

Bindu Arya

225 ABH

College of Business Administration

University of Missouri-St. Louis

St. Louis, MO 63121

Phone: 314-516-4620 (work)

EDUCATION

- Ph.D., Strategic Management, University of Texas at Dallas, August 2006
- M.S., Administrative Sciences, University of Texas at Dallas, May 2002
- MBA., Iowa State University, May 2000

ACADEMIC APPOINTMENTS

University of Missouri-St. Louis, College of Business Administration

Department Chair, Global Leadership and Management	2018-present
Professor	2021-present
Associate Professor	2012-2021
Assistant Professor	2006-2012

HONORS & AWARDS

- ❑ **2024** *COBA Faculty Advisor of the Year*, UM-St. Louis
- ❑ **2022** *John B. Cullen Best Paper Award*, Midwest Academy of Management
- ❑ **2022** *COBA Research Impact Award*, UM-St. Louis
- ❑ **2016** *Anheuser Busch Teaching Award*, UM-St. Louis
- ❑ **2015** Faculty Honoree *Beta Gamma Sigma*
- ❑ **2009** *Douglas E. Durand Award for Research Excellence*, UM-St. Louis

RESEARCH GRANTS

- ❑ UMSL Global Fellow Award, 2023
- ❑ MoExcels Grant, 2022
- ❑ International Studies and Programs Fellow Grant, 2015-2016; 2008-2009
- ❑ UMSL Research Award (Principal Investigator), 2008-2009

TEACHING PORTFOLIO

- ❑ **DBA Program**
 - Strategic Business Analysis (2019-present); Corporate Growth Strategies (2019)
- ❑ **Executive MBA Program**
 - Capstone Course in Strategic Management (UMSL/Express Scripts; 2010-2021)
- ❑ **MBA Program**
 - Capstone Course in Strategy Formulation and Implementation (2009-present)
 - Sustainability Management (2022-present); CSR in a Global World (2010-2012)

□ **BSBA Program**

- Strategic Management Capstone Course for seniors (UM-St. Louis; 2006-present)
- Strategic Management Capstone Course for seniors (UT-Dallas; 2004-2006)

SELECTED REFEREED PUBLICATIONS

1. Horak, S., Klein, A., Ahlf, H., **Arya, B.**, & Xia, T. **2024**. Co-worker relationship quality: The role of commitment and trust in China. European Journal of International Management, 23(1): 31-59.
2. **Arya, B.**, Horak, S., Bacouel-Jentjens, S., & Ismail, K. **2023**. Leading entrepreneurial sustainability initiatives in emerging economies. International Journal of Emerging Markets, 18(1): 64-85.
3. Haering, A., **Arya, B.**, Heinrich, T., & Horak, S. **2022**. Costly information acquisition: The influence of stakeholder earnings. Journal of Economic Psychology, 90: 1050-55.
4. Sahasranamam, S., **Arya, B.**, & Mukundan, K. V. **2022**. Dual institutional embeddedness and home country CSR engagement: Evidence from Indian MNEs. Journal of Business Research, 141: 163-174.
5. Horak, S., & **Arya, B.** **2020**. Cultural context and cross-country behavioral differences in group decision-making. International Studies of Management & Organization, 50(2): 153-173.
6. Sahasranamam, S., **Arya, B.**, & Sud, M. **2020**. Ownership structure and corporate social responsibility in an emerging market. Asia Pacific Journal of Management, 37: 1165-1192.
7. Ouakouak, M. L., Zaitouni, M. G., & **Arya, B.** **2020**. Ethical leadership, emotional leadership, and quitting intentions in public organizations: Does employee motivation play a role? Leadership & Organization Development Journal, 41(2): 257-279.
8. **Arya, B.**, Mirchandani, D., & Harris, M. M. 2019. Personality and pay satisfaction: Exploring the influence of organizational justice and gender in South Africa. International Journal of Human Resource Management, 30(2): 219-250.
9. Ouakouak, M. L., **Arya, B.**, & Zaitouni, M. G. 2019. Corporate social responsibility and employee intention to quit: Mediating role of organizational citizenship behavior. International Journal of Productivity and Performance Management, 69(3): 447-465.
10. Horak, S., **Arya, B.**, & Ismail, K. 2018. Organizational sustainability determinants in different cultural settings: A conceptual framework. Business Strategy and the Environment, 27(4): 528-546.

