

SHALINI SARIN JAIN

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EDUCATION

Ph.D. in Public Policy and Management (2013), Daniel J. Evans School of Public Affairs, University of Washington, Seattle, Washington.

Dissertation: "The Public Role of the Private Sector: Measuring Corporate Social Performance in India."

M. S. in Public Policy and Management (2011), Daniel J. Evans School of Public Affairs, University of Washington, Seattle, Washington.

M. S. in Public Policy Analysis (1997), University of Rochester, Rochester, New York.

Thesis: "Correlates of Aid Effectiveness – Measuring the Quality and Appropriateness of Global Aid."

ACADEMIC EXPERIENCE

Milgard School of Business, University of Washington, Tacoma, Washington
Assistant Professor of Management, September 2014 to present.

Milgard School of Business, University of Washington, Tacoma, Washington
Lecturer, September 2013 – June 2014.

Daniel J. Evans School of Public Affairs, University of Washington, Seattle, Washington

- Research Assistant, September 2008 to June 2010.
- Teaching Assistant, Fall 2010.

ACADEMIC HONORS

Selected for the 5th Annual Next Generation Environmental, Social and Governance Workshop and Global Business Ethics Symposium, Bentley University, Harold S. Geneen Institute of Corporate Governance, Boston, Massachusetts, May 2013.

Selected for Doctoral Student Professional Development Consortium, Public and Non-Profit Division, Academy of Management, 71st Annual Meeting, San Antonio, Texas, August 2011.

Selected for Consortium of Qualitative Research Methods, Institute for Qualitative and Multi-Method Research, Maxwell School, Syracuse University, Syracuse, New York, June 2010.

INDUSTRY EXPERIENCE

Director Senior Corps: Retired Senior and Volunteer Program, Area 10 Agency on Aging, Bloomington, Indiana, 2004 to 2006.

Senior Research Associate, Center for Governmental Research (now CGR), Rochester, New York, 1997 to 2001.

TEACHING

Graduate

Business Ethics and Social Responsibility (Part-Time MBA Core): Milgard School of Business, University of Washington, Tacoma, Washington, 2014 to 2020.

Undergraduate

Business and Society (Undergraduate Core): Milgard School of Business, University of Washington, Tacoma, Washington, 2014 to 2020.

Introduction to Business (Undergraduate Core): Milgard School of Business, University of Washington, Tacoma, Washington, 2014 to 2020.

Managing Corporate Responsibility (Undergraduate Elective): Milgard School of Business, University of Washington, Tacoma, Washington, Winter 2014.

RESEARCH INTERESTS

My research examines core social, ethical, and stakeholder equity challenges facing contemporary business and draws from, bridges, and finds application in the disciplines of management, accounting, economics, marketing, social psychology, and public policy. It spans three overlapping streams:

- a. *Strategic Management*: I examine how corporate decision-makers signal attention to key stakeholders to enhance their financial and social performance. These include gender representation and compensation parity in top management teams (TMTs), managerial traits that incentivize opportunistic behavior, unintended consequences of policies that trigger perceptions of procedural unfairness, and how brands that transgress can transform.
- b. *Critical Management Studies*: Considering recent transformative global events like COVID-19, and #MeToo and Black Lives Matter movements, I use System Justification Theory to examine judgments of exploitative organizational practices and their implications for strategy.
- c. *Social Issues in Management*: I examine how national and firm-level (ownership identity) institutional arrangements shape the design, practice, and reporting of CSR in India. Relatedly,

I examine an understudied link between corporate and CSR governance and the efficacy of India's global-first CSR law mandating qualifying firms to both, *spend and report* on CSR.

