

CURRICULUM VITAE OF Prof. SUSHIL KUMAR

PRESENT CORRESPONDENCE ADDRESS:

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Indian Institute of Management
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SUMMARY

TEACHING/ RESEARCH/ TRAINING/ CONSULTING

- Over fifteen years of experience in Indian Institute of Management Lucknow, Gautam Buddha University, and University of Toronto, Canada
- Expertise in analyzing strategic, social, environmental and institutional issues in businesses, public administration and resource management
- In-depth knowledge of analyzing qualitative and quantitative data and various modeling techniques
- Around 30 publications in leading peer reviewed journals in the areas of Human Resources Management, Public Systems Management, Business Sustainability, Agribusiness Management etc.
- Expertise in conducting training on Leadership, Behavioral Economics, Systems Thinking, Creative and Critical Thinking, Change Management, Organizational Culture, Sustainable Management etc.
- Experience of consulting assignments for World Bank, GIZ, UNICEF, UPBSN, UPNEDA etc.

ADMINISTRATIVE

- Ex member of Indian Forest Services (IFS), a prestigious All India Services, for 17 years
- In-depth experience of management and administration in Government and Educational Institutes
- Over thirteen years' experience of planning and implementing projects at the ground level
- Excellent administrative, management and organizational skills
- Strong interpersonal and leadership qualities

ACADEMIC BACKGROUND

SSHRC Post Doctoral Fellow, University of Toronto, Toronto, Canada. October 2004
– March, 2005

Doctor of Philosophy, University of Toronto, Toronto, Canada. July 2005
Grade: A

Master of Science, IGNOU, Dehradun, India, 1990

Master of Science, IARI, New Delhi, India, 1988

Grade: 4.00/4.00

Bachelor of Science, HAU, Hisar, India, 1986

Grade: 3.96/4.

PUBLICATIONS

RESEARCH PAPERS (Refereed Journals)

- Dharendra Mani Shukla and Sushil Kumar (2023). Diversification Experiences and Firm Performance in Knowledge-Intensive Industries: The Moderating Role of Absorptive Capacity. *Management and Organization Review* (Forthcoming)
- Gurpreet Mehdiratta and Sushil Kumar (2022). Knowledge of Environmental Sustainability in Future Leaders: A study of adolescent school children in Delhi National Capital Region, India. *International Journal of Indian Culture and Business Management*, 25(4): 529-549.
- Neha Saxena and Sushil Kumar (2021). Factors Impacting Success of Cross-Sector Social Partnerships for Corporate Social Responsibility: An Indian Perspective. *International Journal of Indian Culture and Business Management*, 24 (4) 423-452.
- Divya Tripathi, Pankaj Kumar, Pushpendra Priyadarshi and Sushil Kumar (2021). Does Servant Leadership affect Work Role Performance via Knowledge Sharing and Psychological Empowerment? *VINE Journal of Information and Knowledge Management System*, 51(5): 792-812.
- Amit Karamchandani, Samir K. Srivastava, Sushil Kumar and Akhil Srivastava (2021). Analysing perceived role of blockchain technology in SCM context for the

manufacturing industry. *International Journal of Production Research*, 59(11): 3398–3429

- Sushil Kumar and Shamama Afreen (2021). Understanding Perceptions of Faculty and Students about Sustainability in Indian Business Management Schools. *International Journal of Indian Culture and Business Management*, 22(3): 383-400.
- Aman Gupta and Sushil Kumar (2021). Comparing the Performance of Public and Private Enterprises: Case for a Reappraisal – Evidence from India. *International Journal of Public Sector Management*, 34 (1): 87-100
- Nishit Sinha, Pankaj Kumar, Sushil Kumar and Pushpendra Priyadarshi (2020). Problematic Internet Use and Psychosocial Well-being: Role of Mindfulness Mediated by Self-Control and Negative Affect. *IIM Kozhikode Society & Management Review*, 10 (01): 99-112
- Divya Tripathi, Pankaj Kumar, Pushpendra Priyadarshi and Sushil Kumar (2019). Micro-foundations of Sustainable Development: Leadership and Employee Performance. *International Journal of Organizational Analysis*, 28 (01): 92-108.
- Shireesh and Sushil Kumar. (2018). Evolution of Stakeholder Management approach in Business: A Literature Review. *International Journal of Business and Emerging Markets*, 10(2): 160-176.
- Sushil Kumar and Anab Kidwai. (2018). CSR disclosures and transparency among top Indian companies. *International Journal of Indian Culture and Business Management*, 16(1): 57-70
- Afreen, Shamama and Sushil Kumar. (2016). Between a rock and a hard place: The dynamics of stakeholder interactions influencing corporate sustainability practices. *Sustainability Accounting, Management and Policy Journal*, 7(3): 350-375.
- Ali, Jabir and Sushil Kumar. (2015). Understanding the Contract Structure for Mango and Empirical Analysis of its Determinants. *British Food Journal*, 117(8): 1-22.
- Gupta, Vishal and Sushil Kumar. (2013). Impact of Performance Appraisal Justice on Employee Engagement: A Study of Indian Professionals. *Employee Relations*, 35(1): 61-78.
- Gupta, Vishal; Singh, Shailendra; Kumar, Sushil and Bhattacharya, Abhijit (2012). Development of a Causal Framework Linking Leadership to Employee Creativity: A Study of Indian R&D Laboratories. *Indian Journal of Industrial Relations* 48(1): 120-136