11. Johnson, J., **Arya, B.**, & Mirchandani, D. 2013. Global integration strategies of Taiwanese SMEs: An empirical examination. Journal of World Business, 48(1): 47-57.
12. **Arya, B.**, & Bassi, B. 2011. Corporate Social Responsibility and Black Economic Empowerment legislation in South Africa: Codes of Good Practice. Business & Society, 50(4): 674-695.
13. **Arya, B.**, & Zhang, G. 2009. Institutional reforms and investor reactions to CSR announcements: Evidence from an emerging economy. Journal of Management Studies, 46(7): 1089-1112.
14. Lin, Z., Yang, H., & **Arya, B.** 2009. Alliance partners and firm performance: Resource complementarity or association for legitimacy. Strategic Management Journal, 30(9): 921-940.
15. **Arya, B.**, Bassi, B., & Phiyega, R. 2008. Transformation charters in contemporary South Africa: The case of ABSA Group. Business and Society Review, 113(2): 227-251.
16. Li, L., Lin, Z., & **Arya, B.** 2008. The turtle-hare story revisited: Social capital and resource accumulation for firms from emerging economies. Asia Pacific Journal of Management, 25(2): 251-275.
17. **Arya, B.**, & Lin, Z. 2007. Understanding collaboration outcomes from an extended resource based perspective: The roles of organizational characteristics, partner attributes, and network structures. Journal of Management, 33(5): 697-723.
18. **Arya, B.**, & Salk, J. E. 2006. Cross-sector alliance learning and effectiveness of voluntary codes of corporate social responsibility. Business Ethics Quarterly, 16(2): 211-234.
19. Lin, Z., Yang, H., **Arya, B.**, Huang, Z., & Li, Dan. 2005. Structural versus individual perspectives on the dynamics of group performance: Theoretical exploration and empirical investigation. Journal of Management, 31(3): 354-381.

SELECTED REFEREED BEST PAPER CONFERENCE PROCEEDINGS

1. **Arya, B.**, Jentjens, S., & Delchet-Cochet, K. **2022**. Multinational Strategies for Poverty Alleviation in Emerging Markets. **2022 John B. Cullen Best Paper Award** at 65th Annual Meeting of Midwest Academy of Management, Detroit.
2. Ouakouak, M. L., Zaitouni, M. G., & **Arya, B.** **2020**. Examination of Employee Motivation in Public Organizations. **2020 Best Paper Proceedings** at 80th Annual Meeting of Academy of Management, Vancouver, Canada.