PUBLICATIONS IN REFEREED JOURNALS

1. **Jain, Shalini Sarin**, and Joon Sung Lee (2020). "Allegations of Sexual Misconduct: A View from the Observation Deck of Power Distance Belief." Accepted for publication, *Journal of Business Ethics*.
2. **Jain, Shalini Sarin**, Guy Fernando, Arindam Tripathy, and Sandhya Bhatia (2020). "Closing the Gender Gap in Top Management Teams: An Examination of Listed Family and Non-Family Firms." Accepted for publication, *Journal of Family Business Strategy*.
3. Mathur, Pragya, and **Shalini Sarin Jain** (2020). "Not All that Glitters is Golden: The Impact of Procedural Fairness Perceptions on Customer Satisfaction with Favorable Outcomes." *Journal of Business Research*, 117, 357-367. <https://doi.org/10.1016/j.jbusres.2020.06.006>
4. Desai, Naman, Shailendra P. Jain, **Shalini Sarin Jain**, and Arindam Tripathy (2020). "The Impact of Implicit Theories of Personality Malleability on Opportunistic Financial Reporting." *Journal of Business Research*, 116, 258-265. <https://doi.org/10.1016/j.jbusres.2020.05.043>
5. Fernando, Guy, **Shalini Sarin Jain**, and Arindam Tripathy (2020). "This Cloud has a Silver Lining: Gender Diversity, Managerial Capability and Firm Performance." *Journal of Business Research*, 117, 484-496. <https://doi.org/10.1016/j.jbusres.2020.05.042>
6. Li, Xingbo, **Shalini Sarin Jain**, Yiqin Alicia Shen, and Shailendra P. Jain (2020). "Power and Message Framing: The Case of Comparative Advertising." *Customer Needs and Solutions*. <http://doi.org/10.1007/s40547-020-00110-9>
7. **Jain, Shalini Sarin**, and Shailendra P. Jain (2018). "Power Distance Belief and Preference for Transparency." *Journal of Business Research*, 89, 135-142. <https://doi.org/10.1016/j.jbusres.2018.04.016>
8. **Jain, Shalini Sarin**, and Aseem Prakash (2017). "Signaling Stewardship: The Role of Ownership Identity in Shaping Social Responsibility Communication in India." *Journal of Corporate Citizenship*, 66, 46-80. <https://doi.org/10.9774/TandF.4700.2017.ju.00005>
9. **Jain, Shalini Sarin** (2011). Considered Deliberation: Instrumental yet Incremental? Book Review, *Journal of Politics*, 73(2): 616-17. <https://doi.org/10.1017/S0022381611000181>
Book Title: *When the People Speak: Deliberative Democracy & Public Consultation*, By James S. Fishkin (Oxford University Press, 2009).

PAPERS UNDER REVIEW

10. **Jain, Shalini Sarin**, Naman Desai, Arindam Tripathy and Vishwanath Pingali. "Contemporary 'Smart-Mix' CSR: Assessing India's Two Percent Law." Under 2nd Round Review, *Management and Organization Review*.
11. **Jain, Shalini Sarin**, Shailendra P. Jain, and Yexin Jessica Li (2020). "Economic Revival or Virus Containment? COVID and Economic System Justification." Under Review, *Journal of Business Ethics*.

WORKS-IN-PROGRESS

12. **Jain, Shalini Sarin**, and Shailendra P. Jain. "Eight Principles to Lead You from Brand Transgressions to Brand Transformations." Case-based book in progress. 4 chapters completed.
13. **Jain, Shalini Sarin**, Shailendra P. Jain, Naman Desai, and Arindam Tripathy. "Fair Market Ideology and Price Gouging Acceptability during COVID." 3 studies completed. Writing in progress.
14. **Jain, Shalini Sarin** and Jill Purdy. "Differential CSR Reporting by Firms in India: An Institutional Logics Perspective." Work-in-progress.
15. **Jain, Shalini Sarin**. "Linkages between Corporate Governance and CSR Governance: An Empirical Study of India's Leading Corporations." Work-in-progress.
16. **Jain, Shalini Sarin**. "Social Dominance Orientation and Brand Transgressions." Work-in-progress
17. **Jain, Shalini Sarin**. "Heritage Brands, Systemic Racism, and System Justification Beliefs." Work-in-progress.
18. Desai, Naman, **Shalini Sarin Jain**, and Tripathy, Arindam. "Mindsets and Responses to Price Gouging." Work-in-progress.

