

Kiran S. Awate

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Pamplin College of Business | Virginia Tech
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ACADEMIC APPOINTMENTS

2018-current Assistant Professor, Virginia Polytechnic Institute and State University
2016-2017 Instructor, Fisher College of Business, The Ohio State University
2011-2012 Research Associate, Indian Institute of Management, Bangalore, India

EDUCATION

Ph.D. The Ohio State University, Fisher College of Business,
Department of Management
Dissertation: Essays on learning from failure while pursuing novel innovation.
Committee: Mona Makhija (Chair), Oded Shenkar, Michael Leiblein, Benjamin Campbell
M.B.A Indian Institute of Management, Bangalore
B.Engg. Pune University, College of Engineering Pune.

PEER-REVIEWED PUBLISHED PAPERS

1. Awate, K.S., Khanna, R. and Srikanth, K., 2025. Big Shoes to Fill: How Star Search Behavior and Network Structure Influence Coinventor Mobility and Innovation Performance upon Star Exit. *Organization Science*. 36(6): 2264–2283
2. Awate K. S., Makhija M. 2022. A Trojan horse inside the gates? Knowledge spillovers during patent litigation. *Academy of Management Journal*. 65(5): 1747-1769.
3. Awate K. S., Makhija M, Xiao T. 2023. A puzzle of knowledge spillovers during patent litigation. *Academy of Management Perspectives*. 38(2): 147-164.

OTHER PUBLICATIONS

1. Awate K.S. 2026. Tainted but Not Abandoned: How Status Buffers Competence-Based Stigma in Innovation Networks. *Academy of Management Proceedings* (forthcoming)
2. Awate K.S. 2022. Patent lawsuits can reveal even more to competitors. *AOM Insights*.
3. Awate K.S. 2021. “Ideenklau im Gerichtssaal “ (stealing ideas in the courtroom). *Harvard Business Manager* (Germany edition of HBR). Dec 2021. Print edition.
4. Awate K.S, Makhija M. 2021. Protecting your patent can be a learning experience for your adversary. *Harvard Business Review*. Sep-Oct 2021 (Print edition).

BOOK CHAPTERS AND CASE STUDIES

1. Reed Kennedy, Eli Jamison, Joseph Simpson, Pankaj Kumar, Ayenda Kemp, Kiran Awate, and Kathleen Manning. 2020. Strategic Management. (Adapted and updated).
<https://doi.org/10.21061/strategicmanagement>

- a. The undergraduate textbook in strategic management has been adopted at eight colleges or universities and is under review at an additional four.
 - b. Institutions from the U.S., Australia, Lebanon, and Pakistan have reported interest in the book.
 - c. Reviews about the book at <https://open.lib.umich.edu/opentextbooks/textbooks/mastering-strategic-management>
2. J. Ramachandran, Snigdha Manukonda, Kiran S. Awate. 2018. Ranbaxy Laboratories Limited: Changing Aspirations. <https://hbsp.harvard.edu/product/IMB601-PDF-ENG>
 - a. This case, distributed by Harvard Business Publishing, captures the roller-coaster ride of India's first multinational pharmaceutical company that after winning several accolades lost its way only to eventually plead guilty for the unethical practices it had resorted to in fulfilling its growth aspirations.
 - b. This case study was nominated by EFMD Global, Germany for the Best Case Writing Award in 2018. <https://www.efmdglobal.org/awards/case-writing-competition/>

CONFERENCE ACTIVITY AND INVITED PRESENTATIONS

1. Kumar P., Awate K. The Bridge Divergence: The Interplay of Artificial Intelligence and Network Structures (Structural Holes) in the Covid-19 Vaccine Race. SMS Special Conference NY 2025.
2. Kumar P., Awate K. The Bridge Divergence: The Interplay of Artificial Intelligence and Network Structures (Structural Holes) in the Covid-19 Vaccine Race. LINKS Center ION Conference Kentucky 2025.
3. Awate, K. Kumar P. Structural Holes and Litigation Risks: The Paradox of Network Brokerage. AOM Copenhagen 2025.
 - a. <https://doi.org/10.5465/AMPROC.2025.24374abstract>
4. Awate, K. Kannan S. Shenkar O. Does others' experience matter for my innovation performance? In India Strategy Conference. Ahmedabad, India. 2024.
5. Awate, K. Navigating the Legal Minefield of Network Brokerage: The Dual Edges of Structural Holes In Alliance Networks. SMS Istanbul, Turkey. 2024.
6. Awate, K. Kannan S. Shenkar O. Does Others' Experience Matter for My Innovation Performance? A Quasi Replication and Extension. AOM Chicago. 2024.
 - a. <https://doi.org/10.5465/AMPROC.2024.16266>
7. Awate, K. Kannan S. Shenkar O. Does others' experience matter for my innovation performance? A quasi replication and extension. In Carnegie School of Organizational Learning Conference. St. Augustine, Florida. 2024
8. Kiran S. Awate, Rajat Khanna, Jay Anand. Antecedents of R&D project discontinuation. *Indian School of Business*. Hyderabad, 2023.
9. Kiran S. Awate. Track chair - Contemporary topics in strategy. *Indian Academy of Management*. Mumbai, 2023.
 - a. <https://indam2023.nmims.edu/>
 - b. <https://www.prnewswire.com/in/news-releases/sbm-nmims-mumbai-hosts-the-8th-conference-of-indian-academy-of-management-301730130.html>

