

Manjot Singh Bhussar
Assistant Professor
Department of Management
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, Downsizing, Restructuring, Corporate entrepreneurship.

PEER-REVIEWED PUBLICATIONS

Bhussar, M.S., Zorn, M.L., & Sexton, J.C. 2021. 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>

WORKING PAPERS

Bhussar, M.S., Zorn, M.L., Adams, G.L., & Silvera, G. Unpacking pre-completion acquisition experience: A multi-dimensional approach to CEO's acquisition experience and its effect on deal completion. Under review at *Journal of Business Research*.

Bhussar, M.S., Zorn, M.L., Hill, A., & Schwarte, Y. Time for Knowledge? On the Timing of New CEOs Engage in Mergers and Acquisitions. Draft ready. Preparing for submission.

Bhussar, M.S., Grove, S., & Fox, B. Unpacking information asymmetry in acquisitions: Understanding role of patenting signals on acquisition premiums. Draft ready. Preparing 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.

WORKS IN PROGRESS

Bhussar, M.S., Zorn, M.L., & Song, R. Moving away from the blame game: Strategic choices following deal failure. (Data analysis completed, Manuscript in preparation).

Tiangong, S., **Bhussar, M.S., & Mishra, A.N.** Impact of Acquirer's IT Investments on Its Innovation Performance of Technological M&A. (Data analysis completed, Manuscript in preparation).

Ko M., Schiebe, K., On-ook, O, **Bhussar, M.S.** Reputation building in shared economy: A machine learning approach (Data analysis completed, Manuscript in preparation).

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)

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. *To be 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. *To be 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 old 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

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
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Principles of Management (MNGT 3100)

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

Auburn University – College of Business	Fall, 2015
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Essentials of Entrepreneurship (ENFB 4140)

Auburn University – Harbert J. College of Business

Spring, 2015

Strategic Management (MNGT 4800)

Auburn University – Harbert J. College of Business

2016-2018

SERVICE TO THE COLLEGE OF BUSINESS

College Assessment of Learning Committee

2023 - Present

Department Writing Club, Iowa State University

2022 - Present

Search Committee, Iowa State University

Fall 2022

Course Coordinator, Iowa State University.

2021- Present

Strategic Management MGMT 478

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,

2022

Entrepreneurship, Family Business, Innovation, and Technology Track

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

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

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