INVITED TALKS

Milgard School of Business, University of Washington, Tacoma, Washington, May 2013.

- "The Public Role of the Private Sector: India's Social and Environmental Disclosure Scorecard."

School of Social Sciences, Singapore Management University, Singapore, March 2013.

- "The Public Role of the Private Sector: India's Social and Environmental Disclosure Scorecard."

CONFERENCE PRESENTATIONS

International Association of Business and Society Annual Conference, Amsterdam, Netherlands, Summer 2017.

- "Linkages between Corporate Governance and CSR Governance: An Empirical Study of India's Leading Corporations." *Paper presentation.*

The Society for Personality and Social Psychology Annual Convention, San Antonio, Texas, Winter 2017.

- "Power and Message Framing." *Poster presentation.* With Xingbo Li, Alicia Shen, and Shailendra Jain.

International Association of Business and Society Annual Conference, Park City, Utah, Summer 2016.

- "Differential Adoption of Explicit CSR in an Emerging Economy." *Paper presentation.*

International Association of Business and Society Annual Conference, Costa Rica, Spring 2015.

- "Beyond Principles: An Empirical Study of how Leading Corporations in India Operationalize CSR." *Paper presentation.*

Academic Conference on Social Responsibility, Center for Leadership and Social Responsibility, Milgard School of Business, University of Washington, Tacoma, Washington, Summer 2014.

- “Social Responsibility Reporting: Evidence from India’s Leading Corporations.” *Paper presentation*.

International Academy of Management and Business Annual Conference, San Antonio, Texas, Winter 2013

- International Business Session Chair.
- “Measuring Corporate Social Responsibility Intention: Evidence from India’s Top 100 Corporations.” *Paper presentation*.
- “When the Rubber Hits the Road: Outcomes of Socially Responsible Behavior in India’s Top 100 Corporations.” *Paper presentation*.

Academic Conference on Social Responsibility: Sustainability – Issues and Strategies. Center for Leadership and Social Responsibility, Milgard School of Business, University of Washington, Tacoma, Washington, Summer 2012.

- “The Public Role of the Corporate Sector: A firm- and industry-level analysis of the penetration of CSR principles in India’s Top 100 Corporations.” *Research brief*.

International Studies Association Annual Convention, Corporate Engagements and Social Responsibility Session, San Diego, California, Spring 2012.

- “The Public Role of the Corporate Sector: An Analysis of Firm and Industry Level Corporate Social Responsibility Practices in India.” *Paper presentation*.

Workshop on Corporate Responsibility, Multinational Corporations and Nation States, University of Washington, Seattle, Washington, Spring 2011. *Session Lead Discussant*.

Consortium on Qualitative Research Methods, Institute for Qualitative and Multi-Method Research, Maxwell School, Syracuse University, Syracuse, New York, Summer 2010.

- “A Framework for Private Regulation in Global Governance: The Case of the Forest Stewardship Council.” With Joaquin Herranz Jr. *Paper presentation*.

Midwest Political Science Association Annual Conference, Chicago, Illinois, Spring 2010.

- “A Framework for Private Regulation in Global Governance: The Case of the Forest Stewardship Council.” With Joaquin Herranz Jr. *Paper presentation*.

OTHER PRESENTATIONS AND CONFERENCES

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- *Joint Research Seminar*, Milgard School of Business, Pacific Lutheran University, and University of Washington, Bothell, Washington, Winter 2020. Participant.
 - *Junior Faculty Research Overview*, Milgard School of Business, University of Washington, Tacoma, Washington, Fall 2016. Presenter.
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- *Annual Meeting of the Academy of Management*, Vancouver, British Columbia, Canada, Summer 2015. Participant.
- *4th Annual South Puget Sound Management Conference*, Spring 2015. Participant.
- *Academic Conference on Social Responsibility: Perceptions and Reality*, Center for Leadership and Social Responsibility, Milgard School of Business, University of Washington, Tacoma, Washington, Spring 2011. Participant.