- Ali, Jabir and Sushil Kumar. (2011). Information and Communication Technologies (ICTs) and Farmers' Decision-Making across the Agricultural Supply Chain. *International Journal of Information Management*, 31(2): 149-159.
- Kumar, Sushil and Ali, Jabir. (2010). Indian agri-seed Industry: Understanding the Entrepreneurial Process. *Journal of Small Business and Enterprise Development*, 17(3): 455-474.
- Kumar, Sushil and Ali, Jabir. (2009). Decision Making of Agrarian Communities: Exploring the impact of e-governance Initiatives in India. *International Journal of Electronic Governance*, Vol. 2 (2/3): 154–167.
- Srinivas, C. and Kumar, S. (2008). Is Structure-Conduct-Performance a case of Structure-Performance?: Structural Equation Modeling of Indian Industries. *International Journal of Business and Emerging Markets*, 2(1):3-22.
- Kumar, S., Kant, S., and T. L. Amburgey (2008). Public Agencies and Collaborative Management Approaches: Examining Attitudinal Resistance of Public Administrators. *Administration and Society* 39: 569-610.
- Asthana, A. and Kumar, S. (2008). Soil Health and Sustainable Crop Production: Adoption and Awareness of Soil Testing. *Journal of Sustainable Agriculture* 32(2): 303-320.
- Kumar, S. and Singh, S. (2007). Customer Service and the Dilemma of Product Warranty: A Case of FastTrack Motors India Limited. *Asian Journal of Management Cases*, 4(1): 27–43
- Kumar, S., and Kant, S. (2007). Exploded Logit Modeling of Stakeholders' Preferences for Multiple Forest Values. *Forest Policy and Economics*, 9(5): 516-526.
- Sushil Kumar and Shailendra Singh. (2006). Indian Nationalized Banks: An empirical study on factors influencing competitiveness. *Indian Journal of Industrial Relations*, 42 (1): 73-90.
- Kumar, S., and Kant, S. (2006). Organizational Resistance to Participatory Approaches in Public Agencies: An Analysis of Forest Department's Resistance to Community-based Forest Management. *International Public Management Journal*, 9(2): 141-173
- Kumar, S. 2005. Collaborative Management: Are State Public Agencies in Developing Countries Ready for it? *LMA Convention Journal*, 1(1): 161-172.
- Kumar, S., and Kant, S. (2005). Bureaucracy and New Management Paradigms: Modeling Foresters' Perceptions Regarding Community-based Forest Management in India. *Forest Policy and Economics*, 7(4): 663-682.

- Sushil Kumar and Singhal, N. C. (1991). Effect of Accelerated Ageing on Parents and their Crossbred Seeds in Pea (*Pisum sativum*). *Seed Research*, 19(1): 51: 53
- Sushil Kumar, Singhal, N. C., and Surendra Prakash. (1997). Intervarietal Variability for Seed Longevity in Pea (*Pisum sativum*). *Indian Journal of Genetics*, 57(2): 204-209.

BOOK CHAPTERS

- Kumar, Sushil and Ali, Jabir (2010). History of Rice Marketing. In S. D. Sharma (Ed), *Rice: Origin, Antiquity and History* (pp. 452-485). Enfield, NH: Science Publishers.
- Kumar, S. and Singh, S. (2009). Readiness to compete globally: A case study of DMRC. In Kumar, K. & Bhatt, P.R. (Eds.), *Global Competition and Competitiveness of Indian Corporates: Measurement and Analysis* (pp.265-281). New Delhi: Macmillan
- Singh, S. and Kumar, S. (2009). Readiness to compete globally: A case study of NTPC. In Kumar, K. & Bhatt, P.R. (Eds.), *Global Competition and Competitiveness of Indian Corporates: Measurement and Analysis* (pp.282-301). New Delhi: Macmillan
- Kumar, Sushil and Ali, Jabir. 2006. e-Governance Systems (e-Choupal) and Decision-Making Processes. In G.P. Sahu (Ed.), *Delivering E-Government* (pp. 252-261). New Delhi: Gift Publishing. (This study received the **Best Paper Award** in its track, in the **4th International Conference on E-governance (ICEG 2006)** held during 15-17 December 2006 at IIT Delhi
- Kumar, Sushil and Gupta, Vivek. 2006. E-governance and Information Overload: It is Time to Take Cognizance. In R. K. Mitra (Ed.), *E-Government: Macro Issues* (pp. 80-88). New Delhi: Gift Publishing.

CASES

- Kumar, S. and Singh, S. (2007). Customer Service and the Dilemma of Product Warranty: A Case of FastTrack Motors India Limited. *Asian Journal of Management Cases*, 4(1): 27–43
- Chaudhry, Hukam; Kumar, Sushil; Agarwal, Vijay, and Bajaj, Gita. (2011). Airport Express Metro Line (AEML): Infrastructure Project Financing and Implementation through Public Private Partnership. *Ivey Publishing*: Product Number: 9B11N015

RESEARCH PAPERS (Non-Refereed Journals)

- Basu, P., and Kumar, S. (2009). Towards a secure future: Food or Fuel? *Journal of Food Security*, January 2009.

