

CURRICULUM VITAE

Given name: Prem Sagar Menghwar
Email address: menghwarp@arden.virginia.edu

Education

- Jul-2023 to – Present **Post-Doctoral Research Associate** – University of Virginia, USA.
With Ed [Freeman](#) Research Topic: Dynamics of Stakeholders and Stakeholder Theory in Underdeveloped Countries.
- May-2025 to Present **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.

Journal Publication(s)

- 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. Available at: <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. Available at: <https://doi.org/10.1111/ijmr.12252> (Won the Award of **Wiley's Top Cited article 2021-2022**).

Journal Publications Under Review

- Menghwar, P.S., Freeman, E. & Bidhan, P. Understanding Stakeholder Theory (the title is changed to keep anonymity). **Under review at Academy of Management of Collections.**
- Menghwar, P.S., & Daood, A. How Nonprofit Organizations Create Economic Value (the title is changed to keep anonymity). **Under review at Business and Society.**
- Menghwar, P.S., Freeman, E. & Daood, A. How firms can manage stakeholders during a crisis (the title is changed to keep anonymity). **Rejected After Review at Academy of Management Perspective** with option to **Re-Submit in the Special Issue.**
- Menghwar, P.S., Freeman, E. & Yael, G.C., Integrating Stakeholder Theory with Project Management. **Under Review at International Journal of Project Management.**

Book

Menghwar, P. & Freeman, E. (2025). **Stakeholder Capitalism: The Definitive Guide**. Forthcoming.

Book Chapter(s)

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.

Peer-Reviewed Working Papers

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

Menghwar, P.S & Mike P. **How Organizational Purpose Influences Meaningful Work. Longitudinal Case Study of Indus Hospital**.

Experience

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).

Reviewer Experience

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

Conference Publications

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 Daoood, 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 **10th Annual Conference of the EuroMed Academy of Business**, Rome, Italy, pp. 513-525.

Teaching Cases

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.

Teaching and Teaching Assistantships

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

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

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

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

Teaching Experience

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.

Work Experience

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.

Volunteer Experience

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.

IT Skills

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

Language Skills

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

=====