

Curriculum Vitae

Niyati Kataria
Dillard College of Business
Associate Professor of Management
Date of Hire: 2012
Niyati.Kataria@msutexas.edu

Academic Background

Pennsylvania State University
Ph.D., Business Administration, 2012

University of Cincinnati

Started Ph.D., Business Administration, (2006-2007)

St. Stephen's College, University of Delhi

B.S., Computer Science, 2002

Memberships

Academy of Management 2008-2017
Society of Human Resource Management 2012-present

Work Experience

Academic Experience

Associate Professor of Management, Midwestern State University (August, 2018 – present), Wichita Falls, Texas.

Assistant Professor of Management, Midwestern State University (August, 2012 – Aug 2018), Wichita Falls, Texas.

Teaching Assistant, Pennsylvania State University (2009-2012), State College, Pennsylvania.
Responsible for delivering 3-6 hours of instruction per year as professor in the classroom.

Non-Academic Experience

Executive Access, Executive Search Consultant, May 2004 – April 2006

Courses Taught

For each class, I was responsible for all course content, instruction, and grading.

Undergraduate

2012- present: Midwestern State University–Organizational Behavior (MGMT 3013) in person, Human Resource Management (MGMT 4213) in person, Human Resource Perspectives (MGMT 4413) in person, International Management (MGMT 3353) in person and online, #Think: Contemporary Issues in Business in (MGMT 3913) in person, Human Resource Analytics (MGMT 4423) in hybrid format and several Independent studies (MGMT 4553). All courses are at the junior or senior level.

2009-2012: Pennsylvania State University– Taught two sections of introductory-level organization and management course (Organization and Management, MGMT 100) in person and four sections of upper-level organizational behavior course (Organizational Behavior, MGMT 326) in person.

Graduate

Spring 2013: Midwestern State University– Taught one Special topics in Management class (International Business) (MGMT 6663) for the MBA program.

Intellectual Contributions

Refereed Articles

Kreiner, G., Hollensbe, E., Sheep, M. & Smith, B. Kataria, N. Elasticity and the dialectic tensions of organizational identity: How can we hold together while we're pulling apart? *Academy of Management Journal*, 2015, 58, pp. 981-1011.

Stambaugh, J., Martinez, J., Lumpkin, G.T. & Kataria, N. (2017). How well do EO measures and entrepreneurial behavior match? *International Entrepreneurship and Management Journal*, 1-21.

Kataria, N., Kreiner, G., Hollensbe, E., Sheep, M., Stambaugh, J., The Catalytic Role of Emotions in Sensemaking: Evidence from the Blogosphere. *Australian Journal of Management.*, 43(3), 456-475.

Kataria, N., Stambaugh, J., Wong, N., Whyte, C., Tofte, J., Dzvurumi, W., Chou, S., Young Professionals of Wichita Falls: Consulting Project to Build a sustainable Future. *Journal of Organizational Psychology*. 23(1) 2023. 126-133.

Kataria, N., Chou, S., Up in the Air: Using Blogs to Study the Identity and Emotion Transitions of the Unemployed. *American Journal of Management*. 23(1) 2023. 62-89.

Conference Presentations

International

Kataria, N., Chou, S., Shainell, J., *I shouldn't have helped you! A Qualitative Study of Resentment of Peer Helping Outside of Classroom and its Consequence*. International Academy of Business and Public Administration Disciplines (IABPAD). Dallas 2023.

Kataria, N., Stiles, B., Shackelford, E., *The Entrepreneurship of sex work*. Southwestern Social Science Association Conference, Orlando, Florida. October 2018.

Kataria, N., Wong, N., Stambaugh, J., Whyte, C., Tofte, J., Dzvurumi, W., *Young Professionals of Wichita Falls: Consulting Project to Build a Sustainable Future*. Association for Applied & Clinical Sociology Conference, Cleveland, Ohio, 2017.

Kataria, N., Wong, N., Stambaugh, J., Dzvurumi, W. *The challenge of Attracting and Retaining Volunteers at YPWF*. Association for Applied & Clinical Sociology Conference, Denver, Colorado 2016.