RESEARCH PAPERS (Conference Proceedings/ Presentations)

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- Aman Gupta and Sushil Kumar (2020). Comparing Public Sector/ State Owned and Private Enterprises in India on the Proposed ESCHEAT Model - a Novel Approach, presented at 28th IAMB Virtual Conference, 3-5 December, 2020
-
- Tripathi, D., Kumar,P., Priyadarshi,P. & Kumar,S. (2018). Leaders-Employee Relationship and Sustainability: A Micro-Foundational Perspective, presented at XXXVIII Annual Convention of National Academy of Psychology, University of Delhi, 18-21 December, 2018. New Delhi.
- Shireesh and Sushil Kumar (2017). Making Social Responsibility (CSR) Mandatory in India: Are Firms Complying. *Proceeding of the International Association for Business and Society*, Volume 28, 2017: 291-297.
- Ali, Jabir and Kumar, Sushil (2014). Agri-diversification and its Determinants in India. Presented at IFAMA 2014 World Forum & Symposium, June 15-19, 2014, Cape Town, S Africa.
- Ali, Jabir and Kumar, Sushil (2014). Factors Affecting the Frequency of Selling of Farm Produce: Evidence from Uttar Pradesh. Presented at IFAMA 2014 World Forum & Symposium, June 15-19, 2014, Cape Town, S Africa.
- Ali, Jabir and Kumar, Sushil (2014). Understanding Consumers' Preferences on Product Attributes for Fruits and Vegetables in an Emerging Economy. Presented at the 2015 Annual Conference of the Emerging Markets Conference Board, Jan 20-22, 2015, Dubai, UAE.
- Kumar, Sushil and Ali, Jabir (2012). Need for Training the Workforce on Climate Change and Business Sustainability. Presented at IFAMA 22nd Annual World Symposium –The Road to 2050: The China Factor, International Food and Agribusiness Management Association, June 11 -12, 2012, Shanghai, China.
- Kumar, Sushil and Ali, Jabir (2012). Analyzing Competition in Food and Agribusiness Sector in India during the Post Liberalization Period. Presented at IFAMA 22nd Annual World Symposium –The Road to 2050: The China Factor, International Food and Agribusiness Management Association, June 11 -12, 2012, Shanghai, China.

- Kumar, Sushil and Ali, Jabir (2011). Analyzing the Factors Affecting Consumer Awareness on Organic Foods in India. Presented at 21st Annual IFAMA World Forum and Symposium - The Road to 2050: Sustainability as a Business Opportunity, June 20-23, 2011, Frankfurt, Germany.
- Kumar, Sushil and Ali, Jabir (2011). Regulatory Arrangements for Disclosure of Nutritional Information on Food Labels in India. Presented at 21st Annual IFAMA World Forum and Symposium - The Road to 2050: Sustainability as a Business Opportunity, June 20-23, 2011, Frankfurt, Germany.
- Kumar, Sushil and Ali, Jabir (2011). Assessing Consumer Awareness and Usage of Food Labels and Influences on Food Buying Behavior. Presented at 21st Annual IFAMA World Forum and Symposium - The Road to 2050: Sustainability as a Business Opportunity, June 20-23, 2011, Frankfurt, Germany.
- Ali, Jabir and Kumar, Sushil (2011). Understanding the Contractual Arrangements in Mango Value Chain in India. Presented at 21st Annual IFAMA World Forum and Symposium - The Road to 2050: Sustainability as a Business Opportunity, June 20-23, 2011, Frankfurt, Germany.
- Theme Presentation on 'Food Security' in ASSOCHAM's 8th Knowledge Millennium Summit on Decade of Innovations in Food Security, Healthcare, Energy and Water, on November 17-18, 2010 at Hotel Le Meridein, New Delhi
- Kumar, Sushil (2010). Community-based Forest Management: An Organizational Perspective. Paper presented at XXIII IUFRO World Congress at Seoul, Korea, 23-28 August, 2010.
- Organized and Chaired a session on **Strategies for Linking Climate Change Mitigation and Adaptation: Securing Livelihood Options**, in XXIII IUFRO World Congress at Seoul, Korea, 23-28 August, 2010 (along with Bruno Locatelli, CIRAD-CIFOR and Bastiaan Louman, CATIE, Costa Rica).
- Pandey, A., Mukherjee, G., and Kumar, S. (2008). Creation of Economic and Social Value by Social Entrepreneurship for Sustainable Development. *Proceedings of World Academy of Science, Engineering and Technology* 36: 525-531.
- Presented a paper as **Lead Presenter** on 'Dynamics of Value Chain' in "Livelihoods India Conference" as an add on to the microFinance India Summit on the 13th of November, 2008 at Hotel Ashoka, New Delhi.
- Kumar, S. and Srinivas, C. (2008). HHI-Competitive Index and Profitability: A Study of Indian Industry from 1993-2004. Paper presented in the 3rd National Conference on 'Global Competition and Competitiveness of Indian Corporates', held at IIM Lucknow during May 29-31, 2008.

