

Padma Rao Sahib

Associate Professor

University of Groningen, Faculty of Economics and Business

Department of Global Economics and Management

&

Adjunct Professor, School of Social and Behavioural Sciences, Amrita University, Kerala, India

p.rao.sahib@rug.nl

EDUCATION

Ph.D. *Economics*, Cornell University, USA 1992
M.A. *Economics*, Cornell University, USA 1991
B.A. *Economics & Statistics*, George Washington University, USA 1988

RESEARCH INTERESTS

Learning in Mergers & Acquisition Processes, Internationalization in European Management Boards, Learning in Partnerships.

PUBLICATIONS

- Doan, T. T., & **Rao Sahib, P.**, (2023) Ovens online! teaching baking through the internet in Vietnam. In *Sage Business Cases*. SAGE Publications, Ltd., <https://doi.org/10.4135/9781529611588>
- Doan, T. T., & **Rao Sahib, P.**, (2019) Learning from divestitures to complete acquisitions: A study using secondary data and logistic regression models to explore the determinants of mergers and acquisitions completion likelihood. In *Sage Research Methods Cases Part 2*. SAGE Publications, Ltd., <https://doi.org/10.4135/9781526479631>
- H. ten Brug, **P. Rao Sahib** (2018) Abandoned deals: the merger and acquisition process in the electricity and gas industry, *Energy Policy*, 123, 230-239, <https://doi.org/10.1016/j.enpol.2018.08.042>
- E. Labbas, **P. Rao Sahib**, T. Doan, (2018). Cross-Border M&As in Related and Technology-Intensive Industries: Evidence on the Dynamics of Spatial Distance, Industry Context, and Completion Likelihood of International Takeovers, in Sydney Finkelstein , Cary L. Cooper (ed.) *Advances in Mergers and Acquisitions (Advances in Mergers and Acquisitions, Volume 17)* Emerald Publishing Limited, 75 – 93. <https://www.emeraldinsight.com/doi/abs/10.1108/S1479-361X20180000017004>
- Rao Sahib, P.** G v. d. Laan and H. v. Ees (2018) The Tide that lifts all boats? Acquisitions and CEO-TMT pay disparity in the Netherlands. *Management Decision*, <https://doi.org/10.1108/MD-08-2017-0804>.
- Doan, T. **Rao Sahib, P.** and A v. Witteloostuijn (2018). Lessons from the flipside: How do acquirers learn from divestitures to complete acquisitions? *Long Range Planning*, April, 51(2), 252-266. <https://doi.org/10.1016/j.lrp.2018.01.002>

Rao Sahib, P. (2015) Status, Peer Influence and Racio-ethnic Diversity in times of Institutional Change: An Examination of European Labour Law, *The Journal of Business Ethics*, 126(5):205-218.

van Veen, K., **Rao Sahib, P.** and E. Aangeenbrug (2014) “Where do international board members come from? Country-level antecedents of international board member selection in European boards”, *International Business Review*, 23, 407-417.

Rao Sahib, P. and X. Gu (2013). “As Good as Married? A Model of Premarital Cohabitation and Learning.” *The Journal of Mathematical Sociology*, 37:3, 133-158.

Dikova, D. and **Rao Sahib P.** (2013). “Is cultural distance a bane or boon for cross-border acquisition performance?” *Journal of World Business*, 48(1), 77-86.

Muehlfeld, K., **Rao Sahib, P.** and Van Witteloostuijn, A. (2012). A contextual theory of organizational learning from failures and successes: A study of acquisition completion in the global newspaper industry, 1981–2008. *Strategic Management Journal*, 33(8), pp.938-964.

Booij, M. and **P. Rao Sahib** (2012), “Slow but Certain: The Pre-M&A Process of European National Champion Deals,” in Sydney Finkelstein, Cary L. Cooper (ed.) *Advances in Mergers and Acquisitions (Advances in Mergers & Acquisitions, Volume 11)*, Emerald Group Publishing Limited, 55-68.

Dikova, D., **Rao Sahib, P.** and Witteloostuijn, A. v. (2010), “Cross-border Acquisition Abandonment and Completion: The Effect of Institutional Differences and Organizational Learning in the Business Service Industry, 1981-2001” *Journal of International Business Studies*. 41:223-245.