Kataria, N., Stambaugh, J., Dzvurumi, W., & Kass, A. *Turning Up the Heat on Volunteer Motivation: A Study Examining What Makes America's Most Famous Triple Digit Weather Bike Race So Attractive for Its' Volunteers*. Academy of Business Research, San Antonio, Texas. 2016.

Kataria, N., Urick, M., *Developing Leadership Identity: The Influence of Eastern Religions*, Academy of Management Annual Meeting; San Antonio, 2011.

Hollensbe, E., Kreiner, G., Sheep, M., Kataria, N., *Tales of TEC: Narrating the Identity of The Episcopal Church*, Academy of Management Annual Meeting; Montreal, 2010.

Kataria, N., *The Catalytic Role of Emotions in Sensemaking: Evidence from the Blogosphere*, Cognition in the Rough, Academy of Management Annual Meeting; Montreal, 2010.

Kataria, N., Kreiner, G., Hollensbe, E., Sheep, M., *Spiraling Toward Identity: The Catalytic Role of Emotions in Sensemaking*, Academy of Management Annual Meeting; Chicago, 2009.

Kataria, N., Kreiner, G., Hollensbe, E., *From One to Many: The Cross-Level Role of Affect in Response to Organizational Identity Threats*, Academy of Management Annual Meeting; Anaheim, 2008.

Working Papers

Kataria, N., Stambaugh, J., Dzvurumi, W., Kass, A., Part a: *Turning up the heat on volunteer motivation: A study examining what makes America's most famous triple digit weather bike race so attractive for its' volunteers (Qualitative findings)*.

Kataria, N., Stambaugh, J., Dzvurumi, W., Mattlock, M., Willaims, C., Part b: *Turning up the heat on volunteer motivation: A study examining what makes America's most famous triple digit weather bike race so attractive for its' volunteers. (Quantitative findings)*.

Kataria, N., Wong, N., Stambaugh, J., Whyte, C., Tofte, J., Dzvurumi, W., *Young Professionals of Wichita Falls: reimagine, resurge, restructure towards a sustainable future*.

Kataria, N., Stambaugh, J., *Up in the air: using blogs to study the emotions and identity transitions of the unemployed*.

Kataria, N., Hollensbe, E., *From One to Many: The Cross-Level Role of Affect in Response to Organizational Identity Threats*.

Kataria, N., Stiles, B., Wong, N., Shackelford, E., Owens, S., Righton, K., *A thousand paper cuts: Examining how sexism affects the academic work environment- a comparison of two southern universities*.

Workshops

OB Doctoral Student Consortium. Academy of Management; San Antonio, August 2011.
New Doctoral Student Consortium. Academy of Management; Anaheim, August 2008.

Service

University Committees:

2013: Committee to hire firm for MWSU Classification and Compensation Study.

2013- present: QEP Committee- have been serving on this committee since its inception. Responsible for encouraging and assessing undergraduate research across the university.

2014- present: Member American Democracy Project Committee

2015-present: Member International Education and Advisory Committee

2015- present: College Research Committee

Spring 2017- present: Honors Banquet Selection Committee. Responsible for evaluating 52 nominees for various award categories.

Assurance of Learning - Institutional Service:

2015-2017: WEAVE Evaluator/ SACS Assessment Peer Review: Evaluated WEAVE reports for the Bachelor of science Geosciences program.

College Committees:

2012-2019: Member Globalization of the Curriculum Committee. Served as lead committee member every time for two of the five major events at the annual International Week at Dillard (student presentations and expat panel).

2014-present: Assurance of Learning Committee. Each member is responsible for collection and analysis of college level assessment data and presenting and explaining this data to AACSB accreditation visiting teams. Participated in the (successful) Fall 2014 accreditation visit. Consistently contribute multiple measures of individual and team level data from several of the classes I teach.

Fall 2016- present: Online Learning Committee

2014: Member on search committee that led to hire of Dr. Robert Forrester

2016-2017: Member on search committee for DCOBA Dean. Screened, interviewed and recruited college dean candidates. Led to hire of Dr. Jeff Stambaugh for the role.

Spring 2017-present: Faculty Development Committee

Fall 2017-present: Strategic Planning Committee

Fall 2019- Present: Head of Professional Development Committee

Other Institutional Service Activities: College Level

2017: Mustang Rally- Represented and presented for management department.

2017: Represented Dillard at a college fair in Dallas.

