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### **Education**

2010: PhD in Management (Specialization: Strategic Management and Organizational Theory), HKUST Business School, Hong Kong University of Science and Technology.

2009: Visiting scholar at Columbia University, NY

2002: MBA, University of Kerala, TKM Institute of Management

1999: BSc (Botany), University of Calicut, Zamorin's Guruyaurappan College

### **Academic Appointments**

Since September 2016: Associate Professor (with Tenure), Joint Appointment in Management and Organization Studies and International Business at Beedie School of Business, Simon Fraser University, BC, Canada

December 2017 – April 2018: Visiting Professor, Business Policy at Indian Institute of Management, Bangalore, India

2012- 2016: Assistant Professor (Tenure Track), Joint Appointment in Management and Organization Studies and International Business at Beedie School of Business, Simon Fraser University, BC, Canada

2010-2012: Assistant Professor (Tenure Track), Department of Global Economics and Management, Faculty of Economics and Business, University of Groningen, Netherlands

### **Grants, Awards and Recognitions**

2017: SSHRC Insight Grant (CAD 114,908)

2017: CPA Innovation Centre Grant (CAD 7000)

2016: VPR SSHRC Bridging Grant (CAD 10,000)

2015: SSHRC Insight Development Grant (CAD 61,427)

2013: Finalist (Top 3) Academy of Management Journal Best Paper Award

2012: Faculty Fellow of the Jack Austin Centre, Simon Fraser University

2012: SFU Endowed Research Fellowship (CAD 5,000)

2012: SFU President's Research Start-Up Grant (CAD 40,000)

2011: Food Innovation Award (€ 20,000) – A business plan competition organized by New Venture, a joint initiative of McKinsey & Co. and Dutch Ministry of Economic Affairs.

2010-2012: University of Groningen's SOM Research Institute Fellowship (EUR 5,500).

2010: Member Beta Gamma Sigma – an International honor society for business schools.

2009-2010: Hong Kong University of Science and Technology's Overseas Research Award (HKD 48,000) to visit Columbia University (Merit based award for PhD students to complete part of their PhD in overseas universities)

2008: Research Travel Grant by Hong Kong University of Science and Technology to present papers at Academy of Management Annual Meetings.

2006-2009: Research Grant by Hang Lung Center to present papers at Strategic Management Society Special Conference and Academy of Management Annual Meeting.

2005-2010: Postgraduate Studentship by Hong Kong University of Science and Technology to pursue PhD.

### Accepted/Published Articles

Satish-Kumar, M. S., R. K. Kozhikode, M. B. Lazarova. 2017. Socio-cultural Adaptability and Immigrant Career Progression: The Paradox of Embeddedness. *Academy of Management Best Paper Proceedings*.

Kozhikode, R. K. 2016. Hostile Public Policies and Temporary Organizational Adaptation. *Organization Science*, 27(1): 189 – 206. (2012 Impact Factor: 3.6)

Krishnan, R., and R. K. Kozhikode. 2015. Status and corporate illegality: Illegal loan recovery practices of commercial banks in India. *Academy of Management Journal*, 58(5): 1287–1312. (2012 Impact Factor: 5.906; Google Scholar Citations: 3).

Kozhikode, R. K., and J. T. Li. 2012. Political Pluralism, Public Policies, and Organizational Choices: Banking Branch Expansion in India, 1948–2003. *Academy of Management Journal*, 55(2): 339–359. (2012 Impact Factor: 5.906; Google Scholar Citations: 19) **Finalist (top 3) for Academy of Management Journal Best Paper Award, 2013.**

Kozhikode, R. K., and J. T. Li. 2011. Ideological Competition and Organizational Founding: A Study of Newspaper Founding in India, 1951 – 2008. *Academy of Management Best Paper Proceedings*.