10. Kiran S. Awate, Rajat Khanna. Raji Kunapuli. Symposium: Search for innovation: Past, present, and future. Participants - Gautam Ahuja, Melissa Schilling, Lee Fleming, and Mary Tripsas. *Academy of Management*. Seattle, 2022.
<https://journals.aom.org/doi/10.5465/AMBPP.2022.11466symposium>
11. Pankaj Kumar, Kiran S. Awate. Learning under squeezed timelines: Example from COVID-19 vaccine development. *Strategic Management Society*. London, 2022.
12. Aditya Milind Ketkar, Kiran S. Awate, Mona Makhija. Institutional voids, and innovation. *Academy of International Business*. Miami, 2022. <https://www.aib.world/aib-2022-web-final/>
13. Aditya Milind Ketkar, Kiran S. Awate, Mona Makhija. Institutional voids, and innovation. *Academy of Management*. Seattle, 2022.
<https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.12618abstract>
14. Kiran S. Awate, Rajat Khanna, Jay Anand. Herding and competition. *Academy of Management*. Boston, 2019. (PDW)
15. Kiran S. Awate, Oded Shenkar. Learning from partner's failures. *Academy of Management*. Chicago, 2018. (PDW)
16. Kiran S. Awate, Mona Makhija. Knowledge spillover in patent litigation. *Academy of Management*. Chicago, 2018. (PDW)
17. Michael J. Leiblein, Kiran S. Awate. (How) Do economic governance and location choices (jointly) affect performance? *Academy of International Business*. Bangalore, 2015.
<https://www.aib.world/wp-content/uploads/2019/04/Program-2015-Bangalore.pdf>
 - a. Nominated for the Temple/AIB Best Paper award.
18. Michael J. Leiblein, Kiran S. Awate. (How) Do economic governance and location choices (jointly) affect performance? *Academy of Management*. Vancouver, 2015.
<https://journals.aom.org/doi/abs/10.5465/ambpp.2015.18683abstract>
19. Kiran S. Awate, Mona Makhija. Does CSR create or destroy value? *Atlantic Conference on Competitive Advantage*. Atlanta, 2015.
20. Kiran S. Awate, Anil Makhija, Mona Makhija. Testing two competing arguments for CSR. *Academy of Management*. Vancouver, 2015.
<https://journals.aom.org/doi/abs/10.5465/ambpp.2015.12251abstract>
21. Kiran S. Awate, Anil Makhija, Mona Makhija. Is CSR helpful or hurtful? Testing strategic and agency arguments in the context of the 2004 Asian Tsunami disaster. *Academy of International Business*. Vancouver, 2014.
<https://www.aib.world/wp-content/uploads/2019/04/Proceedings-2014-Vancouver.pdf>

AWARDS

1. Best Paper Nomination – TIM Division – AOM 2026, Philadelphia.
2. Responsible Research Award nomination. *Strategic Management Society*. London 2022.
3. Virginia Tech Department of Management Faculty Research Excellence Award. 2021
4. Dissertation Award Finalist. *Academy of Management*. STR Division. Boston, 2019.
5. Ranbaxy laboratories limited: changing aspirations. Best case study competition nomination. *EFMD Global*. Germany, 2018.
6. Temple Best Paper nomination. *Academy of International Business*. Bangalore, 2015
7. Research Paper Presentation 3rd prize. *Hayes Research Forum*. The Ohio State University. Columbus, 2017.
8. Research Paper Presentation 1st prize. *Hayes Research Forum*. The Ohio State University, Columbus 2015.

RESEARCH GRANTS

1. Pamplin Summer Grant: Learning from failures in the process of innovation, 2019, \$5,000
2. Center for International Business and Education, Virginia Tech. 2017, \$2,400
3. Research Scholarship - Kauffman Foundation. 2017
4. Center for International Business and Education. 2016, \$5,500
5. Center for International Business and Education. 2016, \$1,000
6. Center for International Business and Education. 2014, \$2,000
7. Research Scholarship - National Science Foundation. 2013-16.

SERVICE TO THE ACADEMIC PROFESSION

1. Track Chair – *Indian Academy of Management*. Mumbai, 2023
2. Symposium host. *Academy of Management*. Seattle, 2022.
3. Editorial board member - *Journal of International Business Studies*. 2021-22.
4. Adhoc reviewer – *Organization Science*. Since 2022
5. Adhoc reviewer - *Journal of International Business Studies*. Since 2014
6. Adhoc reviewer - *Global Strategy Journal*. Since 2016
7. Adhoc reviewer - *Journal of Management*. Since 2021
8. Adhoc reviewer – *Strategic Organization*. Since 2022
9. SMS Annual Conference Reviewer. Since 2018

SERVICE TO THE UNIVERSITY AND COLLEGE

1. Segal review participant - Launched by the dean of Pamplin College, this initiative is focused on evaluating the college's strategic direction and organizational framework. 2023
2. Professor of Practice hiring committee. 2023.
3. Business Leadership Center evaluation committee. 2023.
4. Research seminar committee. 2018-present
5. Undergraduate Curriculum Committee. 2020-2022
6. Dean's Forum on COVID-19. 2020

TEACHING

1. Managerial Analytics – 2024 Undergraduate. Pamplin College of Business, Virginia Tech
 - a. My rating on a scale of 6 followed by the college mean and year– 5.55 / 5.22 (2023)
2. Strategic Management – 2022 Undergraduate. Pamplin College of Business, Virginia Tech
 - a. My rating on a scale of 6 followed by the college mean and year – 5.62 / 5.19 (2022)
3. International Business – 2017 Undergraduate. The Ohio State University
 - a. My rating on a scale of 5 followed by the college mean and year – 4.3 / 3.90 (2017)

CORPORATE EXPERIENCE

1. Client Engagement Manager. First Data Inc.
UAE, Saudi Arabia, Kuwait, Qatar 2007 - 10
2. Project Manager Infosys Technologies.
Brighton (UK) 2006 - 07
3. Senior Consultant. Capgemini Consulting.
Chicago (USA), India 1999 - 06