2017: Represented Dillard and delivered opening address for annual undergraduate research forum.

2015 and 2016: Conceived, created and presented the very well received 'Shark Tank' immersive exercise along with Dr. Stambaugh for Dillard Discover day. It is day when high school students explore what it would be like to study at Dillard.

2015: International Week - Luncheon Host for Ex-pat Panelists

2014: Member on search committee for Assistant Professor of Finance, which led to hire of Dr. Robert Forrester.

2013: Represented and presented for management department at Mustang Rally.

2012: Majors Fair. Helped Dr. Shao at the management and marketing department's table.

2012-2017: Dillard Exchange- Represented and presented for management department in the break-out sessions.

2012-2017: Strategic Management Presentation Judging: Invited by Dr. Jeff Stambaugh and Dr. Robert Forrester to judge student team presentations in the capstone Strategic Management classes. Presentations were on student's business simulation cases. Served as a judge approximately 6 times.

Mentoring Activities:

Alpha Chi:

2012, 2013, 2015, 2017: Served as an Alpha Chi Mentor for 4 students (Thalia Thomas, Denise Laurent, Sarah Bond and Matthew Matlock). (Students nominate a mentor who they believe has made the greatest impact on them in their undergraduate journey.)

EURECA/ Undergraduate Research Mentor:

Was amongst the first faculty members at Dillard to participate at the EURECA undergraduate research forums.

Past Student Research projects presented at Undergraduate Research/EURECA Forums:

Spring 2015: Poster: Parish, Colter C.; Siddiqi, Aliya S. and Winter, Morgan F. *Non work-approved technology usage: A literature review.*

Fall 2015: Poster: Leikness, A., and Kass, A., *Turning Up the Heat on Volunteer Motivation: A Study Examining What Makes America's Most Famous Triple Digit Weather Bike Race So Attractive for its' Volunteers.* Mentors: Dr. Niyati Kataria and Dr. Jeff Stambaugh.

Spring 2016: Poster: Dzvurumi, W., Kass, A., Leikness, A., *Turning Up the Heat on Volunteer Motivation: A Study Examining What Makes America's Most Famous Triple Digit Weather Bike Race So Attractive for its Volunteers. (mid-study qualitative phase findings poster).* Mentors: Dr. Niyati Kataria and Dr. Jeff Stambaugh.

Fall 2016: Presentation: Dzvurumi, W., Kass, A., *Turning Up the Heat on Volunteer Motivation: A Study Examining What Makes America's Most Famous Triple Digit Weather Bike Race So Attractive for its Volunteers. (Final qualitative phase findings).* Mentors: Dr. Niyati Kataria and Dr. Jeff Stambaugh.

Fall 2016: Poster: Dzvurumi, W., Whyte, C., *The Challenge of Attracting and Retaining Member-Volunteers at YPWF.* Mentors: Dr. Niyati Kataria, Dr. Jeff Stambaugh and Newman Wong.

Spring 2017: Presentation: Dzvurumi, W., Whyte, C., Tofte, J., Dzvurumi, W., *Young Professionals of Wichita Falls: Consulting Project to Build a Sustainable Future.* Mentors: Dr. Niyati Kataria, Dr. Jeff Stambaugh and Newman Wong.

Spring 2017: Presentation: Dzvurumi, W., Matlock, M., *Hotter than Hell: Phase 2: Quantitative: Turning up the heat on volunteer motivation.* Mentors: Dr. Niyati Kataria and Dr. Jeff Stambaugh

Spring 2017: Poster: Shackelford, E., Righton, K., Owens S., *Isms at work.* Mentors: Dr. Niyati Kataria, Dr. Beverly Stiles and Newman Wong.

Spring 2017: Poster: Wilson, M., *Coffee Roastery in Wichita Falls: a Feasibility study.*

Current Undergraduate Research/EURECA Projects:

Fall 2017: Matlock, M., Willams, C., Hotter than Hell Hundred Quantitative study (final results from survey completed by over 1450 volunteers). Mentors: Dr. Niyati Kataria and Dr. Jeff Stambaugh.

Fall 2017: D'Ingianni, J., Glass ceiling for women: A review of legal cases. Mentors: Dr. Niyati Kataria.

