



भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT
BANGALORE

IIMB FACULTY PROFILE 2021



CONTENTS

Foreword	iii
About IIMB	iv
Degree-Granting Programmes	vi
Executive Education	viii
International Programmes	ix
Faculty	xiii
Centres & Initiatives	xv
Academic Chairs	xviii
Positions & Contacts	xix
Area-wise List of Faculty	xxiii
Alphabetical List of Faculty	xxvi
Faculty Profiles	1

This handbook lists all the faculty members, their background and their work.

Two indices are provided – alphabetical and area – to facilitate retrieval.

Please contact the Communications Unit for further information.
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The faculty list has been updated as on July 05, 2021.



भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT
BANGALORE

Vision

To be a global, renowned academic institution fostering excellence in management, innovation and entrepreneurship for business, government and society

Mission

- Nurture innovative global business leaders, entrepreneurs, policy-makers and social change agents through holistic and transformative education
- Provide thought leadership that is contextually embedded and socially relevant and makes positive impact
- Pursue excellence in education and thought leadership simultaneously without making any tradeoffs

Values

- Uphold high standards of **integrity** and **ethical behaviour**
- Build a culture of **collaboration** and **trust**
- Respect the **dignity** of every individual and provide **equal opportunity**
- Provide **academic freedom** to Faculty in pursuit of excellence
- Celebrate **excellence** in education, thought leadership, policy and social impact in an **inclusive and diverse** way
- Prioritize **quality over quantity** in both education and thought leadership

Guiding Principles

- Preserve **intellectual autonomy** by ensuring long-term financial sustainability
- Strive to achieve a **fair balance** while responding to the expectations of various stakeholders

FOREWORD

I am delighted to share with you profiles of our highly talented and versatile faculty.

While our faculty are outstanding scholars in their respective disciplines with publications in leading academic journals, we have among them highly-regarded teachers, impactful consultants, award-winning case writers, and renowned corporate and policy advisers. Many of them have been on the statutory and advisory boards of leading companies, start-ups, non-profits and educational institutions. Both Central and State governments have benefited from their expertise in formulating and reviewing public policy.

Please don't hesitate to contact my office if you need to identify an IIMB faculty member in an area of interest to you.

Professor Rishikesh T Krishnan,
Director, IIM Bangalore

ABOUT IIMB

Indian Institute of Management Bangalore (IIMB) is a leading graduate school of management in Asia. Under the IIM Act of 2017, IIMB is an Institute of National Importance.

An acknowledged hub of academic activity both in India and abroad and an EQUIS-accredited school, IIMB is recognized as a leading international postgraduate centre of management studies.

Efforts towards strengthening IIMB's research and teaching have paid handsome dividends by enhancing the school's international reputation. The different programmes of IIMB have been highly placed in national and global rankings, consistently.

IIMB has deep engagements with international networks, such as the Global Network for Advanced Management, which includes 31 eminent business schools around the world and Partnership in International Management (PIM), a consortium of over 60 leading international business schools.

IIMB has 140+ faculty members who are actively engaged in teaching, full-time research, policy formulation, case writing and consulting. The global recognition that IIMB has received, as well as its top rank in India, is due to the leadership displayed by our faculty in the field of management education.

Students of the institute continue to do IIMB proud through their academic activities as well as participation and accomplishments in various contests, quizzes and sporting activities. Over the years, IIMB has been engaging with alumni to strengthen their connect with their alma mater and they have been with the school every step of the way as donors, partners and energizers. The alumni of this institution are sought after by top companies from across the world and India's leading firms continue to hire from IIM Bangalore.

Last year, with the support of the Ministry of Skill Development and Entrepreneurship, Government of India, IIMB launched the Mahatma Gandhi National Fellowship (MGNF), a programme which is designed and delivered by IIMB. MGNF, a two-year programme, is a unique opportunity for young, dynamic individuals to contribute to enhancing skill development and promote rural employment at the district level. The implementation of the programme has been a great success and has garnered immense appreciation from various stakeholders. IIMB has just initiated Phase 2 of the MGNF with a nation-wide roll-out in collaboration with other IIMs in an attempt at creating change for a ground-up, district-based, skill-based economy in India.

IIMB launched in 2020 the two-year full-time Post Graduate Programme in Business Analytics, leading to the award of the MBA degree in Business Analytics. This programme

is intended to equip students with contemporary analytical tools from the fast-evolving field of Data Science to solve business and social problems.

IIMB's Centres of Excellence continue their rigorous work on new and emerging areas of research and education.

This year, the innovations and entrepreneurship hub NSRCEL launched the third cohort of the Women Start-up Programme, receiving more than 10,000 applications from 34 states and union territories across India and incubating 200 of these. NSRCEL also launched the seventh Cohort of Goldman Sachs 10,000 Women to support women-led businesses wanting to scale up.

IIMB has been quick to respond to the various challenges brought about by the pandemic and the following lockdown. The institute took up immediate action to start delivery of education through the digital mode. Students who did not have good connectivity were brought back to the campus (after tests/quarantine) and were asked to take the classes online from their hostel rooms. Utmost care continues to be taken to safeguard the health and safety of all the stakeholders. IIMB has made the best use of technology to stay connected and productive. The administration and the steering committee have created a tight system to handle the impact of the pandemic.

In fact, as in earlier years, IIMB students have done remarkably well in getting placed in the most challenging roles. They have been recruited by reputed companies despite COVID-19 disruptions. All the placement processes were conducted online, ably supported by the Career Development Services Chairperson, staff and the student teams.

IIMB is known for being a class apart in research and scholarship, global character, values, diversity, and for the impact the school makes on multiple stakeholders and society. The institute strives to ensure that the students have a great learning experience, and to help students embrace changes and write new playbooks in business and management. In keeping with its vision, IIMB will continue fostering excellence in management, innovation and entrepreneurship for business, government and society.

Degree-Granting Programmes

Doctor of Philosophy (PhD), Five-year full-time programme

The doctoral programme is committed to training individuals who will excel in their area of research by publishing quality work of international standard.

Master of Business Administration (MBA), One-year full-time programme

The Executive Post Graduate Programme in Management (EPGP), leading to an MBA, is an intensive one-year, full-time programme designed to enhance skills and capabilities essential for responsible positions at senior management levels. Challenging and globally-oriented, the objective of this programme is to produce future leaders who can handle a dynamic corporate environment.

Master of Business Administration (MBA), Two-year weekend programme

The Post Graduate Programme in Enterprise Management (PGPEM), leading to an MBA, is designed for middle and senior level working professionals. Participants learn from world-class faculty, while strengthening their network through collaboration with peers during their on-campus sessions.

Master of Business Administration (MBA), Two-year full-time programme

The Post Graduate Programme in Management (PGP), leading to an MBA, is designed to equip students with skills and capabilities that will enable them to reach responsible global leadership positions. The PGP revolves around the principle that world-class business leaders are not mass produced; they are nurtured and developed in a practical application-oriented, user-friendly environment.

Master of Management Studies (Public Policy) (MMS(PP)), One-year full-time programme

Catalyzed by the Government of India and the United Nations Development Programme, the Post Graduate Programme in Public Policy and Management (PGPPM) is packed with path-breaking insights about winning policymaking and management strategies.

Master of Business Administration (Business Analytics) (MBA(BA)), Two-year full-time programme

The Post Graduate Programme in Business Analytics, leading to an MBA, is a multidisciplinary programme intended to equip students to solve business and social problems.

Certificate Programmes

N. S. Ramaswamy Pre-doctoral Fellowship (NSR Pre-doc), One-year full-time programme

The N. S. Ramaswamy Pre-doctoral Fellowship is a highly selective programme instituted with the aim to increase social diversity of management academia in India.

Mahatma Gandhi National Fellowship (MGNF), Two-year full-time programme

The Mahatma Gandhi National Fellowship is an opportunity for young, dynamic individuals to contribute to enhancing skill development and promote economic development. MGNF is an initiative of the Ministry of Skill Development and Entrepreneurship (MSDE), Government of India (GoI) that is designed and implemented by IIM Bangalore, and in collaboration with State Skill Development Missions (SSDMs).

EXECUTIVE EDUCATION

IIMB offers Executive Education, catering to diverse needs of a wide variety of organizations in government, the public and the private sector, and non-governmental organizations, with open and custom programmes ranging from two days to one year.

Open Programmes

Open programmes are anchored on faculty research and expertise across various disciplines of management and draw participants from different organizations. IIMB offers a mix of general management and specialized programmes of long and short duration. General management programmes aim at demonstrating the need to integrate various functional areas into the overall strategy of the organization and build general management skills of the participants. Specialized programmes focus on updating and refining the skills of functional specialists.

Custom Programmes

Custom programmes are designed to meet the specific needs of client organizations, at all levels of hierarchy. IIMB partners with client organizations, to disseminate state-of-the-art knowledge to all their managerial personnel through different custom programmes, and also partners in knowledge creation and problem-solving. One of the distinctive elements of the programmes designed and conducted for corporate partners is the Action Learning component. As a part of the programme, company personnel study live challenges that companies face and generate solutions under the guidance of IIMB faculty.

INTERNATIONAL PROGRAMMES

IIM Bangalore's international outreach covers its Degree-Granting and Executive Education programmes.

Business Planning for International Markets (BPIM)

The Business Planning for International Markets (BPIM), launched in the 2014-15 academic year, sees an increase in the number of countries visited by the two-year full-time MBA (PGP) students every year. Apart from providing students with an exposure to a different country, this enables the development of faculty expertise about specific countries through interaction with their universities, companies and research centres. The countries are chosen based on faculty members' research interest as well as interest among the student community to understand specific international markets.

Developing Technology Partnerships between Indian and Israeli Firms

In the world of business and technology, India and Israel have complementary strengths. While India is playing technology catch-up in several industry segments that offer huge potential for both products and services, Israel is at the cutting edge of technology in several domains but has a small local market. Thus, there are several opportunities for collaboration between firms in the two countries. In line with the 'Make in India' initiative, this programme aims to help participants identify technology gaps in India that prevent the development and/or manufacture of required products and services in India. It also helps participants learn how to seek technology partnerships with firms in Israel and build long-term technology partnerships for mutual benefit. The objective is to understand technologies and the process of technology development in Israel to enhance the application of technology to enhance business opportunities in India and other India-like markets.

Developing Technology Partnerships between Indian and Israeli Firms is taught jointly by faculty from Coller School of Management at Tel Aviv University and IIMB, and involves live projects that require students to spend time in Israel.

Doing Business in India for International Business Schools and MNCs

India being one of the fastest growing economies in the world, holds an appeal for international business school graduates and multinational corporations. While 'Doing Business in India' has been a dominant theme for most audiences, increasingly India is also becoming a destination for lessons in innovation and entrepreneurship to compete and succeed in emerging markets.

The programme can be customized for two different categories of audience:

- Executives pursuing management education (students of MBA/EMBA) from international universities across the world, who wish to have an international exposure to an emerging market like India
- Executives sponsored by global corporate organizations who are interested in understanding how to do business in a complex market like India, while overcoming various challenges

The programme provides its audience with the following insights:

- Indian economic development and the consequent business opportunities in India; the Indian world view and its impact on business
- India's social, economic and political climate; new reforms, government initiatives like 'Make in India' and 'Digital India' and their role in driving growth
- Challenges of leading and managing businesses in a diverse and complex society and economy like India
- Challenges of internationalization of Indian organizations (eg. India's success in specific sectors like IT and software services)
- Common problems in social innovation, frugal innovation and social entrepreneurship
- An appreciation of the paradox of modernity combined with the centuries-old traditions of Indian society and culture

Pedagogy

The programme pedagogy typically comprises academic sessions, industry visits with practitioner connects and exposure to cultural heritage tours, to provide an immersive learning experience.

IIMB has delivered custom programmes on the above for schools from Europe (HEC Paris, IESE Business School, EADA Business School, WHU – Otto Beisheim School of Management, University of Gothenburg, etc.), Australia (University of Sydney) and for China Europe International Business School (CEIBS).

IIMB has also delivered bespoke programmes tailored for international organizations on various themes – doing business in India, innovation, leadership, strategy, general management, etc. The clientele includes EDF (France), Elekta (Sweden), Getinge (Sweden), Hemas (Sri Lanka), IESE Business School, SQS Software Quality Systems AG (Germany), etc.

General Management Programme for Aerospace and Aviation Executives (GMAE)

The Aerospace and the Aviation sector is one of the fastest growing sectors in India. India has abundant technical manpower to fuel this growth but there is a shortage of quality management talent to lead the next wave of growth. With a view to bridge this gap, IIMB has partnered with Toulouse Business School to bring its Aerospace MBA programmes to the Indian market. The first batch of the AeMBA graduated in 2017. IIMB is the only Indian Institute of Management to offer a sectoral programme on Aerospace and Aviation.

Global Network for Advanced Management Courses

IIMB has deep engagements with international networks, such as the Global Network for Advanced Management, which includes 31 eminent business schools from around the world. As part of its activities under the network, IIMB offers:

- Global Network Week Courses like ICT and Development: The Indian Context
- Small Network Online Courses (SNOCs)
- Global Network for Advanced Management Virtual Teams Courses like 'Cross Cultural Management': Students participate in a Global Virtual Team Activity that involves working on an online business simulation in multi-cultural teams, with students from other network schools; all coordination and communication happens over virtual platforms

International Management Programme (IMP)

International Management Programme (IMP) is a long duration certificate programme being offered by IIMB in partnership with McGill University, Canada and University of Lancaster, UK. The programme structure and pedagogy is the same as that of International Masters in Practicing Management (IMPM) - a cooperative venture of business schools in Canada (McGill University), UK (University of Lancaster), India (IIMB), Brazil (FGV EBAPÉ) and Japan (Yokohama University).

The programme is authentically international as in, it not only draws the IMP participants from every continent but also incorporates international settings into its curriculum. The core programme is a set of five modules of 10 days each, designed by elite business schools in Bangalore, Beijing, Lancaster, Montreal, and Rio de Janeiro, delivered over 16 months. The pedagogy comprises varied intriguing activities, in the class and out: Co-coaching, Friendly Consulting, Dedicated Tables, Managerial Exchanges and Impact Teams. Attending the five modules and completing the papers and managerial exchange satisfactorily result in the awarding of the IMP certificate from IIMB. Through this process, participants become more individually worldly than uniformly global. The module on 'The Wordly Mindset: Managing Context' is offered by IIMB in India.

“Management is, above all, a practice where art, science, and craft meet. There is a lot of art - meaning experience, there is a certain amount of craft meaning insight, creativity and vision, and there is the use of science, technique or analysis.” ~ Henry Mintzberg

Leading Digital Transformation (Equal Partnership Programme)

Leading Digital Transformation (LDT), is an innovative executive education programme designed by three elite institutions, namely, Indian Institute of Management Bangalore, Friedrich-Alexander University of Erlangen-Nuremberg, Germany and Fraunhofer Institute for Integrated Circuits IIS, Germany. It is being offered to executives to respond to the challenges and complexities faced by leaders in a business organization.

The programme helps participants understand how to compete using technology while working in cross-functional, cross-cultural and geographically distributed economies. It helps them leverage the benefits of open innovation in a shared economy and promote intrapreneurship.

FACULTY

IIMB has one of the largest faculty bodies in the country who help build global business leaders. Faculty members at IIM Bangalore generate knowledge through cutting-edge research in all functional areas of management that would benefit public and private sector companies, and government and society in general. The knowledge that they generate has appeared in leading academic journals across the world and they receive awards from highly respected professional bodies for their top-rated academic accomplishments and contributions. Research carried out by the faculty is used to augment new courses and Executive Education Programmes. They continue to nurture and shape the minds and careers of all those who pass through the gates of this great institution.

IIMB has always been a hub of innovative activity and faculty members collaborate with industry as well as other academic institutions the world over. They are always on the lookout for opportunities to add to the body of knowledge in their chosen fields. Innovation and research at the institute have been given a fillip with the establishment of Centres of Excellence that focus on specific needs of different specialized areas and industries.

IIMB faculty continues to participate in, and influence, policy making at the national and international levels as members of critical committees. They are also involved in managing important initiatives with significant social impact.

The faculty, well known and highly respected in their respective academic fraternities, is really what distinguishes IIMB from other business schools. They share among themselves a wealth of industry experience. This affords IIMB an extensive network of contacts that are instrumental in getting consultancy assignments, live student projects and industry inputs so essential to quality management education.

A significant trend is that IIMB has been able to attract young research-oriented academics to join the faculty body.

Research

IIMB helps faculty members undertake research projects. Based on these projects, they publish detailed papers in reputed journals, prepare case studies for teaching and training, publish working papers on a variety of topics, make presentations at national and international conferences, contribute book chapters and publish books. Case studies developed by IIMB faculty are distributed through Harvard Business Publishing (HBP) and Ivey Publishing of Richard Ivey School of Business.

Research activities are supported by the institute, by global and national funding agencies, and by industry. Faculty members at IIMB are involved in both theoretical and applied

research with an aim to develop conceptual understanding as well as empirical study focusing on industry-specific issues. Over the years, IIMB has built an extensive body of knowledge in several areas, including corporate social responsibility, entrepreneurship, financial risk management, healthcare, innovation management, manufacturing, service excellence, supply chain management, and has contributed to policy formation and developmental processes at the grassroots. Some interesting initiatives are big data analytics, behavioral labs, consumer insights and real estate research.

Consulting

Consultancy assignments are an important part of IIMB's activities. Besides contributing to the professional development of the faculty and the institute's understanding of the practical aspects of management, they also serve to improve management practices in business, industry and the government.

CENTRES & INITIATIVES

CENTRES OF EXCELLENCE

In order to focus on new and emerging areas of research and education, Centres of Excellence have been established within the institute. These centres draw on resources from their stakeholders and interact with them to enhance core competencies.

Centre for Capital Markets and Risk Management (CCMRM)

The vision of the CCMRM is to provide academic leadership in research and teaching relating to Indian capital markets. The centre intends to disseminate original research and provide sources of existing research on capital markets to researchers interested in the region.

Centre for Corporate Governance and Citizenship (CCGC)

The CCGC was created in 2003 to bring, under a single umbrella, research, teaching and policy support related activities of the faculty in the field of corporate governance, ethics, corporate social responsibility and sustainability. The centre offers courses on Corporate Governance and Social Responsibility at the MBA level and also conducts specialized training programmes and workshops for company directors and senior management in the private and public sectors. It provides policy support in the field of corporate legislation and regulation. A core area of the centre's activities focuses on research on Corporate Governance and related issues of responsible business and corporate responsibility.

Centre for Management Communication (CenComm)

The CenComm, inaugurated in August 2017, is a unique endeavor to establish a base for research and practice in the Indian management communication space. This hitherto unserved niche in the management education segment aims to address the needs of all its participants, including, and not limited to, students, educators, corporate practitioners, entrepreneurs and government. Within IIMB, the activities of the centre focuses on the development of new courses for students, executive education and teachers, teaching aids and courseware based on existing scholarly research in communication sciences as well as fresh India-based research and practice.

Centre for Public Policy (CPP)

The CPP was created in the year 2000 through a partnership agreement between the Department of Personnel and Training (DoPT), Government of India (GoI), the United Nations Development Programme (UNDP), and IIMB. The CPP has evolved into a leading

policy think tank engaged in cutting-edge research, teaching, training and capacity building. It works on improving development outcomes across the country and has pioneered the application of management disciplines for delivery of better public services and governance.

Centre for Software & Information Technology Management (CSITM)

The CSITM consolidates research, consulting, teaching and training efforts on management issues concerning the Indian and global software industry, while fostering close links with the software industry.

Centre for Teaching and Learning (CTL)

The CTL, set up in January 2018, has been envisaged as a centre that understands worldwide best practices of teaching and learning and disseminates it to the faculty for increasing teaching effectiveness. It aims to aid in conducting orientation programmes and constructive career mentoring programmes for faculty to attain teaching excellence.

Israel Centre

The Israel Centre at IIMB, inaugurated in November 2017, aims to act as a hub for research on Indo-Israeli interactions in the fields of technology innovation, business strategy and history, government policies and culture, by uniting scholars, business community and students. Focused activities of the Israel Centre at IIMB are stimulating, strengthening and sustaining Indo-Israeli academic-business interactions. The centre helps Israeli/Indian business communities integrate with Indian/Israeli business environment.

Mizuho India Japan Study Centre (MIJSC)

The Mizuho India Japan Study Centre aims to promote understanding of Japan in India and India in Japan through research, teaching and policy outreach efforts. The centre facilitates collaborative initiatives among academia, industry and government agencies of both the countries to work on areas of mutual interest. These include domains such as business environment, government policies, innovation, project management, sourcing, technology transfer, development and management, sustainability, intellectual property rights, and understanding of local culture and business practices. The sectoral focus is on infrastructure including energy and transportation, and Micro, Small and Medium Enterprises. Focused activities of the centre are aimed at stimulating, strengthening and sustaining Indo-Japanese academic-business interactions.

NSRCEL

The NSRCEL was envisioned as a world-class centre for excellence in seeding, nurturing and promoting entrepreneurship with emphasis on start-ups and existing organizations with high growth potential. The objective is, therefore, to help entrepreneurs channelize their energy and talent towards transforming their ideas into successful companies. The NSRCEL does so by guiding them in understanding specific opportunities for business growth and helping them access the resources they require.

Supply Chain Management Centre (SCMC)

The SCMC is a major area of teaching and research at IIMB. It is a strategic multidisciplinary Centre of Excellence within IIMB dedicated to carrying out specialized theoretical and applied research on Supply Chain Management and to promote closer and enduring industry-institute collaboration. The centre brings together practitioners from leading organizations, researchers from renowned research institutes and IIMB's multidisciplinary faculty to carry out specialized theoretical and applied research in Supply Chain Management, and works towards becoming an internationally recognized centre in the field.

INITIATIVES

Consumer Insights

The Consumer Insights conducts research with a multidimensional and cross-disciplinary perspective on consumers in emerging markets.

Data Centre and Analytics Lab (DCAL)

The DCAL has been set up to support interdisciplinary empirical research using data on primarily Indian as well as other emerging markets. The vision of this initiative is to be India's most comprehensive research data source.

Real Estate Research Initiative (RERI)

This initiative's mission is to build RERI into a world-class Centre of Excellence that conducts scientific and interdisciplinary research on the Indian real estate sector. The research is published in leading academic and practitioner journals, and is expected to provide guidance and policy prescriptions to government and industry stakeholders on major issues relating to the sector.