SELECTED CONFERENCE PRESENTATIONS AND SESSION CHAIR

- Jentjens, S., **Arya, B.**, Moore, E., & Delchet-Cochet, K. **2024**. Understanding the role of multinational enterprises in alleviating poverty in emerging markets. Paper accepted for presentation at the Academy of International Business-LAC Annual Meeting, Jamaica.
- Johnson, C. J., & **Arya, B.** **2023**. Intrapreneurial behaviors to advance product development innovation: A study of US Aerospace intrapreneurs. Paper presented at the Southern Management Association Annual Meeting, Florida.
- Arya, B.**, Jentjens, S., & Delchet-Cochet, K. **2022**. Multinational Bottom of the Pyramid Strategies for Poverty Alleviation in Emerging Markets. Paper presented at the 65th Midwest Academy of Management Annual Meeting, Detroit.
- Arya, B.** **2022**. **Session Chair**, “Strategy Track” at the 65th Midwest Academy of Management Annual Meeting, Detroit.
- Horak, S., Klein, A., Ahlf, H., **Arya, B.**, & Xia, T. **2021**. Collegiality and co-worker relationship quality. Paper presented at 82nd Academy of Management Annual Meeting (virtual conference).
- Ouakouak, M. L., Zaitouni, M. G., & **Arya, B.** **2020**. Examination of employee motivation in public organizations. Paper presented at Academy of Management Annual Meeting, Vancouver, Canada.
- Arya, B.**, Horak, S., Bacouel-Jentjens, S., Ismail, K. **2019**. “Leading sustainability initiatives in emerging economies” Paper presented at CR3+ Conference, Melbourne, Australia.
- Arya, B.** **2018**. **Session Chair**, “Environment at Home and Strategy Overseas” Strategic Management Society Special Conference, Hyderabad, India.
- Arya, B.** **2018**. **Session Chair**, “Institutional theory and Corporate Social Responsibility” Strategic Management Society Special Conference, Hyderabad, India.
- Sahasranamam, S., **Arya, B.**, & Mukundhan, K. V. **2018**. Internationalization and corporate social responsibility in emerging market multinationals. Paper presented at Strategic Management Society Special Conference, Hyderabad, India.
- Ouakouak, M. L., **Arya, B.**, & Zaitouni, M. G. **2018**. Corporate social responsibility and employee intention to quit: Mediating role of organizational citizenship behavior. Paper accepted for presentation at 2018 Southern Management Association Annual Meeting, Lexington, Kentucky.
- Sahasranamam, S., Sud, M., & **Arya, B.** **2017**. Corporate social responsibility in an emerging economy. Paper presented at 2017 Academy of International Business Annual Meeting, Dubai. July 5, 2017.

- Arya, B.** & Salk, J. E. 2016. Emerging market multinationals and corporate social responsibility. Paper presented at the 2016 Academy of International Business Annual Meeting, New Orleans. June 29, 2016.
- Arya, B.** 2016. **Session Chair**, “Governance, CSR and multinationals” Academy of International Business Annual Meeting, New Orleans. June 30, 2016.
- Arya, B.** 2015. Business Groups and Corporate Social Responsibility in Emerging Economies. Paper presented at 2015 Academy of Management Annual Meeting, Vancouver, Canada
- Arya, B.** 2014. **Session Chair**, “Corporate Social Responsibility, Corporate Performance and Renewal” Academy of International Business Meeting, Vancouver, Canada.
- Arya, B.** 2011. Dispositions and pay satisfaction: Evidence from an emerging economy. Paper presented at the 2011 Academy of Management Annual Meeting, San Antonio, Texas. August 14, 2011.
- Arya, B.**, and Zhang, G. 2008. Organizational restructuring in South Africa: The value of equity transfer transactions. Paper presented at the 2008 Academy of Management Annual Meeting, Anaheim, CA. August 12, 2008.
- Arya, B.**, and Lin, Z. 2007. Understanding collaboration outcomes from an extended resource based perspective. Paper presented at the 2007 Academy of Management Annual Meeting, Philadelphia, PA. August 6, 2007.
- Johnson, J., Mirchandani, D., and **Arya, B.** 2007. Global integration strategies of Taiwanese SMEs: An empirical examination. Paper presented at the 2007 Academy of Management Annual Meeting, Philadelphia, PA. August 5, 2007.
- Arya, B.**, and Bassi, B. 2007. Transformation charters in contemporary South Africa: The case of ABSA Group Limited. Paper presented at the 2007 International Center for Corporate Accountability (ICCA) Second International Conference on “Globalization and the Good Corporation.” New York. June 26, 2007.
- Arya, B.**, and Bassi, B. 2007. Monitoring and measurement of the codes of good practice implementation in South African organizations. Paper presented at the 2007 International Center for Corporate Accountability (ICCA) Second International Conference on “Globalization and the Good Corporation.” New York. June 28, 2007.
- Arya, B.** 2005. **Session Chair**, 2005 Academy of Management Annual Meeting, Honolulu, Hawaii. August 8, 2005.
- Arya, B.**, and Salk, J. E. 2004. Social capital and cross-sector alliance learning. Paper presented at the 2004 Academy of Management Annual Meeting, New Orleans, LA. August, 2004.

Salk, J. E., and Arya, B. 2004. Cross-sector alliances learning for sustainability by private sector firms. Paper presented at MNC Teams Workshop, Washington DC, May 8, 2004.