Fall 2017: Welborn, S., The entrepreneurship of sex-workers- an exploratory study. Mentors: Dr. Beverly Stiles, Dr. Niyati Kataria and Dr. Isaac Christiansen.

Fall 2017: Shackelford, E., Righton, K., Owens S., *Isms at work*. Mentors: Dr. Niyati Kataria, Dr. Beverly Stiles and Newman Wong.

Writing Student Recommendations:

2012: Letter of Recommendation: Marc Wirp - LOR for graduate programs in Germany.

2013: Reagan Dubois- submitted LOR for graduate studies in the United States.

2014: Zshoná Woods- submitted LOR for graduate studies in the United States. Gina Le- submitted LOR for job.

2015: Jake Vandercook and Lindsey Johnson - submitted LOR for graduate studies in the United States. Danielle Chavarria- LO for officer U.S. Air Force.

2016: Wadzanai Dzrumi- submitted LOR for RA Angelo Kurukulasuriya- submitted LOR for graduate studies in the United States.

2017: Yanru Li , Andrew Grey, Masara Detouche, Daniel Crone and Denise C Laurent- submitted LOR for graduate studies or jobs in the United States.

Faculty Advisor:

2017-present: Serve as co-advisor to Delta Sigma Pi Professional Business Fraternity along with Dr. Wilson.

2013-2017: Student Advising: Responsible for approximately 142 advisees over this period.

2017: Represented DCOBA at Chamber of Commerce Lunch.

2012: Represented DCOBA at 20 under 40 lunch.

Other Institutional Service Activities:

2014-2017: Served as EURECA Session Evaluator for approximately 15 sessions of posters for the undergraduate research forum at the end of each semester in this period.

2014 and 2017: Deliver invited two guest talks on my subject of expertise to Delta Sigma Pi.

Continuous Improvement:

2012-2017: Attended sessions of the TLRC

March 2017: Attended three consecutive AACSB conferences in Phoenix, Arizona: Assurance of Learning Seminar II, Assessment and Impact Conference and AACSB Impact forum.

Service to the Profession**Reviewer - Article / Manuscript**

2017: International Entrepreneurship and Management Journal, *The influence of family managers on merger and acquisition decisions. The role of past performance.*

Reviewer: Conference Papers

Academy of Management OB and MOC Divisions 2010

Journal of Management, Spirituality and Religion 2010

Service to the Community

Board Service

2015-present: Active Board Member Non Profit Center Wichita Falls, Texas. Cited in board meetings as an exemplar giver of financial and non-financial resources. Have encouraged and facilitated MWSU student participation in community events they host e.g. Teens make a Difference. Have done approximately five 60-150 minute pro-bono training sessions on their behalf.

Conducting Training in Area of Expertise

December 2015: Was invited to conduct a prestigious training session for a United Nation sponsored non-profit, The Banyan Initiative, Geneva, Switzerland. Was regarding motivation in organizations and psychological issues that interfere with decision making in general interspersed with examples based on my research of non-profit volunteer motivation.

January 2016 and January 2017: Conducted two training sessions along with Stewart Harvey (Director of the Non-profit Center of Wichita Falls) on Gallup Strengths Finder and Positive Psychology for Leadership Wichita Falls, Classes of 2016 and 2017.

June and July 2016: Conducted two training sessions on behalf of the Nonprofit Center of Wichita Falls for Personality test (MBTI) training and Non-profit volunteer motivation.

April 2017: Presented results of 8-month long intensive qualitative research-consulting study (along with students who I had mentored on this project) to Young Professionals of Wichita Falls on how they can improve their membership numbers and motivation.

May 2017: Invited to create first session of a leadership-training forum for Chamber of Commerce, Wichita Falls. Created and conducted 120-minute training session on Emotional Intelligence for the Chamber of Commerce. Attended by 60 members of the Chamber of Commerce.

June 2017: Delivered 150-minute training session on Emotional Intelligence for 2 divisions of the marketing team of the watch and lifestyle company Fossil (Headquartered in Dallas, Texas). Attended by about 25 people. Received very positive written reviews.

July 2017: Delivered 150-minute training session on Emotional Intelligence for the MIT (Massachusetts Institute of Technology) alumni association of Dallas, Texas. Attended by about 42 people.

