

**GARIMA SHARMA**

Email: [gsharma@american.edu](mailto:gsharma@american.edu)

<https://www.american.edu/kogod/faculty/gsharma.cfm>

**ACADEMIC POSITIONS**

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<b>Assistant Professor</b> Kogod School of Business, American University	2022-present
<b>Assistant Professor and Director of BIS in Social Entrepreneurship</b> Andrew Young School of Policy Studies, Georgia State University	2020-2022
<b>Assistant Professor</b> Anderson School of Management, University of New Mexico	2017-2020
<b>Postdoctoral Fellow</b> Ivey Business School, Western University, London, ON, Canada	2013-2017

**EDUCATION**

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**Ph.D.**

Weatherhead School of Management, Case Western Reserve University

**MBA**

Symbiosis Centre for Management and Human Resource Development (Pune, India)

**Bachelor of Engineering**

Sri G.S Institute of Technology and Science (Indore, India)

**PEER -REVIEWED PUBLICATIONS**

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Hahn T., **Sharma G.**, & Glavas, A. (2023, online first) Person-Organization Tensions in CSR: Employee's (Dis)Engagement with the CSR Initiatives with which They Disagree. *Journal of Management Studies*.  
<https://doi.org/10.1111/joms.12923>

Sundararajan, V., **Sharma, G.**, Bapuji, H. (2023, online first) Caste, Social Capital and Precarity of Labor Market Intermediaries: The Case of Dalit Labor Contractors in India. *Organization Studies*.  
<https://doi.org/10.1177/01708406231175319>

**Sharma, G.**, Greco, A., Grewatsch, S., & Bansal, P. (2022). Cocreating Forward: How Researchers and Managers Can Address Wicked Problems Together. *Academy of Management Learning & Education*  
<https://doi.org/10.5465/amle.2021.0233>

Chen, S.\*, **Sharma, G.**, & Muñoz, P. (2022). In Pursuit of Impact: From Research Questions to Problem Formulation in Entrepreneurship Research. *Entrepreneurship Theory & Practice*, <https://doi.org/10.1177/10422587221111736>  
\*all authors contributed equally

Gehman, J., **Sharma, G.** & Beveridge, A. (2021). Rhizomatic Agency: Addressing Grand Challenges through Institutional Entrepreneurship. *Organization Studies*. <https://doi.org/10.1177/01708406211044893>

**Sharma, G.**, & Bansal, P. (2020). Partnering Up: Including Managers as Research Partners in Systematic Reviews. *Organizational Research Methods*. <https://doi.org/10.1177/1094428120965706>.

**Sharma, G.** and Bansal, P. (2020). Cocreating Rigorous and Relevant Knowledge. *Academy of Management Journal*, 63(2): 386-410.

**Sharma G**, Beveridge, A., Haigh, N. (2018) A Configural Framework of Practice Change for B Corporations. *Journal of Business Venturing*, 33(2): 207-224

**Sharma, G.**, & Jaiswal, A.K. (2017) Unsustainability of Sustainability: Cognitive Frames and Tensions in Bottom of the Pyramid Projects. *Journal of Business Ethics*, 148(2): 291-307.

**Sharma, G.**, & Bansal, P. (2017). Partners for Good: How Business and NGOs Engage the Commercial-Social Paradox. *Organization Studies*. 38(3-4): 341-364.

Kolb, A. Y., Kolb, D.A., Passarelli, A., **Sharma, G.** (2014). On Becoming an Experiential Educator: The Educator Role Profile. *Simulation and Gaming*, 45(2): 204-234.

**Sharma, G.** & Good, D. (2013). The Work of Middle Managers: Sensemaking and Sensegiving for Creating Positive Social Change. *Journal of Applied Behavioral Science*, 49(1): 95-122.

**Sharma, G.** & Good, D. (2010). A Little More Rigidity: Firming the Construct of Leader Flexibility. *Journal of Change Management*, 10(2): 155-174.

### INVITED JOURNAL PUBLICATIONS

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Bansal, P., & **Sharma, G.** (2021). Three Different Approaches to Impact: Translating, Cocreating, and Performing. *Business & Society*. <https://doi.org/10.1177/00076503211015926>

\*Bansal, P., & Sharma, G. (July 5, 2020) Academics and executives join forces on sustainability research. *Financial Times*. <https://www.ft.com/content/18fb3798-ec7c-4238-8d41-85d0fadf81e9>

**Sharma, G.**, \*Bartunek, J., Buzzanell, P.M., Carmine, S., Endres, C., Etter, M., Fairhurst, G., Hahn, T., Le, P., Li, X., Pamphile, V., Pradies, C., Putnam, L.L., Rocheville, K., Schad, J., Sheep, M., & Keller, J. (2021). A Paradox Approach to Societal Tensions during the Pandemic Crisis. *Journal of Management Inquiry*.

<https://journals.sagepub.com/doi/10.1177/1056492620986604>

\*second author onwards are in alphabetical order

Keller, J., \*Carmine, S., Jarzabkowski, P., Lewis, M.W., Pradies, C., **Sharma, G.**, Smith, W.K., Vince, R. (2021). Our Collective Tensions: Paradox Research Community's Response to COVID-19. *Journal of Management Inquiry*.