ACADEMIC CHAIRS

IIMB CHAIRS OF EXCELLENCE

U Dinesh Kumar

Rejie George Pallathitta

Haritha Saranga

SPONSORED/ENDOWED CHAIRS

Airbus Chair in Supply Chain Management

Jishnu Hazra

Jamuna Raghavan Chair in Entrepreneurship (NSRCEL)

Saras D Sarasvathy

RBI Chair in Economics

Rupa Chanda

IIMB YOUNG FACULTY RESEARCH CHAIRS

Sarvesh Bandhu

Nilam Kaushik

Shankhadeep Banerjee

Ludvig Levasseur

Deepak Chandrashekar

Hyun Chul Maeng

Debojyoti Das

Bhuvanesh Pareek

Soudeep Deb

Apurva Dahyabhai Sanaria

Gaurav Jakhu

Arpit Shah

Varun Jindal

Vijay Venkataraman

Sai Chittaranjan Kalubandi

LABS & INITIATIVES

Data Centre and Analytics Lab

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AREA-WISE LIST OF FACULTY

Krishnan, Rishikesha T	2
Decision Sciences	4
Das, Shubhabrata	5
Deb, Soudeep	7
Desai, Jitamitra	8
Dinesh Kumar, U	9
Ghosh, Pulak	11
Krishnamurthy, Ananth	12
Murthy, Ishwar	13
Murthy, Rajluxmi V	14
Pareek, Bhuvanesh	15
Roy, Rishideep	16
Sastry, Trilochan	17
Economics & Social Sciences	18
Bandhu, Sarvesh	19
Banerjee, Ritwik	20
Bhalla, Manaswini	21
Chanda, Rupa	22
Damodaran, A	24
Das, Tirthatanmoy	27
Dasgupta, Kunal	28
Dhasmana, Anubha	29
Gupta, Subhashish	30
Jakhu, Gaurav	31
Moorthy, Vivek	32
Murali, Srinivasan	34
Naik, Gopal	35
Soundararajan, Vidhya	37
Subramanian, Chetan	38

Entrepreneurship	39
Bhagavatula, Suresh	40
Jha, Srivardhini K	41
Kumar, K	42
Levasseur, Ludvig	43
Mani, Dalhia	45
Sarasvathy, Saras D	46
Finance & Accounting	47
Anand, Abhinav	48
Anshuman, V. Ravi	49
Basu, Sankarshan	50
Das, Debojyoti	51
Jayadev, M	52
Jindal, Varun	53
Murthy, Shashidhar	54
Narasimhan, M S	55
Narayanaswamy, R	56
Panchapagesan, Venkatesh	58
Raghunandan, Kannan	60
Rangan, Srinivasan	61
Sabarinathan, G	62
Srinivasan, Padmini	64
Thampy, Ashok	66
Venkateswaran, Anand	67
Information Systems	68
Bandi, Rajendra K	69
Banerjee, Shankhadeep	71
Dé, Rahul	72
Venkatagiri, Shankar	73

Management Communication	74	Production & Operations Management	113
Ganapathy, Deepti	75	Chintapalli, Prashant	114
Marketing	77	Hazra, Jishnu	115
Das, Gopal	78	Jain, Tarun	116
Jonnalagedda, Sreelata	79	Krishna Sundar, D	117
Kanagal, Nagasimha Balakrishna	80	Mahadevan, B	119
Maeng, Hyun Chul	81	Mahajan, Siddharth	121
Mishra, Ashis	82	Murty, L S	122
Moorthi, Y L R	84	Sapra, Amar	123
Mukherjee, Prithwiraj	85	Saranga, Haritha	124
Prakhya, Srinivas	86	Tripathi, Rajeev R	125
Ramesh Kumar, S	87	Tripathy, Anshuman	126
Shainesh, G	89	Verma, Nishant Kumar	127
Organizational Behavior & Human Resources Management	91	Public Policy	128
Dutta, Debolina	92	Kamath, Rajalaxmi	129
Fortin, Israël	93	Malghan, Deepak	130
Kulkarni, Mukta	94	Mukherji, Arnab	131
Mahapatra, Gopal	96	Sahoo, Soham	132
Malhotra, Pearl	98	Shah, Arpit	133
Mukherjee, Kanchan	99	Sriram, M S	134
Mukherjee, Shibashis	100	Suraj, Anil B	135
Mukherji, Sourav	101	Swaminathan, Hema	136
Ojha, Abhoy K	103	Ugargol, Allen P	138
Sanaria, Apurva	105	Strategy	139
Srinivas, E S	106	Chandrashekar, Deepak	140
Srinivasan, Vasanthi	108	Jose, P D	142
Tripathi, Ritu	110	Kalubandi, Sai Chittaranjan	144
Uparna, Jayaram S	112	Kaushik, Nilam	145
		Krishnan, Rishikesha T	2
		Pallathitta, Rejie George	146

Prabhu, Ganesh N	147
Raghunath, S	149
Raj, Prateek	151
Ramachandran, J	152
Srinivasan, R	153
Venkataraman, Vijay	155
Yayavaram, Sai	156

ALPHABETICAL LIST OF FACULTY

A		G	
Anand, Abhinav	48	Ganapathy, Deepti	75
Anshuman, V. Ravi	49	Ghosh, Pulak	11
B		H	
Bandhu, Sarvesh	19	Hazra, Jishnu	115
Bandi, Rajendra K	69	J	
Banerjee, Ritwik	20	Jain, Tarun	116
Banerjee, Shankhadeep	71	Jakhu, Gaurav	31
Basu, Sankarshan	50	Jayadev, M	52
Bhagavatula, Suresh	40	Jha, Srivardhini K	41
Bhalla, Manaswini	21	Jindal, Varun	53
C		K	
Chanda, Rupa	22	Jonnalagedda, Sreelata	79
Chandrashekar, Deepak	140	Jose, P D	142
Chintapalli, Prashant	114	L	
D		M	
Damodaran, A	24	Kalubandi, Sai Chittaranjan	144
Das, Debojyoti	51	Kamath, Rajalaxmi	129
Das, Gopal	78	Kanagal, Nagasimha Balakrishna	80
Das, Shubhabrata	5	Kaushik, Nilam	145
Das, Tirthatanmoy	27	Krishna Sundar, D	117
Dasgupta, Kunal	28	Krishnamurthy, Ananth	12
Dé, Rahul	72	Krishnan, Rishikesh T	2
Deb, Soudeep	7	Kulkarni, Mukta	94
Desai, Jitamitra	8	Kumar, K	42
Dhasmana, Anubha	29	L	
Dinesh Kumar, U	9	Levasseur, Ludvig	43
Dutta, Debolina	92	M	
F		Maeng, Hyun Chul	81
Fortin, Israël	93	Mahadevan, B	119

Mahajan, Siddharth	121
Mahapatra, Gopal	96
Malghan, Deepak	130
Malhotra, Pearl	98
Mani, Dalhia	45
Mishra, Ashis	82
Moorthi, Y L R	84
Moorthy, Vivek	32
Mukherjee, Kanchan	99
Mukherjee, Prithwiraj	85
Mukherjee, Shibashis	100
Mukherji, Arnab	131
Mukherji, Sourav	101
Murali, Srinivasan	34
Murthy, Ishwar	13
Murthy, Rajluxmi V	14
Murthy, Shashidhar	54
Murty, L S	122
N	
Naik, Gopal	35
Narasimhan, M S	55
Narayanaswamy, R	56
O	
Ojha, Abhoy K	103
P	
Pallathitta, Rejie George	146
Panchapagesan, Venkatesh	58
Pareek, Bhuvanesh	15
Prabhu, Ganesh N	147
Prakhya, Srinivas	86

R	
Raghunandan, Kannan	60
Raghunath, S	149
Raj, Prateek	151
Ramachandran, J	152
Ramesh Kumar, S	87
Rangan, Srinivasan	61
Roy, Rishideep	16
S	
Sabarinathan, G	62
Sahoo, Soham	132
Sanaria, Apurva	105
Sapra, Amar	123
Saranga, Haritha	124
Sarasvathy, Saras D	46
Sastry, Trilochan	17
Shah, Arpit	133
Shainesh, G	89
Soundararajan, Vidhya	37
Srinivas, E S	106
Srinivasan, Padmini	64
Srinivasan, R	153
Srinivasan, Vasanthi	108
Sriram, M S	134
Subramanian, Chetan	38
Suraj, Anil B	135
Swaminathan, Hema	136
T	
Thampy, Ashok	66
Tripathi, Rajeev R	125
Tripathi, Ritu	110
Tripathy, Anshuman	126

U

Ugargol, Allen P	138
Uparna, Jayaram S	112

V

Venkatagiri, Shankar	73
Venkataraman, Vijay	155
Venkateswaran, Anand	67
Verma, Nishant Kumar	127

Y

Yayavaram, Sai	156
----------------	-----

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Professor Rishikesh T Krishnan's main areas of interest are Strategy and Innovation. He has been listed in the Thinkers50 India list of most influential thinkers in management from India since 2013 and jointly received the special Thinkers50 India Innovation Award (2013).

He was a visiting scholar at the Center for the Advanced Study of India, University of Pennsylvania (Fall 2008), and at the Indian School of Business (ISB), Hyderabad (2011-12). He held the Jamuna Raghavan Chair in Entrepreneurship at IIMB from 2007-10.

He has written two books: *8 Steps to Innovation: Going from Jugaad to Excellence* (co-authored with Vinay Dabholkar) which won the Best Book Award for 2013-14 from the Indian Society for Training & Development and *From Jugaad to Systematic Innovation: The Challenge for India*.

His cases co-authored with other scholars are part of the case collections of Harvard Business School, IMD Lausanne, IIM Bangalore and IIM Indore. He has published scholarly articles in journals such as *MIT Sloan Management Review*, *Global Strategy Journal* and *Management International Review*.

In 2017-18, he was a member of the Committee set up by the Government of India under the Chairmanship of Justice BN Srikrishna to prepare a national framework for Data Protection.

He co-founded one start-up and was the CEO of another. He has been on the jury of the *Economic Times* start-up awards. He is currently on the advisory board of YourNest Investment Advisors.

He has been a member of several corporate Boards and is currently on the Boards of Wheels India Ltd and Higher Education Financing Agency. He is a trustee of the Foundation for Excellence India Trust.

He completed a five-year term as Director of Indian Institute of Management Indore in December 2018 and was the Mentor Director of Indian Institute of Management Sambalpur from July 2015 to March 2017.

DECISION SCIENCES

The faculty in the Decision Sciences area of IIMB are well-known and highly respected, and comprise award winning scholars. The members are research active and present papers in leading conferences and publish articles in top international and Indian journals. The books written by the area faculty have received wide acclamation and awards. The members are also actively involved in various industry and corporate forums through participation in seminars, workshops, etc., and as professional members on corporate Boards. Some of them serve on the editorial Boards of top-rated journals. They are also engaged in training and consultancy services.

The area faculty participate in, and influence, policy making at the national and international levels as members of critical committees. They are also involved in managing important initiatives with significant social impact.

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Professor Shubhabrata Das has been a faculty at IIMB since December 1999. He has held visiting faculty positions at various institutes/universities of international repute, including ESSEC Business School, Indian Statistical Institute Calcutta, University of Nebraska, and University of Montana.

His broad research domain is Statistics, Actuarial Mathematics and Operations Research. He has active interest and experience in aptitude testing, market research and analytics, sports analytics and governance, logistics, business forecasting, insurance analytics, statistical analysis of fuzzy data, measurement and scaling problems, health and education.

He has published several papers in refereed journals of international repute. He is a co-author of a book titled, '*Facing the Future: Indian Pension System*'. He is also the co-author of the chapter on canonical correlations in the Encyclopedia of Biostatistics. Besides these, he has published several technical reports and delivered seminars at various international conferences.

He has engaged in training and other consultancy services in the domain of Business Statistics, Business Analytics, Market Research, Business Forecasting and Insurance with various prominent companies in the country.

At IIMB, besides teaching the core courses on Statistics for the postgraduate programmes, doctoral programme and various Executive Education Programmes (EEPs), he anchors short-duration EEPs on 'From Data to Decisions' and 'Predictive Analytics for Business Forecasting'. He also offers elective courses on Business Forecasting, Sports Analytics, Insurance Analytics and Actuarial Mathematics in the long-duration programmes of the institute.

He has been Research Chair Professor at IIMB. He was also part of the IIMB faculty team that received the IBM Faculty Award. He also received the Best Paper Award in the 7th APRIA for his work on 'Joint Life Insurance Policy with Differential Benefit and Premium'. He is one of 20 faculty members, spread across four continents and 12 academic institutions of international repute, to receive a four-year (2013-16) grant, facilitating collaborating research on Risk Analysis, Ruin and Extremes, awarded by the European Commission.

At IIMB, he has been the Chairperson, DSIS area (2012-14), Chairperson, Admissions (2005-2007), Chairperson, Centre for Insurance Research and Education (2003-2006), and Chairperson, Library (2001-2003).



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Professor Soudeep Deb's primary field of work is related to forecasting, time series data, spatio-temporal modeling, and inference for random processes. His research topics are often inspired from real-life problems from a number of fields, ranging from climate, public health to finance and genomics. He is also interested in sports analytics, especially problems related to association football.

Prior to joining IIMB, Prof. Deb worked as Senior Lead Data Scientist at NBC Universal Media, LLC in New York, USA. His primary responsibility was to develop novel methods to analyze data related to television viewership and ratings.

Outside work, Prof. Deb loves to play different sports, including football, tennis, squash and chess. Moreover, he takes keen interest in photography and blogging. He is an avid traveler as well.



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Dr. Dinesh Kumar has over 25 years of teaching and research experience. Prior to joining IIM Bangalore, Dr. Dinesh Kumar has worked at several reputed institutes across the world including Stevens Institute of Technology, USA; University of Exeter, UK; University of Toronto, Canada; Federal Institute of Technology (ETH), Zurich, Switzerland; Queensland University of Technology, Australia; Australian National University, Australia and the Indian Institute of Management Calcutta.

Dr. Dinesh Kumar has published more than 70 research articles in leading academic journals. Thirty eight of his case studies on Business Analytics based on Indian and multinational organizations such as Aavin Milk Dairy, Apollo Hospitals, BigBasket, Bollywood, Eureka Forbes, Fantasy Sports, Flipkart.com, Hewlett and Packard, iD Fresh Foods, ISKCON, Jayalaxmi Agro Tech, Larsen & Toubro, Manipal Hospitals, Mission Hospital, Hindustan Aeronautics Limited, Indian Premier League, Reliance Retail, Shubham Housing Finance Limited, VHS Blood Bank, and VMware have been published at the Harvard Business Publishing's (HBP) case portal. Nine of his case studies are bestsellers at HBP. His case studies are used by more than 220 institutions across over 70 countries in the world. He has authored four books. His recent book, titled, '*Business Analytics – The Science of Data Driven Decision Making*', published by Wiley in 2017, is an

Amazon bestseller. He co-authored a book titled, '*Machine Learning Using Python*' with Mr Manaranjan Pradhan, published by Wiley in 2019.

Dr. Dinesh Kumar has carried out predictive and prescriptive analytics consulting projects for organizations such as The Boston Consulting Group (India) Private Limited, Cartesian Consulting, GE Healthcare, Hindustan Aeronautics Limited, Qatar Airways, Mission Hospital, Manipal Hospitals, Scalene Works, TVS Motors, Wipro Limited, UNIBIC, the World Health Organization, etc.

Dr. Dinesh Kumar has conducted training programmes on Analytics for several companies such as Accenture, Aditya Birla Group, Ashok Leyland, Asian Paints, Bank of America, Blue Ocean Market Intelligence, Cisco, Fidelity, Hindustan Aeronautics Limited, Honeywell, Infosys, ITC Infotech, Madhya Pradesh Agency for Promotion of Information Technology (MAPIT), National Academy for Defence Production, Ocwen Financial Services, SONY and so on. He conducts corporate training programmes in Analytics and has trained more than 1000 professionals in that field.

He is the founding president of the Analytics Society of India (ASI). Dr. Dinesh Kumar was awarded the Best Young Teacher Award by the Association of Indian Management Institutions in 2003. He was listed as one of the top 10 Analytics academics in India by the *Analytics India Magazine* in 2014. He received the Distinguished Professor Award in Data Science from *Analytics India Magazine* in 2021. He is the governing council member of the Karnataka Government's Centre of Excellence for Data Science and Artificial Intelligence set up in collaboration with NASSCOM.



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The key specializations of Professor Pulak Ghosh are in various fields of Big Data Analytics, Artificial Intelligence, Deep Learning, Blockchain, Economics and Statistics.

He is an accomplished researcher of international repute. Professor Ghosh's research areas are: Analytics, Statistics and Economics. Currently, his major research focus is in the interplay of Big Data, Economics and Statistics and how it can be used in policy for social value creation.

In July 2019, he was appointed as a member of the National Statistical Commission (NSC), approved by the Appointments Committee of the Cabinet.

Dr. Pulak Ghosh was honored with the Distinguished Alumni Award by Oakland University, MI, USA during April 2016 and Prof. PC Mahalanobis Medal for outstanding contribution to Econometrics by the Indian Econometric Society in January 2016. He was named among the Top 5 data scientists of Indian origin in the world by Techradar. He won the Professor C.R. Rao National Award in Statistics – 2015, for outstanding contribution in the field of Statistics, given by the Ministry of Planning & Programme Implementation, Government of India. He served as the member of the Data Privacy Advisory Group of Global Pulse – the UN Secretary-General's Big Data innovation initiative. He advocates the responsible use of Big Data for sustainable development and humanitarian action. He was also awarded the Young Scientist Award, 2011 by the International Indian Statistical Association for outstanding contribution in the field of Statistical Applications. He serves as a senior fellow of NITI Aayog (Govt. of India's highest policy making body). He serves in the advisory board of various national and international organizations.

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Prior to joining IIMB, he was a tenured faculty member at Louisiana State University. He has also served as a visiting faculty at Indian Institute of Management Ahmedabad, the Krannert Graduate School of Management at Purdue University, Chinese University of Hong Kong, Georgia Tech University, University of Texas at Dallas, and Bilkent University, Turkey.



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Her consulting assignments include Preparation of Resettlement Action Plan for Metro Line Reach 6 – Phase 2 (BMRCL), NREGA Surveys in Gulbarga, Raichur, Anantapur and Adilabad districts (Ministry of Rural Development and UNDP), Warehousing and Distribution Management at Co-optex (Handloom Cooperative Society in Tamil Nadu), and Construction of Godowns and Railway Siding (Food Corporation of India).

Prior to joining IIMB, she worked as an Operations Research and System Analyst at MCI Telecommunications, Dallas, and helped build Decision Support Systems for the management of the company's telecommunications network. She was also a consultant to GTE, Dallas and an adjunct faculty at the Cox School of Business, Southern Methodist University, Dallas.



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Prior to joining IIM Bangalore, he was a Teaching and Visiting Scholar at The Wharton School, University of Pennsylvania, and Assistant Professor at IIM Indore. Having earlier worked with Citibank's global decision management division, his foray into academia has seen his work featured in journals like *Journal of the American Statistical Association* and the *Journal of the Royal Statistical Society*.



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Rishideep Roy completed his Bachelor's and Master's from the Indian Statistical Institute, during the course of which he received training in Theoretical Statistics, Applied Statistics and Probability Theory. During this time, he also researched in Reliability Theory, Distribution Theory and Circular Statistics.

During his PhD at the University of Chicago, he worked on extreme value theory, and focused on Gaussian Processes which has wide application in areas ranging from Finance to Astrophysics.

At the University of Chicago, he worked as Teaching Assistant in undergraduate courses on Elementary Statistics, Statistical Theory and Method, Introduction to Probability Models, Introduction to Mathematical Probability, etc. and as a Teaching Assistant in the Graduate Distribution Theory course. He instructed a full course independently on Elementary Statistics.

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Dr. Trilochan Sastry's interests and work include supply chain and operations, as well as social entrepreneurship, rural development and good governance. He was Dean at IIM Bangalore from 2008 to 2011.

He has been visiting professor or scholar at the International University of Japan, Niigata, Japan; Hong Kong University of Science and Technology, Hong Kong; MIT, Cambridge, Massachusetts, USA; and Associate Dean (Research) and Professor – Indian School of Business.

He has published in international journals related to Operations Research and on broader topics related to Supply Chain Management, Telecommunications, Software, Automobile industry, and Social Entrepreneurship. He has, to his credit, a number of management cases on Operations Management, Ethics, Change Management and Electoral Reforms.

He has consulted for various corporate, government, and international agencies on wide-ranging issues such as corporate strategy, restructuring of organizations, evaluation of large development programmes, cooperatives/producer companies, and governance. He also does pro bono work for NGOs and the development sector. He is the founder of two NGOs and has served on the boards of various companies and NGOs.

He has received several awards, including the Best Young Teacher Award from the Association of Indian Management Schools. For his work with the NGO sector, he got the CNN-IBN, NDTV, TOI Indian of the Year awards. He has received the Distinguished Alumni Award from IIT Delhi.

Prof. Trilochan Sastry was invited to speak on 'Strengthening Democratic Institutions' at the Supreme Court Judges Retreat.

ECONOMICS & SOCIAL SCIENCES

The ESS area is actively engaged in teaching, research, consulting and professional assignments, and media and policy outreach in a wide range of fields. These include Behavioral Economics, Development Economics, Environmental Economics, Game Theory, Industrial Organization, IPRs, International Trade, International Monetary Economics, Macroeconomics, and Labour Economics. The area has a good mix of faculty with theoretical, empirical and policy related work. Some have been appointed as members of national and international expert committees in their fields of expertise and several have undertaken important assignments for the Government of India and for international agencies such as WIPO, WHO, World Bank, and the UNDP. ESS faculty have authored books, book chapters, policy reports and news articles, and have published in reputed international and Indian journals. Several are recipients of prestigious research grants.

The ESS area has an active presence in the institute through its Brown Bag talks and participation in the research seminar series. It has a vibrant doctoral programme, attracting candidates from reputed programmes in Economics and other disciplines. It also provides job opportunities in the form of Academic Associate and Research Assistant positions to aspiring young candidates who wish to pursue an academic career.



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Dr. Sarvesh Bandhu is an Assistant Professor in the Economics and Social Sciences area at Indian Institute of Management Bangalore (IIMB) and IIMB Young Faculty Research Chair.

Dr. Bandhu has received his doctoral degree from the Indian Statistical Institute, Delhi. He did his Master's in Economics at the Delhi School of Economics and completed his Bachelor's degree from Shri Ram College of Commerce at the University of Delhi.