Li, J. T., and R. K. Kozhikode. 2011. Organizational Learning of Emerging Economy Firms: The Case of China's TCL Group. *Organizational Dynamics*, 40(3): 214-221. (2012 Impact Factor: 0.757; Google Scholar Citations: 7)

Li, J. T., and R. K. Kozhikode. 2009. Developing New Innovation Models: Shifts in Innovation Landscapes in Emerging Economies and Implications for Global R&D Management. *Journal of International Management*, 15(3): 328-339. (2012 Impact Factor: 2.2; Google Scholar Citations: 87)

Li, J. T., and R. K. Kozhikode. 2008. Knowledge Management and Innovation Strategy: The Challenge for Latecomers in Emerging Economies. *Asia Pacific Journal of Management*, 25(3): 429-450. (2012 Impact Factor: 4.099; Google Scholar Citations: 94)

### **Articles under review**

Krishnan, R., K. Cook, R. K. Kozhikode, O. S. Schilke. Social support ties among strategic actors? Tie formation dynamics among nascent entrepreneurs. 1st round R&R at *Administrative Science Quarterly*.

Kozhikode, R. K., R. Krishnan, and J. Li. The consequences of political inclusion of regional language movements in India. Under review at *Administrative Science Quarterly*.

### **Articles being Finalized for Journal Submission**

Kozhikode, R. K., and H. C. Wang. Corporate Takeovers and Employee Expropriation: An Employee Bargaining Power Perspective. Targeted at *Organization Science*.

Kumar, M. S., R. K. Kozhikode, and M. Lazarova. Cross-cultural competence and immigrant job growth: A paradox of embeddedness. Targeted at *Academy of Management Journal*.

Kozhikode, R. K., and R. Krishnan. Status attainment discrepancies of new CEOs and status begetting risk taking. Targeted at *Organization Studies*.

### **Articles Nearing Journal Submission**

Kozhikode, R. K., A. Newenham-Kahindi, and R. Krishnan. Escaping Alienation: An Ethnographic Account of Market Participation and Status Dynamics in three Refugee Camps in Tanzania. Targeted at *American Journal of Sociology*.

Kozhikode, R. K. and R. Krishnan. Do Markets Matter in the War against Terror? The Impact of Markets on Terror Attacks by Kashmiri Insurgents in India. Targeted at *Administrative Science Quarterly*.

### **Work in Progress Articles**

Senthil, K., R. K. Kozhikode, J. Ramaswamy, and P. Balasubramanian. Contentment, economic aspirations and entrepreneurship: A full cycle study of aspirations and entrepreneurial participation among aboriginal youth in four hamlets in southern India.

Yermal, L., P. Balasubramanian, and R. K. Kozhikode. Does mandatory audit firm rotation generate value for shareholders in emerging markets? Evidence from India. Data analysis in progress.

Krishnan, R., and R. K. Kozhikode. Do high status firms enjoy favorable treatment in courtrooms? Data analysis in progress.

Kozhikode, R. K., and R. Krishnan. Cleanse me from my sin: Performance impact of corporate giving by tainted corporations. Data analysis in progress.

Kozhikode, R. K., R. Krishnan and M. S. Kumar. Mobilizing elites for social change: ALS Ice Bucket Challenge. Data collection in progress.

Krishnan, R., and R. K. Kozhikode. Overcoming pride and prejudice: An examination of status heterophilous tie formation and its impact on value creation in the Malayalam Musicals industry. Data collected.

### **Conference Presentations**

Krishnan, R., K. Cook, R. K. Kozhikode, O. S. 2018. Schilke. Social support ties among strategic actors? Tie formation dynamics among nascent entrepreneurs. Academy of Management Annual Meeting, Chicago, IL.

Kozhikode, R. K., and R. Krishnan. 2018. Do Markets Matter in the War against Terror? The Impact of Markets on Terror Attacks by Kashmiri Insurgents in India. Academy of International Business, India Conference. Shimla, HP.

Kozhikode, R. K., and R. Krishnan. 2017. Acquisition spree of new CEOs: A consequence of social comparison with predecessors. Academy of Management Annual Meeting, Atlanta, GA.

Kozhikode, R. K., J. Li, and R. Krishnan. 2016. The consequences of political inclusion of regional language movements in India. Symposium on Engaging the Transnational and Subnational: Advancing Multilevel Thinking in Socioeconomic Development. Academy of Management Annual Meeting, Anaheim, CA.

