

# POONAM KHANNA

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## WORK EXPERIENCE

### **University of Texas at San Antonio**

Assistant Professor, June 2014 onwards.

### **University of Texas at Arlington**

Visiting Assistant Professor, August 2013 – May 2014.

### **Arizona State University**

Assistant Professor, 2006 - 2012.

### **Customer Satisfaction Measurement & Management Division (associate of WalkerInformation, USA), Indian Market Research Bureau, New Delhi, India**

Research Director, 1998-1999. Responsibilities included business development, client relationship management and managing a team of consultants.

### **A.F. Ferguson & Co. (Management Consulting Division), New Delhi, India**

Consultant/Manager, 1989-1998. Responsibilities included business development, managing client relationships, and managing team of consultants. Involved with performance improvement studies, assessment of financial and market feasibility, organizational restructuring and executive compensation for client organizations such as Whirlpool, SmithKline Beecham, World Bank, Ford Foundation, Ministry of Health, National Institute of Immunology, JK Tyre, Modi Group, and Instrumentation Limited.

## EDUCATION

### **University of Texas at Austin, McCombs School of Business**

Ph.D. in Management with a concentration in Strategy, May, 2007.

Dissertation title: The downside of repeated ties: Syndicated venture capital investments.

Committee: James Westphal (Chair), Gautam Ahuja, Pamela Haunschild, Andrew Henderson, Marc-David Seidel.

### **Institute of Management Technology, India**

MBA (with honors), 1989.

### **University of Delhi, Shri Ram College of Commerce, India.**

B.Com. (Honors), 1987.

## RESEARCH INTERESTS

Negative side effects of social networks, inter-organizational alliances, board of director effectiveness, entrepreneurship and venture capital.

Current research projects include the negative performance effects of repeated ties with the same partners; the influence of decision-monitoring by the board on CEO learning from prior decisions; and the interaction of internal corporate governance mechanisms.

## REFEREED JOURNAL PUBLICATIONS

Khanna, P., Jones, C., and Boivie, S. 2014. Director human capital, information processing demands, and board effectiveness. *Journal of Management*, 40(2): 557-585.

Lavie, D., Haunschild, P. R., and Khanna, P. 2012. Organizational differences, relational mechanisms, and alliance performance. *Strategic Management Journal*, 33(13): 1453-1479.

McDonald, M. L., Khanna, P., and Westphal, J. D. 2008. Getting them to think outside the circle: Corporate governance, CEOs' external advice networks, and firm performance. *Academy of Management Journal*, 51: 453-475.

Westphal, J. D., and Khanna, P. 2003. Keeping directors in line: Social distancing as a control mechanism in the corporate elite. *Administrative Science Quarterly*, 48: 361-398. (This research has been cited in leading business and news magazines including *The Economist*.)

## BOOK CHAPTERS

Khanna, P., Lavie, D., and Haunschild, P. R. 2013. Operating routines, cultural alignment and relational mechanisms in alliances. In T. K. Das (Ed.), *Interpartner Dynamics in Strategic Alliances, A volume in Research in Strategic Alliances*. Information Age Publishing, Charlotte, NC.

## PAPERS UNDER REVIEW AND WORKING PAPERS

The downside of repeated ties: Syndicated venture capital investments.

Complements or substitutes? Role of different internal corporate governance mechanisms: A dynamic view (with Michael Withers and Amy Hillman).

When will they learn? An accountability theory perspective on the effects of board of director decision monitoring on CEO learning (with Michael McDonald).

## REFEREED CONFERENCE PROCEEDINGS

Boivie, S., Jones, C. D., and Khanna, P. 2008. Board effectiveness and the role of director capabilities. *Academy of Management Annual Conference Best Paper Proceedings*.

McDonald, M. L. and Khanna, P. 2006. Barking up the wrong tree? An accountability theory perspective on the effects of board decision monitoring on CEO experiential learning. *Academy of Management Annual Conference Best Paper Proceedings*. (Paper also nominated for the BPS Division Distinguished Paper Award).