His primary research interest lies in theoretical and applied microeconomics, particularly in game theory, behavioral economics, political economy and mechanism design. In his thesis, he analyzed voting mechanisms using different behavioral approaches instead of the standard rationality assumptions in social choice theory.

Before joining IIM Bangalore, he taught at various premier institutes like Ashoka University, Delhi School of Economics, Indian Statistical Institute and Shri Ram College of Commerce.

Dr. Bandhu is the recipient of the UGC-UKIERI Scholarship 2018 and Research Fellowship at ISI, among other awards and scholarships.



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Dr. Ritwik Banerjee's primary research area is at the intersection between Behavioral and Development Economics and he extensively uses Experimental Methods for his research. Some of the topics he has investigated or is currently investigating are corruption, inequality, education and discrimination. His research has been published in peer-reviewed journals such as *Experimental Economics*, *Journal of Economic Behavior & Organization*, *European Economic Review*, and *Journal of Public Economics*, among others.

At IIM Bangalore he teaches: Advances in Behavioral Economics and Experimental Methods (FPM) and Managerial Economics (PGP).

Prior to his current assignment, he was an Assistant Professor of Economics at Indian Institute of Management Calcutta. He has also worked as Post-Doctoral Research Fellow, Aarhus University, Denmark, with an independent grant from the Social Science Research Council of Denmark. He was an Academic Visitor at the Research Department of Federal Reserve, Chicago during the summer of 2012 and a Visiting Scholar at the Economics Department, Harvard University in Spring 2015. He has also served as a Consultant at the World Bank in Washington DC and as a Research Associate at ICRIER, New Delhi.

He was the recipient of an independent grant from the Danish Council for Independent Research (Ministry of Higher Education and Science, Denmark), a grant from FSE in Denmark to study antecedents of caste based discriminatory attitudes in India. Recently, he has been awarded a scholarship for a Visiting Scholar program at UNU WIDER, Helsinki, Finland and a Fulbright-Nehru Fellowship for a visit to University of California, Berkeley.



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Dr. Manaswini Bhalla is an Associate Professor in the Economics & Social Sciences (ESS) area at Indian Institute of Management Bangalore (IIMB). She is an applied microeconomist with broad theoretical and empirical interests. Her research interests primarily lie in information economics with a focus on issues in corporate culture and political economy.

In a series of working papers, she is exploring the role of culture on economic outcomes in the context of corporate boards, entrepreneurship, legal system and real estate. In the field of pricing, her work explores the use of prices and other instruments used by firms to influence learning process of consumers to their advantage. Some of her work in this area has been published in journals like *Journal of Economic Theory* and *Journal of Industrial Economics*.

She is a recipient of the Bates and White Graduate Research Fellowship. She received the Young Research Fellow Award from IIMB.

She currently teaches Managerial Economics and Strategic Thinking: Game Theory for Managers to postgraduate students. She also conducts Executive Education Programmes on Managerial Economics and Game Theory for executives and senior management.



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Professor Rupa Chanda joined IIM Bangalore in 1997 and teaches Macroeconomics and International Trade. She has also taught courses on Managerial Economics, modules on Trade, Investment and Industry in courses on Current Economic Scenario and Globalization and has taken sessions on the Indian economy and the WTO in Executive Education Programmes.

She has served the institute in various administrative capacities. She is currently the Dean of Programmes and Chairperson of the Office of International Affairs at IIMB. She has also served as the faculty nominee on the IIMB Board of Governors, as a member of the Faculty Development Committee and as Chairperson of the ESS area. She is a recipient of the Dewang Mehta and ICFAI Best Teacher awards, the Alumni Award for Best Faculty at IIMB in 2012, and has also received several other fellowships and distinctions. Before joining IIMB, she worked as an Economist at the IMF in Washington DC. She briefly served as the Director, Subregional Office for South and South West Asia, UN Economic and Social Commission for Asia and the Pacific (UNESCAP), New Delhi.

Her research interests concern the WTO, International Trade in Services, Regional Integration and Migration. Her doctoral work was in the area of International Trade at Columbia University. She has received several research grants and has undertaken research and consulting assignments for organizations such as the EC, ILO, WHO, UNDP, UNCTAD, OECD, World Bank, World Trade Institute, South Centre, IOM, ICRIER, CUTS, CENTAD and IIFT.

She is a member of several committees and councils, including the Ministry of Commerce's Taskforce on Services Sector Exports, the Advisory Board to the Services Export Promotion Council, the CII Services Council and the National Services Council for FICCI. She has served as a member of several WHO Committees including the WHO Review Committee on the Functioning of the International Health Regulations and the Expert Advisory Group for the International Recruitment of Health Personnel.

Dr. Chanda was also nominated to the WHO's International Health Regulations 2015 Review Committee, where she was part of the team of world experts who suggested ways to strengthen global health security. In 2019 she was nominated as a member of the WHO's Expert Advisory Group on International Recruitment of Health Personnel. The Economic Survey 2016 has cited Prof. Rupa Chanda's report on Free Trade Agreements and their impact on India. She has drafted some of India's negotiating texts and position papers on services for the WTO.

Her other recent professional engagements include membership of the MoA's Academic Working Group on India-EU Labour Mobility Partnership, the Planning Commission's High-Level Group on Services, the Board of Approval for Special Economic Zones, the Planning Commission's Subcommittee on Internationalization of Higher Education, the Advisory Group for a proposed Bangalore School of Economics and the CSO's Expert Group on Compilation of Data for International Trade in Services. She has served on the editorial boards of journals on health, trade and migration.

Rupa Chanda has published extensively and has presented her work at conferences, workshops, and seminars, both nationally and internationally. She has authored three books, namely, *Globalization of Legal Services and Regulatory Reforms*, 2015 (Sage), *Integrating Services in South Asia: Trade, Investment and Mobility* in 2011 (OUP) and *Globalization of Services: India's Opportunities and Constraints* in 2002 (OUP) and has edited three books titled, *India's Trade in Services: Prospects and Strategies*, 2006 (Wiley-India), *India-EU Mobility*, 2015 (Cambridge University Press) and *Trade in Services and Trade Agreements: India and the EU*, 2015 (Sage). She has written journal articles, working papers, and chapters in books in her areas of research interest.



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Professor A Damodaran's research areas cover Environmental Economics and Financing, Multilateral Treaty Negotiations and Institutional Dimensions of Global Public Goods and Global Environmental Resources, Cultural Economics and Blockchain, Cryptocurrencies and Distributed Network Technologies. He has several peer reviewed publications/books in these domains.

Professor Damodaran teaches the core courses of Micro/Managerial Economics and electives that include IPR for Business, Global Commons Negotiations and Business in Network Technologies and the Economics and Managerial Dimensions of Arts and Culture.

He did his doctoral studies in Economics and has held academic and professional assignments abroad, including visiting faculty positions. He was Environmental Fellow with the US-EPA and a visiting scholar at the University of California in Berkeley under the US-Asia Environment Programme in 1994. He has also held visiting faculty positions at the University of Bonn, Germany, Institute of Developing Economies, Japan, University of Wageningen, The Netherlands and the Graduate School of Management, St Petersburg State University, Russia. He was appointed Visiting Fellow at the United Nations University – Institute of Advanced Studies, Japan. He has also been part of the international faculty team of the WIPO and has taught IP personnel in the Middle East and Central, East and South East Asia.

He was awarded the Homi Bhabha Fellowship in 2004. As Scholar in Residence, Kenan Flagler School of Management, University of North Carolina, he worked on Culture and Heritage Policy with reference to Classical Performing Arts of India.

He is a member of many international expert groups in the field of Environment Management. During 2007, he was appointed member of the Expert Group on SMEs by the World Intellectual Property Organization (WIPO) based in Geneva. He was a member of a high-level panel set up by the UN Convention on Biological Diversity, Montreal in 2013-

14 to advise the Convention on a Global Resource Mobilization strategy. In 2015, he was appointed by the UN Convention on Biological Diversity as member of an international expert committee to frame financial resources requirement for the biodiversity portfolio in the context of the seventh replenishment of the Washington DC-based Global Environment Facility (GEF). He is the focal point for the Asia Pacific Group of countries in this current assignment.

Currently, he is the Chair of the Technical Advisory Group on the Government of India-UNDP project titled, 'BIOFIN', which is an international biodiversity financing initiative that is operational in 29 countries. He was Chairperson, Intellectual Property Rights Advisory Committee for the National Cultural Audiovisual Archives (NCAA), Indira Gandhi National Centre for Arts, New Delhi (2016 -2017).

He has undertaken advisory functions for the Government of India, including the Ministries of Finance and Environment and Forests, besides carrying out assignments for the Commodity Boards of the Ministry of Commerce. His international consultancy experience includes assignments with the World Bank, Asian Development Bank, UNDP, UNEP, ESCAP, DFID and GIZ. Prof. Damodaran has worked on financial issues for a wide range of environmental subjects with a number of international and national organizations, including the Biodiversity Financing Strategy for India, a project funded by the National Biodiversity Authority of India (2011-2012) and is currently the Chairperson of the Technical Advisory Committee for the UNDP assisted BIOFIN-GOI Project.

He has also been a member of the team of five experts set up by the Convention on Biological Diversity (CBD) of the United Nations to assess the financial requirements for the Global Environmental Facility's seventh replenishment. He was a member of the CBD's High Level Panel for Global Assessment of Resources for the Convention on Biological Diversity (2012-14), and a member of the team of five experts to assess financial requirements for the GEF-6 replenishment period (2011-13).

Prof. Damodaran was part of India's delegation in the negotiations of the Biological Diversity Convention and led the India team in the negotiations on the Financial Mechanism of the Convention during the 11th Session of the Conference of Parties held in India in 2012.

He is the author of the well-received book, *Encircling the Seamless: India, Climate Change and the Global Commons*, published by Oxford University Press in 2010.

Professor Damodaran's study titled, 'Economics of IP and International Technology Transfer', originally commissioned by the WIPO, was listed as a WIPO document and considered by WIPO's high-level Committee on Development and Intellectual Property (CDIP) at its 14th session in Geneva from November 10 to 14, 2014. The papers list a comprehensive set of recommendations on how IP regimes can be rendered compatible

with WTO – TRIPS, without altering the fundamental quest for innovation and R&D in global public goods, including health, climate-related technologies, etc.

The Madrid report authored by Professor A Damodaran was released by the Director General of the World Intellectual Property Organization (WIPO) and the Secretary of the Department of Industrial Policy and Promotion (DIPP), Government of India, in March 2016. The report provides an IP route map for India's 'Make in India' sectors to correct image-symmetry problems faced by India's companies abroad, including start-ups.

His study, 'Royalty Payments on Intellectual Property: A Preliminary Analysis of the Principal Policy Issues facing India' is a major policy input for Government of India's approach to IPR licensing.

In November 2016, Prof A Damodaran won the Dewang Mehta Award for extending economics research to IPRs, Creative Industry & Sustainable Development. He received the award under the 'Best Professor in Economics' category.

His publications have figured in international journals that include *World Development*, *Journal of Environmental Management*, *Environmental Values*, *Ecosystem Services*, *Ecological Economics*, *International Journal of Cultural Policy*, *Innovation and Development* besides Indian journals like *Journal of Intellectual Property Rights* and *Economic and Political Weekly*.

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Dr. Tirthatanmoy Das is an Associate Professor in the Economics & Social Sciences area. He is also a Research Fellow at IZA Institute of Labor Economics and at the Global Labor Organization (GLO). Prior to joining IIM Bangalore in July 2017, he was an Assistant Professor of Economics at the University of Central Florida, USA from 2014 to 2017, and at Temple University, USA from 2012 to 2014. His research spans topics in Labour Economics, Econometrics, Health Economics and Behavioural Economics. He has published in leading peer-reviewed journals such as the *Journal of Political Economy* and the *Journal of Econometrics*. Dr. Das's graduate teaching includes Masters (MA, MBA) and Doctoral level courses on Labour Economics, Econometrics and Mathematical Economics, whereas his undergraduate teaching includes courses on Microeconomics and Macroeconomics.



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Dr. Kunal Dasgupta joined the Economics & Social Sciences (ESS) area of IIM Bangalore in December 2018. Prior to joining IIMB, he was a faculty member at the University of Toronto. His primary research area is international trade. In the last few years, he has been trying to develop an understanding of the causes and consequences of trade barriers facing firms (both exporters and importers), paying particular attention to barriers arising out of incomplete information. His current research focuses on trade logistics and agricultural supply chains in developing countries.

Dr. Dasgupta has published in peer-reviewed journals such as the *Journal of International Economics*, *American Economic Journal: Macroeconomics* and the *European Economic Review*. He holds a PhD in Economics from Princeton University.



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Dr. Anubha Dhasmana has received several awards and honors, including Department Fellowship, 2001-2006, from the Department of Economics, Johns Hopkins University; Hira Lal Bhargava Gold Medal, 2000, University of Delhi, and the Shri Ras Bihari Rohtangi Gold Medal, 2001, University of Delhi. She has worked with the International Monetary Fund, Washington DC during 2007-08, and has done assignments with *The Economist* and *L.A. Times*. She worked at the Johns Hopkins University, Department of Economics, as Teaching Assistant during 2002-2006 and took courses such as Elements of Macroeconomics and Econometrics. Her research and teaching interests are in International Macroeconomics, Macroeconomics, Development Finance and Econometrics.

She has published a book, *External Capital Flows and Welfare in Developing Countries: Theory and Empirics*, 2009, (publisher VDM Verlag Dr. Muller Aktiengesellschaft & Co, KG, Saarbrucken, Germany) and has written several academic articles, including journal articles, in the area of capital flows, foreign reserve adequacy and welfare in developing and emerging market countries. She is working on a project relating to the vulnerability of emerging market countries to banking and currency crises and the role of government policies.



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Dr. Subhashish Gupta's research interests are in Applied Game Theory and Economics of Information. In particular, he is interested in Industrial Organization, Economics of Regulation and Competition Policy (Antitrust Economics) with particular focus on IT and telecommunications. He also has an interest in East and Southeast Asian economies, particularly in Japan.

His current projects include Competition Policy in ICT Markets, Global Value Chains in Southeast Asia, Consumer Uncertainty and Package Sizes and Japanese Investments in India.

He has served as a consultant to the World Bank, ADB and TERI. His interaction with these institutions involved writing research reports on Telecommunication, Regulation and Competition Policy. He has served as a consultant to the Department of Personnel and Training, Government of India, and the Competition Commission of India. He has also been a consultant with 24/7, a BPO company.

He has taught numerous courses to different audiences during his tenure at IIM Bangalore. He has taught Managerial Economics to postgraduate students and has developed a MOOC version of the course on the edX platform. He has taught Game Theory and Industrial Organization across different programmes and has also taught a course on Economic Regulation in the past. He teaches Advanced Microeconomics to PhD students and has been involved with a course titled, Business Planning in International Markets, where he has taken postgraduate students on a study tour of Singapore. His recent offerings include a course on East and Southeast Asian Economies and a course on Japan which he teaches with other faculty. He has taught in various Executive Education Programmes, has served as the Chairperson of the Economics area and as Admissions Chairperson at IIMB.



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He has a PhD in Economics from Indian Statistical Institute, Master's in Economics from Delhi School of Economics, and a Bachelor of Arts in Economics from Shri Ram College of Commerce. Before his doctoral studies, he worked as an Economist at the Competition Commission of India, New Delhi.

In 2018, he received the 'Best Research Paper Award' at the Communication Policy Research South (CPRSOUTH) Conference, Maputo, Mozambique.



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Vivek Moorthy is Professor of Economics in the Economics and Social Sciences area at Indian Institute of Management Bangalore. He obtained his Master's at Jawaharlal Nehru University with first rank, taught briefly at St Stephens College, Delhi, and then obtained his doctorate in Economics from the University of California, Los Angeles. He taught at Pennsylvania State University and then joined the Federal Reserve Bank of New York. He was initially in Domestic Research, working on US economy projections for the Federal Open Market Committee that conducts monetary policy and later as Senior Economist in the Foreign Exchange Function at the Federal Reserve Bank of New York, before joining IIM Bangalore.

At IIM Bangalore since 1995, he teaches core and elective courses in macroeconomics and financial markets, across various programmes. After joining IIM Bangalore, he has been Visiting Professor at the University of Ottawa, Canada; Jawaharlal Nehru University, New Delhi; National Institute of Public Finance and Policy, New Delhi; Sciences Politiques, Lille, France and Claremont Graduate University, California. He has been a consultant for the Reserve Bank of India, Finance Commission, the Bank of International Settlements and other organizations.

His research interests and areas range across labour markets, monetary and fiscal policy, global financial markets and banking. He has authored and co-authored Federal Reserve Bank of New York memoranda, research studies and reports on monetary policy, on foreign exchange and on financial market developments. His 1990 paper, tracing the puzzling post-1981 US Canada unemployment rate gap back to Canada's 1971 unemployment insurance legislation, was covered in depth in the Canadian press, and related findings were cited prominently in *The New York Times*.

His subsequent international and Indian journal publications have been on various topics: notably interest rates and exchange rates, long standing academic debates about the stability of public debt under alternative modes of financing, food prices, inflation measurement and policy for India. His debate in 1995 in *The Economic Times* with a

former Reserve Bank of India Governor culminated in a research study for the RBI in June 2000 of India's public debt, of which he was the principal author. His 1996 paper on Economics Letters, devising a trading rule to make systematic excess profits from the monthly US employment report, is an early result in what is now called behavioral finance.

Some of his research has been distilled into *Applied Macroeconomics: Employment, Growth and Inflation*, published in 2017, the first of a sequence of three books. In teaching macroeconomics, he has developed a simplified version of the model used in his 2000 study, to replace the dominant IS/LM framework. Globally such a switch to similar 'three equation models' is underway. His next book in progress, *Financial Macroeconomics*, is based on the new policy rate approach.

He has written for the following newspapers and magazines in India and abroad – *The Economic Times*, *Business Line*, *Business Standard*, *Mint*, *Financial Express*, *Wall Street Journal*, *Economic and Political Weekly*, and *Far Eastern Economic Review*, mostly on macroeconomics issues.

He also writes on transport policy. His minor website unclogroads.com contains the full original presentation and some of his several newspaper articles advocating a steep revenue neutral Vehicle Area Levy to tackle a wide array of economic problems.



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Dr. Srinivasan Murali's primary research concentrates on the macroeconomic perspective of labour markets and labour flows. He also works on designing algorithms to solve dynamic economic models. Some of the topics he is currently investigating are declining turnover in the labor markets and vanishing procyclicality of labor productivity in US. His work employs both empirical data work and structural modeling.

Prior to joining IIMB, he worked as a teaching assistant and as an independent instructor in the Department of Economics at Ohio State University. He is also a recipient of the Economics department's citation for Excellence in Teaching.



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Professor Gopal Naik's research areas include Public Policy/Public Service Delivery, Policies on Agriculture and Rural Development, Performance of Agricultural Markets, Asymmetric Information and Market Performance, Technology Adoption, Agribusiness Development, Food Safety, Commodity Markets, and Forecasting.

He has received the Outstanding PhD Dissertation Award, the Best Student Research Paper Award, and the Hunter Fellowship from the University of Illinois, Dr. DK Desai Award for the Best Paper published in *Indian Journal of Agricultural Economics*, and a Gold Medal from the University of Agricultural Sciences, Bangalore. In 2007, the American Agricultural Economics Association presented him the Award for Professional Excellence in recognition of superior achievement in Agricultural Economics. He received the Meritorious Paper Award from the International Conference on the Theory and Practice of Electronic Governance in 2010.

Professor Gopal Naik has been working in the areas of public policy, forecasting, marketing research, futures market, commodity markets, WTO, irrigation and forest management. His current research includes agricultural marketing reforms, ICT for agriculture and rural development, and public service delivery. He has published five books, a number of chapters in books and a number of research articles in national and international refereed journals. He has been on the editorial board of national and international journals.

He has been a consultant to organizations such as the Ford Foundation, WHO, FAO, World Bank, NAFED, Central Silk Board, Spices Board, Ministry of Commerce, Food Processing (GoI), FSSAI, NDDB, Ministry of Agriculture, Forward Market Commission as well as a number of private sector companies. He has served on several committees of the Central

and State governments. He has designed and coordinated programmes for civil services officers, as well as international and state legislators.

Led by Dr. Gopal Naik, IIMB's Centre for Public Policy (CPP) has developed a tele-education project called Satellite & Advanced Multimedia Interactive Education (SAMIE) to address the problem of poor quality education in rural Government and aided schools in Karnataka. Today the tele-education project of the IIMB-led consortium, supported by the Government of Karnataka, is reaching nearly 200,000 school children in 1000 schools in rural backward regions in Karnataka. The project has won the prestigious World Summit on Information Society (WSIS) 2015 Award of the International Telecommunication Union (ITU) and the United Nations in Geneva for innovative applications with scalability in the category of E-learning.



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Dr. Vidhya Soundararajan is an applied microeconomist whose research areas are: Development Economics, Labour Economics, and Political Economy. Her work primarily examines the impact of labour market institutions and regulations on employment, wages, and productivity in low-wage labour markets. Improving overall employment levels and worker welfare, and understanding and alleviating impediments to workplace productivity growth, are running threads in her research. Another strand of her work examines the political economy of institutions and program implementation in developing countries. Her work employs both reduced-form and semi-structural econometric approaches focussing on causal estimations, and uses observational data at the firm or household level.

Her areas of teaching are: Advanced Econometrics and Managerial Economics.

Prior to her PhD, she worked at various policy organizations such as the World Bank, the International Food Policy Research Institute, and the Planning Commission of India, where her work centred on understanding agricultural value chains and evaluating rural development programs in India.

She is the recipient of the George Warren Award from Cornell Dyson School for Outstanding Publication or Manuscript, 2016; Cornell Graduate Fellowship, 2010-11, and Merit-fellowship at Madras School of Economics, 2007-08.



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Prior to joining IIM Bangalore, Professor Chetan Subramanian was a faculty member at the University of Buffalo, New York (SUNY). His research interests lie in the areas of monetary economics, financial markets, and development economics, and his work has appeared in leading journals such as the *Journal of Money, Credit and Banking*, *Economic Theory*, *Canadian Journal of Economics*, and *Economic Development and Cultural Change*. Professor Subramanian teaches International Macroeconomics to MBA students and Advanced Macroeconomics to doctoral students. He also contributes extensively to executive education programmes at IIMB.

ENTREPRENEURSHIP

Entrepreneurship is the youngest area at IIM Bangalore. It has five full-time faculty members, two secondary members and one visiting faculty. The area gives equal focus to both teaching and research and works closely with NSRCEL to explore practice-relevant research questions as well as translate research into practice.

