

**Manjot Singh Bhussar**  
**Assistant Professor**  
Department of Management and Entrepreneurship  
Debbie and Jerry Ivy College of Business  
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### **ACADEMIC EMPLOYMENT**

**Assistant Professor of Management** (2018 – present)  
Ivy College of Business, Iowa State University – Ames (IA)

### **EDUCATION**

**PhD**            **Management**  
Auburn University (2018)

**M.B.A.**        **Management**  
Auburn University at Montgomery (2013)

**B.E.**            **Electronic and Communications**  
Thapar University, India (2007)

### **RESEARCH INTERESTS**

Mergers & acquisitions, Divestitures, Strategic Alliances, Corporate Governance, & Downsizing.

### **PEER-REVIEWED PUBLICATIONS**

**Bhussar, M.S., Zorn, M.L., Sexton, J.C., & Song., Y.** 2022. Technological acquisitions: How acquisition pace, venture maturity and founder involvement influence firm innovation outcomes. *Journal of Business Research*, 142, pp.620-635.

Zorn, M.L., Sexton, J.C., & **Bhussar, M.S.**, & Lamont, B.T. 2019. Unfinished business: Nested acquisitions, managerial capacity, and firm performance. *Journal of Management*, 45(4), pp.1488-1516.

Zorn, M.L., Norman, P.M., Butler, F.C. and **Bhussar, M.S.** 2017. Cure or curse: Does downsizing increase the likelihood of bankruptcy? *Journal of Business Research*, 76, pp.24-33.

### **NON-PEER-REVIEWED PUBLICATIONS**

Zorn, M.L., Norman, P.M., Butler, F.C. and **Bhussar, M.S.** 2017. If you think downsizing might save your company, think again. *Harvard Business Review*. Retrieved from <https://hbr.org/2017/04/if-you-think-downsizing-might-save-your-company-think-again>

## **PAPERS UNDER REVISION OR REVIEW**

*Titles shortened to protect blind peer-review.*

**Bhussar, M.S., Zorn, M.L., Adams, G.L., & Silvera, G.** CEO's acquisition experience and deal completion. *2<sup>nd</sup> Round R&R at Journal of Business Research.*

**Bhussar, M.S., Grove, S., & Fox, B.** Inter firm patenting and acquisition premiums. *2<sup>nd</sup> Round R&R at Long Range Planning.*

**Bhussar, M.S., Zorn, M.L., Hill, A., & Schwarte, Y.** New CEOs and Acquisition Performance. *1<sup>st</sup> Round R&R at Journal of Business Research.*

Grove, S., Ranucci, R., Fox, B., **Bhussar, M.S., Souder, D.** Impact of Partner Asymmetry on Structural Choices at Alliance Formation. *1<sup>st</sup> Round R&R at Journal of Management.*

Grove, S., Li, M., Gonzalez, M.A.R., **Bhussar, M.S., Yang, J.** CEO's Optimism, Acquisition Pricing and Deal Completion. *1<sup>st</sup> Round R&R at Long Range Planning.*

Tiangong, S., **Bhussar, M.S., & Mishra, A.N.** Acquirer's IT Capabilities and Innovation Performance. Under Review at *MIS Quarterly.*

**Bhussar, M.S., Ramaswami, S. N., Zorn, M.L., Ramsinghanay, S.** Sequences in corporate restructuring. Under Review at *Business Horizons.*

## **WORKING PAPERS**

**Bhussar, M.S., Zorn, M.L., & Song, R.** Narcissistic CEOs and failure: Investigating firm's strategic choices following deal abandonment. Revising draft, getting ready for submission.

**Bhussar, M.S., Sexton, J.C, Howard, M., & Yuting, Y.** Double Dipping? Examining Target's Motives Behind Nested Acquisitions. Revising draft, getting ready for submission.

Ko M., Salehi, M., **Bhussar, M.S., Schiebe, K., On-ook, O.** Toward A Two-Sided Joint Signaling Logic: UGC- and SGC-Based Signals in A Sharing Platform. Revising draft, getting ready for submission.