Kozhikode, R. K., and R. Krishnan. 2016. Status attainment discrepancies of new CEO and status begetting risk taking. Academy of Management Annual Meeting, Anaheim, CA.

Kumar, M. S., R. K. Kozhikode, and M. Lazarova. 2016. Cross-cultural competence and immigrant job growth: A paradox of embeddedness. Academy of International Business, New Orleans, LA.

Kozhikode, R. K., J. Li, and R. Krishnan. 2015. The consequences of political inclusion of regional language movements in India. American Sociological Association, Chicago, IL.

Kozhikode, R. K. 2015. Hostile Public Policies and Temporary Organizational Adaptation. Academy of Management Annual Meeting, Vancouver, BC.

Krishnan, R., and R. K. Kozhikode. 2013. Status and corporate illegality: Illegal loan recovery practices of commercial banks in India. Symposium on Corporate Social Responsibility and Stakeholder Management in Emerging Markets. Academy of Management Annual Meeting, Orlando, FL.

Kozhikode, R. K. 2012. Hostile Public Policies and Temporary Organizational Adaptation. American Sociological Association, Denver, CO.

Krishnan, R., and R. K. Kozhikode, 2012. High Status – A Self-fulfilling Prophecy? Unethical Behavior of Commercial Banks in India. American Sociological Association, Denver, CO.

Kozhikode, R. K. 2012. Towards a Theory of Punctuated Age Dependence. Academy of Management Annual Meeting, Boston, MA.

Kozhikode, R. K., and J. T. Li, 2011. Contested Institutional Prescriptions and Organizational Identity in a Pluralist Country. Academy of Management Annual Meeting, San Antonio, TX. (Included in the best paper proceedings)

Kozhikode, R. K. 2011. Cyclic Change in Regulatory Environment and Temporary Organizational Adaptations. Academy of Management Annual Meeting, San Antonio, TX.

Krishnan, R. and R. K. Kozhikode, 2011. Status and Corporate Deviance – An Outcome of Self-Fulfilling Prophecy? Academy of Management Annual Meeting, San Antonio, TX.

Kozhikode, R. K., J. G. Kuilman, and G. Peli, 2009. Institutional Transitions and Organizational Fitness: A Formal Theory and Empirical Test. 12th Organizational Ecology Conference, Verona, Italy.

Kozhikode, R. K. 2008. Change in Institutional Logics and Organizational Metabolic Adaptations – A Theory of Organizational Hibernation. Strategic Management Society Special Conference, Hyderabad, India.

Kozhikode, R. K. 2008. Institutional Transition and the Impact of Competition, Legitimacy and Uncertainty on Firm Growth. Academy of Management Annual Meeting, Anaheim.

Kozhikode, R. K., and J. T. Li, 2008. Ideological Plurality and Organizational Founding – Banking Branch Expansion in Southern India, 1858 – 2004. Academy of Management Annual Meeting, Anaheim.

Li, J. T., and R. K. Kozhikode. 2008. Developing New Innovation Models: Shifts in Innovation Landscapes in Emerging Economies and Implications for Global R&D Management. Academy of Management Annual Meeting (PDW), Anaheim.

Kozhikode, R. K. 2007. Assimilative and Exploitative Dimensions of Country Level Absorptive Capacity and Cross-border M&A. Academy of Management Annual Meeting, Philadelphia.

Li, J. T., and R. K. Kozhikode. 2007. Knowledge Management and Innovation Strategy in Emerging Markets: The Challenge for Latecomers. Strategic Management Society Special Conference on “China Strategies” Shanghai; Asia Pacific Journal of Management Conference on Knowledge Management & Innovation Strategy, Xi'an.

Kozhikode, R. K., and H. C. Wang, 2007. Reexamining the Breach of Trust in Corporate Takeovers: An Employee Bargaining Power Perspective. Academy of Management Annual Meeting, Philadelphia.

Kozhikode, R. K., and Y. Tang, 2006. Bridging Individual and Organizations: A Social Capital Perspective. Academy of Management Annual Meeting, Atlanta.

Wang, H. C., and R. K. Kozhikode, 2006. Examining the Relationship between Managerial Ties and Firm Performance through Real Options Lens. Academy of Management Annual Meeting, Atlanta.