In research, faculty have expertise in domains such as family business, international entrepreneurship, corporate entrepreneurship, effectuation, entrepreneurial cognition, social entrepreneurship, social networks, and innovation. They have published in journals such as *American Journal of Sociology*, *MIS Quarterly*, *Journal of Business Venturing*, *Entrepreneurship Theory and Practice*, *Sloan Management Review*, *Strategic Entrepreneurship Journal*, *Asia Pacific Journal of Management* and *Personnel Psychology*. The area offers a doctoral programme - one of the first among IIMs and has six PhD students.

In teaching, the area offers MBA-level core courses such as, Entrepreneurial Mindset and Action, Entrepreneurial Management, and electives such as, Understanding Venture Capital and Strategic Partnerships. It also offers doctoral courses on Entrepreneurship Classics, Contemporary Entrepreneurship, Social Network Analysis, Designing Research in Entrepreneurship as a Method (DREAM) and International Entrepreneurship.

The area faculty are active in coordinating successful executive education programmes focused on entrepreneurship such as the Women Start-up Programme (WSP), 10000 Women Programme, Management Programme for Entrepreneurs and Family Businesses (MPEFB) and participate in many other general management programmes.



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Dr. Suresh Bhagavatula's research interests are in two partly overlapping domains – entrepreneurship and social networks. In entrepreneurship, his interests are in both high and low technology firms in India. Within the social network domain, he is interested in understanding the influence of social capital on performance of entrepreneurs and teams. His work has been published in the *Journal of Business Venturing (JVB)*, *Entrepreneurship Theory and Practice (ETP)*, and *Strategic Entrepreneurship Journal (SEJ)*.

In the past, he worked at TRDDC (Tata Research Design and Development Centre), within its mineral processing division and in KVK (Krishi Vigyan Kendra) Visakhapatnam as a Microenterprise Coordinator.



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Srivardhini K. Jha is an Associate Professor in the Entrepreneurship area at Indian Institute of Management Bangalore (IIMB). Her research interest is in Innovation and Entrepreneurship in the emerging country context. Her specific research topics include: Organization and evolution of global R&D in multinational enterprises; Innovation in Indian startups; Organizing for corporate entrepreneurship; Social enterprise scaling. She has published papers in several peer reviewed international journals such as *MIS Quarterly*, *MIT Sloan Management Review*, *Management International Review*, *Annals of the New York Academy of Sciences* and others. She is a regular presenter at the Academy of Management, Academy of International Business, and Strategic Management Society conferences.

She teaches MBA, PhD and executive education courses on Entrepreneurship, Corporate innovation and Strategic partnerships. A firm believer in experiential learning, she has developed simulations and in-class exercises to bring theoretical concepts to life in the classroom.

Prof. Jha is a reviewer for several academic journals. She also regularly reviews for the Academy of Management and Strategic Management Society conferences. Recently, she was invited by the Department of Science and Technology to join the drafting committee of the national Science, Technology and Innovation Policy. She is also a core team member of the iVEIN consortium, a joint effort of top IIMs and IITs.

She holds a post-doc from the McGill Centre for the Convergence of Health and Economics, a PhD in Corporate Strategy and Policy from Indian Institute of Management Bangalore, an MS in Management Science and Engineering from Stanford University and a BS in Information Science and Engineering from Bangalore University. Prior to entering academia, she held senior managerial positions at Microsoft, Sun Microsystems, and Infosys.



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Professor K Kumar has over 16 years of experience in the industry and has held positions as CEO, President and Management Consultant in reputed organizations besides starting and nurturing three companies as an entrepreneur. He joined IIMB in 2001 as a Visiting Professor of Corporate Strategy and Policy and was subsequently appointed Professor of Entrepreneurship in 2007. He was Chair, NSRCEL at IIMB, from 2008 to March 2012 and was responsible for directing its research, teaching and training activities, besides running the business incubation centre.

His research interests are in the areas of entrepreneurial strategies, effectuation, internationalization of new ventures, high growth entrepreneurship in emerging economies and family business management. He has published his work in *Entrepreneurship Theory & Practice*, *Long Range Planning*, *South Asian Journal of Management*, *IIMB Management Review* and *Asian Case Research Journal*, besides presenting papers at prestigious conferences of the Strategic Management Society as well as the European Conference of Innovation and Entrepreneurship.

Professor Kumar was nominated to serve as the ICCR short term Chair Visiting Professor of Innovation and Entrepreneurship at the Athens University of Economics and Business and was a Visiting Professor at the University of Cologne during 2016-17. He also serves as an Independent Director on the board of a publicly listed company and advises corporate organizations and family businesses.



LUDVIG LEVASSEUR
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Ludvig Levasseur serves as an Assistant Professor in Entrepreneurship at Indian Institute of Management Bangalore and as a Junior Research Fellow at the Institute for Development Strategies of the School of Public and Environmental Affairs of Indiana University. In 2018, he served as a Post-Doctoral Researcher in Entrepreneurship at the School of Entrepreneurship of the Spears School of Business of Oklahoma State University.

His research interests are entrepreneurial cognition and affect, alertness, family business, time perspective, mixed methods, and venture capital.

He is a member of the Academy of Management's Entrepreneurship Division and the Managerial and Organizational Cognition Division. He currently co-organizes the Teaching in the Rough PDW. In 2018, he served as an OSU National Science Foundation (NSF) I-Corps Mentor and in the Leadership OSU Mentoring Program and the Spears School of Business Mentoring Program.

Dr. Levasseur is an editorial board member of *Academy of Management Perspectives*, *Venture Capital*, and *Small Business Economics*. He also serves as an adhoc reviewer for journals such as *Academy of Management Journal*, *Academy of Management Review*, *Family Business Review*, *Journal of Business Venturing*, *Journal of Management Studies*, *Journal of Organizational Behavior*, and *Strategic Entrepreneurship Journal*. He has also reviewed grant proposals for the NSF. He published in journals such as *Journal of Organizational Behavior*, *British Journal of Management*, *Asia Pacific Journal of Management*, and *Journal of Business Venturing Insights*.

He is the recipient of various awards, honors, grants, scholarships and fellowships, including the Schulze Publication Award and being selected as a Best Paper (top 10%) by the Academy of Management's Entrepreneurship Division at the Annual Meeting in 2020.



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Dr. Dalhia Mani's research interests include interorganizational networks, corporate governance, family businesses, and entrepreneurship. Her research has focused on the extent to which patterns of ownership ties between firms reflect family (and community) entrenchment and control. At a more micro-level, her research focuses on how individuals interact and how their networks change over time in complex and uncertain situations. She has published her work in the *American Journal of Sociology*, *Entrepreneurship Theory and Practice*, and *Asia Pacific Journal of Management*.

Her research has been supported by numerous grants at the department, university and international levels, including a National Science Foundation grant, University of Minnesota Dissertation Fellowship, the UMN Sociology Department Dissertation Merit Fellowship and the Anna Welsch Bright Fellowship grant. She serves as a reviewer for the *American Journal of Sociology*, *Academy of Management Journal*, *Organization Science*, *Journal of International Studies*, and the *Social Network Analysis and Mining* journal. She is a senior editor in the journal *Management and Organization Review*.

She joined IIMB in 2016, where she teaches the Entrepreneurship Core Course to PGP students and the course on Social Network Analysis for the PhD programme. Prior to IIMB, she served as Assistant Professor, Business Policy and Strategy department, HEC Paris, France (2010-2016). She taught the Strategic Management Core Course in the MBA and MSc Strategy programmes of HEC Paris, and the Sociology of Strategy course in the PhD programme in HEC Paris. She also taught the Strategy & Business Policy Core Course at the undergraduate level at the Carlson School of Management, University of Minnesota. Before pursuing a doctorate, she worked in ICICI Ltd., India.



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Dr. Saras D Sarasvathy works with IIM Bangalore's NSRCEL on research projects with faculty and doctoral students, and teaches courses on entrepreneurship.

She is currently Isidore Horween Research Associate Professor at Darden Business School, University of Virginia, USA, where she is a member of the Strategy, Entrepreneurship and Ethics area. In addition to teaching in Darden's MBA and executive programmes, she also serves as an advisor to entrepreneurship research and education programmes in Europe and Asia.

A leading scholar on the cognitive basis for high-performance entrepreneurship, her scholarly work has won several awards, including the 2001 William H. Newman Award from the Academy of Management and the 2009 Gerald E. Hills Best Paper Award from the American Marketing Association. Her publications include the critically acclaimed book, *Effectuation: Elements of Entrepreneurial Expertise*.

FINANCE & ACCOUNTING

The Finance and Accounting (F&A) area of IIMB is actively engaged in all three facets of management education: research, teaching and impacting and influencing practice and policy.

The area is deeply committed to excellence in research. Faculty in the area have published in reputed international journals in Accounting and Finance. F&A faculty engage in issues that are of interest to academics as well as practitioners and policy planners in Accounting, Corporate Finance, Investments, Financial Markets, Real Estate, and Banking.

The department runs a Brown Bag seminar series and actively collaborates in organizing and hosting the India Finance Conference, a leading academic Finance conference held in India. The F&A area also hosts an Accounting Research Conference every year, where leading scholars in the field of Accounting and Auditing from universities in India and outside present their latest research work. F&A area also co-hosts the annual conference of the *Journal of Accounting, Auditing & Finance* (JAAF), along with IIMA, IIMC and ISB.

The F&A area offers probably the largest number of electives among all comparable graduate programmes; electives include Investments, Derivatives, Banking, Corporate Governance, Risk Management. The area's PhD students have a publication track record and target reputed journals and conferences. On graduation, they are recruited by top management institutions.

The F&A area is committed to building partnerships and enhancing collaboration between IIMB, the business sector, and the Government. Towards this objective, the area offers several Executive Education Programmes on Value Creation, Investment Strategies, Risk Management, and other contemporary topics.

The Centre for Capital Markets and Risk Management, and the Real Estate Research Initiative, both important initiatives of IIMB, are chaired by faculty from the F&A area. These initiatives endeavor to positively impact practice in the financial and real estate markets.

Faculty from the area serve on the Boards or important committees of various national institutions including Securities and Exchange Board of India (SEBI), Department of Financial Services (DFS), Government of India, NSE IFSC Ltd., a subsidiary of National Stock Exchange, Department of Biotechnology, Government of India, and Ministry of Corporate Affairs. A few of them also serve on the Board of Directors of leading corporate firms.



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Abhinav Anand's research interests are in Financial Economics and Game Theory. His current research interests are in the areas of systemic and systematic risk, banking, fake news, etc.

Prior to joining IIMB, he worked as a postdoctoral research fellow at the University College Dublin.

He has reviewed submissions for the *European Journal of Operational Research*, *Quantitative Finance*, *Mathematics and Financial Economics*, *Journal of International Business Research*; and the *IIMB Management Review*.



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Professor V Ravi Anshuman's research interests cover the areas of Market Microstructure, Capital Markets and Corporate Financial Management Issues in Emerging Markets. His publications have appeared in the *Review of Financial Studies*, *Journal of Financial Economics*, *Journal of Financial Markets*, etc. He has co-authored a book titled, '*Valuation – Analysing Global Investment Opportunities*'. He has held academic positions at Boston College and visiting academic positions at Hong Kong University of Science and Technology, Indian School of Business and University of Texas at Austin.

In June 2019, Professor V. Ravi Anshuman was appointed a part-time member in the Securities and Exchange Board of India (SEBI), for a period of three years, as per an order issued by the Ministry of Personnel.

**SANKARSHAN BASU****Professor
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Dr. Sankarshan Basu is a Professor in the Finance and Accounting area. His areas of interest, both in terms of research and teaching, are Financial Calculus, Option Pricing, Bond and Portfolio Valuation, Applications of Quantitative Techniques to Finance, Insurance, Reinsurance, Risk Management, Biostatistics and Corporate Finance.

He has presented his work at international conferences in Thailand, United States of America, United Kingdom, France, Spain, Norway, Iran, Tunisia, Morocco, The Netherlands, Russia, Germany, China, South Korea, Australia as well as in India. He has, to his credit, a number of papers in international journals of repute like *Insurance: Mathematics and Economics*, *Journal of Statistical Planning and Inference*, *Journal of Emerging Market Finance* and *Journal of Operations Research*.

He served as President of Asia-Pacific Risk and Insurance Association (APRIA) between 2014 and 2015 and is currently Secretary of the Indian Finance Association.

Prior to joining IIMB, he was in the finance industry briefly, working in the Treasury operations of ICICI Ltd. (now ICICI Bank Ltd.) at their Mumbai office.

He is actively involved in various consulting and training projects across various domains like banks (e.g., State Bank of India, HDFC Bank, Vijaya Bank and Federal Bank), insurance companies (e.g., ING Vysya Life Insurance), stock exchanges (e.g., Bombay Stock Exchange), and various governmental agencies (e.g., Indian Revenue Service and the Indian Foreign Service) as well as other corporate entities.

He also serves on the Boards of The Clearing Corporation of India Limited and on the Risk Committee of the NCDEX Clearing Corporation Limited.



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Prof. Debojyoti Das holds a Doctoral degree in Finance from Indian Institute of Management Raipur and a Master's degree specializing in Finance from St. Xavier's College, Kolkata. The UGC awarded him the Junior Research Fellowship in 2012. He is also an awardee of the Certificate of Merit from the Goenka College of Commerce, Government of West Bengal, for his performance in the undergraduate course.

Prof. Das has several research papers to his credit. His current research interests are related to energy finance, emerging markets, and alternative investments. He has participated in reputed national and international finance conferences.

Prior to IIM Bangalore, Prof. Das was with Woxsen School of Business, Hyderabad as Assistant Professor in the Finance and Accounting area.



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Prof. Jayadev's areas of interest are Banking, Corporate Finance, Risk Management and Management Accounting.

Prior to joining IIMB, he was an Associate Professor of Finance at IIM Lucknow for more than five years and faculty of Investment Banking at the Academic Staff College of a large public sector bank. His professional services extend to the area of Basel Accords, Banking, and Risk Management for banks, consulting firms and software companies.

He has published papers in professional and research journals in the areas of banking and risk management and presented papers at international conferences.

He was visiting faculty at the University of Kyoto Japan, University of Rome, ESCP-EAP European School of Management, Paris, and School of Management AIT Bangkok. He has undertaken projects in the areas of finance and banking for the Consulate General of Japan, Reserve Bank of India, SIDBI, and other organizations. He has completed research projects on Basel-II and Credit Risk, Mergers and Acquisitions in Banks, Educational Loans, Debt and Governance, IBC and Governance, Risk Model Validation, and Bankruptcy Prediction.

Prof. Jayadev serves on the Board of Union Bank of India and Chairs a committee of the Digital Payments division of the Ministry of Electronics and Information Technology, Government of India.



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Dr. Varun Jindal joined Indian Institute of Management Bangalore in April 2020 as an Assistant Professor in the Finance & Accounting area. He holds a PhD in Finance and Control from the Triple Crown accredited Indian Institute of Management Calcutta. Prior to pursuing PhD, he has served in the industry for close to six years in various roles, including but not limited to team management, strategic assistance to top management, software development, etc.

Dr. Jindal is the recipient of several awards and honors including the Satish K. Sehgal Doctoral Student Award for Excellence in Scholarship and Organizational Citizenship 2020 at IIM Calcutta, the Emerald India Best Paper Award at the Pan IIM World Management Conference 2017, the CRISIL Young Thought Leader 2009 Runner-up Award, the Director's Medal for the Best Outgoing Student of MBA Class of 2010, and the Knowledge Management Super Kruiser Award 2007 at Infosys Ltd. He is also a recipient of financial support of USD 3,750 for a policy paper under the NSE-NYU Stern Initiative on the Study of Indian Financial Markets 2018. His papers have been published in the *Journal of Corporate Finance* and *International Business Review*. He has also co-authored a case for IIM Calcutta Case Research Center. He has presented his research work at several leading international and national conferences. His primary research interest is in the area of corporate finance and particularly in mergers and acquisitions and seasoned equity offerings.



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Dr. Shashidhar Murthy is an Associate Professor in the Finance & Accounting area. His research interests include Asset Pricing and Investor Heterogeneity. He is currently working on projects on Dynamic Spanning, Liquidity, Credit Risk and Volatility. Previously, he held positions at Rutgers University and Pace University, USA.



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Professor M S Narasimhan's areas of interest include Management Accounting, Corporate Finance and Capital Markets. He is a Fellow member of the Institute of Cost Accountants of India.

At IIMB, he teaches courses on Management Accounting, Financial Accounting, Corporate Finance and Investments. He has also designed and taught in several Executive Development Programmes. He has published several articles and research studies in national and international journals and financial newspapers.

Prof. Narasimhan has written two books, one on Financial Accounting and the other one on Management Accounting. He is also actively involved in free open online courses of IIMB - the Massive Open Online Courses of edX - and has done three courses. These courses are accessed by thousands of students and managers across the globe.

He was a member of consulting teams, which studied cash management in LIC, organizational structure of a state-level development bank, costing systems of a transformer manufacturing company, restructuring of state-level small scale industries development corporation, risk management in treasury of a large bank and financial and portfolio management of TTD, financial accounting and costing system for a water supply project, valuation and restructuring options for a telecom company, accounting policy of equity investments of EPFO, and fare structure policy for Kochi Metro and L&T Hyderabad Metro.



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Prof. R. Narayanaswamy has been with IIMB since 1986. He is a graduate in commerce of St. Joseph's College, University of Madras and has a PhD in Accounting from The University of New South Wales, Sydney. He is a member of The Institute of Chartered Accountants of India, The Institute of Cost Accountants of India and The Institute of Company Secretaries of India, and holds the ICAI's Diploma in Management Accountancy. His current research interests include corporate disclosure policy, earnings management, corporate governance, and auditing.

He has published in the *Journal of Accounting, Auditing & Finance*, *Accounting Horizons*, *The British Accounting Review*, *The International Journal of Accounting*, *Journal of International Financial Management and Accounting*, *Research in Accounting Regulation*, and *Accountancy*. He has presented his research in Asia, Australia, Europe and North America. He was a Visiting Fellow at Manchester Business School, UK, and a Visiting Professor at Osaka University, Japan. He is the author of *Financial Accounting: A Managerial Perspective*, an MBA-level text published by PHI Learning (Sixth edition, 2017). The book has received the publisher's award for best-seller. He has contributed the chapter titled, 'The Impact of Globalisation of Accounting Standards on India' in the book, *Globalisation of Accounting Standards* edited by Jayne M. Godfrey and Keryn Chalmers, published by Edward Elgar in 2007.

His courses at the institute include financial accounting, management accounting, and financial statement analysis and valuation.

He has worked with many companies on financial reporting, financial analysis and cost management systems. He was an independent director and chairman/member of the audit committee of The Indian Railway Finance Corporation Limited (2005-2011) and independent director and chairman/member of the audit committee and member of committees on high value frauds, remuneration, wilful defaulters and corporate social responsibility of Bank of Baroda (2014-2017). He was a Special Invitee on the Accounting Standards Board (2001-2002 and 2009-2010), the Auditing and Assurance Standards Board (2008-2009 and 2010-2011) and the Committee on Accounting Standards for Local Bodies of The Institute of Chartered Accountants of India (2014-2015). In July 2006, *Business Today* named him one of top three professors in IIMB and one of the top nine business school professors in India. He was a member of the National Group of the Accounting Standards Board (2011-2012) of the ICAI and was a member of the Jury for the ICAI Awards for Excellence in Financial Reporting (2013-2014).

Currently, Prof. Narayanaswamy is the Chairperson of the Committee to Advise on Valuation Matters and Member of the Committee of Experts to develop an institutional framework for the development of valuation professionals of the Government of India, Ministry of Corporate Affairs. He is the Chair of the Technical Advisory Committee of the National Financial Reporting Authority. He was conferred the St. Joseph's College Alumni Association's *Award of Honour in the Name of Dr. A. P. J. Abdul Kalam* in 2018. He worked in Steel Authority of India Limited (1980-1984) and The Institute of Chartered Accountants of India (1984-1986).

**VENKATESH PANCHAPAGESAN****Associate Professor
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Dr. Venkatesh Panchapagesan is an Associate Professor of Finance and also heads the Real Estate Research Initiative at IIM Bangalore. He has gained more than 20 years of experience in academia and in global financial services industry after completing his PhD in Finance from the University of Southern California. His current research interest includes Real Estate, Market Microstructure and Mutual Funds. His teaching focus includes Investments, Financial Markets and Real Estate Investment Management.

Prior to joining IIMB in September 2011, he was with the world's largest hedge fund, Bridgewater Associates, where he led efforts to revamp trading analytical infrastructure. He has also worked with Goldman Sachs Asset Management in New York between 2005 and 2008 overseeing trading research for their quantitative hedge funds. He was a Finance Professor at the Olin School of Business at Washington University in St. Louis from 1998 to 2005 and has published in top peer-reviewed academic and practitioner journals of the world. He was also invited to be the NASDAQ stock market's economist for a year. He is certified in India as a Chartered Accountant and a Cost Accountant, and holds a postgraduate management degree from IIM Calcutta.

He is the recipient of: IGC Research Grant for 'Estimating Economic Value of Regularizing Land Tenure to the Urban Poor – Evidence from India', 2016; IGC Research Grant for 'Can Governments Increase Revenues by Lowering Taxes? A Study of Competing Policies to Reduce Tax Evasion during House Purchase in India', 2014; IGC Research Grant for 'Effectiveness of Eaucions in Emerging Economies', 2014; NSE-NYU Stern Initiative for the

Study of Indian Capital Markets Grant for 'Do Regulatory Hurdles on Algorithmic Trading Work', 2013 (previously called 'Impact of Regulatory Tax on Algorithmic Trading'), and NSE-NYU Stern Initiative for the Study of Indian Capital Markets Grant for 'Do Indian business group owned mutual funds maximize value for their fund investors?', 2012.



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Dr. Kannan Raghunandan is Professor and Ryder Eminent Scholar at Florida International University. He worked as an internal auditor with Tube Investments of India Ltd., before completing his PhD from the University of Iowa. His research interests have spanned the broad areas of audit markets and corporate governance.

Dr. Raghunandan has multiple publications in each of the following premier accounting and auditing journals: *The Accounting Review*, *Journal of Accounting Research*, *Contemporary Accounting Research*, *Auditing: A Journal of Practice and Theory*, *Journal of Accounting Auditing & Finance*, *Accounting Horizons*, and *Journal of Accounting & Public Policy*. He also has multiple publications in practitioner journals such as *Journal of Accountancy*, *CPA Journal* and *Internal Auditor*. His research has been cited in numerous publications of the GAO, PCAOB, and SEC.