- Kumar, S. and Mathur, R. (2008). Impact of Economics Reforms on Competition in Food and Agribusiness Sector in India. Paper presented in the 3rd National Conference on 'Global Competition and Competitiveness of Indian Corporates', held at IIM Lucknow during May 29-31, 2008.
- Kumar, S., and Panigrahi, S. (2007). Market Penetration of Processed and Packaged Foods in Rural India. Paper presented at the international conference on Agribusiness and food Industry in Developing Countries: Opportunities & Challenges held at IIM Lucknow, during 10-12th Aug' 07.
- Kumar, S and Goel, B (2007). Glocalization in Food and Agribusiness: Strategies of Adaptation to Local Needs and Demands. Paper presented in the 17th Annual World Food and Agribusiness Forum and Symposium on Food Culture: Tradition, Innovation and Trust - A Positive Force for Modern Agribusiness, held during June 23-26, 2007 at Parma, Italy.
- Kumar, S and Jain, N (2007). Food Promotion Strategies: Drivers of Global Business Expansion. Paper presented in the 17th Annual World Food and Agribusiness Forum and Symposium on Food Culture: Tradition, Innovation and Trust - A Positive Force for Modern Agribusiness, held during June 23-26, 2007 at Parma, Italy.
- Singh, Shailendra and Kumar, Sushil. (2007). Readiness to Compete Globally: A Case Study of NTPC. Paper presented at the Conference on 'Global Competition and Competitiveness of Indian Corporates', held at IIM Kozhikode during May 18-19, 2007.
- Kumar, Sushil and Singh, Shailendra. (2007). Readiness to Compete Globally: A Case Study of DMRC. Paper presented at the Conference on 'Global Competition and Competitiveness of Indian Corporates', held at IIM Kozhikode during May 18-19, 2007.
- Gupta, Vivek and Kumar, Sushil. (2007). Influence of Relationship Quality on IS/IT Outsourcing: Indian Vendors' Perspective. Paper presented at the Conference on 'Global Competition and Competitiveness of Indian Corporates', held at IIM Kozhikode during May 18-19, 2007.
- Kumar, S., and Singh, S. 2006. Factors Affecting Competitiveness of the Indian Nationalized Banks. Paper presented at Conference on Global Competitiveness, at Indian Institute of Management, Kozikhode, March 24-25, 2006
- Awasthi, M.K., and Kumar, S. (2005). Application of Quantitative Techniques to Improve Resource Use Efficiency of Non-profit Organizations. Paper presented in the 11th International Conference on 'Productivity and Quality Research', organized

by the department of Humanities and Social Sciences, Indian Institute of Technology, Delhi, during December 12-15, 2005.

- Kumar, S., and Kant, S. (2004). Stakeholders' Preferences for Multiple Forest Values in NW Ontario, Canada. Paper presented at the 'International Conference on Economics of Sustainable Forest Management', May 20-22, 2004, Toronto, Canada.
- Kumar, S., and Kant, S. (2004). Participatory Forest Management and State Forestry Agencies: Modeling the Perceptions of Foresters. Paper presented at the 'Southern Forest Economics Workshop', March 14 -16, 2004, St. Augustine, FL.
- Kumar, S., and Kant, S. (2003). Community-based Forest Management in Bureaucratic Organization: Are Ethos Compatible? Proceedings of the XII World Forestry Conference, Sep. 21-27, 2003, Quebec City, Canada.
- Kumar, S., and Kant, S. (2002). Joint Forest Management in a Bureaucratic Organization. Poster presentation at Sustainable Forest Management Network Conference "Advances in Forest Management: From Knowledge to Practice", 13-15 November 2002, Edmonton, Alberta

BOOK REVIEWS

- Kumar, S. (2005). Unleashing Change: A Study of Organizational Renewal in Government, by Kelman, S (Washington, D.C.: Brookings Institution Press). *Metamorphosis*, 4(1): 69-74.

WORKING PAPERS

- Kumar, S. (2005). Natural Resource Management and Multiple Values: Exploded Logit Model of Stakeholders' Preferences. *IIML WPS-2005-15*
- Kumar, S. (2006). Product Warranty and Customer Satisfaction. *IIML Case No. 2006-02*
- Kumar, S. and Pandit, A. (2008). Food Labels: Assessing Awareness and Usage Level of Indian Consumer and Influences on Food Buying Behavior. *IIML WPS-2008/09-15*
- Kumar, S. and Rupali, M. (2008). Competition in Food and Agribusiness Sector in India in the Post Liberalization Period. *IIML WPS-2008/09-16*
- Kumar, S. and Rupali, M. (2008). Climate Change and Businesses: Need for Training the Workforce. *IIML WPS-2008/09-17*

- Chaudhary, D., and Kumar, S. (2008). A Brief Study of the Voluntary Carbon Markets and Recent and Future Trends. *IIML WPS-2008/09-18*

Faculty, Indian Institute of Management Lucknow, *April 2005 – present*

Teaching: Involved in teaching portfolio of diverse and innovative courses across all programmes at IIM Lucknow (list of courses taught in last five years given at Annexure-I). Student feedback in most courses has been above 4.50 on a scale of 1-5. Some of the courses taught include:

- Stakeholders Analysis and Management (*EFPM Level Course*)
- Structural Equation Modeling (*FPM Level Course*)
- Business Sustainability and Externalities Markets (**New course by me at IIML**)
- Social Entrepreneurship and Innovations (**New course by me at IIML**)
- Designing Work Organizations
- Creativity and Innovations for Sustainable Management (**New course by me at IIML**)
- Systems Thinking (**New course by me at IIML**)
- Strategic Issues in Agribusiness and Food Markets (**New course by me at IIML**)

ACADEMIC EXPERIENCE

Business Management (**New course by me at IIML**)

- Rural Research Methods

Research Projects:

- Swedish Council of Higher Education funded Linnaeus-Palme programme for faculty exchange between IIM Lucknow and Linnaeus University, Vaxjo, Sweden.
- Kalam India Studies program funded research project on Business Innovations in Food and Agribusiness MSME in India, in collaboration with University of Kentucky, USA
- USDA funded collaborative research project (with Tennessee State University and South Carolina State University) entitled, “*A Strategy for Internationalizing Agriculture Programs: Preparing Graduates for Global Competency in Building Agricultural Competitiveness*”

- MHRD, GoI funded collaborative research project (with IIM Khozikhode) on' *Competitiveness: Profiling Competitive Enterprises in India*'
- MHRD, GoI funded collaborative research project (with IIM Khozikhode) on' *Global Competitiveness of Indian IT Outsourcing Companies*'
- *Learning and Capacity Building* under World Bank funded National Agricultural Innovation Project of ICAR

Doctoral Students:

- Thesis Advisory Committee Chair of **four** EFPM students at IIM Lucknow
- On Thesis Advisory Committee of four FPM pass outs at IIM Lucknow

Training: Have coordinated over 100 Management Development Programmes (MDPs) at IIM Lucknow on various topics (*list given at Annexure-II*). I have conducted training sessions on following topics across all management levels and the feedback for most of these sessions has been around 4.75 on scale of 1-5.