Westphal, J. D., and Khanna, P. 2003. Keeping directors in line: Social distancing as a control mechanism in the corporate elite. *Academy of Management Annual Conference Best Paper Proceedings*.

## REFEREED CONFERENCE PRESENTATIONS

Lavie, D., Khanna, P., and Haunschild, P. R. 2010. Organizational Differences, Relational Mechanisms and Alliance Performance. *Israel Strategy Conference*. (The paper received an honorable mention at the conference.)

Lavie, D., Khanna, P., and Haunschild, P. R. 2009. Organizational Differences between Partners and Their Consequences for Alliance Performance. *Strategic Management Society Annual Conference*.

Lavie, D., Khanna, P., and Haunschild, P. R. 2008. Interorganizational fit, relational mechanisms, and alliance performance. *Academy of Management Annual Conference*.

Boivie, S., Jones, C. D., and Khanna, P. 2008. Director capabilities, information processing demands and board effectiveness. *Academy of Management Annual Conference*.

McDonald, M. L., and Khanna, P. 2006. When will they learn? An accountability theory perspective on the effects of board of director decision monitoring on CEO learning. *Academy of Management Annual Conference*.

McDonald, M. L., Khanna, P., and Westphal, J. D. 2006. Getting them to think outside the circle: Corporate governance, CEOs' external advice networks, and firm performance. *Strategic Management Society Annual Conference*.

Westphal, J. D., and Khanna, P. 2003. Keeping directors in line: Social distancing as a control mechanism in the corporate elite. *Academy of Management Annual Conference*.

## HONORS, AWARDS, AND RECOGNITION

### Academy of Management

Above and Beyond the Call of Duty (ABCD) Award (for reviewing),  
OMT Division, 2014.

Outstanding Reviewer Award from the BPS Division, 2013.

Nominated for BPS Division Distinguished Paper Award (2006) for paper entitled "Barking up the wrong tree? An accountability theory perspective on the effects of board decision monitoring on CEO experiential learning" with Michael McDonald.

**Ewing Marion Kauffman Foundation**

Dissertation Fellowship Grant, 2005-2006.

**University of Texas at Austin**

University Continuing Fellowship, 2003-2004.

McCombs School of Business, Fred Moore Assistant Instructor Award for Teaching Excellence, 2002-2003 (instructor rating: 4.7/5; 5 is the highest).

Preemptive Fellowship, 1999-2000.

**Government of India**

Academic Merit Award and Scholarship, 1984 and 1982.

**CONSORTIA ATTENDED**

BPS Division New Faculty Consortium, Academy of Management, 2010.

OMT Division New Faculty Consortium, Academy of Management, 2007.

OMT Division Doctoral Student Consortium, Academy of Management, 2004.

BPS Division Doctoral Student Consortium, Academy of Management, 2003.

**TEACHING EXPERIENCE****University of Texas at Arlington**

Management Process Theory, Under-graduate core, 2013.

**Arizona State University**

Strategic Management, Evening MBA core, 2009, 2010, 2011, and 2012.

Cross-Cultural Management, Under-graduate elective, 2012.

Strategic Leadership, Under-graduate core, 2007.

Small Business and Entrepreneurship, Under-graduate elective, 2006.

Entrepreneurship, Fulltime MBA elective, 2006 and 2007.

**University of Texas at Austin**

Managerial Policy and Strategy, under-graduate core, 2002, 2003, 2004, and 2005.

**ACADEMIC SERVICE**

*Ad hoc* reviewer for *Academy of Management Review*, *Academy of Management Journal*, and *Strategic Management Journal*.

Reviewer and emergency reviewer for Academy of Management Meetings, Organization and Management Theory (OMT) and Business Policy and Strategy (BPS) Divisions (since 2002) and Entrepreneurship Division (2008 - 2009).

**THESIS/DISSERTATION COMMITTEE MEMBERSHIP**

Michael Withers, 2011

November, 2014