

# Prem Sagar Menghwar

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## ACADEMIC POSITIONS

### Darden School of Business | University of Virginia

Post-Doctoral Research Associate (Adviser Ed Freeman)

Jul 2023 – Present

### Oxford University Centre for Corporate Reputation | Saïd Business School

Academic Visitor

May-2025 to Sep-2025

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## EDUCATION

### Luiss Guido Carli University, Rome, Italy

Ph.D. in Management | summa cum laude

Sep 2018 – May 2023

### Carroll School of Management, Boston College, USA

Visiting Ph.D. Student

Jan 2022 – Feb 2023

### Sapienza University of Rome, Italy

MS in Business Management | summa cum laude

Sep 2014 - Jul 2016

### Södertörn University | Stockholm, Sweden

MS in Management (Exchange Student)

Aug 2015 - May 2016

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## PAPERS UNDER REVIEW

\*Indicates first author and titles have been modified to protect anonymity

Menghwar, P.S.\* (with Freeman, R.E.). Who Counts and Who Decides? Firms, Problems, and Stakeholder Theory. Under Review (1<sup>st</sup> round) at Strategic Management Journal.

Menghwar, P.S.\* (with Freeman, R.E., & Bidhan, P). The Evolution of Stakeholder Theory: From Margins to Mainstream. Proposal Accepted (2<sup>nd</sup> R&R) at Academy of Management of Collections.

Menghwar, P.S.\* (with Freeman, R.E., & Daood, A.). How Firms Can Manage Stakeholders During a Crisis. Under Review (2<sup>nd</sup> R&R) 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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## JOURNAL PUBLICATIONS

Menghwar, P.S.\* (with Daood, A., & Freeman, E. R.). Forthcoming. The Unsung Role of Nonprofit Organizations in Economic Value Creation. Business and Society.

Menghwar, P.S.\* (with Homberg, F., Zaidi, Z., & Alam, A.). (2025). Rethinking Crisis as Expected: Stakeholder Leadership in Navigating Ethical Dilemmas and Avoiding Polycrises. Journal of Business Ethics.

Menghwar, P.S., (with Freeman, E. R.\* & Yael, G. C.). (2025). A Stakeholder Theory Perspective for Project Management. International Journal of Project Management.

Menghwar, P. S.\* & Daood, A. (2021). Creating Shared Value: Systematic Review, Synthesis, and an Integrative Perspective. International Journal of Management Reviews. *Won the Award of Wiley's Top Cited article 2021-2022.*

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## BOOK

Menghwar, P. & Freeman, R.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.\*, (with Freeman, R.E., & Hamel S.). Stakeholder Theory, Practice and Law in G-20 Countries.
- Menghwar, P.S.\*, & Venkataraman, S., Why Some Entrepreneurs/Organizations are Successful in Integrating Entrepreneurship with Ethics. Theoretical Paper.
- 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.S.\*, & Freeman, R.E. (2023). Stakeholder Theory. In SAGE Business Foundations. SAGE Publications, Inc. Thousand Oaks.
- Menghwar, P.S., & Freeman, R., E.\* (2024). Stakeholder Theory and Communities. In the Routledge international handbook of meaningful stakeholder engagement, Routledge Publications.
- Menghwar, P.S., (with Freeman, R.,E.\*, & Hamel S.,) (forthcoming). Stakeholder Theory and Social Entrepreneurship. In the Handbook of Social Entrepreneurship.
- Menghwar, P.S\*., (with Freeman, R.E., & Becker, J.,) (forthcoming). Beyond Resource-Based View Towards Resource Sharing. In the Catalyzing Impact: How Business and Philanthropy Spark Change, Brookings Institution Press/Bloomsbury.

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## **CONFERENCE PRESENTATIONS**

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- Menghwar, P.S\*., & Freeman, R.E. (2026). Reimagining Stakeholder Identification: From a Firm-Centered View to a Problem-Centered Perspective. International Association for Business and Society, 37th Annual Conference in Providence, Rhode Island, USA.
- Menghwar, P.S\*., & Freeman, R.E (2025). Amid Deadliest Crises: A Framework for Involving External Stakeholders and Mobilizing Resources. International Association for Business and Society (IABS), 36<sup>th</sup> Annual Conference in Maastricht, Netherlands.
- Menghwar, P. S. (2023). Exploring the Role of the Purpose and Configuration of Resources Amid Grand Health Crisis. Academy of Management Proceedings (Vol. 2023, No. 1, p. 14538). Briarcliff Manor, NY 10510: Academy of Management.
- Menghwar, P. S\*., Homberg, F., Zaidi, D. Z., & Alam, D. A. (2023). The Role of Leadership in Managing Stakeholders and Grand Health Crisis. Academy of Management Proceedings (Vol. 2023, No. 1, p. 14569). Briarcliff Manor, NY 10510: Academy of Management.
- Menghwar, P.S. (2021). "Light in the Midst of Global Health Crises: Integrative model of crises management". Academy of Management Proceedings (Vol. 2021, No. 1, p. 12799). Briarcliff Manor, NY 10510: Academy of Management.
- Menghwar, P. S. & Daood, A\*. (2019). "The Unsung Role of Nonprofit Organizations in Value Creation: The Case of An Italian Food Bank". World Open Innovation Conference (WOIC), Rome, Italy. Won the best student paper award.
- 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.
- Menghwar, P. S. & Daood, A\*., (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 (with Jared, D.H.\*, Chinnaswamy, T., and Caughron, A.) (2026). The Mastercard Center for Inclusive Growth: A Playbook for Societal Impact at Scale. Ivy Publishing.