September 2017: Delivered 150-minute pro-bono training session on Emotional Intelligence for members of the Nonprofit Center of Wichita Falls.

Volunteer tasks

2016 and 2017: Hotter than Hell Hundred: Tee shirt rolling and packet pick up assembly.

Honors and Awards

2016-2017: Faculty of the Year Award. Awarded by the Student Government Association of the University. Won in a landslide against 12 other faculty members that were nominated across the university.

January 2017: Class of 2017 for 20 under 40, Wichita Falls, Texas. This is a citywide competition to select the 20 people under the age of 40 that are making a significant difference in the community of Wichita Falls. I was nominated and was one of the 20 selected for the year 2017 (over 50 people were nominated).

Spring 2017: 2nd place Dillard College of Business Best Presentation Award. *Hotter than Hell: Phase 2: Quantitative: Turning up the heat on volunteer motivation (final results)*. Kataria, N. Wong, N. Stambaugh, Dzvurumi, W., Matlock, M.

Spring 2017: 3rd place Dillard College of Business Best Presentation Award. *Young Professionals of Wichita Falls: Consulting Project to Build a Sustainable Future*. Kataria, N. Wong, N. Stambaugh, J., Whyte, C., Tofte, J., Dzvurumi, W.

Spring 2017: 2nd place Dillard College of Business Best Poster Award. *Isms at work*. Kataria, N., Stiles, B., Wong, N., Shackelford, E., Righton, K., Owens S.

Spring 2017: 3rd place Dillard College of Business Best Poster Award. *Coffee Roastery in Wichita Falls: a Feasibility study*. Kataria, N., Wilson, M.,

Fall 2016: Three Best poster EURECA awards, Midwestern State University -Best poster for Protho Yager, Sociology, Best poster for Dillard college of Business and Most Creative and original poster: *The Challenge of Attracting and Retaining Member-Volunteers at YPWF*. Kataria, N. Wong, N. Stambaugh, J., Dzvurumi, W., Whyte, C.

Spring 2016: Best poster EURECA award, Midwestern State University: *Turning up the heat on volunteer motivation: A study examining what makes America's most famous triple digit weather bike race so attractive for its' volunteers. (mid-study qualitative phase findings)*. Kataria, N. Stambaugh, J., Dzvurumi, W., Kass, A., Leikness, A.

Fall 2015: Best poster EURECA award, Midwestern State University: *Turning up the heat on volunteer motivation: A study examining what makes America's most famous triple digit weather bike race so attractive for its' volunteers. (initial qualitative phase findings)*. Kataria, N. Stambaugh, J., Leikness, A., Kass, A.,

Past Honors

2011 Grace G. Albrecht Women in Management Graduate Scholarship

2011 Smeal Doctoral Research Grant

2002-2004 Academic Scholarship, Indian Institute of Planning and Management

2002-2004 Dean's List, Indian Institute of Planning and Management

2001 Dean's List, St. Stephen's College, University of Delhi

Media Highlights

August 2016: Media Mention based on faculty expertise: Interviews and TV coverage for *Hotter than Hell qualitative study* findings on KFDX news (Channel 3). Titled "Midwestern State University Does Research Study On The Success Of Hotter 'N Hell".

(<http://www.texomashomepage.com/news/local-news/midwestern-state-university-does-research-study-on-the-success-of-hotter-n-hell/540436392>)

August 2016: Media Mention based on faculty expertise: Interviews and TV news coverage for Hotter than Hell *qualitative study* findings on Channel 6. Titled: “MSU research shows why Hotter N’ Hell is so successful” (<http://www.newschannel6now.com/story/32853289/msu-research-shows-why-hotter-n-hell-is-so-successful>)

January 2017: Full page Bio on Times Record News article in special issue for winning 20 under 40. (<http://www.timesrecordnews.com/story/life/community/2017/01/24/niyata-kataria/96221552/>)

September 2017: Media Mention based on faculty expertise: Interviews and TV coverage for Hotter than Hell *quantitative study* findings on KFDX news (Channel 3). Titled: “MSU Researcher looks at what motivated Hotter N’ Hell hundred.” (<http://www.texomashomepage.com/news/local-news/msu-researchers-look-at-what-motivates-hottern-hell-hundred-volunteers/801075877>)