

## CURRICULUM VITAE

Given name: Prem Sagar Menghwar  
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### Education

- Jul-2023 to – Present **Post-Doctoral Research Associate** – University of Virginia, USA.  
With Ed [Freeman](#) Research Topic: A Problem-Based View on Stakeholder Theory.
- May-2025 to Sep-2025 **Academic Visitor** - Saïd Business School, Center for Corporate Reputation, University of Oxford.
- Sep-2018 to May – 2023 **Ph.D. in Management** - LUISS Guido Carli University, Rome, Italy.  
Jan-2022 to Feb - 2023 **Visiting Ph.D. Student** - Carrol School of Management, Boston College, USA.  
Dissertation Title: "Redefining the Purpose of the Organization and Purpose's Role in Managing Crises." (**Passed with Excellent Grade and gave commencement speech PhD graduation ceremony**).  
Advisor – Fabian Homberg. Dissertation Committee Members – Sandra Waddock (Boston College, USA) and Rick Vogel (Hamburg University, Germany).
- Sep-2014 to Jul-2016 **MS in Business Management** - Sapienza University of Rome, Italy.  
**Passed with distinction (110/110 Summa cum Laude)**.
- Aug-2015 to May-2016 **Exchange Student** (Erasmus Scholarship)- Södertörn University, Stockholm, Sweden.

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### Journal Publications

- Menghwar, P.S., Daood, A., & Freeman, E.R. (2026). The Unsung Role of Nonprofit Organizations in Economic Value Creation. *Business and Society*.  
<https://doi.org/10.1177/00076503261417866>
- Menghwar, P.S., Freeman, E.R., & Yael, G.C. (2025). A stakeholder theory perspective for project management. *International Journal of Project Management*.  
<https://doi.org/10.1016/j.ijproman.2025.102764>
- Menghwar, P.S., Homberg, F., Zaidi, Z., & Alam, A (2025). Rethinking Crisis as Expected: Stakeholder Leadership in Navigating Ethical Dilemmas and Avoiding Polycrises. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-025-06037-2>
- Menghwar, P. S. & Daood, A. (2021) "Creating Shared Value: Systematic Review, Synthesis, and an Integrative Perspective". *International Journal of Management Reviews (IJMR)*; 23(4) pp. 466-485. <https://doi.org/10.1111/ijmr.12252> (Won the Award of Wiley's Top Cited article 2021-2022).

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### Papers Under Review (Titles have been modified to protect anonymity)

- Menghwar, P.S., & Freeman, E.R., Who Counts and Who Decides? Firms, Problems, and Stakeholder Theory. **Under Review to Academy of Management Review.**
- Menghwar, P.S., Freeman, E.R., & Bidhan, P. The Evolution of Stakeholder Theory: From Margins to Mainstream. **Proposal Accepted (Minor revisions) by Academy of Management of Collections.**
- Menghwar, P.S., Freeman, E.R., & Daood, A. How firms can manage stakeholders during a crisis. **Under Review at Academy of Management Perspective.**
- Menghwar, P.S., Role of Organizational Structure in Navigating Crisis. Longitudinal Case Study of Indus Hospital. **Submitted to Strategic Management Journal.**

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## *Book*

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Menghwar, P. & Freeman, E., **Stakeholder Capitalism: The Definitive Guide**. Forthcoming.

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## *Working Papers and Projects*

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Menghwar, P.S & Pratt, M.G. **How Organizational Purpose and Faith Influence Meaningful Work**. Longitudinal Case Study of Indus Hospital.

Menghwar, P.S., Freeman, E. & Hamel S. **Stakeholder Theory, Practice and in Law in G-20 Countries**.

Menghwar, P.S & Signori, S. **How Organizations Develop and Use Collective Empathy to Enact Purpose During a Crisis**. Longitudinal Case Study of an Italian Hospital.

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## *Book Chapters*

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Menghwar, P. & Freeman, E. (2023). **Stakeholder Theory**. In SAGE Business Foundations. SAGE Publications, Inc. Thousand Oaks. DOI. <https://dx.doi.org/10.4135/9781071907405>

Menghwar, P. & Freeman, E. (2024). **Stakeholder Theory and Communities**. In the Routledge international handbook of meaningful stakeholder engagement, Routledge Publications. Available at: <https://www.taylorfrancis.com/chapters/oa-edit/10.4324/9781003388227-4/stakeholder-theory-communities-edward-freeman-prem-menghwar>

Menghwar, P. Freeman, E. & Hamel S., (forthcoming). **Stakeholder Theory and Social Entrepreneurship**. In the Handbook of Social Entrepreneurship.

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## *Research Experience*

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Sep-2020 to Aug-2023 **Research Fellow** - This fellowship focuses on the paradox of open innovation (how firms protect their knowledge while sharing knowledge with other organizations).

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## *Reviewer Experience*

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Reviewer and Member of Editorial Board "Business and Society".

Successfully Completed AMR Bridge Reviewer Program-2024.

Adhoc Reviewer for the Journal of "Business and Society", "Journal of Management Studies", and "Review of Managerial Science" Since 2022.

Editorial Board Member, World Open Innovation Conference, Since 2021.

Reviewer for the Academy of Management Conference since 2019.