- Leadership, Leadership Traits, and Motivation;
- Creativity and Innovations
- Critical Thinking
- Nudges for Effective Management
- Change Management
- Effective Organizational Culture
- Sustainability and Sustainable Development
- Corporate Social Responsibility

Consulting:

- *Restructuring and Strengthening of Uttar Pradesh New and Renewable Energy Development Agency*
- Consultant with GIZ for its *Regional Economic Development Project* in the state of Uttrakhand (India)
- *Preparation of Perspective Plan for National Food for Work Programme in Uttar Pradesh* sponsored by Department of Rural Development, Lucknow (Uttar Pradesh)

- *Preparation of Perspective Plan for National Rural Employment Guarantee Scheme in Uttar Pradesh* sponsored by Department of Rural Development, Lucknow (Uttar Pradesh)
- *Formulation of Corporate Plan for U.P. Bhoomi Sudhar Nigam Uttar Pradesh* sponsored by the World Bank
- *Functional Autonomy of National Sugar Institute, Kanpur*
- *Assessing effectiveness of Farmers Field Schools in addressing key issues critical to the sustainability of UPSLRP-II for U.P. Bhoomi Sudhar Nigam Uttar Pradesh* sponsored by the World Bank
- *Assessment of Social and Economic Impact of Farm-to-market-roads for U.P. Bhoomi Sudhar Nigam Uttar Pradesh* sponsored by the World Bank

ADMINISTRATIVE EXPERIENCE

Monitoring of Environmental, Social and Environmental Impact of Renovation of Farms for U.P. Bhoomi Sudhar Nigam Uttar Pradesh sponsored by the World Bank

- *Monitoring and Evaluation of NGOs working under innovative scheme of Uttar Pradesh Health Systems Development Project*, a Project funded by the World Bank
- *Desk Appraisal of NGOs for AIDS Control Programme*, U.P. State AIDS Control Society, Lucknow & UNICEF

Postdoctoral Fellow, University of Toronto, Toronto, *October 2004 – March 2005*

- Forest certification as a market based mechanism for sustainable forest/environment management

Research Assistant with Prof. Shashi Kant, Faculty of Forestry, University of Toronto, Toronto, *September 1999 – May 2004*

Chairman (Alumni Affairs), Indian Institute of Management, Lucknow, India (*April 2017 – till date*)

Dean (Academic Affairs), Indian Institute of Management, Lucknow, India (*April 2013 – April 2016*)

Member, Board of Governors, Indian Institute of Management, Lucknow, India (*April 2013 – April 2016*)

Member of Indian Forest Services (IFS), Government of India, India, *July 1990-September 2004*

Chairman, Centre of Excellence for Business Sustainability, Indian Institute of Management, Lucknow, India (*March 2011 – till date*)

Founder Chairman, Postgraduate Programme in Sustainable Management, Indian Institute of Management, Lucknow, India (*March 2015 – April 2017*)

Dean, School of Management, and **Dean, Academics**, Gautam Buddha University, Greater Noida (U.P.), *January 2009 – December 2009*

Chairman, Centre for Food and Agribusiness Management, Indian Institute of Management, Lucknow, India (*March 2006 – September 2008*)

Professor-in-Charge, Corporate Communication and Media Relations, Indian Institute of Management, Lucknow, India (*November 2005 – September 2008*)

Chairman, Social Initiatives Committee, Indian Institute of Management, Lucknow

Member, Editorial Board, Journal of Agribusiness in Developing and Emerging Economies

Member, Governing Council, Bankers Institute for Rural Development, Lucknow

Member, Governing Council, Institute for Agribusiness Management, Bikaner

Member, Academic Council, Indian Institute of Forest Management, Bhopal

Member, Academic Council, MANAGE, Hyderabad

Director, Board of NABARD Consultancy Services Pvt. Ltd.

Member, Editorial Advisory Board, Carbon News magazine

Associate Editor, LMA Convention Journal, 2007

Member, Editorial Board, LMA Convention Journal, 2005

On Panel of reviewers for the journal '*IIMB Management Review*' and '*International Public Management Journal*'

ACADEMIC EVENTS ORGANIZED

Convention Director, 18th Convention of the All India Management Schools (AIMS) held at Indian Institute of Management Lucknow during August 25-27, 2006.

Convention Director, International Conference on Food and Agribusiness Industries in Developing Countries: Opportunities and Challenges, held at Indian Institute of Management Lucknow during August 10-12, 2007.

Seminar Coordinator, Climate Change: Opportunities and Challenges for Corporates, held at Indian Institute of Management Lucknow during March 29-30, 2008.

Member, organizing committee of international conference on ‘**Economics of Sustainable Forest Management**’ at the University of Toronto, Toronto, May 20-22, 2004.