Arya, B., and Salk, J. E. 2004. Cross-sector alliance learning and effectiveness of voluntary codes of CSR. Paper presented at 2004 International Conference on Voluntary Codes of Conduct for MNCs: Promises and challenges, New York, May 15, 2004.

DOCTORAL DISSERTATIONS

- **DBA Dissertation Committee Chair**, University of Missouri-St. Louis
 - Jo Pang (Spring 2024)
 - Scott Morris (Fall 2023)
 - Sara Theis (Spring 2023)
 - Christopher Johnson (Spring 2022)
 - Kei Pang (Spring 2021)
- **DBA Dissertation Committee Member**, University of Missouri-St. Louis
 - Adam Goldman (Spring 2023)
 - Sammie Parsley (Summer 2022)
 - Paul Neimann (Spring 2022)
 - Shailesh Patel (Fall 2020)
 - James Xu (Fall 2020)
- **DBA Qualifying Exam Committee Chair**, University of Missouri-St. Louis
 - Scott Morris, Jo Pang (2022); Sara Theis (2021); Christopher Johnson (2020); Robert Barclay, Scott Boswell, Rodney Carmack, Christine Holt, James Jordan, Donald Mueth, Kei Pang, Shailesh Patel, Kevin Sansberry, Steven Stout, Donald Todd, James Xu (2019)
- **DBA Qualifying Exam Committee Member**, University of Missouri-St. Louis
 - Adam Goldman (2021), Paul Neimann (2020), Sammie Parsley (2020)
- **Ph.D. Dissertation Committee Member**, University of Missouri-St. Louis, College of Business Administration
 - Kyootai Lee (2009) (*Strategic alliances of SME software firms*)
- **DBA Dissertation External Reviewer**
 - Indian Institute of Management (2021)
 - University of South Australia, International Graduate School of Business (2011-2012)

GRANT REVIEWER

- ❑ 2023 Social Sciences and Humanities Research Council of Canada (SSHRC)
- ❑ 2012-present University of Missouri Research Board Grant Reviewer

EDITORIAL SERVICE**Editorial Board Memberships**

- ❑ International Studies of Management & Organization (2018-present)
- ❑ Journal of Research and Reviews in Social Sciences (2018-present)

TENURE AND PROMOTION COMMITTEE MEMBER/EXTERNAL REVIEWER

- ❑ Florida Atlantic University (2022)
- ❑ St. John's University, New York (2022; 2017)
- ❑ University of Missouri-Kansas City (2021)

UNIVERSITY SERVICE**University of Missouri System**

- ❑ Association of College and University Educators (ACUE) Fellow 2020-2021
- ❑ UMSL Chancellor Search Finalists Constituent Group (2020)
- ❑ UM System Office of e-Learning "Missouri Online" Brand Workshop Member (2020)
- ❑ UM System Board of Curators Constituent Meetings: UMSL, UMKC and S&T Faculty Council Executive Committee Members (2020)

University of Missouri-St. Louis

- ❑ Equity Resolution Hearing Panel Committee Member (2024-2025)
- ❑ Provost's Academic Leaders (2018-present)
- ❑ *Equity Advisor*, Computer Science Search Committee (2023)
- ❑ College of Business Administration Dean Search Committee Member (2020-2021)
- ❑ Faculty Senate Steering Committee Member (2018-2020)
- ❑ Faculty Senate *At-Large Representative* for CoBA (2017-2020)
- ❑ Faculty Senate Fall Research Panel Committee Chair (2018-2019)
- ❑ Faculty Senate Fall Research Panel Committee Member (2012-2019)
- ❑ Faculty Senate Curriculum and Instruction Committee Member (2017-2018)
- ❑ Panelist "UMSL Certificate in University Teaching" Workshop (2020)
- ❑ CoBA Senator Volunteer "UMSL Kickoff Homecoming at the Chili Feed" (2020, 2019)
- ❑ Center for Teaching and Learning Search Committee Member (2018)
- ❑ Panelist Center for Teaching and Learning Workshop (2017)
- ❑ *Pierre Laclède Honors College* Independent study Supervisor (2008-2009)
- ❑ International Business Institute Fellow (2006-present)