Committee member of the best book award, Social Issues in Management (SIM) division, since 2023

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## *Conference Publications*

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Menghwar, P.S. (2021). "Light in the Midst of Global Health Crises: Integrative model of crises management". In **Academy of Management Proceedings** (Vol. 2021, No. 1, p. 12799). Briarcliff Manor, NY 10510: Academy of Management.

Menghwar, P. S. and Daood, A. (2019). "The Unsung Role of Nonprofit Organizations in Value Creation: The Case of An Italian Food Bank". **Won the best student paper award at World Open Innovation Conference (WOIC)**.

Menghwar, P. S., & Daood, A. (2018, June). "a new perspective on factors influencing the development of dynamic capabilities". Proceedings of the **Sinergie-Sima Conference on Transformative Business Strategies and New Patterns for Value Creation**, Venice, Italy, pp.3-19.

Daood, A., & Menghwar, P. S. (2017, September). Understanding "Creating Shared Value". Proceedings of the **10<sup>th</sup> Annual Conference of the EuroMed Academy of Business**, Rome, Italy, pp. 513-525.

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### *Teaching Cases*

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Menghwar, P. S. Homberg,F., and Syrigos,E.,(2021). **Developing a New Product During Crises Situation: Dangers, Dilemmas, and a Possible Way Out**. Published by LUISS University Press.

Menghwar, P. S. (2022). **Art and Science of Managing Paradox of Open Innovation**. Under Review. LUISS University Press.

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### *Teaching and Teaching Assistantships*

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Course "**Research Project Design**" taught by Fabian Homberg at Luiss Guido Carli University, Fall Semester, from 2023 to 2025.

Course "**Organizing For Societal Impact**" taught by Antonio Daood at Luiss Guido Carli University, Fall Semester 2024.

Course "**Research Project Design**" taught by Fabian Homberg at Luiss Guido Carli University, Fall Semester 2023 to 2025.

Course "**Corporate Strategy**" taught by Evangelos Syrigos at Luiss Guido Carli University, Spring Semester 2021 and 2022.

Course "**Management of Innovation**" taught by Federica Ceci at Luiss Guido Carli University, Fall Semester, 2021.

Course "**Research Project Design**" taught by Fabian Homberg at Luiss Guido Carli University, Spring Semester 2021.

Course "**International Human Resource Management**" taught by Fabian Homberg at Luiss Guido Carli University, Fall Semester 2020.

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### *Teaching Experience*

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Sep 2013 – Aug 2014 **Anees Hasan Business College, Hyderabad, Pakistan**

**Lecturer Strategic Management:** Prepared and delivered lectures to undergraduate students. Designed course outline(s), question paper(s). Evaluated and graded students on assignments and quizzes. Guided students in doing research and projects.

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### *Work Experience*

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Jan 2019 – Mar 2023 **Sukkur IBA University, Sukkur, Pakistan**

**Advisor Internationalization and Exchange Program:** Assisted 43 exchange students from Sukkur IBA University for study exchange at Sapienza and LIUC. Won Erasmus + ICM grant in collaboration with Sapienza University. Won research grant on "contemporary business models in joint business

processes" funded by Sapienza University. Developed and strengthened collaboration with existing partner universities. Maintained effective communication between Sukkur IBA University and partner universities.

Feb 2017 – Dec 2018 **Sukkur IBA University, Sukkur, Pakistan**  
**Coordinator of Europe:** Initiated and strengthened collaboration with Sapienza University at various levels and operationalized signed formal MoUs. I maintained effective communication between the two institutes. Develop exchange agreements with other universities in Italy (LIUC, LUISS).

April 2016 – Jan 2017 **Sukkur IBA University, Sukkur, Pakistan**  
**Volunteer:** Started building collaboration with the faculty of Economics at Sapienza University, Rome. Initiated the exchange project and developing formal exchange agreements Sapienza University. Worked on convincing professors of Sapienza and Sukkur IBA to execute the exchange project. Arranged trips of faculty members at both Universities.

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### *Volunteer Experience*

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Apr 2017 – Aug 2018 **European Horizons (EuH) Sapienza University Chapter**  
**Founder and President:** Preside over all General and Executive Board meetings, responsible for setting up the agenda for the meetings and invite guest speakers at EuH events. Represented Sapienza University chapter at Fall policy convention in Germany and at the European Parliament in Belgium.

Sep 2012 – Aug 2014 **Rotaract Club of Islamabad Green City District-3272**  
**Chartered President:** Chartered the new club, presided general and board of directors' meetings. Identified members' skills and interests and puts them to work in club projects. Trained new members and project staff. Led on Pen Pal project in collaboration with Rotaract Club of Saint Leo University USA.

Jun 2011 – Jul 2012 **The Global Education Foundation (TGEF) Islamabad**  
**Program Manager:** Developed Organizational structure, policies and remained in active liaison with other organizations. Researched and designed project proposals as per TOR's and community needs. Trained and forged positive and productive liaison between management and personnel.

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### *IT Skills*

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Excellent in Word, Excel, and PowerPoint  
Ability to repair computer hardware tools, installation of Windows, Drivers, and Software  
Professional one-year diploma in computer sciences

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### *Language Skills*

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English:	Fluent (education programs entirely taught in English – the official language of Pakistan)
Italian:	Medium (B1-B2)
Gujarati:	Mother tongue
Sindhi:	Mother tongue
Urdu:	Fluent

Hindi:

Fluent