AWARDS AND HONOURS

- Best Research Paper Award - “Impact of e-Governance System (e-Chaupals) in Uttar Pradesh”, 4th International Conference on E-governance (ICEG 2006)”, organized by International Congress of E-Government under the aegis of Global Institute of Flexible Systems Management, co-hosted by Indian Institute of Technology Delhi and the Government of National Capital Territory of Delhi during December 15-17, 2006 at New Delhi.
- Postdoctoral Fellowship of the Social Science and Humanities Research Council of Canada (SSHRC), for the years 2004-06
- Ontario Graduate Scholarship (OGS) in the academic year 2002-03 for the Ph.D. degree
- Ontario Graduate Scholarship in Science & Technology (OGSST) in the academic years 2001-2002 and 2003-2004 for the Ph.D. degree
- University of Toronto Open Fellowship in the academic years 1999-2000 and 2000-2001 for the Ph.D. degree
- Research grant of Ford Foundation for the field work of Ph.D. research
- Indian Agricultural Research Institute Junior Research Fellowship, throughout Master’s studies
- Indian Council of Agricultural Research Fellowship during undergraduate studies

OTHER EXPERIENCE

Graduate Assistant Library Technician, Data Library, Robarts Library at the University of Toronto, Toronto, *September 2000 – March 2005*

- Organized data sets using DDI DTD standard metadata

- Provided consultation in quantitative service vis-à-vis resources, methodologies, and software
- Data file migration and customization for specific researcher's needs
- Digitization of survey questionnaires and codebooks
- Provided support to the library users telephonically as well as through email

Graduate Assistant Library Technician, Data Library, Robarts Library at the University of Toronto, Toronto, *May 2004 – September 2005*

- Provided consultation in mapping Canadian Census data using ArcGIS MapInfo Workstation
- Organization and retrieval of geospatial data
- Digitization of maps

Member, Managing Committee, Haryana Irrigation Research and Management Institute, Kurukshetra, Haryana, India, *August 1996 – August 1999*

- Formulated training programs for the irrigation engineers under the World Bank aided Water Resources Consolidated project
- Imparted training to the employees of the Haryana Irrigation Department in the field of 'participatory irrigation management'

Member, Total Literacy Campaign, Kurushetra, Haryana, India, *August 1996- August 1999*

- Designed programs and schemes of Total Literacy Campaign, a project launched by Govt. of India
- Organized training sessions for the volunteers of the 'total literacy campaign'
- Held public meetings in order to generate awareness and motivate people to attend literacy classes

Annexure-I

List of Management Development Programmes coordinated

<i>Sr. No.</i>	<i>Title of the Programme</i>	<i>Venue and Date</i>
1.	Good Governance and Role of Police	<i>Lucknow</i> <i>Sep. 11-15, 2006</i>
2.	Public Private Partnership in Forestry for IFS officers	<i>Lucknow</i> <i>May 15-19, 2007</i>
3.	Capacity Building and Leadership Skills for SCERT, Lucknow	<i>Lucknow</i> <i>June 11-15, 2007</i>
4.	Concurrent Monitoring and Evaluation of Schemes – Responsibilities of the Implementing Officers for IFS Officers	<i>Lucknow</i> <i>Oct. 30-31, 2007</i>
5.	Commodity Futures Market for Forward Markets Commission (with Prof. Jabir Ali)	<i>Lucknow</i> <i>December 14-15, 2007</i>
6.	Corporate Social Responsibility & Business Sustainability	<i>Lucknow</i> <i>December 17-19, 2007</i>
7.	Management Skills for Officers of Navodaya Vidyalaya Samiti	<i>Lucknow</i> <i>Jan. 14-18, 2008</i>
8.	Leadership for Innovation in Agriculture	<i>Lucknow</i> <i>Feb 4-8, 2008</i>
9.	General Management Programme for Defence Officers	<i>Lucknow</i> <i>Feb 18-Aug 1, 2008</i>
10.	Public Private Partnership for Innovation in Agriculture	<i>Lucknow</i> <i>March 3-8, 2008</i>
11.	Carbon Credits Trading for Hero Honda	<i>New Delhi</i> <i>March 6, 2008</i>
12.	Developing Organizational Culture for Performance: ESIC	<i>Shimla</i> <i>April 10, 2008</i>
13.	Public Private Partnership in Forestry for IFS officers	<i>Lucknow</i> <i>May 05-09, 2008</i>
14.	Capacity Building and Leadership Skills for SCERT, Lucknow	<i>Lucknow</i> <i>June 02-06, 2008</i>
15.	Change Management in Bureaucracy	<i>Lucknow</i> <i>August 08-09, 2008</i>
16.	Corporate Environmental Management and Carbon Markets for Senior Executives of Hero Honda	<i>Delhi</i> <i>August 30, 2008</i>

<i>Sr. No.</i>	<i>Title of the Programme</i>	<i>Venue and Date</i>
17.	Leadership for Innovation in Agriculture	Lucknow Sept 01-05, 2008
18.	Leadership for Innovation in Agriculture	Lucknow Dec. 22-26, 2008
19.	Leadership for Innovation in Agriculture	Noida July 06-10, 2009
20.	Public Private Partnership for Innovations in Agriculture	Lucknow July 20-24, 2009
21.	Leadership for Quality in Education	Lucknow Dec. 26-30, 2009
22.	Six Weeks Advance Management Programme for Indian Economic Service (IES) officers (4 Weeks at IIML and 2 Weeks in Europe)	Lucknow Jan. 04- Feb 13, 2010
23.	Leadership for Innovation in Agriculture	Noida Jan. 18-22, 2010
24.	Leadership for Innovation in Agriculture	Lucknow Feb. 22-26, 2010
25.	General Management Programme for Officers of North Eastern Region (Consulting Training)	Guwahati Mar. 08-09, 2010
26.	General Management Programme for Indian Forest Services (IFS) officers	Lucknow Mar. 16-20, 2010
27.	General Management Programme for Indian Forest Services (IFS) officers	Lucknow Jun. 07-12, 2010
28.	Leadership and General Management Skills for NVS Principals	Lucknow Aug. 02-08, 2010
29.	Public Private Partnership for Innovations in Agriculture	Lucknow Aug. 16-20, 2010
30.	General Management Programme for Officers of NE	Shillong Sep. 04-06, 2010
31.	Change Management in Bureaucracy	Lucknow Sep. 18-19, 2010
32.	General Management Programme for Indian Forest Services (IFS) officers	Lucknow Sep. 20-25, 2010
33.	General Management Programme for NVS Principals	Lucknow Oct. 04-08, 2010
34.	Leadership for Innovation in Agriculture	Lucknow Oct. 18-22, 2010

