205, International Marketing
- 2006 BUSI 4708, International Expansion and Operations

## **Service**

### **DePaRtment Level**

- 2016- Adviser, PhD Program Review
- 2016- Member, Undergraduate Committee
- 2013- Member, Department Hiring Committee
- 2010-15 Member, Department Council
- 2011-2013 Faculty Adviser, Ryerson Global Management Group
- 2010-2015 Member, Curriculum Committee
- 2009 Member, Ryerson Global Management Annual Symposium

### **Faculty Level**

- 2017 Member, Director Appointment Committee
- 2016- Member, Faculty Council
- 2013-2015 Member, Faculty Tenure Committee
- 2012 Participated in establishing research network with University of Sherbrooke
- 2010-2014 Co-Director, International Research Institute
- 2010-2013 Faculty Teaching Standards Committee
- 2008 Member, Undergraduate Student Advisory Committee
- 2008- Member, Graduate Committee

### **Academic Community**

- 2016- Editorial Board, Journal of World Business
- 2014- Adjudicator, SSHRC Insight Development Grant Adjudication Committee
- 2013- Assessor, SSHRC Insight Grant
- 2016- Reviewer, Journal of Management
- 2013- Reviewer, Journal of Management Studies

2013- Reviewer, Journal of International Business Studies  
2011- Reviewer, Journal of International Management  
2011 External Reviewer for Humber College's (Ontario) Postgraduate Major  
2006-2012 Reviewer, Academy of International Business Annual Conference