<https://doi.org/10.1177/1056492620986859>

\*second author onwards are in alphabetical order.

Carmine, S., \*Andriopolous, A., Gotsi, M., Hartel, C.E.J., Krezminska, A., Mafico, N., Pradies, C., Raza, H., Raza-Ullah, T., Schrage, S., **Sharma, G.**, Slawinski, N., Stadtler, L., Tunarosa, A., Winther-Hansen, C., & Keller, J. (2021). A Paradox Approach to Organizational Tensions During the Pandemic Crisis. *Journal of Management Inquiry*.

<https://doi.org/10.1177/1056492620986863>

\*second author onwards are in alphabetical order.

Camille, P., \*Aust, I., Bednarek, R., Brandl, J., Carmine, S., Cheal, J., Pina e Cunha, M., Gaim, M., Keegan, A., Le, J.K., Miron-Spektor, E., Nielsen, R.K., Puthier, V., **Sharma, G.**, Sparr, J.L., & Keller, J. (2021). The Lived Experience of Paradox: How Individuals Navigate Tensions during the Pandemic Crisis. *Journal of Management Inquiry*.

<https://doi.org/10.1177/1056492620986874>

\*second author onwards are in alphabetical order.

Bansal, P., Grewatsch, S. & **Sharma, G.** (2020). How COVID-19 Informs Business Sustainability Research: It's time for a systems perspective. *Journal of Management Studies*. <https://doi.org/10.1111/joms.12669>.

### BOOK CHAPTERS

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Bansal, P., & **Sharma, G.** (2022). Insights from Innovation North: The Unique and Important Role for Management Researchers. In a Global Crises in Bartunek, J. M. (Ed.). *Global Crises and the Impact of Social Science*. Routledge.

**Sharma, G.** (2021). Smith, Wendy: Creating Momentum, Community, and Knowledge Around Paradox. In D. B. Szabla et al. (Eds.), *The Palgrave Handbook of Organizational Change Thinkers*, [https://doi.org/10.1007/978-3-319-49820-1\\_107-1](https://doi.org/10.1007/978-3-319-49820-1_107-1).

Besharov, M. L. & **Sharma, G.** (2017). Paradoxes of Organizational Identity. In Lewis, M. W., Smith, W. K., Jarzabkowski, P., & Langle, A. (Eds.), *The Oxford Handbook of Organizational Paradoxes: Approaches to Plurality, Contradictions, and Tensions*. New York: Oxford University Press.

Fry, R., & **Sharma, G.** (2013). Generativity: Reconceptualizing the Benefits of Green Buildings, In R. Henn, and A. Hoffman (Eds.) *Constructing Green: Sustainability and the Places We Inhabit*, MIT Press: Cambridge, MA.

**Sharma, G.**, & Kolb, D.A, (2010) The Learning Flexibility Index: Assessing Contextual Flexibility in Learning Style, In S. Rayner, and E. Cools (Eds.), *Style Differences in Cognition, Learning, and Management: Theory, Research and Practice*, Routledge: New York, NY.

### PAPERS UNDER REVIEW

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Soundararajan, V, & **Sharma, G.** The Politics of Research Translation. Second Revise and Resubmit at *Journal of Management Study (JMS Says)*

Wegener, F., Mascena, A., Lee, JY, **Sharma, G.**, & Bansal, P. Towards a Pragmatist Perspective on Impact. Revise and resubmit at *Strategic Organization* Special Issue on Impact Driven Strategy Research for Grand Challenges.

Ciambotti, G., **Sharma, G.**, Bacq, S., & Pedrini, M. A temporal theory of mission drift and dual mission pursuit in social entrepreneurship. Revise and resubmit at *Journal of Business Venturing*.

### GRANTS

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2021 Identity Construction and Entrepreneurship Solutions to Slum Dwelling in Bhubaneswar, India  
Research Impacted by Pandemic GSU's Internal Grant initiative; Amount: **USD 5,000**

2020 ANDE-IDRC Grant on Women-led Ventures in Latin America and Sub-Saharan Africa; Amount: **USD 28,500**

2019 A Study of Micro-entrepreneurship in Slums in Bhubaneswar, India  
Research Allocation Grant, University of New Mexico; Amount: **USD 10,000**

2016-19 Climate Change Risks and Opportunities for B Corporations in Latin America, IDRC; Amount: **CAD 529,900**

2015-17 Ontario Centre for Excellence Talent Edge Fellowship Program; Amount: **CAD 115,000**

2014 MITACS-Accelerate Graduate Internship Program; Amount: **CAD 75,000**

2012 Center for Advancement of Social Entrepreneurship Initiative on Impact Investing (Case i3) at Duke and B Lab  
Amount: **USD 6,500**

2012 Sherm Grinnell Scholarship, Department of Organizational Behavior, Case Western Reserve University  
Amount: **USD 2,000**

2010 Inamori Research Fellowship, Inamori International Center for Ethics and Excellence, Case Western Reserve University; Amount: **USD 10,000**