Amiri, S., **Bhussar, M.S., DeMarie, S., Schwarte, Y., & King, D.** Recycled acquisitions and firm performance: One man's trash or another man's gold? (Data analysis completed, Manuscript in preparation)

Rao Sahib, P., **Bhussar, M.S., Harmen, W., & Muefeld, M.** Revisiting Sequence Patterns of Firms' Acquisitions and Alliance Behavior & their performance implications. (Data collection completed, Data analysis underway)

**Bhussar, M.S.,** Butler, F. C., & Zorn., M.L. Ripping the Band-aid: Investigating impact downsizing aggressiveness on firm performance. (Data collection stage)

Zaandam, A., & **Bhussar, M.S.** Colonial past & foreign reentry. (Data analysis in progress).

### **PEER-REVIEWED ACADEMIC CONFERENCE PRESENTATIONS**

**Bhussar, M.S.,** Grove, S., & Fox, B. Unpacking information asymmetry in acquisitions: Understanding role of patenting signals on acquisition premiums. *Presented at 2023 Southern Management Association Annual Meeting, St Pete, FL. October, 2023.*

**Bhussar, M.S.,** Sexton, J.C, Howard, M., & Yuting, Y. Double Dipping? Examining Target's Motives Behind Nested Acquisitions. *Presented at 2023 Southern Management Association Annual Meeting, St Pete, FL. October, 2023.*

Schwarte, Y., **Bhussar, M.S.,** Zorn, M.L. & Hill, A. Making your mark: New CEO origin and performance following major strategic initiatives. *Presented at 2019 Southern Management Association Annual Meeting, Norfolk, VA. October, 2019.*

\* *This paper received the "Best Doctoral Paper Award" for the Strategic Management Track*

**Bhussar, M.S.,** Zorn., M.L., Adams, G.L., & Silvera, G. When experiences clash: The role of acquirer and target CEO experience in acquisition success. *Presented an older version of this paper at 2019 Academy of Management Annual Meeting, Boston, MA. August, 2019.*

Schwarte, Y., **Bhussar, M.S.,** Zorn, M.L. Hiring and acquiring: The role of new CEO origin and learning in post-acquisition performance. *Presented at 2019 Academy of Management Annual Meeting, Boston, MA. August, 2019.*

Braun, N., Zorn, M.L., & **Bhussar, M.S.,** Naughty and nice? Institutional drivers of corporate social responsibility behavioral incongruence. *Presented at 2018 Academy of Management Annual Meeting, Chicago, IL. August, 2018.*

**Bhussar, M.S.,** Baker, L.K.T, & Zorn, M.L. Before it's too late: Navigating the turbulent seas of disruptive innovation. *Presented at Southern Management Association Annual Meeting, St. Petersburg, FL. October, 2017.*

Zorn, M.L., Sexton, J.C., **Bhussar, M.S.,** & Lamont, B.T. Unfinished business: Nested acquisitions, managerial capacity, and firm performance. *Presented at 2016 Strategic Management Society Annual Meeting, Berlin, Germany. October, 2016*

Zorn, M.L., Norman, P.M., Butler, F.C. & **Bhussar, M.S.** Cure or curse: Does downsizing increase the likelihood of bankruptcy? *Presented at 2016 Academy of Management Annual Meeting, Anaheim, CA. August, 2016.*

**GRANTS & RECOGNITIONS**

Miller Teaching Grant, Iowa State University 2024  
 Award of Excellence, Open Educational Services, Iowa State University. 2020  
 Field – Armenakis Fellowship, Raymond J. Harbert College of Business. 2015-2017  
 York Fellowship Doctoral Research Grant, Raymond J. Harbert College of Business. 2015-2017

**TEACHING EXPERIENCE**

**Strategic Management (MGMT 478)**  
 Iowa State University – Debbie and Jerry Ivy College of Business 2018 – Present

**Mergers & Acquisitions Seminar (MGMT 620I)**  
 Iowa State University – Debbie and Jerry Ivy College of Business Spring, 2022

**Strategic Management (MNGT 4800)**  
 Auburn University – Harbert J. College of Business 2016 – 2018

**Strategic Management (BUSI 7130) – Teaching Assistant**  
 Auburn University – Harbert J. College of Business Fall, 2017