Dr. Raghunandan has served as an Associate Editor of *Auditing: A Journal of Practice and Theory*, *Journal of Accounting Auditing & Finance* and *Accounting Horizons*. He serves (or has served) on the Editorial Boards of, or as reviewer for, many other journals including *The Accounting Review*, *Contemporary Accounting Research*, *Journal of Accounting & Public Policy*, and *Issues in Accounting Education*.

**SRINIVASAN RANGAN****Associate Professor****Finance & Accounting**

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Dr. Srinivasan Rangan joined the Finance and Accounting area of IIMB in May 2010. Earlier, he taught at Northwestern University, University of California at Davis, University of Colorado at Boulder, University of Texas at Dallas, Amrita School of Business in Coimbatore, and University of California at Berkeley. His work experience includes two years as a management consultant at Pricewaterhouse Coopers.

His teaching interests include introductory and intermediate financial accounting, financial statement analysis, and stock valuation. He was awarded the best core MBA Professor at the Graduate School of Management, UC Davis in 1999. He was also nominated for the Joseph Frascona Teaching Excellence Award in 2001, 2002 and 2008 at the Leeds School of Business, University of Colorado at Boulder.

His research interests are in the areas of market efficiency, financial analysis and valuation, initial public offerings, and earnings management. He has refereed publications in *The Journal of Financial Economics*, *Accounting Review*, *Journal of Accounting Research*, *Review of Accounting Studies*, and *Financial Management*. His work on earnings management and initial public offerings has been cited in the *Wall Street Journal*.



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Dr. G Sabarinathan's current research interests are in the areas of financing of small and medium firms in India, private equity, venture capital and regulation of securities market in India. He teaches an elective on New Enterprise Financing that has become popular over the years. The elective has been designed by him. He also conducts executive training on corporate valuation. Dr. Sabarinathan has an active interest in entrepreneurship as an economic phenomenon and tracks developments in the start-up space. He served as Chairperson at IIM Bangalore's NSRCEL for a four-year period during which he built on the centre's preeminent position in the entrepreneurial ecosystem in Bangalore.

His doctoral work was on SEBI's Regulation of Public Offerings of Equity Shares and Convertible Securities in India.

Prior to joining IIMB in 2000, he was a Director in the Indian subsidiary of CDC Plc, UK, a private equity house (now known as Actis) and held a business leadership position at GE Capital India's private equity division. Previously, he was a member of the founding team that started up TDICI (now known as ICICI Ventures) and served as its Vice President. He started his professional career with project financing at ICICI and then moved to the strategic planning group at ICICI.

From 2007 to 2009, he served as Advisor, Kuwait Investment Authority, where he worked for the Managing Director and other Executive Directors on a range of strategic issues, including a mission critical asset allocation initiative for deploying the oil revenue surplus of the state of Kuwait and several large investment transactions in firms as well as investment funds.

His corporate experience includes serving on the Boards of over 20 companies as an investor nominee. He currently serves on the investment committee of KITVEN venture capital fund of the Government of Karnataka, has previously served on the investment committee of a European private equity fund, is a member of the standing committee of Biotechnology Industry Research Assistance Council, advises companies on valuation and serves on the advisory boards of start-ups.

His practitioner-oriented writings appear in mainline financial dailies like *The Hindu Business Line*, *The Economic Times* and *Mint*.



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Dr. Padmini Srinivasan has varied professional interests in teaching, research and consulting in the areas of Financial Reporting and Analysis, Corporate Governance, Corporate Disclosure Practices and Enterprise Risk Management.

As a full-time faculty, she teaches Financial Reporting and Analysis, Corporate Governance and Ethics and Management Accounting in the postgraduate programmes. Her career includes teaching as a visiting faculty at the University of Exeter Business School, UK, National Law School of India, Bangalore, and IITB. She is also the member of the Oversight body of the Integrated Reporting <IR> Academic Network of the International Integrated Reporting Council (IIRC).

Prior to joining IIMB, she worked in the industry for more than 14 years in various positions in Treasury, Planning, MIS and Accounting. She has been a consultant to many organizations and has experience in the areas of design and implementation of management accounting systems, governance and compliance codes, etc. She was a member of the consulting team for the International Finance Corporation (World Bank) for a project. She was a special invitee to the Accounting Standards Board and the Audit and Assurance Standards Board of the ICAI.

Dr. Srinivasan has designed, conducted and taught in several programmes for Executive Education. She has also conducted programmes on Corporate Governance at the Board level. Other programmes include Finance for Decision Making (for Non Finance Managers) and Enterprise Risk Management for a number of organizations. Sessions in these programmes cover: Use of Financial Data for Decision Making, Financial

Statement Analysis, Working Capital Management, Cost Management and Equity Valuation.

. Her research interests are in the areas of Corporate Governance and Accountability, Corporate Reporting and Disclosures, Integrated Reporting, Value Relevance of Accounting Numbers, Corporate Social Responsibility and Enterprise Risk Management.

**ASHOK THAMPY****Professor****Finance & Accounting**

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Professor Thampy's areas of interest are Corporate Finance, Financial Risk Management, Industrial Economics, Banking and Regulation.

At IIMB, he teaches Corporate Finance and Banking in the MBA and Executive Education Programmes. His current research is also in the area of Corporate Finance and Banking. He has held visiting positions at the Department of Economics at Santa Clara University, USA, and the School of Business, Economics and Law at the University of Gothenburg, Sweden. Prior to joining IIMB, he was at the Department of Finance, Bilkent University, Turkey.

He has published several papers and is the co-author of a text book on Financial Management which has been published by Pearson. He has provided consulting services in the area of banking, insurance and financial management to various organizations. He has served on the banking and economic affairs committee of the Federation of Karnataka Chamber of Commerce and Industry (FKCCI) and on the Board of Governors of the Asia Pacific Risk and Insurance Association (APRIA).



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Dr. Anand Venkateswaran is currently in IIM Bangalore as a visiting faculty in the Finance and Accounting area. He is also an Associate Professor, Department of Finance and Insurance at D'Amore-Mckim School of Business, Northeastern University - Boston. Prior to joining Northeastern, he received his Bachelor's in Chemical Engineering from the University of Pune in India and a PhD in Finance from Georgia State University in Atlanta. Just before starting his doctoral studies, he worked as an investment banker for five years, in India.

Dr. Venkateswaran's primary research interests are in the area of Corporate Finance and its interaction with other business disciplines. His primary teaching interests are in Corporate Finance, International Finance, Risk Management & Hedging, and Investment Banking. He has taught these courses both at the graduate and undergraduate levels. He has published several articles in peer-reviewed journals that include, *The Journal of Finance*, *Journal of Accounting Research*, *Journal of Financial and Quantitative Analysis*, *Management Science*, and *Production and Operations Management*.

INFORMATION SYSTEMS

Modern organizations across the world are being driven by digital technology to change the way they do business. There is a need by commercial firms to constantly innovate owing to relentless evolution in digital technology and massive competitive pressure. Firms have evolved new strategies, new processes and new products through the creative use of Information Technology. Others have reinvented their existing markets. Now, with many digital products and services, like AI, Blockchains, IoT, and Cloud coming to the fore, there are many firms that have adapted these technologies. But there are also firms which have not responded to the massive changes wrought by IT and many of these firms have either disappeared or are struggling to adapt.

Though the innovations in IT dazzle with the possibilities they promise, they also present considerable challenges to the firm to adapt to new ways of doing business. The main challenge is that of managing IT.

The Information Systems area at IIM Bangalore brings to bear considerable experience and expertise in teaching and research on managing digital technologies. The core focus of the area is on managing Information Systems across organizations, whether in the private or public sectors, and in the society at large. The area has faculty and students doing research on projects related to, for example, social media, digital payments, outsourcing, internet governance, data mining, big data, cloud technologies, mergers of systems, agile methods, and so on. Research is also done on socially relevant topics such as computing ethics, green information systems, security, trust and privacy, etc. These diverse aspects of technology management inform teaching in degree/diploma-granting programmes of the institute and also Executive Education Programmes.

The Information Systems area has a long-term vision of delivering cutting-edge ideas in IT management through its research and teaching activities.



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As Chairperson of the ERP Implementation Committee, Professor Bandi spearheaded the implementation of an enterprise system for IIM Bangalore, which is a 'first of its kind' initiative for an institute of higher education in India.

Professor Bandi has also been Chairperson of the Computer Facilities Committee, Centre for Software and IT Management, Admissions & Financial Aid, and the Post Graduate Programme in Software Enterprise Management at IIM Bangalore. He is a member of the Technical Advisory Panel, Department of IT, Government of Karnataka, and guides several departments in their e-Governance initiatives.

Prior to joining IIM Bangalore, he has taught at the colleges of business in Georgia State University, and Florida Gulf Coast University. He has been a visiting professor at University of Cologne, Germany, University Carlos III of Madrid, Spain, Hanoi School of Business, Vietnam, and at XLRI School of Business & Human Resources, Jamshedpur, India.

Before shifting to academia, he has worked in the industry in the consulting group of NIIT, and the in-house MIS group of ITC Bhadrachalam Paperboards Limited.

He has been Programme Director for the programme titled, 'E-Governance: Challenges & Benefits' for IAS officers for several years. He has designed and conducted several programmes in the areas of Strategic Information Systems, Knowledge Management, Management & Development of Information Systems, Software Project Management, e-governance, and Social Impacts of IT.

His research interests are in the Social Impacts of Computing, IT Adoption, Enterprise Systems, Software Engineering, and Software Development Process Models. He has published several papers in international journals and presented papers at many international conferences. His work on the global relocation of e-work/outsourcing was supported by the European Commission. He was also the resource person for the ILO (International Labour Organization) in this area.

Professor Bandi received the 'Best Case Award' for the case titled, 'Service Delivery in Remote Customer Support: A BPO Case' at the 16th AIMS Convention, August 2004, Goa, India. He also got the 'Best Elective Award' for the course titled, 'Information Systems Analysis', IIM Bangalore, March 2000.



SHANKHADEEP BANERJEE
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Dr. Shankhadeep Banerjee is a techno-management enthusiast, and his entire career reflects this passion. His education includes PhD in Management Information Systems from IIM Calcutta, MBA from IIM Calcutta (including a semester at NEOMA Business School, France), and B Tech in Computer Science & Engineering from NIT Durgapur. He has several years of practitioner experience at reputed technology companies like Microsoft, Computer Sciences Corporation (client: eBay), and Amazon.

He has published in reputed journals like *Journal of Management Information Systems* (FT 50, ABDC A*), *Decision Support Systems* (ABDC A*), and *Information & Management* (ABDC A*). His research interests largely relate to conceptualizing and empirically observing human behavior in the context of contemporary technologies (like virtual communities, online reviews, crowdfunding, social platforms, etc.). For his research, he primarily uses quantitative methodology including econometrics, experiments, and data analytics/machine learning. He has won multiple prestigious awards and scholarships for his research, including the Best Publication Award by the IIM Calcutta Alumni Association (Kolkata, 2020), the Best Paper Award (2nd across all management disciplines) at the 5th Management Doctoral Colloquium (IIT Kharagpur, 2019) and the Best Theory Development Paper award nomination at the International Conference on Information Systems (ICIS) (Seoul, 2017), as well as the DIGIT Doctoral Student Scholarship Award by pre-ICIS DIGIT Workshop (Dublin, 2016).

Dr. Banerjee's teaching philosophy is oriented towards imparting state-of-the-art practical knowledge to serve the students interested in techno-management careers. He offers courses on Digital Product Management, Business Applications of Emerging Technologies (AI, IoT, Blockchain, Robotics, AR/VR, etc.), Information Systems, Introduction to Computing, etc. He also serves as the Chairperson of the Centre for Software & Information Technology Management, and as a member of the IT Facilitation Committee at IIM Bangalore.



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Professor Rahul Dé teaches Information Systems and Artificial Intelligence at IIM Bangalore. His research interests are in ICT for development, open source, e-Government systems, digital payments, internet governance, telemedicine and AI ethics.

He has published four books, 26 articles in international peer-reviewed journals, and 50 articles as book chapters and conference proceedings papers.

He has wide international experience and has taught various courses in universities in the United States, Spain, France, Sweden, Norway and Italy. He has also offered a course on edX.

He has served on the Board of IIM Bangalore, and continues to serve on the Boards of Institute for Development and Research in Banking Technology (IDRBT), Hyderabad, and Software Freedom Law Centre (sflc.in), India. He is the President of the Indian Chapter of the Association for Information Systems (AIS), and the Honorary Chair for the International Conference on Information Systems (ICIS), Hyderabad, 2020.

He serves on the editorial Boards of the journals *Information & Management*, *Government Information Quarterly*, *Digital Government: Research and Practice*, *International Journal of Information Management*, and *IIMB Management Review*.

He has received two international awards for his research and one for teaching.

**SHANKAR VENKATAGIRI****Associate Professor
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Dr. Shankar Venkatagiri is a member of the Information Systems area at IIM Bangalore. He has been with IIM Bangalore since 2002. He began his professional career at Sapien Corporation in 1996, where he consulted with energy and healthcare clients. He developed bandwidth-efficient internet applications at Curl Corporation, an MIT start-up. At Reuters Consulting, he worked with financial firms in the role of a solutions architect.

Shankar's interests lie in machine learning, healthcare, agile methods and cloud computing. He has published several cases covering technological aspects in the Harvard Business Press. He has designed and coordinated the GMHE, which is a long-duration programme for healthcare executives. More recently, he has designed and coordinates the MPDS, which is a programme in data science that has attracted participation from across the globe.

Shankar is a firm believer in the transformational power of technology. His MOOC series on business statistics on the popular edX platform has received appreciation from participants worldwide. He has anchored a television program on secondary level Mathematics called Topper TV and is committed to improving the state of public education in India.

At IIMB, he teaches courses in statistics, machine learning, big data and IT management in various programmes. He trains and consults with companies on data analytics, agile project management, and negotiation skills.

MANAGEMENT COMMUNICATION

Communication is the enabler of all human endeavor, and more so in the field of Management. The Management Communication area at IIM Bangalore establishes a base for research and practice in the Indian management communication space. This hitherto unserved niche in the management education segment addresses the needs of all its participants, including, and not limited to, students, educators, corporate practitioners, entrepreneurs and government. It focusses on the development of new courses for students, executive education and teachers, teaching aids and courseware based on existing scholarly research in communication sciences as well as fresh India-based research and practice.

The Centre for Management Communication (CenComm) at IIMB, is both an academic area as well as an externally oriented Centre of Excellence for teaching, research and related activities in its field.

CenComm academic offerings include Managerial Communication 1 and 2, Communication for Leaders for the two-year full-time MBA Post Graduate Programme in Management (PGP) students and a Massive Open Online Course (MOOC) titled, *Effective Business Communication* that has been deployed multiple times on the edX, IIMBx and SWAYAM platforms. CenComm designed and conducted the inaugural Communication Acceleration Programme (CAP) for Pre-Doctoral students in 2018. A 1.5-credit workshop titled, *Leadership Presence Through Improv Theatre* was launched for PGP students, which enables the learning of concepts such as Creative Leadership and Team Building.

The CenComm Communication Lab offers remedial and skill building courses on tap to IIMB students and staff on a continuing basis. The centre enables student access to one-on-one advisory, books and reading material, digital resources, online exercises and related content. The centre has installed a presentation training application to enhance student presentation delivery skills.

The centre also hosts a monthly webinar series titled, *CenComm Connect - The Forum for Dialogue*, which is open to students, researchers, teachers and practitioners, with a view to help and support students, practitioners and teachers to upskill and improve their communication skills via an interactive and global medium.



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Dr. Deepti Ganapathy currently teaches Managerial Communication I and II in the Post Graduate Programme in Management at IIMB. She also conducts executive education programmes on Social Media for Governance and Digital Media for organizational communication for senior executives. After working as a print, broadcast and digital journalist for close to a decade with leading Indian media organizations, she chose to make the transition as an academic, teaching at IIM Indore and School of Business Management - NMIMS. She holds a PhD from the Department of Communication and Journalism, University of Mysore.

Dr. Ganapathy is a Rotary Group Study Exchange Fellow, CNN Young Journalist finalist, Creative Writing awardee by Royal Commonwealth Society, London and is recognized by the International Journalists' Network as 'Journalist of the Month'. In the summer of 2019, she was appointed as Visiting Scholar in the Department of Communication, University of California San Diego, on the invitation of Distinguished Professor Daniel C. Hallin.

Currently pursuing a multidisciplinary interest in media and communication, Dr. Ganapathy is engaged with scholars in UK, USA and Europe to explore the use of media for strategic political and corporate communication, climate change communication, news coverage of human trafficking, health communication and digital activism. She has presented her research at several international conferences such as US Government's East West Centre International Media Conference, Media and Politics: Discourses, Cultures, and Practices held at University of Milan, IAMCR 2016, 2018 and 2019 organized by University of Leicester, University of Oregon and Universidad Complutense de Madrid respectively and at International Communication Association-Asia Regional Conference 2017. As a member of the International Association for Media and Communication Research, she is

actively involved in honorary service for this UNESCO-founded organization.

In management education, she has used her industry experience to design and develop courses and webinars that address key communications issues in the Business world - revolving around change, uncertainty, re-organization and crisis. She consults with leading firms as well as not-for-profits and start-ups and partners with industry practitioners to write cases and journal articles.

Her research has been published in leading academic journals, namely, *Academy of Management Learning & Education*, and *Journalism* and her forthcoming books will be published by Routledge and University of Michigan Press.

Dr. Ganapathy also comments on education, communication strategies, climate change communication and political communication for venues such as *The Times of India*, *Deccan Herald*, IJNET and *The Economic Times*. She is the co-founder of INDEEP- a social enterprise that empowers rural children and teachers by introducing them to creative learning practices.

A trained Carnatic vocalist, Kathak artist, Golfer, Yoga practitioner, and high-altitude trekker, Dr. Ganapathy has eclectic interests as a reader and writer too – all of which she takes into her classroom to open up a world of possibilities for her students.

MARKETING

Marketing is more than a functional area within organizations that is concerned with acquiring and retaining customers for the organization's products and/or services. Marketing is also a way of thinking about and conducting business in which customers, their needs, and satisfaction occupy a central role in the formulation of the organization's objectives, decisions and policies. According to Peter Drucker, "Marketing is the only distinguishing and unique function of business. If we want to know what a business is, we have to start with its purpose. And its purpose must lie outside the business itself. In fact, it must lie in society since a business enterprise is an organ of society. There is only one valid definition of business purpose, that is to create a customer".

The Marketing area at IIMB believes in this 'centrality of marketing in business' philosophy. The area consists of 10 full-time faculty members with interest in consumer behavior, digital marketing, marketing analytics, retailing and service, among others. Each faculty member specializes in different cross-functional, industry as well as technology focused verticals under the broader marketing umbrella. The area members spend their efforts in teaching, training, consulting and research in their respective areas of interest. The Marketing area at IIMB offers core courses and more than 20 electives across various programmes. In addition, the area faculty offer their expertise to the corporate sector in various contemporary, cutting-edge as well as classical challenges. The area also spearheads initiatives like Consumer Insights and a Behavioral Lab.



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Gopal Das is an Associate Professor in the Marketing Area at Indian Institute of Management Bangalore. His research interests include consumer emotion, motivation, scarcity, information processing, gift-giving, consumer receptivity to artificial intelligence, and retailing. He teaches courses on marketing management, marketing research, consumer behaviour and experimental design. He has over 15 years of teaching and research experience. His research works have been published in international journals such as *Journal of the Academy of Marketing Science*, *International Journal of Research in Marketing*, *Journal of Retailing*, *European Journal of Marketing*, *Psychology and Marketing*, *Journal of Business Research*, and *Journal of Services Marketing*.

He has extensive editorial experience and currently serves as an Associate Editor for the *Journal of Business Research*, *European Journal of Marketing*, and *Psychology & Marketing*. In addition, he is on the editorial board of the *International Journal of Research in Marketing*, the *Journal of the Academy of Marketing Science*, and the *Journal of Services Marketing*. Gopal is also a co-editor on a special issue on Scarcity for the *Journal of the Academy of Marketing Science*, and a *Journal of Business Research* special issue on Retailing and Emergent Technologies.

He has received several recognitions/awards including being *featured in the World Top 2% list of researchers, ranked 2nd in the world in retailing journal influence index (2009-15), Dipak C Jain award, and Outstanding Doctoral Management Student Award*. He has been a Visiting Scholar of HKUST Business School, Hong Kong; and NUS Business School, Singapore. He has guided several PhD scholars.



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Dr. Sreelata Jonnalagedda is an IIMB Excellence Chair, and Associate Professor Marketing at the institute.

She teaches a course on Pricing Strategy, covering the economics, operational, and tactical aspects of pricing, for second-year MBA students. She also teaches Marketing Management for MBA students and Marketing Models for doctoral students. She has co-developed 'BrandQuest', a pricing and positioning simulation for MBA students.

In her research, Dr. Jonnalagedda aims to construct a theoretical and empirical basis to understand the incentive structures that drive pricing (on the sellers' end) and purchase behavior (consumers' end). Structuring the price of innovative durable products, and understanding how bundles, retail prices and assortment choices influence consumer perceptions, are among her research interests. Her wider areas of research include pricing, channel structures, information diffusion (word-of-mouth), and the application of game-theoretical modeling techniques to marketing problems. Her work has been published in leading journals such as *Management Science*, *Manufacturing & Service Operations Management*, and *IIMB Management Review*. Dr. Jonnalagedda has worked on case studies/ consulting engagements with Glenmark Pharma, InMobi, Red Force Labs, and Amable.

Prior to completing her PhD, she worked as a consultant with Supply Chain Consultants, Inc (now Arkieva).



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Dr. Ashis Mishra has been a faculty member of the Marketing area at IIM Bangalore since 2004 and is currently the Chairperson, Marketing. Prior to IIMB, he was faculty of Marketing at XLRI Jamshedpur and TAPMI Manipal.

He teaches postgraduate and doctoral level courses in Marketing Management, Marketing Research, Retail Management, Multichannel Retail Strategy, etc. In addition, he has offered multiple courses on Marketing Management and Retail Management on the MOOC platform (edX, IIMBx, SWAYAM).

He has been developing cases based on retail business and marketing, some of which are listed on Harvard Business Publishing for Educators. His research interests are in Multichannel – Omnichannel retail strategy, retail consumer behavior, retail atmospherics, merchandising and category management in emerging economies. He is actively pursuing 'redefining retail strategy in emerging economies. He is also interested in 'retail business in rural India' which poses a significant challenge to industry and academia alike. He uses experimental design, quantitative modeling, and qualitative methods in his research activities.