## **Teaching Profile**

### *Teaching Interests*

My primary teaching interest is in organizational theory, strategic management and international business. Currently I am teaching bachelor's courses on Organizational Theory and Cross-Cultural Management. Earlier this year, during my visit to the Indian Institute of Management at Bangalore, I taught a PhD seminar on Corporate Political Activity. Previously, I had also designed and taught an advanced master's course on non-market strategies in international business. This course was designed to provide students a thorough theoretical and practical understanding of how governments and other macro sociopolitical actors (such as, lobbyists, social movements, and industry and trade associations) interact to shape organizational choices, and how organizations manage their dependencies on their governments and other macro socio-political actors.

### *Teaching Experience*

Spring 2018. Corporate Political Activity (Doctoral Seminar), Indian Institute of Management, Bangalore.

Since Summer 2013, Organization Theory (Undergraduate), Simon Fraser University

Since Spring 2013, Cross Cultural Management (Undergraduate), Simon Fraser University

Spring & Fall 2012. International Strategic Management (III year Bachelor's), University of Groningen.

Spring 2012. Comparative Country Studies (II year Bachelor's), University of Groningen.

Fall 2011. Advanced International Business (Master's) - Non-Market Strategy, University of Groningen.

Fall 2011. International Strategic Management (III year Bachelor's), University of Groningen.

Spring 2011. Comparative Country Studies (II year Bachelor's), University of Groningen

Fall 2010. Introduction to International Business (I year Bachelor's), University of Groningen

Summer 2009 & Spring 2009. Introduction to Management (III year Bachelor's, non-business stream), Hong Kong University of Science and Technology

### **Invited Colloquia**

Columbia University

Hong Kong University of Science and Technology

Indian Institute of Management (Bangalore)

Indian Institute of Management (Calcutta)

Indian Institute of Management (Kozhikode)

Indian Institute of Management (Tiruchirappalli)

National University of Singapore

Ohio State University

Simon Fraser University

University of Manitoba

### **Professional Experience**

2018: Dissertation Committee Member for Ms. Lakshi Yermal at Amrita School of Business, Ettimadai, India.

2018: Dissertation Committee Member for Mr. Viswanathan Venkateshwaran at Amrita School of Business, Ettimadai, India.

2018: Dissertation Committee Member for Mr. Maheshwar Pratap at Amrita School of Business, Ettimadai, India.

2017: Dissertation Committee Member for Mr. Pooria Assadi at Beedie School of Business.

2016: Dissertation Committee Member for Mr. Kshitij Awasti at Indian Institute of Management, Bangalore.

2011. Master's Thesis Supervision, University of Groningen.

2011. Bachelor's Thesis Supervision, University of Groningen.

2009: Session Chair at Academy of Management Annual Meeting, Chicago, Illinois.

2008: PhD Student Representative at Hong Kong University of Science and Technology

### **Non-Academic Appointments**

2014-2015. SFU Community Corporation, Canada - Director

2003-2005. ICICI Bank Limited, India – Sales Manager

### **Post-Doctoral Supervision**

2015: Dr. Medha Satish Kumar (PhD from Indian Institute of Technology, Madras)

### **Journal Review Board**

Strategic Management Journal – Since 2016

Journal of Asia Business Studies – Since 2015

Management and Organization Review – Since 2013

### **Ad-Hoc Reviewer for the following Journals and Conferences**

Administrative Science Quarterly – Since 2016

Journal of International Business Studies – Since 2015

Organization Science – Since 2014

Human Relations – Since 2014

Strategic Management Journal – Since 2012

Journal of International Management – Since 2010

Management and Organizational Review – Since 2009

Asia Pacific Journal of Management – Since 2008

Journal of Management Studies - Since 2006

Journal of Business Research - Since 2006



Academy of Management Annual Meetings - Since 2006

**Other Service**

Facilitator of Write Clubs at SFU Burnaby Campus Since 2014

Member Teaching Effectiveness Committee 2014

Member Visiting Scholar Committee 2015

Faculty Representative in SFU Community Corporation's Board of Directors Since 2014