

**Manjot Singh Bhussar**  
**Assistant Professor**  
Department of Management and Entrepreneurship  
Debbie and Jerry Ivy College of Business  
Iowa State University  
Ames, IA 50011  
[mbhussar@iastate.edu](mailto:mbhussar@iastate.edu)  
334-655-9254

---

### **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., Adams, G.L., & Silvera, G.** CEO's acquisition experience and deal completion. *Conditionally Accepted at Journal of Business Research.*

**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.**, 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*.

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. Under Review at *Information Systems Research*.

## **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.

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
--	------

**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
---	------------

**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)

## **NON-ACADEMIC EMPLOYMENT**

**Operations Manager**, July 2013 – July 2014

Alabama Hospitality Services, Montgomery, Alabama

**Graduate Student Assistant**, Feb 2011 – June 2013

Auburn University at Montgomery, Montgomery, Alabama

**Business Development Manager**, Jan 2010 – Dec 2010

INA Brains, Chandigarh, Punjab, India

**Systems Analyst**, Aug 2007 – Dec 2009

Siemens Information Systems, Mumbai, Maharashtra, India