

GARIMA SHARMA

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ACADEMIC POSITIONS

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

EDUCATION

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)

RESEARCH INTERESTS

Sustainability, Corporate Social Responsibility (CSR), paradox, rigor-relevance, social entrepreneurship

RESEARCH PUBLICATIONS

Gehman, J., **Sharma, G.** & Beveridge, A. (forthcoming). Rhizomatic Agency: Addressing Grand Challenges through Institutional Entrepreneurship. *Organization Studies*.

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

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>.

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.

Under Review

Hahn T., **Sharma G.**, & Glavas, A. <title withheld>. Revise and resubmit at *Journal of Management Studies*.

Sundararajan, V., **Sharma, G.**, Bapuji, H. <title withheld>. Revise and resubmit at *Organization Studies*

Schnackenberg, A., & Earle, A., & **Sharma, G.** <title withheld>. Revise and resubmit at *Strategic Organization*.

Sharma, G., Greco, A., Grewatsch, S., & Bansal, P. <title withheld>. Under review at *Academy of Management Learning and Education*.

Sharma, G., Tracy, L., Marrow, G. & Pollack, J. <title withheld>. Under review at *Journal of Management Studies*.

Boni, L., Fini, R., Toschi, L., & **Sharma, G.** <title withheld>. Under review at *Journal of Business Venturing*.

Working Papers

Sharma, G., Grewatsch, S., & Bansal, P. Sustaining Routines after Disruption. In preparation to submit to *Academy of Management Journal*.

Bansal, P. & **Sharma, G.** & Making Social Issues Count: How Businesses Make Responsible Strategic Decisions. In preparation to submit to *Strategic Management Journal*.

Beveridge, A., **Sharma, G.** & Gehman, J. Renewing Vows: Why Organizations Bolster their Commitment to Doing Good? In preparation to submit to *Academy of Management Journal*.

Montoya, M., **Sharma, G.**, Stark, A., & Spetic, W. Place and Social Entrepreneurship. In preparation to submit to *Journal of Management Studies*.

Book Chapters

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.

Bansal, P., & **Sharma, G.** (in press). 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.

Besharov, M. L. & **Sharma, G.** (2017). Paradoxes of Organizational Identity. In Lewis, M. W., Smith, W. K., Jarzabkowski, P., & Langlely, 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.

Case Studies

Sharma, G., & Hyatt, D. H. (2013). Taj Hotels: Building Sustainable Livelihoods. *Ivey Publishing*, Product Number: 8B12C032.

Sharma, G., Laszlo, C, & Ghatge, I. (2013). Ford Motor Company: New Shades of Green through Soy Foam. *Ivey Publishing*, Product Number: 9B13M109.

Sharma, G., Ghatge, I., & Laszlo, C. (2012). Sustainability at Tetra Pak: Recycling Post-consumer Cartons. *Ivey Publishing, Product Number: 9B12M069.*

Laszlo, C., Eric, H, Ghatge, I., & **Sharma, G.** (2012). Tennant company: Can “Chemical-Free” be a pathway to competitive advantage? *Ivey Publishing, Product Number: 9B12M020.*

Palan, H., Jaiswal, A., Singh, J., **Sharma, G.** (2011). Prayas by Sanofi-Aventis in India: Making healthcare accessible to the bottom of the pyramid. *ECCH Number: 511-084-1, and Indian Institute of Management, Ahemdabad.*

Sharma, G., & Chatterjee, S. (2011) Fairmount Minerals. *Ivey Publishing, Product Number: 9B11M059*

AWARDS

2019 Finalist for AOM ITC Emerald Best International Symposium Award

“Putting B Corporations Under the Microscope: Exemplars and Future Directions”

2019 Finalist for Green Gown Awards Endorsed by UN Environment

Co-investigator on project on Innovating for Sustainability

2016 Best Paper Award, International Association for Business and Society

“Making Social Issues Count: How Businesses Address Social Issues in Strategic Decision-Making”

2012 Special Highly Commended Mention, EFMD Case Writing Competition

“Prayas by Sanofi-Aventis in India: Making Healthcare Accessible to the Bottom of the Pyramid”

2011 Best Paper Award, Ivey/ARCS PhD Sustainability Academy, Western Univ.

“More Than Business or Business as Usual: Exploring the Paradox of Hybrid Practices”

GRANTS

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**

DISSERTATION COMMITTEES

External Reviewer

“Organizing for Social Impact: Boundaries, Ambiguity and Venture Creation”

Advised: Alice Mascena (Defending in Sep 2021)

IESE Business School

"Living with Paradoxical Tensions in Corporate Sustainability"

Advised: Katrin Heucher (Defended August 2020)

Loughborough University (Loughborough, United Kingdom)

“Making a Grand Challenge: The Social-Symbolic Work of Conserving Nature”

Advised: Lindie Botha (Scheduled to defend in May, 2021)

University of Cape Town (Cape Town, South Africa)

Dissertation Committee Member

"Essays on Social Entrepreneurship in Developing Economies"

Advised: Youthika Chauhan (Defended April 2021)

Kenan-Flagler Business School, University of North Carolina at Chapel Hill, (Raleigh, North Carolina)

PROFESSIONAL SERVICE

Volunteering

Lead, [Cocreation Resources](#), Network for Business Sustainability

Academy of Management ONE Division Junior Faculty Consortium Organizer, 2017, 2018, 2019

Academy of Management ONE Division, Associate Editor for the Scholarly Program, 2017, 2018

Academy of Management OMT Division Communications Team, 2016

Academy of Management GDO Division Program Team (Assistant to the Program Chair), 2010

Academy of Management ODC Division Program Team (Assistant to the Program Chair), 2009

B Academics Research Roundtable Organizer, 2018, 2019, 2020

Reviewing

Editorial Board Member for *Organization & Environment*

Ad-hoc reviewer for *Academy of Management Journal*, *Academy of Management Review*, *Strategic Organization*, *Organization Studies*, *Journal of Management Inquiry*, *Journal of Business Venturing*, *Business & Society*, *Human Relations*, *Business Ethics Quarterly*, and *Journal of Business Ethics*