**Principles of Management (MNGT 3100)**  
 Auburn University – College of Business Summer, 2015

**Management Foundations (MNGT 3810)**  
 Auburn University – College of Business Fall, 2015

**Essentials of Entrepreneurship (ENFB 4140)**  
 Auburn University – Harbert J. College of Business Spring, 2015

**SERVICE TO THE COLLEGE OF BUSINESS**

College Assessment of Learning Committee 2023 – Present  
 Course Coordinator, Iowa State University. 2021 – Present

**Strategic Management MGMT 478**  
 Department Writing Club, Iowa State University 2022 – 2024  
 Search Committee, Iowa State University Fall 2022  
 Business Learning Team Committee, Iowa State University. 2018 – 2019

**Involvement: Department representative**  
 Graduate Student Council, Auburn University. 2014 – 2015  
**Involvement: Senator, Department of Management**

**SERVICE TO THE ACADEMIC COMMUNITY****Track Chair**

Southern Management Association Annual Meeting, Entrepreneurship, Family Business, Innovation, and Technology Track	2022
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**Ad-hoc Reviewer**

Journal of Management Studies	since 2018
Journal of Management	since 2020
Human Resource Management	since 2022
Journal of Business Research	since 2023
IEEE Transactions on Engineering Management	since 2024

**Reviewer**

Academy of Management Annual Meeting,	since 2016
Southern Management Association Annual Meeting	since 2015

**Session Facilitator**

Southern Management Association Annual Meeting	since 2016
Mid-South Management Regional Conference	since 2019

**Volunteer**

Southern Management Association Annual Meeting,	since 2018
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**PROFESSIONAL MEMBERSHIPS**

Academy of Management  
 Indian Academy of Management  
 Southern Management Association  
 Strategic Management Society  
 Mid-South Management Consortium

**PROFESSIONAL DEVELOPMENT**

Early-Stage Doctoral Consortium Speaker, Southern Management Association	2022, 2023
Late-Stage Doctoral Consortium Speaker, Southern Management Association.	2021
Early-Stage Doctoral Consortium Speaker, Southern Management Association	2020
Faculty Success Program – National Center for Faculty Development & Diversity	2021
Team Based Learning Workshop (CELT) – Iowa State University	2020
Junior Faculty Paper Development Workshop – Strategic Management Society	2019
Inclusive Classroom Faculty Development Workshop – Iowa State University	2021
Late-Stage Doctoral Consortium Participant, Southern Management Association	2016
Early-Stage Doctoral Consortium Participant, Southern Management Association	2015

## **MEDIA COVERAGE**

- Sue, D. 2023. Iowa-Based Kum & Go Sale, "Good Move" for Utah Company- ISU Asst. Prof | NEWSRADIO 1040 WHO. Retrieved from <https://whoradio.iheart.com/content/2023-04-24-iowa-based-kum-go-sale-good-move-for-utah-company-isu-assoc-prof/>
- Smith, C. 2021. Alden files suit against Lee. Retrieved from [https://valleynewstoday.com/news/alden-files-suit-against-lee/article\\_51306b64-5f61-11ec-b5eb-ffa7733ad83b.html](https://valleynewstoday.com/news/alden-files-suit-against-lee/article_51306b64-5f61-11ec-b5eb-ffa7733ad83b.html)
- Smith, C. 2021. Alden Global Capital aims to buy Lee Enterprises. Retrieved from <https://www.thegazette.com/news/alden-global-capital-aims-to-buy-lee-enterprises/>
- Beeman, P. 2019. M&A Slowdown? Retrieved from <https://businessrecord.com/Content/Economic-Development/Economic-Development/Article/M-A-Slowdown-/181/975/87728>
- Mika, D. 2018. United Technologies spinoffs to allow for focus on aerospace. Retrieved from <https://www.thegazette.com/business/united-technologies-spinoffs-to-allow-for-focus-on-aerospace/>
- Business Standard. 2017. Downsizing may not save company but put it on a path to bankruptcy. Retrieved from [https://www.business-standard.com/article/specials/downsizing-may-not-save-company-but-put-it-on-a-path-to-bankruptcy-117050800038\\_1.html](https://www.business-standard.com/article/specials/downsizing-may-not-save-company-but-put-it-on-a-path-to-bankruptcy-117050800038_1.html)