University of Missouri-St. Louis, College of Business Administration

- ❑ CoBA Leadership Team Strategic Planning Committee Member (2020-present)
- ❑ CoBA Faculty Policy Committee Member (2018-present)
- ❑ Assurance of Learning Committee Member (2006-2019)
- ❑ Five Year Department (Math and Computer Science) Review Committee Member (2013)

DEPARTMENT SERVICE

- ❑ Search Committee Member for Assistant Professor of Human Resource Management (2011-2012)
- ❑ Led Five Year Department Review by writing the Five-Year Review report and Departmental response report to the External Reviewer and Campus Review Team (2021)
- ❑ Led creation of Inaugural Department Speaker Series (2021 to present)
- ❑ Led development of the new *Graduate Certificate in Talent Management* (2019-2020)
- ❑ Led development and creation (including writing the program proposal) of the proposed *Graduate Program: Master of Science in Human Resource Management* (2019-present)
- ❑ Led curriculum development and expanded Graduate management course offerings for the Certificate in Talent Management from AY 2019 to present (2019 to present)
- ❑ Led curriculum development and expanded Undergraduate Management course offerings for the BSBA e-Learning program (2020 to present)
- ❑ Responsible for leading Department budget planning (2020 to present)
- ❑ Responsible for faculty evaluation (writing evaluation reports) (2018 to present)
- ❑ Led Department meetings (2018 to present)
- ❑ Led Department scheduling and Adjunct faculty appointments (2018 to present)
- ❑ Search Committee Member for Assistant Professor of Management (2023-2024)
- ❑ Search Committee Chair for Assistant/Associate Professor of Human Resource Management (2019-2020)
- ❑ Search Committee Co-Chair for Assistant Professor in Strategic Management (2013-2015)
- ❑ Search Committee Member for Assistant Professor of Human Resource Management (2011-2012)
- ❑ Chair of Tenure and Promotion Unit Committee for two Tenure Track Assistant Professor to Associate Professor of Management (2019 to 2020 and 2020 to 2021)
- ❑ Tenure and Promotion Committee Member for NTT Assistant Teaching Professor to Full Teaching Professor of Management (2015-2016)

STUDENT ORGANIZATION SPONSOR

- ❑ Women Empowering Women at UM-St. Louis: Founding Faculty Sponsor (2018-present)
Nominee 2022 Faculty Advisor of the Year, Office of Student Involvement, UMSL
- ❑ Women Empowering Women at UM-St. Louis: Founding Faculty Sponsor (2018-present)
Recipient 2019 Best New Student Organization, Office of Student Involvement, UMSL

PROFESSIONAL DEVELOPMENT

University of Missouri System

- ❑ 2019-2020 Cohort Academic Affairs *Leadership Development Program*
- ❑ *Academic Leadership Development Series 2019-2020*
- ❑ *Academic Leadership Change Management Workshop 2020*
- ❑ *Academic Leadership Development Series Summer 2020*

University of Missouri-St. Louis

- ❑ UMSL Mediations Skills for Constructive Conflict Workshop, 2024
- ❑ UMSL ADVANCE Equity Advisors Program, 2022-2023
- ❑ UMSL Service-Learning Community of Practice, 2022-2023
- ❑ Grantsmanship Center Grant Proposal Writing Workshop, 2020
- ❑ Associate-to-Full Program, 2019-2020
- ❑ Women's Faculty Network, 2019-present
- ❑ Online in Nine Advanced Program, 2019, 2015
- ❑ IBM SPSS AMOS Training, 2012

External Institutions

- ❑ Barry Wehmiller Leadership Institute "Truly Human Leadership" Speaker Series 2017
- ❑ Barry Wehmiller Leadership Institute "Beyond Benchmarking" Workshop 2015

PROFESSIONAL AFFILIATIONS

- ❑ **Academy of Management**
- ❑ **Academy of International Business**
- ❑ **Midwest Academy of Management**

PROFESSIONAL SERVICE

Ad hoc Reviewer

- ❑ Business & Society, Journal of Management, Journal of Management Studies, International Journal of Management, Academy of Management Meetings, 2006-present