He has several publications in leading academic journals like *IIMB Management Review*, *International Journal of Retail and Distribution Management*, *Retail Digest* (Oxford), *Journal of Academy of Business and Economics*, and *Journal of Discrete Mathematical Science and Cryptography*.

Dr. Mishra has earlier served as Chair, Library Committee and Chair for the Marketing area at IIMB. He is a passionate reader.

He has trained teams at various organizations on topics related to retailing and marketing. Few recent names are Tesco India, Trent Group, Future Group, Lenovo and Deloitte. In addition, he has conducted multiple consulting projects for various government/semi government organizations.

Dr. Mishra was awarded the 'Best Teacher in Marketing Management' by Amar Ujala B - School Excellence Awards in 2012.



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Professor Y L R Moorthi teaches Brand Management, Creative Marketing and other Marketing courses. He was awarded a PhD for his thesis 'Brand Success Evaluation in Selected Personal Care Products'. He worked for several years in the industry in varied fields like Production Planning, Oil Exploration, Mechanical Design, Systems Analysis, Software Development, etc.

His book *Brand Management: the Indian Context* was awarded the Escorts-DMA Award in 1999-2000 and NOCIL-ISTD Book Award in 2000-2001. He has conducted training programs and consulted for several reputed Indian and multinational companies. His workshops on innovation and creative marketing are popular among corporate organizations. He has also consulted for organizations abroad like Industry Canada and IBM. He was a visiting scholar at the Amos Tuck Business School, Dartmouth, US (an Ivy League School) from February to June 2002, pursuing collaborative research with Professor Kevin Lane Keller. Among his notable recent publications is the book: *Marketing That Works in India*, Pearson Education, 2015.



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Dr. Prithwiraj Mukherjee's research interests include Complex Systems, Agent-based Simulations, New Product Development, Networks and Behavioral Decision Theory. He is interested in incorporating consumers' decision-making biases into mathematical models, and simulating the behavior of complex markets.

His work titled, '*How chilling are network externalities? The role of network structure*', was published in the *International Journal of Research in Marketing*.

He joined IIMB in 2015, after completing his doctoral studies at the ESSEC Business School, Cergy-Pontoise, France, where he also taught the Marketing Management course for a year. He has degrees in Chemical Engineering from the Indian Institute of Science Bangalore and the National Institute of Technology Karnataka, Surathkal. He has worked at GE Energy's gasification technologies division, as a process engineer, and at Oracle Corporation as a software programmer.

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Dr. Srinivas Prakhya's research interests include Individual Choice Behavior, Direct Marketing, Decisions Under Uncertainty, Brand Choice Models, and Econometric Modelling of Consumer Behavior. He has been a consultant with Fujitsu Telecom, Kraft, Kellogg's, TVS Finance and NAL. He has held visiting positions in Carnegie Mellon University, Pittsburgh and Qatar.

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Professor S Ramesh Kumar has been associated with teaching/research for 34 years besides his corporate experience in companies of repute. His area of interest is exploring the application of marketing/consumer behaviour concepts to the Indian context.

He teaches in the postgraduate, executive management, and research fellow programmes. He has developed courses at the postgraduate and doctoral levels. He has also co-authored and published several real-life cases associated with reputed organizations in the Indian context.

He was awarded the ICAI Best Teacher Award by the Association for Indian Management Schools (AIMS).

He has published articles and case studies in reputed journals (national and international), business magazines and business newspapers. His international publications include papers in refereed journals of repute, which are known both for their academic rigor and practice orientation. His papers on research on leading Indian brands across categories have appeared in the *Journal of Integrated Marketing Communications*, *Journal of Brand Management*, *Ivey Business Journal* and his co-authored papers/cases in the Indian context have been published in *Journal of Retailing and Consumer Services*, *Marketing Review*, *Journal of Consumer Behaviour* (2004 and 2015) and Richard Ivey Business School's case collection and IIMB's case collection marketed by Harvard Business School. The cases cover several well-known Indian brands (Himalaya, Head & Shoulders, Paper Boat, Big Bazaar and Café Coffee Day to name a few).

Professor Ramesh Kumar specializes in the application of marketing and consumer behaviour concepts to the Indian context and has written six books on the theme, namely, *Marketing and Branding: The Indian Scenario* (Pearson), *Marketing Nuggets – Conceptual Dimensions in Marketing* (Vikas) which won the first prize awarded by the Federation of Educational Publishers in India, *Application Exercises in Marketing* (Vikas),

Managing Indian Brands – Marketing Concepts and Strategies (Vikas), Conceptual Issues in Consumer Behaviour – The Indian Context (Person), Consumer Behaviour and Branding: Concepts, Readings and Cases – The Indian Context. He has co-authored a text book titled, *Consumer Behavior*, with Lean Schiffman and Joseph Wisenblit (Pearson Education, 2010, 2015 and 2018/19). He has edited two books of case studies on Marketing and Consumer Behavior, both published by Pearson Education in collaboration with Ivey Publishing, Canada, a unit of Ivey Business School.

He has presented papers in international conferences conducted by the American Marketing Association at Vanderbilt University, US, Maastricht University, The Netherlands, and University of Queensland, Australia. He has presented papers at the Academy of Marketing Conference, UK, Asian Business Case Writing Conference conducted by the National University of Singapore and International Congress of Psychology conducted by the Swedish Psychological Association at Stockholm.

He has been an invited speaker and visiting scholar in universities abroad and has delivered special lectures on marketing in the Indian context.

He has conducted a number of training programmes for corporate executives in Indian and multinational organizations.



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Professor G Shainesh has over two decades of research and teaching experience in India and abroad. He has conducted research and teaching assignments at the University of Gothenburg (Sweden), University of St. Gallen (Switzerland), Audencia Nantes and IESEG (France), Vienna University and MCI Innsbruck (Austria), Bocconi University (Milan), Curtin University of Technology (Perth) and the American University of Armenia (Yerevan). His research and teaching focus on CRM, Services Marketing and Service Innovations.

At IIMB, he leads the cross functional research initiative on consumer insights. His case study *Narayana Nethralaya: Expanding Affordable Eye Care* won the second prize in the GlobalLens 2014 NextBillion Case Writing Competition. He was named 'Best Professor in Marketing' by the CMO Asia Council during the 'Best B-Schools in Asia Awards', July 2011, Singapore. He is also a past winner of the Citibank Special Research Award (1994) and P D Agarwal TCI Award for Doctoral Research in Management (1995).

He has worked for several organizations in the public, the non-profit and the corporate sectors, including telecom, software, engineering and service firms, both as an advisor and as a seminar leader. His clients include ABB, Aventis Pharma, B2K Corp, Department of Pharmaceuticals, HECL, Caterpillar, Ericsson, Indian Oil, Manipal Universal, MICO, NCSM, Otto Bilz, Philips, SKF, Indian Railways, IFFCO, ICPB, Ministry of Tourism, Power Ministry, TRIFED, Sanskriti, Pradan, etc.

He is the co-author of the book '*Social Media Marketing: Emerging Concepts and Applications*', Palgrave Macmillan (Springer Nature). Professor Shainesh's book, *Customer Relationship Management – A Strategic Perspective* (Macmillan India), is a prescribed text book for CRM courses at several business schools. He is also the co-author of an edited book on CRM titled, *Customer Relationship Management – Emerging Concepts, Tools and Applications* (15th Reprint 2011, Tata McGraw Hill, New Delhi).

He is Editor-in-Chief of the *Journal of Indian Business Research* (JIBR), an Emerald (UK) publication. His papers on services and relationship marketing have been published in *MIS Quarterly*, *Journal of Service Research*, *Journal of International Marketing*, *Service Industries Journal*, *International Journal of Bank Marketing*, *International Journal of Retail and Distribution Management*, *International Journal of Technology Management*, *Journal of Relationship Marketing*, *International Marketing Review*, *Revue Francais du Marketing*, *Journal on Marketing & Communication*, *Vikalpa* and *IIMB Management Review*.

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The OBHRM area at IIM Bangalore offers courses and does research and consultancy in the domains of management and leadership focused on deriving the best out of employees in organizations and institutions. These include macro-organizational issues such as structures, processes and culture to micro issues that affect individual employees such as motivation and personal effectiveness across the entire spectrum of organizations and institutions, namely for-profit commercial enterprises, public institutions, not-for-profits, social enterprises and entrepreneurial organizations. The area's faculty members offer courses at all master's and doctoral programmes of IIMB, at executive development programmes for industry practitioners through intense classroom sessions as well as through Massive Open Online Courses.

During the past year, scholarly papers written by area members have been published in top quality journals such as *Academy of Management Journal* and *Human Relations* and cases written by area members continue to be among the top selling cases distributed globally by Harvard Business Publishers. Faculty members have designed and offered many new courses and workshops – *Learning to Lead*, *Innovation and Change in Teams*, *Organizations and Ecosystems*, *Inspirational Leadership: Insights from East and West*, to name a few. Apart from their teaching and research, area faculty members continue to create impact through their positions of responsibility in editorial boards of journals (*Journal of Organization Behaviour*, *Human Relations*, etc.), advisory boards of organizations, external institutions such as National Human Rights Commissions as well as by occupying key leadership positions at IIM Bangalore such as that of Dean of Programmes and Chair of Internal Committee.



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With 28 years of work experience, Dr. Debolina Dutta has worked as CHRO for six years in two multi-national firms. Her last assignment was as CHRO with Schneider-Luminous as VP-HR, Admin, and CSR. She is also a member of the Board of IIM Indore since 2017 and of an NGO, SSISM which is focused on rural education. She has had in depth experience in all facets of HR functions across multiple locations, cultures, and organizations (MNC, private sector, and entrepreneurial start-up). Her industry experience spans heavy engineering and electrical switchgear, IT software services, alcobev, and apparel retail.

As an ICF certified executive coach, with multiple certifications in the facilitation of behavioral training and certified in psychometric tools, she has facilitated coaching and training sessions for mid-management and leadership level executives. Dr. Dutta has substantial experience in dealing with large international stakeholders in organization growth initiatives, change management, mergers and acquisition, and working in multi-cultural environments.

Dr. Dutta's current research interests are in emerging trends of predictive analytics in HR, use of Artificial Intelligence and Machine Learning in HR, and emerging talent management practices in the changing context. Apart from her substantial industry experience, she has also published several case studies with *Harvard Business Publishing* and academic research articles, over the last six years, with top journals.

Dr. Dutta was recognized in 2016 by World HRD Congress among the '100 Most Influential Global HR Professionals', in 2017 for the 'Most Influential HR Leader in India', and nominated among 'Top 16 Women HR' for 2016.



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Israël Fortin is an Assistant Professor in the Organizational Behavior and Human Resources Management area at Indian Institute of Management Bangalore. His primary research concentrates on collaborative innovation projects in high-technology ecosystems using institutional theories and qualitative methods. He holds a PhD in Management from HEC Montreal where he studied a consortium in aerospace, and he completed a post doctorate assignment at the Rotterdam School of Management where he studied a consortium in port logistics. He teaches the courses Organization Design, Organization Theory and Organizing for Innovation.



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Mukta Kulkarni is a Professor in the Organizational Behavior & Human Resources Management area at Indian Institute of Management Bangalore.

Her co-authored research has been recognized by top-tier journals such as the *Academy of Management Journal* (best paper award), *Personnel Review* (outstanding paper), and *Human Relations* (among the top papers). Her co-authored research has also been recognized by the *Academy of Management* via Saroj Parasuraman award nominations, Saroj Parasuraman award runner-up, the Organization and Management Theory division Best International Paper award and Best Paper award runner up, and the All-Academy Carolyn Dexter Award.

Mukta is currently serving on the Editorial Boards of *Human Relations*, *Journal of Organizational Behavior*, and serves as an Associate Editor for *Equality, Diversity and Inclusion: An International Journal* and the *Journal of Management Inquiry*.

Within IIMB, Mukta has been a member of several academic committees such as the Faculty Development and Evaluation Committee, Research and Publications Committee, Institutional Review Board, Post Graduate Programme (now MBA) committee, the Editorial Review Panel of *IIMB Management Review*, Fellow Programme in Management (now PhD) committee, and EPGP (now MBA) review committee. She has also served as the Chairperson of the PhD programme review committee, as the Chairperson of the OB-HR area, and is currently serving as the Chairperson of IIMB's Internal Committee as well as a member of the Board of Governors of IIMB.

Most of Mukta's work is focused on inclusion of persons with a disability. In this regard, she has served on the National Committee of the Confederation of Indian Industry.

She has also authored reports for The Ministry of Social Justice and Empowerment - Government of India, and for the Office of the State Commissioner of Karnataka. She serves as an Honorary Advisor for Enable India, one of India's largest disability livelihoods agencies.



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Gopal Mahapatra is a Professor of Practice, OB & HRM at IIM Bangalore. Prior to this, he was a Professor of Practice, OB & HRM at IIM Indore. He has over 32 years of corporate, consulting and academic experience in Organisational Transformation, Talent and Leadership Development, Executive Coaching, Career Management, Assessment, Strategic HR and more.

His corporate experience includes 10 years as Director/Senior Director (HR – Organization and Talent Development) at Oracle India, and as Group Vice President (HR) at RPG Enterprises.

Gopal has been a successful Organizational Transformation Practitioner and Leadership Coach focusing on building institutions and establishing systems to enhance performance. His corporate and consulting experience covers multiple institutionalized processes with built-in focus on vision, values, and growth of organizations.

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He is a Fellow in Management (Doctoral Programme) from IIM Bangalore and a Post-Graduate in Personnel Management & IR from Xavier Institute of Social Service, Ranchi. He is a Certified Executive Coach and is trained by the London Business School in Strategic HR, and in Total Quality by JUSE, Tokyo.

He was earlier the President, National HRD Network. He has been visiting faculty at the IIMs in Bangalore, Kolkata and Udaipur. He has been on the Academic Council/Advisory Board of many key institutions and of leading B-schools. He is the Associate Editor, *South Asian Journal of Human Resources Management* (Sage) and is on the Editorial Board of *NHRD Journal* (Sage). In addition to his corporate experience, he has co-edited three books, edited special journal issues of NHRDN on 'Organisation Development' and 'Neuro Science and HR', written a number of papers, and participated in several international and national conferences.



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Pearl Malhotra's research examines the nuances of manager-subordinate relationships and the impact of managers on their subordinates. Her research interests also include diversity in organizations, unethical behaviour, leadership, and Human Resource Management processes. Her work has been published in *Human Resource Management Review* and *The International Journal of Human Resource Management*.

Her areas of teaching are: Human Resource Management, Organisational Behaviours, HR and Sustainability and Industrial Relations and Labour Law. She has been a part of several consulting projects and teaches multiple executive education programmes.

She is currently the Area Editor for the *Journal of Indian Business Research*. She also consults for the developmental sector on gender discrimination, disability management and other diversity matters.

Prior to academia, she has worked as Lead – Employee Relations with Infosys BPO where she led a vertical of Employee Relations across geographies, and as an independent HR consultant with SMEs, Media, and Travel & Tourism industries.



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Dr. Kanchan Mukherjee is Professor of Organizational Behavior and Human Resources Management and held the Young Faculty Research Chair from 2012-2015. He has almost 20 years of combined experience in industry and academia, with experience working in the United States, Europe, Singapore and India. His corporate experience spans the areas of mergers & acquisitions, credit policy and risk management.

His research interests are in the broad area of decision making, straddling the disciplines of economics, psychology and statistics. His recent research includes decision modelling under risk, effects of thinking styles and emotions on probability judgments, contest evaluations and market entry decisions, de-biasing overconfidence in financial market predictions, combining expert opinions, and temporal aspects of subjective beliefs. He specializes in analytical modelling as well as experimental research methods including surveys and design of controlled experiments.

He has several publications in leading academic journals like *PNAS*, *International Journal of Conflict Management*, *Journal of Consumer Marketing*, *Management Science*, *Psychological Review*, *Psychological Science*, *Journal of Behavioral Decision Making* and *Journal of Experimental Psychology: Learning, Memory and Cognition*. He has also received the prestigious Hillel Einhorn Award from the U.S. based Society for Judgment and Decision Making (SJDJ) in 2011 for research excellence. He has delivered talks in several prestigious institutions across the world, consults for UNDP, DoPT, MoD, as well as several organizations in the private sector, including growing companies and start-up ventures. He teaches Decision Making, Leadership and Performance Management to executives as well as MBA and doctoral students.



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Dr. Shibashis Mukherjee's research examines forces that provide stability and drive changes within organizations. Theoretically, his projects use a social psychological lens incorporating emotions to study the nature of organizations. He has advanced training and experience in a wide range of qualitative methods such as ethnography, interviews, and textual analysis. He also uses quantitative methods such as surveys and simulations in tandem.

His teaching areas are: Introduction to Social Psychology and Research Methods in Social Science.

His awards include Gerald D. Suttles Fellowship in Doctoral Ethnographic Research (recognizes excellence in the use of ethnographic methods in doctoral research) and Preparing Future Faculty Certificate in College Pedagogy.



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Professor Sourav Mukherji teaches postgraduate courses at IIM Bangalore on Organization Design and Inclusive Business Models. Prior to joining IIMB, he worked with IBM and Oracle in Sales and Product Management functions (1993-1998) and for the Boston Consulting Group as a Strategy Consultant (2002-2003).

As an academician, Sourav's expertise is in organization design – structures, processes and culture that enable organizations to achieve their strategic objectives. In this domain, apart from teaching and consulting, Sourav offers a popular MOOC titled, '*Designing Organizations for Competitive Advantage*'. Sourav's research focus is on inclusive business models – businesses that address the needs of the poor in a financially sustainable manner. He has authored many case studies on social enterprises, several of which have been published online by the Harvard Business Publishers. Sourav has been a consultant to organizations in the public, private and not-for-profit sectors, advising them on organization design and financial sustainability. He received the UNDP Fellowship for Research in Inclusive Business Models and the Villgrove Fellowship for Research on Social Entrepreneurship.

Sourav is passionate about teaching. He receives high ratings from both young MBA students and industry practitioners attending Executive Education Programmes. He was awarded the IIMB Alumni Award for Faculty of the Year, IBM Faculty Award and IIMB Chair Professor of Excellence. He was the founder Chairperson of IIMB's Centre for Teaching and Learning that is involved in research and training related to teaching methods and their effectiveness in the domain of management and leadership.

At IIM Bangalore, he has held several leadership positions such as Dean of Academic Programmes (2015-2018), Chairperson of the Postgraduate (MBA) Programme (2014-2015) and Chairperson, Placements (2006-2009). He led IIMB's successful efforts in getting accreditation from EQUIS, in 2010 and in 2016. He was a key member of IIMB's leadership team involved in mentoring IIM Visakhapatnam and served as its Nodal Officer during 2015-2016. As the Dean of Academic programmes, Sourav was responsible

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Sourav sits on the governing and advisory boards of not-for-profit and educational institutions.

Sourav is an avid follower of sports, enjoys running long distances and explores means of transferring lessons learnt from sports to management. He volunteers with *Runners High*, a not-for-profit that raises money by coaching recreational runners and deploys funds for educating children from underprivileged backgrounds.



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Abhoy K Ojha started teaching in the University of Alberta, Edmonton, Canada, during his doctoral studies. Prior to joining Indian Institute of Management Bangalore, he was an Assistant Professor at Laurentian University, Sudbury, Canada. He worked as an engineer in the Bombay Division of the Oil and Natural Gas Commission, before pursuing doctoral studies in management.

In the past, he has taught courses on Organization Behavior and Strategy Management at University of Alberta and Laurentian University and Business Process Re-engineering and Improvement at IIMB. He currently teaches courses named Designing Organizations and Creating High Performance Organizations in the MBA programmes at IIMB. He also teaches courses on Organization Theory and Philosophy of Social Sciences in the PhD programme.

He has been an active researcher and has had his work presented in conferences of repute and published in domestic and international journals, and has contributed to several book chapters, individually and in collaboration with others. He has been a member of many professional bodies, a reviewer for conferences and journals, and on editorial boards of different journals. He has also been part of organizing committees of several conferences and was the host for the Eastern Academy of Management International Conference at IIMB in 2011. He has also been the Chair of the Dissertation Committees of doctoral candidates who are today active academics and researchers, besides being a member of the Dissertation Committees of many more. His current research interest is in contributing to the process of intellectual decolonization by articulating a philosophy of natural and social science based on the 'darshanas' of Indian thought, and developing a paradigm for management research that is contextually relevant for India.

Prof. Abhoy Ojha has been involved with academic administration in various capacities at IIMB. He has served as the Chairperson (Admissions), Chairperson (Post Graduate Programme in Software Enterprise Management), Chairperson (Executive Education), and Chairperson (Post Graduate Programme in Enterprise Management), and as Dean (Academic Programmes), besides being a member of several other academic committees.

He has undertaken several consulting assignments in the private sector as well as in the government and public sector environment. He is an active contributor to executive education at IIMB. These assignments allow him to share his perspective, but more importantly keep current with developments in the world of practice.



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Apurva Sanaria completed his Doctoral degree (FPM) in Organization Behavior from XLRI Jamshedpur. His research interests include Employee Silence and Voice as well as Leadership and Innovation.

Prof. Sanaria has over 10 years of industry experience in reputed business organizations such as IMRB International (Kantar/WPP Group), ICICI Group, and Future Group. His last corporate stint was as Group Director - HR & OD with IMRB International (Kantar/WPP Group).

Prof. Sanaria has previously been a faculty at reputed institutes including MICA, IMT and Woxsen School of Business. He has also been providing consulting services for various organizations across sectors. He has presented his research in international conferences and published papers in international journals.



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Dr. Ekkirala Srinivas is Professor in the Organizational Behavior and HRM area at Indian Institute of Management Bangalore. Prior to joining IIMB, he worked as a Professor at XLRI Jamshedpur for more than two decades. He was faculty at the Indian School of Business (ISB) on a full-time basis for three years and continues as visiting faculty. He also worked as faculty at Osmania University in the initial years of his career.

He has designed and delivered executive education programmes for over 50 leading organizations in and outside India. He has been a member of the Aon Hewitt Think Tank for HR and Leadership from 2012. He was identified as one of the most productive researchers from Indian B-schools (during 1990-2009) in a study by London Business School (LBS) and reported by *The Economic Times*.

He has a PhD in Organizational Behavior from Osmania University and was awarded the gold medal for Best Doctoral Thesis. His research papers were published in top academic journals and presented at conferences organized by Academy of Management (AOM) and Society of Industrial and Organizational Psychology (SIOP). He guided several doctoral students and is a member of the editorial boards of leading journals.