Sr. No.	Title of the Programme	Venue and Date
35.	Advance Management Programme for India Statistical Services (ISS) officers (4 Weeks at IIML and 2 Weeks in Europe)	<i>Lucknow</i> Nov 08 – Dec 18, 2010
36.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Dec. 28-30, 2010
37.	Leadership for Innovation in Agriculture	<i>Lucknow</i> Jan. 10-14, 2011
38.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Jan. 20-22, 2011
39.	Training on Commodity Futures Markets for Senior Govt. Officers	<i>Noida</i> Jan 27-28, 2011
40.	Training-cum-Study Visit Programme on Innovation in Agriculture and Rural Development for AARDO countries	<i>Lucknow</i> Jan. 31-Feb. 11, 2011
40.	Managing Livestock Sector for Economic Development	<i>Noida</i> Feb. 17-19, 2011
41.	Leadership for Innovation in Agriculture	<i>Lucknow</i> Feb. 21-25, 2011
42.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Apr. 18-20, 2011
43.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Apr. 25-27, 2011
44.	Strategic Leadership in Education Management for the Principals of Central Tibetan Schools	<i>Lucknow</i> May 23-27, 2011
45.	Strategies for Food and Agribusiness Sustainability	<i>Lucknow</i> Jul. 18-22, 2011
46.	Creativity & Innovations Management	<i>Lucknow</i> Aug. 01-03, 2011
47.	Effective Leadership in Education for NVS officers	<i>Lucknow</i> Aug. 08-12, 2011
48.	GMP for IFS officers	<i>Lucknow</i> Sep. 05-10, 2011
49.	AMP for IES officers	<i>Lucknow</i> Sep. 12- Oct. 21, 2011
50.	Effective Leadership in Education for NVS officers	<i>Lucknow</i> Sep. 26-30, 2011

Sr. No.	Title of the Programme	Venue and Date
51.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Nov. 28-30, 2011
52.	Training-cum-Study Visit Programme on Innovation in Rural Development for AARDO countries	<i>Lucknow</i> Dec. 05-16, 2011
53.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Dec. 19-21, 2011
54.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Dec. 19-21, 2011
55.	AMP for ISS officers	<i>Lucknow</i> Jan. 09-28, 2012
56.	Managing Livestock Sector for Economic Development	<i>Lucknow</i> Mar. 12-14, 2012
57.	Indigenous Knowledge/Practices for Food Security and Livelihood for AARDO Member Countries	<i>Noida</i> Mar. 19-25, 2012
58.	GMPE1 - 3rd module	<i>Lucknow</i> May 5-13, 2012
59.	Effective Leadership for NVS Officers	<i>Lucknow</i> June 18-22, 2012
60.	Creativity and Innovation for Higher Performance (DRDO)	<i>Lucknow</i> June 25-29, 2012
61.	One year Part-time General Management Programme for Executives - GMPE1 - (with 240 hours of teaching in four on-campus module of 9 days each) - 4th module	<i>Lucknow</i> August 4-12, 2012
62.	Developing Strategic Leadership for DGMs of Canara Bank	<i>Lucknow</i> September 3-7, 2012
63.	Strategy for Effective People Management for Prosecuting Officers	<i>Lucknow</i> September 17-19, 2012
64.	Creativity and Innovation for Sustained Business Performance	<i>Lucknow</i> November 5-7, 2012
65.	Embedding Leadership for Middle Level DRDO Officers	<i>Lucknow</i> November 19-23, 2012
66.	Enhancing Efficiency and Effectiveness through Management Tools in Livestock Sector	<i>Lucknow</i> November 30 - December 1, 2012
67.	Inspired Leadership	<i>Lucknow</i> December 3-7, 2012

Sr. No.	Title of the Programme	Venue and Date
68.	Strategy for Effective People Management for Prosecuting Officers	<i>Lucknow</i> December 17-19, 2012
69.	General Management Programme for Defence Officers	<i>Lucknow</i> January 7-June 21, 2013
70.	Agribusiness Management and Marketing of Agricultural Produce for AARDO Member Countries	<i>Noida</i> March 4-10, 2013
71.	Creativity and Innovation for DRDO Scientists	<i>Lucknow</i> March 19-23, 2013
72.	Leadership at Middle Level for DRDO Scientists	<i>Lucknow</i> April 2-6, 2013
73.	General Management Programme for Defence Officers	<i>Lucknow</i> January 7-June 22, 2013
74.	Management Issues for IRTS Probationers	<i>Lucknow</i> April 29 - May 10, 2013
75.	Natural Resource Management, Effective Leadership and Conflict Resolution for IFS Officers	<i>Lucknow</i> May 20-24, 2013
76.	Management Module for IFS Probationers	<i>Lucknow</i> July 1-6, 2013
77.	Management Module of Phase IV programme for IFS Officers (MCT)	<i>Lucknow</i> July 15-19, 2013
78.	One-year Part-time General Management Programme for Executives (GMPE8) with 240 hours of teaching in four on-campus modules of 9 days each	July 20-28, 2013
79.	Leadership Skills, Time Management and Behavioural Skills for Navodaya Vidyalaya Samiti Officers	<i>Lucknow</i> September 2-6, 2013
80.	Training-cum-Field Visit Programme on Innovation in Agriculture and Agribusiness for Dept. of Agriculture, Sri Lanka	<i>Lucknow</i> September 9-13, 2013
81.	Managerial Effectiveness for Judicial Officers	<i>Lucknow</i> November 5-9, 2013
82.	Managerial Effectiveness for Judicial Officers	<i>Lucknow</i> November 18-22, 2013
83.	Managerial Effectiveness for Court Managers	<i>Lucknow</i> November 25-30, 2013
84.	One-year Part-time General Management Programme for Executives (GMPE8) with 240 hours of teaching in four on-campus modules of 9 days each	<i>Lucknow</i> December 7-15, 2013