PROFESSIONAL DEVELOPMENT

- Online Teaching Webinars (Designing Curriculum for Online and Hybrid Classes, Exploring the Challenges and Opportunities of Online Case Teaching, and Power and Responsibility: Teaching Ethics and Adaptive Leadership in a Time of Crisis), Harvard University, Boston, Massachusetts, Spring and Summer 2020.
- Best Practices in Faculty Searches Workshop 1, University of Washington, Tacoma, Washington, Fall 2019.
- Case Method Teaching Seminar – Part 1, Harvard Business School Publishing Education, Boston, Massachusetts, Spring 2018.
- SEED (Strengthening Educational Excellence through Diversity) Teaching Institute, University of Washington, Tacoma, Washington, Summer 2018.
- iTech Fellows Workshop, Milgard School of Business, University of Washington, Tacoma, Washington, Fall 2017.
- Global Business Ethics Teaching Workshop and Symposium, Bentley University, Boston, Massachusetts, Summer 2017. Invited participant.
- Academy of Management, Junior Faculty Research Consortium, August 2016.
- International Association of Business and Society, Junior Faculty Research Consortium, June 2016.

PROFESSIONAL SERVICE

- Diversity Officer, Milgard School of Business (2020-2021)
- Reviewer: *Business & Society, Journal of Family Business Strategy*.
- Reviewer: International Association of Business and Society Annual Conference.
- Reviewer: Academy of Marketing Science Doctoral Colloquium.
- Reviewer: Academy of Management Annual Meeting.
- Reviewer: Center for Leadership and Social Responsibility Conference, University of Washington, Tacoma
- Member Diversity & Equity in Hiring and Professional Development (DEHPD) Council of Washington State's 34 Community and Technical Colleges, Summer 2020
- Chair, Search Committee for Accounting Lecturer, Milgard School of Business, University of Washington, Tacoma, Washington, Spring 2020.

- Search Committee for Tenure Track Assistant Professor in Economics, Milgard School of Business, University of Washington, Tacoma, Washington, Winter 2020.
- Co-Organizer Annual Holiday Event for Faculty and Staff, Milgard School of Business, University of Washington, Tacoma, Washington, Fall 2019.
- Management Curriculum and Core Review committee, Milgard School of Business, University of Washington, Tacoma, Washington, 2018 and 2019.
- Undergraduate Core Curriculum Committee, Milgard School of Business, University of Washington, Tacoma, Washington, 2018
- Strategic Plan Workshops, Milgard School of Business, University of Washington, Tacoma, Washington, 2018
- YapFest (Enhancing Student Learning) Workshop, Milgard School of Business, University of Washington, Tacoma, Washington, 2018
- Undergraduate Education Academic Council. University of Washington, Tacoma, Washington, Milgard faculty representative, 2015 to 2018.
- Advisory Council, Center for Leadership & Social Responsibility, University of Washington, Tacoma, Washington, 2016 to 2018.
- Core Faculty, Center for Environmental Politics, College of Arts and Sciences, University of Washington, Seattle, Washington, 2014 to present.
- First Gen Fellows – Swipe Right for Success, and Jump Start. University of Washington, Tacoma, Washington, September 2017, 2018.
- Annual Academic Conference, Center for Leadership & Social Responsibility, University of Washington, Tacoma, Washington, 2011-2012 and 2014-2016.
- Annual Business Conference, Center for Leadership & Social Responsibility, University of Washington, Tacoma, Washington, 2014-2016. Participating Milgard faculty.
- Guest Speaker TSEC 200 Environmental Seminar, Invited by Tom Koontz, Associate Professor of Environmental Policy, School of Interdisciplinary Arts and Sciences, University of Washington, Tacoma, Washington, Fall 2015.
- Milgard Student Case Competition, Center for Leadership & Social Responsibility, University of Washington, Tacoma, Washington, 2015. Judge.
- Annual Etiquette Dinner for Students, Center for Leadership & Social Responsibility, University of Washington, Tacoma, Washington, 2014-2015. Attending Milgard faculty.

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

International Association of Business and Society (IABS)