His research interests cover Leadership, Mindfulness, Happiness, Employee Proactive Behaviors, Work Life Balance, Indian Psychology, and Positive Psychology.

Some of his significant publications include:

- 'The mediating role of emotional exhaustion in the relationship of mindfulness with turnover intentions and job performance'. *Mindfulness*. 2017, 8(3), 707-716 (with Jochen Reb and others)

- 'Surviving an abusive supervisor: The joint roles of conscientiousness and coping strategies'. *Journal of Applied Psychology*, 2014, 99 (1), 138-150 (with Amit Nandkeolyer and others)
- 'Perceptions of task cohesiveness and organizational support increase trust and information sharing between host country nationals and expatriate coworkers in Oman'. *Journal of World Business*, 2012, 47, 696-706 (with Soo Min Toh)
- 'Employee Commitment and Support for an Organizational Change: Test of the Three-Component Model in Two Countries'. *Journal of Occupational and Organizational Psychology*, 2007, 80, 185-211 (with John Meyer, J.B.Lal & L. Topolnytsky)
- 'Rhythms of Life: Antecedents and Outcomes of Work-Family Balance in Employed Parents'. *Journal of Applied Psychology*, 2005, 90, 132-146 (with Sam Aryee & Hwee Hoon Tan)
- 'The Impact of Societal Cultural Values and Individual Social Beliefs on the Perceived Effectiveness of Managerial Influence Strategies: A Meso Approach'. *Journal of International Business Studies*, 2004, 35, 284-305 (with Ping Ping Fu and others)



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Vasanthi Srinivasan is a Professor in the area of Organizational Behavior and Human Resources Management. At IIM Bangalore, she teaches the core course on Managing People and Performance in Organizations and offers an elective in Human Resources Management. Her research interests are in the fields of women in management and boards, ethics-teaching in business schools, and HRM in SMEs.

Prior to joining the faculty at IIMB, she worked at Wipro Limited and P&P Group, a Bangalore based consulting organization. She was also visiting professor at the Management Development Institute, Gurgaon. She has been a British Council Visiting Scholar at the International Centre for Corporate Social Responsibility at the Nottingham University Business School. She was an Indian Council for Cultural Relations Chair Professor for Corporate Responsibility at the HHL Graduate School of Management Leipzig, Germany, for the period 2012-13, on deputation.

She has consulted extensively with both Indian and multinational companies in the field of leadership development. She has worked with technology and R&D organizations to build their technical leadership capability. She has also designed and delivered 'Tanmatra: Women in Leadership', – a leadership development program exclusively for senior women leaders in business, in collaboration with Catalyst India and IBM. She is now offering 'Aritra', a program for social sector leaders, in collaboration with Phicus Foundation and Dr. Reddy's Foundation.

She runs a website www.teachcsr.com, which intends to promote teaching in Business Ethics and CSR among faculty of business schools in India. She is on the advisory board of Genpact Centre for Women's Leadership at the Ashoka University. She is on

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Dr. Ritu Tripathi's research interests include culture and work motivation, cross-cultural psychology and methodological issues in cross-cultural research. Specifically, her research focuses on how the experience and expression of psychological phenomena such as achievement motivation, autonomy and emotions, vary across diverse national cultures. She uses survey methods and social psychological experiments to explore her research problems. Her research is conducted among employees of multinational corporations and this makes the work relevant to developing culturally sensitive human resource management and organizational behavior practices in global work organizations.

As a PhD student at the University of Illinois at Chicago (UIC), she received the prestigious Dean's Scholar Award. This is the most distinguished award that UIC offers to graduate students, in recognition of a student's scholarly achievement. She has published and presented her research in established peer-reviewed journals and conferences. In 2014, she won the award for Outstanding Reviewer from the Academy of Management Convention (Organizational Behavior Division). She also won the Excellence in Peer Review Award 2014, instituted by the *South Asian Journal of Human Resources Management*.

Dr. Tripathi teaches core and elective courses to MBA students at IIMB. Moreover, she teaches short modules of *Managing Across Cultures* to business executives; these have included Nissan-Renault, Siemens, Accenture, European Aeronautic Defence and Space Company (EADS), Goldman Sachs, Atlas Copco, Stanley Black and Decker, and to visiting business students of HCL Paris. She also served as visiting faculty in the George Town-ESADE Global Executive MBA Programme from 2012-2014 for the Indian module of the course and as the host faculty for the Global Network Week of Yale School of Management's Global Network for Advanced Management in 2017, 2019, 2021.

She served as the Associate Editor of the *South Asian Journal of Human Resources Management* (2015-2021) and is currently the Associate Editor of *Psychological Studies*. She has taken up various service roles at IIMB – Member: IRB (2019-current), Internal Committee for Prevention of Sexual Harassment in the Workplace (2014-16), PGPPM Committee (2014-16), Admissions Committee (2012-2015), and Executive Education Programmes Committee(2014-16).



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Dr. Jayaram (Jay) Uparna's research is grounded in entrepreneurship, emerging markets, network theory and big data. He has substantive interest in small-scale entrepreneurs across the world, and how they operate in cross-cultural settings. He studies the antecedents of entrepreneurial decisions in hierarchical societies, and predictors of such endeavours. To infer this, he looks at networks of millions of lenders and borrowers spread across 220 countries, using both quantitative and qualitative methods, as well as topic modelling and supervised text-classifiers to uncover hidden patterns of behavior. He has published in entrepreneurship, computer science, physics and biology journals and authored book chapters for Oxford Handbooks.

Before academia, Dr. Uparna worked for seven years as an IT consultant in Asia's largest software firm, managing a diverse team from several nationalities. After his PhD, he was a Visiting Scholar at the Paul Merage School of Business, University of California, Irvine. At IIMB, he leads courses on negotiation, and power and politics in organizations.

He is a member of the Academy of Management, and European Group for Organizational Studies. His work has been awarded by the United Nations Young Professionals Programme, and the Society for the Advancement of Socio-Economics. He has also earned a prestigious grant from Army Research Labs.

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The faculty in Production & Operations Management bring in diverse and rich expertise in several areas pertaining to managing manufacturing, service and technology operations. The area faculty conduct research and offer graduate level courses in the areas of Logistics & Supply Chain Management, Reverse Logistics, Operations Analytics, Game Theory, E-Commerce, Services Management, Production Planning & Control, Design of Manufacturing Systems, Product Development, Technology Management and Project Management.

In addition to basic and applied research, the area faculty are active in consulting and Executive Education Programmes. Over the years, the area faculty have contributed to thought leadership in numerous ways, including publication in international journals of repute, participation in national and international conferences, writing professional and text books and research monographs and regularly contributing to business dailies. They also offer professional advice to business and academic institutions by serving as members in professionally constituted Boards.



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Dr. Prashant Chintapalli is an Assistant Professor in the Production and Operations Management area at Indian Institute of Management Bangalore.

His research interests focus on the operational issues faced by firms in emerging economies (i.e., developing countries). The operational issues faced in developing countries are often complicated with more stringent resource constraints and the large scale of the problems. Hence, it becomes imperative and relevant to modify the already established policies or to design new policies that account for these new challenges that occur in the context of emerging economies.

His current research is primarily on social responsibility issues in supply chains, with an objective to design policies and make decisions that can result in Pareto improvement of supply chain partners. He develops stylized models to analyze the strategic interactions of various players in a supply chain and infer managerial insights. Apart from social responsibility, his research interests also span broader topics like capacity and inventory management and pricing. He actively publishes in peer-reviewed journals like *Manufacturing & Service Operations Management*, *Production and Operations Management*, *Journal of the Operational Research Society*, *Annals of Operations Research*, and *Naval Research Logistics*. He is also a recipient of awards like the 'Emerging Economies Doctoral Student Award' (conferred by POMS) and 'Pratibha' (conferred by the Government of Andhra Pradesh).

Prashant's teaching interests involve courses on operations and supply chain management, inventory theory, revenue management, probability and stochastic processes, optimization and operations research, dynamic programming, and game theory.

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Professor Jishnu Hazra's research interests are in Sourcing and Supply Chain Management, Lean Operations and Pricing in Supply Chain. He is also involved in consulting and research projects in the areas of Supply Chain Management, Managing Product Variety and Logistics. His papers have appeared in reputed international journals such as *IIE Transactions*, *Production & Operations Management*, *Computers & Operations Research*, *European Journal of Operations Research*, *Naval Research Logistics*, *International Journal of Production Economics* and *Journal of the Operational Research Society*.

He has received many teaching awards in the PGP (MBA programme) at IIM Bangalore. He has been nominated as member of Beta Gamma Sigma, an academic honor society in the United States.



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Professor Tarun Jain's research interests include strategic sourcing, operational issues in cloud computing, management of digital technologies, smart city operations, and pricing issues in service supply chains. His work has been published in journals such as *Production and Operations Management*, *IIE Transactions*, *Naval Research Logistics*, *Decision Sciences*, *Service Science*, *European Journal of Operational Research*, *IEEE Transactions on Engineering Management*, *Journal of Operational Research Society*, and *International Journal of Production Economics*.

**D KRISHNA SUNDAR****Professor****Production & Operations Management**

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Professor D Krishna Sundar's areas of research are Operations Strategy, Enterprise Resource Planning, Supply Chain Management, Manufacturing Strategy, IT Strategy, E-Business Management, Digital Inclusion & Innovation.

As a researcher, he published extensively in various peer-reviewed international journals as well as international conference proceedings and presented his work in international conferences/workshops. More than 70 of his papers appeared in journals including *Annals of Operations Research*, *Neurocomputing*, *Computers & Industrial Engineering*, *International Journal of Business Management*, *Management Dynamics*, *Development Southern Africa*, *IMR*, *Indian Journal of Mathematics*, and in international conference proceedings like POMS, ICMG, IFORS, ORSI, INFORMS, ICEG, SAIE, etc. He is also a reviewer to many international journals. Two of his edited volumes in the areas of Public Health and Microfinance have been published by Routledge (Taylor & Francis) publications in 2015 & 2016.

At present, he is handling various funded research projects sponsored by Industry/Government(s) in India, Africa and USA. Professor Krishna Sundar is the Founder & Chairperson of Digital Innovation Lab (www.dilab-iimb.in) at IIMB, which he started in 2016 with his research grants received from CDFI. He has ongoing research collaborations with University of South Carolina, University of Washington, University of Sydney and University of Pretoria.

Under his guidance, three students were awarded PhD degrees and five students are working, at present, towards their doctoral degree.

Professor Krishna Sundar is Retainer Consultant to: CDFI, South African Postbank, SA, Nimbus India (Nimbus UK subsidiary), Canara Bank, SAPO-South African Post Office, National Horticulture Board, Govt. of India, Ordnance Factories Board, Ministry of Defence Production, Govt. of India, Merino Group of Industries, India, Orissa Mining Corporation, Bharat Logistics Pvt. Ltd., CMPFO, Ministry of Mines, Govt. of India, Tanning Technology Corporation, Denver, CO, USA, Web Infotech Pvt Ltd., India.

Professor Krishna Sundar has extended professional services to organizations like Wipro Technologies, National Thermal Power Corporation (NTPC), Reliance Industries Ltd. (RIL), Siemens India Ltd., Steel Authority of India Limited (SAIL), National Academy of Defence Production (NADP), Centre for Good Governance (CGG), Coal Mines Provident Fund Organisation (CMPFO), Aditya Birla-Nuvo Group.



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Professor B Mahadevan has more than 28 years of wide-ranging experience in teaching, research, consulting and academic administration at IIM Bangalore and other reputed institutions such as IIT Delhi and XLRI, Jamshedpur. He was earlier Chief Editor of *IIMB Management Review* and Dean (Administration) at IIM Bangalore. His research areas include Spirituality in Workplace, Management Paradigms from Bhagavad Gita, Ancient Indian Wisdom & Management, Emerging Market Structure in B2B eCommerce, Order Allocation Issues in Electronic Markets, and Business Model Innovation. His areas of teaching include Operations Management, Inspirational Leadership Lessons from the Gita, Management Paradigms from Bhagavad Gita, Ancient Indian Wisdom and Contemporary Applications in Management, E-Sourcing, Supply Chain Management, Lean Management Just-in-Time and Lean Production, Management of Services, Service Quality, Services Supply Chain, etc.

He was a visiting scholar at the Amos Tuck School of Business Administration, Dartmouth College, New Hampshire, during 1999–2000. He was also a retainer consultant to Deloitte Consulting LLP, USA, during 2001–2002. He is a member of the Board of Governors in IIT Madras and IIM Kashipur. Earlier, he was an independent director in Indian Oil. He serves on the editorial board of *California Management Review* and *Production and Operations Management* journals. Besides being on the advisory boards of several business schools and management journals in India, Professor Mahadevan has published several of his research findings in leading international journals such as *California Management Review*, *European Journal of Operational Research*, *Production and Operations Management*, *International Journal of Production Research*, *International Journal of Technology Management* and *Asian Journal of Operations Management*. Apart from *Operations Management: Theory and Practice*, he is also the author of *The New Manufacturing Architecture*.

Professor Mahadevan has been recognized for excellence in teaching. He was rated among the Top Five teaching faculty in the Post Graduate Programme in 1998, 2002 and 2008. He was also conferred with the ICFAI Best Teacher Award by the Association of Indian Management Schools in 2005. He was one among the 40 nominated globally for the Economic Intelligence Unit's (EIU) Business Professor of the Year Award, 2012. He was a member of the Central Sanskrit Board, an advisory body to the Ministry of HRD, Department of Education, on all Sanskrit policy issues in India.

Prof. B Mahadevan was conferred with the Vishista Samskrita Sevavradi Samman 2016, a national award given by the Rashtriya Samskrit Samsthan, the apex body for Sanskrit Matters in India under MHRD, in August 2016.



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Dr. Siddharth Mahajan's research interests are Supply Chain Management and Applications of Queueing Theory to Operations Management. Queueing Theory is a part of Operations Research. He also teaches PhD courses in both Supply Chain Management and Queueing Theory. His other assignments include Modell's Sporting Goods: Productivity Analysis using DEA of a Chain of Sporting Goods and GM: Managing Popular Car Configurations for Custom Delivery.

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Professor L S Murty's areas of interest are in the fields of Operations Planning and Operations Strategy. During his academic career, he has developed several case studies; taught courses on Operations Management, Operations Planning, Operations Strategy, Quantitative Methods, Research Methodology, Management Information Systems and Corporate Strategy; designed and conducted several Executive Development programmes for various organizations like ABB, BHEL, BPL, Crompton Greaves, HUL, Infosys, ITI, National Association of Civil Supplies Corporations, Orissa State Electricity Board, Saint Gobain, SIEMENS, Tata Motors, TCS, and WIPRO. He has also been consultant for companies both in the private and public sectors. He is a certified SAP R/3 Application Consultant – Production Planning. He has conducted national workshops on Case Method for business executives and management school teachers, sponsored by the Canadian Consortium of Management Schools.

He was awarded the Best Teacher Award and Most Responsive Professor for the year 1999-2000 at IIMB.

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Dr. Amar Sapra completed his PhD in Supply Chain Management at Cornell University in 2004 and BE in Mechanical Engineering at IIT Roorkee (formerly, University of Roorkee) in 1999. Prior to joining IIM Bangalore in 2009, he taught at the University of Florida and Cornell University in the United States.

His research interests include Supply Chain Management, Pricing and Inventory Management. His research has been published in top-tier journals such as *Operations Research* and *Manufacturing and Service Operations Management*. One of the chapters from his PhD dissertation received the prestigious Best PhD Student Paper Award in Operations Management in 2003, given annually by the Manufacturing and Service Operations Management Society. He serves on the editorial review board of the journal, *Production and Operations Management*. He has also co-authored a book titled, *Principles of Inventory Management: When You Are Down to Four, Order More* (published by Springer in 2010). He received an Honorable Mention for Best Published Paper in Scheduling and Logistics Track in *IIE Transactions* (Journal) during 2013 to 2014 for 'A Continuous Time Analog to the Martingale Model of Forecast Evolution'.

His teaching experience, spanning nearly two decades, includes teaching courses on Supply Chain Management, Inventory Control, Operations Management, Spreadsheet Analytics, Simulation, and Optimization.

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Professor Haritha Saranga's research interests include Data Envelopment Analysis, Total Quality Management, Lean Manufacturing, Six Sigma, New Product and Process Development, Empirical Research on Indian manufacturing industries, in particular automotive and pharmaceutical industries and the healthcare sector. She has designed and delivered workshops and programs for senior personnel at leading organizations.

She is a Fellow of MIRCE Akademy, Exeter, UK, and a recipient of the T.E. Filbee Research Fellowship. She has published several articles in refereed international journals, such as *MIT Sloan Management Review*, *Production and Operations Management*, *European Journal of Operational Research*, *Journal of International Business Studies*, *Annals of Operations Research*, *Journal of Operational Research Society*, *Journal of Air Transport Management*, etc. She also co-authored a book, *Reliability and Six Sigma*, published by Springer, and has written many cases and book chapters. Her teaching cases have also been published in the Harvard Business School Case portal.



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Dr. Rajeev Tripathi's primary research interests are in theoretical aspects of cooperative game theory, and competitive and cooperative strategies in operations management. His other research interests include application of game theory and optimization in sharing economy, internet economics, and platform business models. His research has appeared in journals such as *European Journal of Operational Research* and *Operations Research Letters*. He regularly presents his papers in conferences such as World Congress of the Game Theory Society, International Game Theory Conference at Stony Brook, European Meeting on Game Theory, and INFORMS MSOM Conference, among others. At IIMB, he teaches an MBA course on competition and cooperation in business ecosystems, and doctoral courses on game theory and optimization.

Prior to joining IIMB, he was a senior analyst in the Global Data, Insights and Analytics team at Ford Motor Pvt. Ltd. in Chennai. At Ford, his interests were in advance operational analytics, smart mobility and enterprise risk. During his PhD at IIT Madras, he won the Emerald Best Doctoral Research Paper Award at the 4th PAN IIM World Management Conference, held at IIM Ahmedabad in 2016.

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Anshuman Tripathy is a faculty member in Operations Management. His research interest is two-fold. His early research, which continues today, dwells on how firms design their globally distributed product development organizations with particular focus on firms that are involved in the design and development of complex engineered systems. Of late he has also been looking into how firms need to act along the industry value chain to ensure sustainability of their product/process innovations. His research has been published in *IEEE Transactions on Engineering Management* and *Production and Operations Management*. His paper, 'Structuring Work Distribution for Global Product Development Organizations', was awarded the Wickham Skinner Best Paper (Runner-Up) for the best paper in Production and Operations Management. One of his case studies, 'The Akshaya Nidhi Foundation-in Aid of Akshaya Patra', won the EFMD Case Writing Competition in the Indian Management Issues and Opportunities category.

At IIM Bangalore, he teaches the core course in Operations Management for PGP, and offers an elective on Technology & Operations Strategy for the MBA programmes. He also offers Executive Education Programmes on Project, Programme and Portfolio Management, Operations Excellence, Managing Technological Innovation, and Supply Chain Strategies.

He has been a faculty member at IIM Bangalore since 2011. Prior to that, he was a faculty member at IIM Ahmedabad. He worked for more than 10 years, between his PGDM and PhD, in the automotive industry at Maruti Udyog Ltd and Ford India/USA, holding senior management positions in Purchasing, eBusiness Strategy Development, PD Program Management, and Product Development. Before he took up a career in academics, his last assignment was as General Manager (Product Engineering) at Ford India Ltd.



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Nishant Kumar Verma has been a faculty member in the Production and Operations Management area at IIMB since January 2017. He teaches the core course on Operations Management, and offers an elective on Project Management in the Post Graduate Programme in Management.

Nishant K Verma's doctoral research included the analysis of various flexibility issues in supply chains. This includes the study of flexible replenishment policies in the context of Vendor Managed Inventory and the flexibility requirements of manufacturing firms in general and manufacturing start-ups in particular. His other research interests include 'Event Studies in Operations Management' and issues in Supply Chain Management. At IIM Calcutta, he achieved the highest CGPA in the FPM coursework. He has also been awarded IIM Calcutta Alumni Association (Mumbai Chapter) best publication award for doctoral student.

He has been reviewer at *Decision Support Systems (DSS)*, *European Journal of Operational Research (EJOR)* and the Annual International Conference of Society of Operations Management. His research has been published in the *European Journal of Operational Research* and *Computers & Industrial Engineering*.

PUBLIC POLICY

The Centre for Public Policy (CPP) is an independent policy think tank engaged in pioneering research, teaching, training and capacity building. The centre, established in 2000 through a partnership agreement between the Department of Personnel and Training (DoPT), Government of India (GoI), United Nations Development Programme and IIMB, aspires to lead policy-thinking and praxis in India, promoting equitable, inclusive and sustainable solutions to emergent problems.

The twin objectives of the centre to influence policy discourse and improve governance are achieved through rigorous research and stakeholder engagement across domains. Its strong evidence-based research has focused on government innovations, regulation, policymaking, administrative and organizational reform, public-private partnerships and IT in government. A vibrant academic ambience for scholarly engagement has helped CPP emerge as a platform for ideation, debate and exploration.

CPP faculty members represent diverse disciplines and research interests. Some of the broad themes of ongoing research projects involving CPP faculty members are: Financial Inclusion, Health, Urban Governance, Gender, Environment and Sustainability, Education, Political Economy, Regulation, Infrastructure and Transportation Systems.

CPP engages with a variety of stakeholders/partners. They include Central and State Government agencies, legislative bodies, national and international academic institutions and policy agencies, NGOs, private industry, and individuals.

**RAJALAXMI KAMATH****Associate Professor****Public Policy**

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Rajalaxmi Kamath's research revolves around conducting primary field studies, both in informal and formal organizations. Starting 2007, she was working extensively among urban poor households in two areas of Ramanagaram town, Karnataka state, with the intention of understanding their financial lives. From 2007 to 2012, her team had undertaken a project called 'Ramanagaram Financial Diaries', where they were able to collect detailed, daily cash inflows and outflows of around 90 poor households (most of whom were microfinance borrowers). This study segued into studying informal silk reeling business units at Ramanagaram.

Currently, with Vinay V Reddy, a PhD student at IIMB, she is working on ethnographies in (a) a private engineering college around Bengaluru and (b) a multinational Information Technology (IT) services provider in Bengaluru, with the intention of understanding the changing work roles and mobility prospects in the Indian IT sector.