Sr. No.	Title of the Programme	Venue and Date
85.	Excelling in Leadership for Metlife Global Operations Support Center Pvt. Ltd.	<i>Lucknow</i> January 22-24, 2014
86.	Management Module for IFS Officers, Phase IV	<i>Lucknow</i> April 28 - May 2, 2014
87.	Leadership Skills for Educational Administrators of Rajya Shiksha Kendra, Bhopal	<i>Lucknow</i> May 26-30, 2014
88.	One-year Part-time General Management Programme for Executives (GMPE8) with 240 hours of teaching in four on-campus modules of 9 days each	<i>Lucknow</i> June 7-15, 2014
89.	Business Efficacy in a Competitive Market for L&T Sr. Channel Partners	<i>Lucknow</i> July 24-26, 2014
90.	Leadership Skills for Educational Administrators of Rajya Shiksha Kendra, Bhopal	<i>Lucknow</i> August 4-8, 2014
91.	Excelling in Leadership for the Executives of METLIFE Global Operations Support Center Private Ltd.	<i>Lucknow</i> August 11-13, 2014
92.	MCT Phase III for IFS Officers	<i>Lucknow</i> August 26 - 30, 2014
93.	Effortless Leadership Intensive for NHPC Executives	<i>Lucknow</i> September 29-30, 2014
94.	Excelling in Leadership for the Executives of METLIFE Global Operations Support Center Private Ltd.	<i>Lucknow</i> October 8-10, 2014
95.	Strategic Thinking and Decision Making for SLPEs (Department of Public Enterprises)	<i>Lucknow</i> October 13-17, 2014
96.	Excelling in Leadership for the Executives of METLIFE Global Operations Support Center Private Ltd.	<i>Lucknow</i> November 17-19, 2014
97.	Excelling in Leadership for the Executives of METLIFE Global Operations Support Center Private Ltd.	<i>Lucknow</i> November 25-27, 2014
98.	Managing Change for NHPC Executives	<i>Lucknow</i> December 8-10, 2014
99.	Managing Creativity and innovation for NHPC Executives	<i>Lucknow</i> January 28-30, 2015
100.	Workshop-cum-Training Programme on Unlocking the Potentials of Agriculture and Rural Sectors through Innovative Enterprise Development for AARDO Member Countries	<i>Lucknow</i> February 2-11, 2015
101.	Excelling in Leadership for the Executives of METLIFE Global Operations Support Center Private Ltd.	<i>Lucknow</i> March 3-5, 2015

Sr. No.	Title of the Programme	Venue and Date
102.	Refresher Course on Entrepreneurship Development for MIEDC, Myanmar	<i>Lucknow</i> May 5-7, 2015
103.	General Management Programme for Middle Level Officers of Oil India Ltd.	<i>Lucknow</i> July 27 - August 6, 2015
104.	MCTP for IFS Officers (Phase IV - cycle 8)	<i>Lucknow</i> August 17-21, 2015
105.	One-year Part-time Certificate Programme in General Management for Executives (CPGME12) with 240 hours of teaching in four on-campus modules (module 1)	<i>Lucknow</i> August 22-30, 2015
106.	Creativity and innovation	<i>Lucknow</i> September 28-30, 2015
107.	Inspired Leadership	<i>Lucknow</i> December 3-5, 2015
108.	One-year Part-time Certificate Programme in General Management for Executives (CPGME12) with 240 hours of teaching in four on-campus modules (module 2)	<i>Lucknow</i> December 5-13, 2015
109.	Inspired Leadership	<i>Lucknow</i> December 10-12, 2015
110.	General Management Programme (Foundation Course in General Management) for the Executives of NTPC Ltd.	<i>Lucknow</i> January 4-15, 2016
111.	Middle Management Programme for Oil India Ltd.	<i>Lucknow</i> January 18-29, 2015
112.	Management Module for IFS Probationers	<i>Lucknow</i> March 28 - 31, 2016
113.	One-year Part-time Certificate Programme in General Management for Executives (CPGME12) with 240 hours of teaching in four on-campus modules (module 3)	<i>Lucknow</i> April 2-10, 2016
114.	Ethical Organizational Culture for Officers of IIM Lucknow	<i>Lucknow</i> June 24-25, 2016
115.	MCTP for IRS (IT) Officers (7-9 years of service), Phase III	<i>Lucknow</i> July 11-Aug 05, 2016
116.	Leadership and Team Management for Administrative Officers of LIC	<i>Noida</i> Oct 24-27, 2016
117.	Managing Creativity and Innovation for the executives of NHPC Ltd.	<i>Lucknow</i> March 22-24, 2016