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Associate Professor with Tenure  
University of Groningen, Faculty of Economics and Business  
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## **EDUCATION**

PhD *Economics*, Cornell University, USA 1992  
MA *Economics*, Cornell University, USA 1991  
BA *Major Statistics & Economics*, George Washington University, USA 1988

## **RESEARCH INTERESTS**

Learning in Merger & Acquisition Processes, Corporate Restructuring, Internationalization in Management Boards, Learning in Partnerships.

## **PUBLICATIONS IN REFEREED JOURNALS (2010-2019)**

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> (AIP 75)

**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>. (AIP 50)

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> (AIP 93)

**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. (AIP 51)

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. (AIP 59)

**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. (AIP 34)

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. (AIP 83) (79 citations according to Google Scholar as of December 2018)

Muehlfeld, K., **Rao Sahib, P.** and A. v. Witteloostuijn, (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. (AIP 97) (149 citations according to Google Scholar as of December 2018).

Dikova, D., **Rao Sahib, P.** and A. v. Witteloostuijn (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. (AIP 95). This paper was International Management Division Best Paper Award Finalist, finalist for the Douglas Nigh Memorial Best Paper Award and Journal of International Business Studies Frontiers Award nominee in 2009. (289 citations according to Google Scholar as of December 2018)

### **CHAPTERS IN EDITED BOOKS**

Doan, T. T., & **Rao Sahib, P.** (forthcoming, 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. *SAGE Research Methods Cases*.

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/S1479-361X2018000017004>

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.

### **WORK IN PROGRESS**

“Learning from prior restructuring activities to make acquisitions in an M&A wave” joint with Trang Doan and Arjen van Witteloostuijn. Targeted at Management Decision.

“Global Connectivity Fosters Sustainable Agricultural Practice: Evidence from Rural India” joint with Robert Lensink. Targeted at Journal of World Business.

### **PUBLICATIONS (2009 AND EARLIER)**

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. (AIP 20) (53 citations according to Google Scholar as of December 2018).

**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.

### **PHD SUPERVISION**

Dirk Moellers (ongoing, joint supervisor with Sjoerd Buegelsdijk, University of Groningen)

Ph. D. Thesis (Tentative) Title: Internationalization in the Gambling Industry

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

### **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 (within Faculty)**

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

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

### **OTHER POSITIONS (outside Faculty)**

Member, Steering Committee, UNESCO chair of Gender Equality and Women Empowerment at Amrita University, Kerala, India.

Volunteer Coordinator at NGO Embracing the World (ETW).

## **PAST POSITIONS/EMPLOYMENT**

Assistant Professor and Coordinator Statistics (2014 -2018)

Coordinator Honours Program (2009-2014), MSc Thesis Coordinator (2006-2014)

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

Lecturer, Concordia University (1992-1999)

## **EDITORIAL BOARD MEMBERSHIP AND REFEREEING SERVICE**

Referee for: 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).

Member, Editorial Review Board Journal of International Business Studies (2009-2014)

## **TEACHING EXPERIENCE**

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

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)