Prem Sagar Menghwar

FOB-161, 100, Darden Blvd, Charlottesville, VA 22903
menghwarp@darden.virginia.edu

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 – Sep 2025

EDUCATION

Luiss Guido Carli University, Rome, Italy
PhD in Management | *summa cum laude* Sep 2018 – May 2023

Carroll School of Management, Boston College, USA
Visiting PhD 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

PUBLICATIONS

Menghwar, P.S. (with Daood, A. & Freeman, R.E.). Forthcoming. The Unsung Role of Nonprofit Organizations in Economic Value Creation. ***Business & Society***. *Winner, Best Student Paper Award, 6th World Open Innovation Conference (WOIC 2019).*

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***. *Winner, Wiley's Top Cited article 2021–2022.*

PAPERS UNDER REVIEW

Menghwar, P.S. Reorganizing Around Purpose: How Stakeholder-Oriented Purpose Shapes Organization Design for Crisis Navigation. Under Review at the ***Strategic Management Journal.***

Menghwar, P.S. (with Freeman, R.E. & Daood, A.). How Firms Can Manage Stakeholders During a Crisis. Under Review (3rd R&R) at the ***Academy of Management Perspectives***.

Menghwar, P.S. (with Freeman, R.E. & Parmar, B.). The Evolution of Stakeholder Theory: From Margins to Mainstream. Proposal Accepted and (2nd R&R) at the ***Academy of Management Collections***.

AWARDS AND HONORS

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.

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

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.

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

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

BOOK

Menghwar, P. & Freeman, R.E. *Stakeholder Capitalism: The Definitive Guide*. Forthcoming. (January 2027).

WORKING PAPERS AND PROJECTS

Menghwar, P.S. (with Freeman, R.E. & Venkatraman, S.). Who Counts and Who Decides? Firms, Problems, and Stakeholder Theory.

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., & Becker, J.). Stakeholder Theory, Practice and Law in G-20 Countries.

Menghwar, P.S. & Signori, S. From Shared Purpose Breakdown to Shared Purpose Reconstruction: The Role of Collective Empathy Among Internal Stakeholders During Crisis. Longitudinal Case Study of an Italian Hospital.

Menghwar, P.S. & Venkataraman, S. Why Some Entrepreneurs/Organizations are Successful in Integrating Entrepreneurship with Ethics. Theoretical Paper.

BOOK CHAPTERS

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

Menghwar, P.S. (with Freeman, R.E. & Becker, J.) (forthcoming). Beyond Resource-Based View Towards Resource Sharing. In *Catalyzing Impact: How Business and Philanthropy Spark Change*, Brookings Institution Press/Bloomsbury.

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. & Freeman, R.E. (2023). Stakeholder Theory. In *SAGE Business Foundations*, SAGE Publications, Inc. Thousand Oaks.

INVITED GUEST LECTURES AND PRESENTATIONS

Saïd Business School, University of Oxford (United Kingdom). Stakeholder Identification: A Problem-Based Approach. May 2025.

Institute of Business Administration (IBA), Karachi (Pakistan). The Role of Business in Society. February 2025.

Venice School of Management, Ca' Foscari University of Venice (Italy). Exploring the Role of Organizational Purpose and Resource Configuration During a Grand Health Crisis. June 2023.

Department of Public Administration, University of Hamburg (Germany). The Role of Purpose and Leadership in Navigating Expected Crises. June 2022.

Carroll School of Management, Boston College (United States). Exploring the Role of Distributed Leadership in Crisis Management. April 2022.

Department of Management, Luiss Guido Carli University (Italy). How Open Innovation Leads to Superior Performance. April 2021.

CONFERENCE PUBLICATIONS

Menghwar, P. S. (2026). Who Counts and Who Decides? Firms, Problems, and Stakeholder Theory. In Academy of Management Proceedings, Valhalla, NY.

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, RI.

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), 36th 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. Briarcliff Manor, NY.

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. Briarcliff Manor, NY.

Menghwar, P.S. (2021). Light in the Midst of Global Health Crises: Integrative model of crises management. Academy of Management Proceedings, Briarcliff Manor, NY.

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. (2017). "Understanding Creating Shared Value". Proceedings of the 10th Annual Conference of the EuroMed Academy of Business, Rome, Italy.

CASES AND TEACHING MATERIALS

Menghwar, P.S. (with Jared, D.H., Chinnaswamy, T., & Caughron, A.) (2026). The Mastercard Center for Inclusive Growth: A Playbook for Societal Impact at Scale. Darden Business Publishing.

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

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

TEACHING EXPERIENCE

*Indicates courses were taught as a teaching assistant (TA) and did not receive student evaluations.

Luiss Guido Carli University

Project-Based Organizing — Jul 2025

- Taught a summer course for executives at Leonardo S.p.A.
- Teaching score: 81.3/100.

Research Project Design — Spring Semester 2021; Fall Semesters 2023–2025

- Led three class sessions per semester on the fundamentals of qualitative research methods, including data collection, data analysis, coding, and interactive exercises.
- Teaching score: 83.6/100 (in 2023), 92.2/100 (in 2024), and 88.5/100 (in 2025).

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."
- Teaching score: 100/100 (in 2023), 91.7/100 (in 2024), and 100/100 (in 2025).

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 Ludwigson) 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 a teaching case of Asim Jofa.

ADMINISTRATIVE EXPERIENCE

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.
- Maintained effective communication between the two institutes.
- Developed exchange agreements with other universities in Italy (LIUC, LUISS).

Volunteer — Apr 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.

EDITORIAL BOARDS

Editorial Board Member, Business & Society — Jan 2026 – Present

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

PROFESSIONAL SERVICE

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

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

Reviewer, Academy of Management Annual Meeting, since 2019.

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

SCHOLARLY AFFILIATIONS

Academy of Management
International Association for Business and Society
Strategic Management Society