Muehlfeld, K., **Rao Sahib, P.** and Witteloostuijn, A. v. (2007), “Completion or Abandonment of Mergers and Acquisitions: Evidence from the Newspaper Industry, 1981-2000.” *Journal of Media Economics*, 20(2):107-137.

Rao Sahib, P. Koning, R. H. and Witteloostuijn, A. v. (2006), “Putting your Best Cyber Identity Forward: An Analysis of ‘Success Stories’ from a Russian Internet Marriage Agency”, *International Sociology*, January; 21: 61 - 82.

Rao Sahib, P. and H. de Weerd (2003), “Improving Attendance in Introductory Statistics Courses: An experiment from the Netherlands” in *Proceedings of the American Statistical Association*, Section on Statistical Education, Alexandria, VA. American Statistical Association.

Rao Sahib, P. and X. Gu (2002) “To Tie the Knot or Not: Cohabitation, Marriage and Individuals’ Attitudes to Risk” in *Demographic Research*, 6(13), 353-382.

Rao Sahib, P. and X. Gu (2002) “Living in Sin and Marriage: a Matching Model”, *Journal of Population Economics*, 15, 261-282.

Rao Sahib, P. (2002) “Contraceptive Sterilization and Women's Work Careers”, in *Journal of Socio-economics*, 173-175, 31(2), July.

Rao Sahib P. (2000) “The information content of wage and duration data in a search model”, *Applied Economics*, 32, 1831-1839.

Rao Sahib, P. (1998) “Offer heterogeneity in the standard search model: implications for the duration of unemployment and reemployment wages”, *Labour Economics*, 5, (1998), 205-215.

Rao Sahib P. (1996) “Investigating the effect of the optimality constraint on parameter estimates in a job search model”, *Canadian Journal of Economics*, April, 62-64.

PARTICIPATION IN CONTRACT RESEARCH

MFS II NWO WOTRO Evaluation, Member of India Team, under supervision of Dutch Ministry of External Affairs. March 2012-December 2014.

Evaluation of Executive Compensation of Executives in Dutch Companies under contract from Dutch Financial Supervisory Authority. October 2007.

OTHER POSITIONS

Researcher and Fellow at SOM Research School, Faculty of Economics and Business, University of Groningen.

Member, Advisory Board on UNESCO chair of Gender Equality and Women Empowerment at Amrita University, Kerala, India

Member, Programme Committee, Bachelor Programme in Economics and Business Economics.

PAST POSITIONS/EMPLOYMENT

Assistant Professor (2001-2019), Coordinator Honours Program (2009-2014), MSc Thesis Coordinator (2006-2016)

Researcher, Population Research Center, University of Groningen 1999-2001

Lecturer, Concordia University (1992-1999)

PHD SUPERVISION

Trang Doan joint supervisor with Professor A. v. Witteloostuijn at University of Antwerp)

Ph.D. Thesis Title: Studies on the M&A pre-integration process - Organizational learning, Strategies and Timing.

Completion Date: 2015

REFEREEING SERVICE

Journal of International Business Studies, International Business Review, Long Range Planning, Journal of Population Economics, International Journal of Emerging Markets. Reviewer for Academy of Management Conference (2012-present).

TEACHING EXPERIENCE

Bachelor Level Courses: International Business, Strategic Management, Statistics (Introductory and Intermediate), Labour Economics, Advanced Microeconomics, Econometrics.

Master Level Courses: Statistics, Econometrics, Population Policies and Programs, Special Topics Course: Dynamic Programming Models in Economics: Theory and Estimation, Labour Economics, Master thesis supervision (4-5 master theses per academic year).

Coordinator of Statistics and Research Methods Courses at Department of Global Economics and Management, Monitor/Mentor of First Year Students
Faculty Coordinator, Student and Faculty Exchange with Universities in India

TEACHING QUALIFICATION

University Teaching Qualification Certificate (BKO) obtained in 2012.

LANGUAGE & NATIONALITY INFORMATION

Nationality: Canadian (Permanent Resident of the Netherlands)

English (Native), Marathi (mother tongue)

Dutch (Fluent) (Nederlandse Als Tweede Taal Niveau 2 Certificate 2003)