She has had teaching stints both in the US and at the Indira Gandhi Institute of Development Research (IGIDR), Mumbai. Prior to joining academics, she was with the Indian Revenue Services (IRS). She has been involved in teaching courses related to Public Finance and Social Theory at IIMB.

Key Research Papers:

Kamath, R., & Sarkar, E. (2020). The Engineer... No Longer a Person but a Number on an Excel Sheet: Enterprise Resource Planning and Commoditisation of Labour. *Global Labour Journal*, 11(2).

Dattasharma, A., Kamath, R., & Ramanathan, S. (2016). The Burden of Microfinance-Debt: Lessons from the Ramanagaram Financial Diaries. *Development and Change*, 47(1), 130-156.

Kamath, R., & Ramanathan, S. (2016). Poverty knowledge and action research: Lessons from the Ramanagaram Financial Diaries. *Action Research*, 14(4), 435-450.



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Dr. Deepak Malghan is an ecological economist with primary interest in theoretical models of the economy-ecosystem interaction problem. He is completing a book manuscript that reformulates ecological economics from the scale perspective. His empirical research interests are centred on social metabolism and ecological distribution (especially as they intersect with social hydrology). His research is highly interdisciplinary and routinely uses tools from economics, chemical engineering, ecology, and historical analysis. Dr. Malghan is also working on a multi-year project that studies the global diffusion of material and sociological objects associated with the idea of efficiency.

His policy and advocacy interests are currently focused on diversity and inclusion questions in Indian higher education.

Dr. Malghan's professional honors include the V.K.R.V. Rao Prize in Social Sciences (2015), the Fung Global Fellowship at Princeton University (2014), and the New Indian Foundation Fellowship (2006). He serves as the editor of *Ecological Economics*.

**ARNAB MUKHERJI****Professor
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Dr. Arnab Mukherji is an applied micro-economist with interest in health and governance. His recent work on health has been in the context of understanding how government-financed health schemes reduce mortality and provide financial protection to the poor. In addition, he has been working on a number of governance-related matters that seek to understand how public goods and services may be delivered best. In this context, his work on Bihar explores how sub-national governance can constrain or promote state-level growth; while his work on Karnataka explores the notion of the state as an entrepreneur. He has published his research in journals such as the *BMJ*, *Journal of Applied Econometrics*, *Journal of Development Studies* and *Economic Development and Cultural Change*. He is the recipient of the Anuj Mehta Best Student of the Year, Ramjas College, University of Delhi.

He teaches health economics, development economics, applied econometrics and public policy analysis at IIMB. He has supervised a large number of student projects (in health, education, political economy, etc.) and doctoral students from the Public Policy, Economics, and Finance & Accounts areas at IIMB. His international collaborations with scholars at UCLA, USC, and McGill University reflect a number of different internationally funded research projects that have been funded through peer-reviewed research grants or multi-lateral institutions such as the World Bank, the Asian Development Bank and also with support from a number of state governments in India. His work profiling the entrepreneurial role of the state titled, *Karnataka Innovation Report: Stakeholder Dialogues* was released by the Chief Minister of Karnataka.

Dr. Mukherji has engaged in a number of academic administrative roles within the Centre for Public Policy and also more broadly at IIM Bangalore. Outside of the institute, he is on the Board for two non-profit organizations – Adharshila Charitable Trust and the Samrakshan Trust.



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Dr. Soham Sahoo is an Assistant Professor at the Centre for Public Policy, Indian Institute of Management (IIM) Bangalore. Soham holds a PhD in Quantitative Economics from Indian Statistical Institute, Delhi. Before joining IIM Bangalore, he worked as a Postdoctoral Researcher in the Department of Economics, University of Goettingen, Germany. He is currently affiliated as a Research Fellow with the Institute of Labor Economics (IZA), Bonn, and has held visiting positions at the Centre for Modern Indian Studies, University of Goettingen and Institute for Employment Research, University of Warwick.

His research interest is broadly in development economics, with a focus on education, gender, labour, and political economy. His papers have been published in various reputed journals such as *Journal of Economic Behavior and Organization*, *Demography*, *World Development*, *Journal of Development Studies*, *Economics of Education Review*, etc. His work has also received recognition through various awards, fellowships, and grants, from the Indian Econometric Society, London School of Economics, and Economic and Social Research Council UK, among others.



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Dr. Arpit Shah is an Assistant Professor at the Centre for Public Policy at IIM Bangalore. He earned his PhD and PGDM from IIM Ahmedabad and completed his BE (Hons) degree from BITS Pilani - Goa Campus. Prior to his PhD, he worked as a Strategy Consultant with the Monitor Group for four years, including spending significant time with its social sector practice. His research interests are in the areas of climate policy, urban sustainability and sustainable transport. Dr. Shah employs both quantitative and qualitative methods in his research, including the use of spatial data analysis.

Dr. Shah was the recipient of the Tirath Gupta Memorial Award for Best Thesis at IIMA, the Chaudhary Padmanabham Scholarship for academic achievement at IIMA and the BITS Merit Scholarship for academic achievement (awarded six out of eight semesters).



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Professor M S Sriram is a faculty member of IIM Bangalore, and a Distinguished Fellow at the IDRBT– an institute set up by the RBI. Prior to this he was the ICICI Bank Lalita D Gupte Chair Professor in Microfinance at IIM Ahmedabad. He is a graduate from Institute of Rural Management Anand and a Fellow of IIM Bangalore.

Prof. Sriram had chaired the Expert Committee on Kerala Cooperative Bank; was on the External Advisory Committee of the RBI for licensing Small Finance Banks; and was on the Financial Inclusion Advisory Committee of the RBI and is currently on the Expert Committee on Primary Co-operative (Urban) Banks set up by the Reserve Bank of India.

He serves on the boards of AU Small Finance Bank, NDDB Dairy Services, Indian Dairy Machinery Company, Selco Solar Light Private Limited and Centre for Budget and Policy Studies. He is also a Trustee of Pratham Books, Sanket Trust (that runs Ranga Shankara in Bengaluru) and Dastkar Andhra.



ANIL B SURAJ
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Bearing a keen academic and policy interest in the positive role of law towards enriching the process of globalization, Anil B Suraj has undertaken doctoral study in the discipline of Law and specifically on the defensive mechanisms under the World Trade Organization. Prior to joining IIMB, he was a Research Fellow at the National Judicial Academy, India, wherein he coordinated training courses for senior District Judges and High Court Justices on various topics, including economic analysis of law and adjudication of economic laws, with a specific focus on intellectual property rights.

At the Academy, he coordinated the first-ever initiative of a course module and a training programme on Court Management and Judicial Administration in India. He was selected as a Fellow of the Higher Institute of Justice Studies (IHEJ), Paris, in 2005. He has been a member of the Planning Commission's 12th Five Year Plan (2012-2017) Working Group for the Union Ministry of Law and Justice.

He has been involved in different national and international research projects since his graduation from the National Law School of India University, Bangalore, in the year 2000. The range of research themes he pursued includes Access to Justice for the Poor and the Disadvantaged, Public Contract Law, Judicial Impact Assessment Models, Urban Governance and the Law, Anti-Dumping Policy in India and the EU, and Legal Impact of WTO on Small-Scale Industries. He has drafted research opinions for the Chief Justice of India, published articles and lectured in training programmes on intellectual property law, WTO and international trade, and legal issues relating to commercial transactions.

**HEMA SWAMINATHAN****Associate Professor****Public Policy***On leave, April 2021-March 2022*

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Prof. Hema Swaminathan's broad interests are in the areas of poverty and inequality using a gender perspective. Her teaching expertise lies in the following areas: Applied Econometrics (PGP); Engaging with Africa (PGP); Business, Government and Society (PGP), Evaluation of Public Policy (PGPPM), Gender, Economic Development and Public Policy (PhD).

Her recent and ongoing research focuses on inequality in income and wealth distributions between men and women, female labour participation in India, and survey methodology to collect improved data on several domains (individual-level data asset ownership and wealth, decision making by women, and women's engagement with the labour market).

She has fieldwork experience both in India and several countries in Sub-Saharan Africa. She was co-PI on the Gender Asset Gap project, a unique project that collected individual-level asset and wealth data across three research sites – Ecuador, Ghana and Karnataka (India).

She has published in many peer-reviewed journals including *The Lancet*, *Development Policy Review*, *Journal of Economic Inequality*, *American Journal of Public Health*, *World Development*, *Feminist Economics*, and the *American Journal of Agricultural Economics*. Prior to IIMB, Prof. Swaminathan worked at the International Center for Research for Women, Washington DC. She has consulted for the Asian Development Bank, the Food and Agriculture Organization, and several UN bodies.

She is currently serving on the Standing Committee of Economic Statistics (SCES), Government of India, whose mandate is to review the framework for India's economic indicators pertaining to the industrial sector, the services sector and labour force statistics. She is also member of the Gender Methods Experts Panel of the CGIAR

GENDER Platform Methods Module. She is a co-author on the Climate Change and Food Security Report of the High Level Panel of Experts on Food Security and Nutrition, FAO.

Prof. Hema Swaminathan is affiliated as Research Fellow, Centre for Modern Indian Studies (CeMIS), University of Göttingen, from April 2021 to March 2022.



ALLEN P UGARGOL
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Dr. Allen Ugargol is a public health professional and demographer whose research line focuses on the interdisciplinary crossroads of demography, public health, gerontology and healthcare management by blending quantitative and interpretive approaches. He explores questions relating to ageing, intergenerational care arrangements, ageism in workplaces, health systems, healthcare management, health services research, and the role of culture and society.

Dr. Ugargol served as a Member of the Working Group which conceptualized the National Health Portal (NHP) for India under the direction of the National Knowledge Commission in 2011. In 2011, he was awarded the 'Jnana Fellowship' by the Karnataka Knowledge Commission, Government of Karnataka. In 2012, he received the 'Ubbo Emmius' Fellowship for his PhD at the University of Groningen, The Netherlands, and was supported by the Indian-European Research Networking Grant: Ageing and Well-being in a Globalizing World funded by NWO-ESRC-ICSSR.

Prior to joining IIMB, Dr. Ugargol has served as Dean-Academics and Associate Professor at IIHMR, Bangalore, as Associate Professor of Public Health at the Rajiv Gandhi University of Health Sciences (RGUHS), Bangalore, as Senior Resident and Lead Manager – Health Informatics Research at St. John's Research Institute (SJRI) and has consulted as a technical expert for multilateral agencies such as UNICEF and The World Bank.

STRATEGY

The Strategy area, formerly called the Corporate Strategy and Policy area, is actively involved in research, teaching and consulting across a wide spectrum of areas related to strategy and policy. These include Leadership, Innovation, New Product Development, Alliances and Networks, Business Models, Entrepreneurship, Sustainability, Corporate Governance, and Non-market Strategies.

The area has a vibrant doctoral programme which has graduated about 35 students who currently hold faculty positions across top business schools in India.

Strategy faculty have authored papers in top-tier journals, including *Management Science*, *Administrative Science Quarterly*, *Academy of Management Review*, *Academy of Management Journal*, *Strategic Management Journal*, *Harvard Business Review*, *Sloan Management Review* and *Research Policy*. They have also authored books on innovation and entrepreneurship. The area faculty have been involved in high value consulting and advisory services with several Indian, multinational and government organizations. Some are also Board members of companies and not-for-profit organizations, and serve on Advisory Bodies and Government Committees.



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Before joining IIM Bangalore, Dr. Deepak Chandrashekar served as Assistant Professor at Xavier Institute of Management and Entrepreneurship, Bangalore in the areas of Economics and General Management. He worked as a Research Associate in the Department of Management Studies at Indian Institute of Science (IISc), Bangalore, after the completion of his PhD in Industrial Economics at IISc. His research in Industrial Economics involves the study of Absorptive Capacity, Cluster Level Interactions, Innovation and Performance of Firms in the High-Tech Manufacturing Cluster of Bangalore.

Dr. Chandrashekar received his Bachelor's in Engineering from Sri Jayachamarajendra College of Engineering (SJCE), Mysore in 2012, and MBA/PGDM with specialization in Finance and Systems from SDM Institute for Management Development (SDM IMD), Mysore in 2014. He was also an International Exchange Student, in 2013 at SHU MBA, Shanghai University, Shanghai, China, and in 2016 at Toyohashi University of Technology, Aichi, Japan.

He serves on the editorial board of the *International Journal of Global Business and Competitiveness* (JGBC), a journal of Springer and Global Institute of Flexible Systems Management (GIFT), as an Assistant Editor. Further, he serves as an adhoc reviewer for international journals such as *Current Science*, *Asian Journal of Innovation and Policy* (AJIP), *International Journal of Innovation Management* (IJIM), *European Journal of Innovation Management* (EJIM), *Innovation: The European Journal of Social Science Research*, *OPSEARCH*, *Journal of Manufacturing Technology Management* (JMTM), *International Journal of Entrepreneurial Venturing* (IJEV) and *Review of Business Management*.

Deepak has published research papers in reputed refereed international journals such as *Competitiveness Review*, *Journal of Manufacturing Technology Management*, *International Journal of Entrepreneurial Behavior and Research*, *International Journal of Innovation and Technology Management*, *Small Enterprise Research*, *Sustainability*, among others. Moreover, a paper based on his doctoral thesis secured the best paper award at the Graduate Student Research Conference in Business and Economics organized by the Association of North America Higher Education International (ANAHEI) and University of South Florida, Sarasota-Manatee at University of South Florida, Sarasota, Florida, USA during May 25-26, 2017. His research interests are in the areas that include Innovation and Entrepreneurship; Strategy and Competitiveness, and Intellectual Property Rights.



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P D Jose is a Professor of Strategy. Prior to joining IIMB, he was a member of the faculty at the Administrative Staff College of India, Hyderabad.

His research interests span the areas of corporate strategy, sustainability, non-market strategy, corporate social responsibility and business failures. His work has been published in *Long Range Planning*, *Greener Management International*, *Corporate Strategy and the Environment* and other journals. He has also edited the book *Corporations and Sustainability: The South Asian Perspective* published by Taylor & Francis Routledge.

Prof. Jose teaches core courses on Strategy and electives on Corporate Environmental Management, Sustainable Enterprises, Capstone Business Simulation and Learning from Corporate Failures. He has been a visiting faculty at Cardiff Business School, IIM Kozhikode, and Gothenburg School of Business, Economics and Law at the University of Gothenburg.

Among the awards and fellowships he has received are: (i) Fulbright Fellow at the Massachusetts Institute of Technology, Boston and Kenan-Flagler Business School, North Carolina (1999-2000) (ii) UNDP/Gol Research Fellowship at the Kennedy School of Government, Harvard University (2003) (iii) ESRC Visiting Fellow at the Centre for Business Relationships, Accountability, Sustainability and Society (BRASS) at Cardiff University (2005-2006, 2008). In 2015, Prof. Jose along with other colleagues from IIMB was awarded the USEFI Grant, under the Obama-Singh 21st Century Knowledge Initiative, for a joint proposal with Kenan-Flagler Business School at the University of North Carolina (UNC) and IIMB.

He has served on committees set up by the Central and State Governments on issues related to sustainability and business education. Prof. Jose is a member of the Governing Council of St. Joseph's Institute of Management and also serves as a member of Board of Studies at a few other universities and business schools.



SAI CHITTARANJAN KALUBANDI
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Dr. Sai Chittaranjan Kalubandi's research interests are in corporate governance, nonmarket strategies and meta-analysis. He studies these issues in the context of international business, strategic CSR and entrepreneurship. He is a joint recipient of the Prof. Tirath Gupta Memorial Thesis Award in 2019 for his doctoral thesis titled 'Essays on the internal markets of business groups'. He is also the recipient of the Sri Sathya Sai All Rounder Gold Medal (MBA). Before joining the doctoral programme at IIMA, he served as an Assistant Professor at the Sri Sathya Sai Institute of Higher Learning and as a Guest Faculty at IIMB.

Dr. Kalubandi has presented his research at several international conferences such as the Strategic Management Society Annual Conference, Academy of Management Annual Meeting, Academy of International Business Annual Meeting, 7th Israel Strategy Conference, and Strategic Management Society Special Conference in India. A paper based on his doctoral thesis was shortlisted for the GSJ Best Paper Award at the SMS Special Conference in India.



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Dr. Nilam Kaushik is an Assistant Professor in Strategy at Indian Institute of Management Bangalore (IIMB) and IIMB Young Faculty Research Chair. She earned her B Eng from Carleton University in Ottawa, Canada in 2007 and went on to pursuing her Master's degree in Electrical and Computer Engineering from the University of Waterloo.

Prior to pursuing her doctoral studies, she worked as a Software Developer at BlackBerry (formerly Research In Motion) and has a patent to her credit from her work there. She completed her PhD in Management from the University College London in 2019. During her time as a doctoral student, she was also a Visiting Scholar at the D'Amore-McKim School of Business at Northeastern University from 2016 to 2017.

Dr. Nilam Kaushik's interests lie broadly in innovation and entrepreneurship. In her work, she combines interdisciplinary methods and techniques such as text-mining, information retrieval and econometrics, and also uses field experiments. She is a Research Affiliate of the IoT Open Innovation Lab at Northeastern University and continues to be an Honorary Research Associate at the UCL School of Management.



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Professor Rejie George Pallathitta's research interests are in the areas of Corporate Governance, Strategic Management and International Business. He has published in journals such as the *Strategic Management Journal*, *Journal of International Business Studies*, *Journal of Business Research*, *Long Range Planning* and *Asia Pacific Journal of Management*. He has presented his research work at several international conferences.

Co-authored papers of Professor Rejie George Pallathitta have been recipient of the Distinguished Paper Award, and finalist of the Carolyn Dexter Award at the Academy of Management Meetings in 2016 and 2017, respectively. Professor Rejie George Pallathitta held IIMB's Young Faculty Research Chair (2009-2012) and the IIMB Chair of Excellence (2016-2019). He continues to hold the IIMB Chair of Excellence for a new term beginning in 2020.

Professor Pallathitta teaches courses in Strategic Management and Corporate Governance at IIMB. He has also been the past Chairperson of IIMB's Centre for Corporate Governance and Citizenship (CCGC) and IIMB's PhD Programme, and has been involved in the guidance of several doctoral students.

**GANESH N PRABHU****Professor
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Professor Ganesh N Prabhu's areas of research and teaching are product innovation, strategic management, and entrepreneurship. He jointly won the Best Paper Award at the Indian Academy of Management Conference in 2020. Earlier, he had jointly won the 'ET-FLAME Best Case Writer Award' in 2015 and the ET Cases-FLAME Pedagogical Innovation Case Award in 2018. He had received the AIMS Best Young Teacher Award in 2000. He was nominated as a Top Writer on Quora in 2017 and 2018.

He has published research in leading journals like *Academy of Management Review*, *Research Policy*, *IEEE Transactions in Engineering Management*, and *International Journal of Human Resource Management*. He was an invited editorial board member of the *Journal of Management USA* for three years and is currently on the editorial board of *Asian Journal of Management Cases* and *Journal of Indian Business Studies*. He has been on the thesis advisory committee for over thirty doctoral students at IIMB. He is a nominated member on the India Design Council, on the governing council of the Strategy Academy Knowledge Center Society, on the International Advisory Board of the Center for Advancement of Research Methods and Analysis, USA.

He has taught top management groups at Honeywell, International Cooperative Alliance Asia Pacific, ITC, Manipal Hospitals, Qualcomm, Tata Group, Tesseract and Tetra Pak and has conducted strategy, visioning or innovation workshops for senior executive groups at Bharat Electronics, Crompton Greaves, ETA Ascon, HAL, HT Media, Honeywell, IBM India, Indian Oil, Institute of Chartered Accountants of Sri Lanka, L&T, Quest, Oracle, TE Connectivity and Union Bank of India. He jointly coordinates the executive programmes – Strategic Analysis for Competitive Advantage, Strategy Consulting, Leading Strategic Change, Design Thinking and Creating Successful New Products. He has led customized programmes at IIMB for Adventz, Airbus, Amul, Asian Paints, Cognizant, CA Technologies, Future Group, Novartis, Tata Sky, Trent Retail, Reliance, Siemens, UAE Exchange, UnitedHealth Group and Wipro-GE.

He has consulted for National Dairy Development Board, and on restructuring plans of HMT Limited, HMT Machine Tools and HMT Tractors.

Prof. Ganesh Prabhu was Chairperson of the Post Graduate Programme at IIM Bangalore during 2006-08 and Chairperson of the Post Graduate Programme at IIM Visakhapatnam during 2017-18. He was the Chairperson of Career Development Services at IIM Bangalore during 2015-19 and simultaneously Chairperson of Career Development Services at IIM Visakhapatnam during 2015-19. He was earlier the Chairperson for Placements at IIM Bangalore during 2001-04.



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He was engaged in the study of strategy-making in high-tech companies in USA such as Cypress Semiconductors Inc., Intel, Motorola and MIPS. He has conducted studies on Business Process Initiatives in American Express Insurance and Investment Division, San Rafael, California. He has been Coach and Mentor for Expat Country Managers in India, advisor to CEOs of MNC subsidiaries, a business strategy formulation and implementation consultant to MNCs and Indian firms, Senior Leadership Coach for the entire team of

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Recognition for his research include the IMD FDC Award for Best Paper in Strategy/IB Theory from the Academy of Management, USA, nomination for the Carolyn Dexter Best International Paper Award as well as inclusion of his papers in the Best Paper Proceedings of the Annual Conference of the Academy. His teaching cases have won awards from The European Foundation for Management Development, The Association of Indian Management Schools, The Association of Management Development Institutions in South Asia, The Central and East European Management Development Association as well as the Tata Steel-IIMB Best Case Award. Over the years, he has won multiple best teacher awards at IIM Bangalore.

Professor Ramachandran is the first Bain Fellow in India. A qualified Chartered and Cost Accountant, and a Fellow of Indian Institute of Management Ahmedabad, Professor Ramachandran has been a Visiting Professor at INSEAD, Fontainebleau, France, the Wharton School of the University of Pennsylvania, USA; and the Carlson School of Management, University of Minnesota, USA.

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He has co-authored a textbook on strategic management and a research-based book on knowledge management in the Indian context. He has published papers and cases in several international and national journals including the *New England Journal of Entrepreneurship*, *Journal of Knowledge Management Practice*, *Asian Journal of Management Cases*, *The Management Case Study Journal*, *Vikalpa*, *Productivity*, and *IIMB Management Review*. He has authored a number of cases on Indian organizations in terms of strategic management, innovation, platform business models, rapid growth, and knowledge management. Several of his cases are distributed through the Harvard Business School Publishing collection and the Emerald Emerging Markets Case Studies Collection.

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