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

Menghwar, P. S\*. (2022). Art and Science of Managing the Paradox of Open Innovation. Published by LUISS University Press.

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## TEACHING AND INSTRUCTIONAL EXPERIENCE

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\*Indicates courses were taught as a teaching assistant (TA) and at Luiss TA's do not receive student evaluations.

### Luiss Guido Carli University

#### Project Management

Jul-2025

- Taught a summer course for executives at Leonardo S.p.A., Managing stakeholders in a project.
- Received an instructor rating of 4.95 out of 5 (1 = poor, 5 = excellent). Also received a standing ovation at the conclusion of the course.

#### Research Project Design\*

Fall Semesters 2023–2025; Spring 2021

- Led three class sessions per semester on the fundamentals of qualitative research methods, including data collection, data analysis, coding, and interactive exercises.

#### International Human Resource Management\*

Fall Semesters 2020, 2023–2025

- Led two sessions on how organizational purpose influences employees, using the LEGO teaching case, Reimagining the Employee Experience at the LEGO Group.

#### International Operations and Supply Chain\*

Fall Semester 2023

- Led three sessions on managing social issues in the textile industry. Invited two guest speakers (Asim Jofa, CEO of Asim Jofa, and Charlotte Piller, CEO of Lotta Ludwigungson) and moderated discussions on supply chains in both circular and fast-fashion business models.

#### Corporate Strategy\*

Spring Semesters 2021, 2022

- Led two sessions: one on core theoretical frameworks in strategy and another on the fundamentals of strategy simulation games.

#### Management of Innovation\*

Fall Semester 2021

- Led a session on how organizations innovate in collaboration with stakeholders, featuring the teaching case of Asim Jofa.
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## ADMINISTRATIVE EXPERIENCE

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### Sukkur IBA University, Sukkur, Pakistan

#### Advisor Internationalization and Exchange Program

Jan 2019 – Mar 2023

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 a 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.

#### Coordinator of Europe

Feb 2017 – Dec 2018

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).

#### Volunteer

April 2016 – Jan 2017

Started building collaboration with the faculty of Economics at Sapienza University, Rome. Initiated the exchange project and developed formal exchange agreements with 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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## **EDITORIAL BOARDS**

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Editorial Board Member, *Business & Society* (Jan 2026 to present)

Editorial Board Member, World Open Innovation Conference (WOIC), 2021–2024.

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## **SERVICE**

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Ad Hoc Reviewer of *Journal of Management Studies* and *Journal of Business Ethics*.

Completed the Academy of Management Review (AMR) Bridge Reviewer Program

Reviewer, Academy of Management Annual Meeting, since 2019.

Committee Member, Outstanding Book Award, Social Issues in Management (SIM) Division, Academy of Management, since 2023.

Incoming Chair, Outstanding Book Award Committee, Social Issues in Management (SIM) Division, Academy of Management (effective 2027).

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## **AWARDS AND HONORS**

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Won the Best Symposium Award (2026), Organization and Management Theory (OMT) Division, Academy of Management Annual Meeting, for the symposium “All Talk, No Walk? Reimagining ‘Community’ in Contemporary Organizations.

Won the People's Choice Award for a Lightning Talk at the 2024 Postdoctoral Research Symposium, University of Virginia.

Won the Best Student Paper Award at the World Open Innovation Conference (WOIC 2019), hosted by Luiss Guido Carli University in partnership with the Garwood Center for Corporate Innovation, University of California, Berkeley.

Received Wiley's Top Cited Article Award (2021–2022) for the first article from my dissertation research.

Graduated with a PhD, Summa Cum Laude (highest honors), from Luiss Guido Carli University; selected to deliver the commencement address (awarded annually to one PhD graduate).

Awarded a merit-based Erasmus Scholarship during my Master's degree, based on achieving the highest academic standing in the cohort, to study for one year at Södertörn University, Sweden.

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## **SCHOLARLY AFFILIATIONS**

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Academy of Management

International Association for Business and Society

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