
Niranjan Pati, Ph.D.
Professor
Management and Entrepreneurship
Rohrer College of Business

pati@rowan.edu

Academic Degrees

Ph.D. Northwestern University, Evanston, Illinois, Industrial Engineering and Management Science (Organization Theory and Systems Analysis Emphasis), 1990.

M.S. Northwestern University, Evanston, Illinois, Systems Engineering and Management Science (Organization Theory and Systems Analysis Emphasis), 1988.

M.Tech. Indian Institute of Technology, Kharagpur, West Bengal, India, Industrial Engineering and Operations Research, 1983.

B.Tech Ranchi University, Ranchi, India, Production Engineering, 1981.

Employment Experience

Professor, Management and Entrepreneurship, Rohrer College of Business, Rowan University (August, 2012 - Present), Glassboro, New Jersey.

Dissertation Examiner, Department of International Business and Commerce, Alagappa University (2014 - 2015), Karaikudi, India. Examiner of a dissertation for the Award of the Degree of Doctor of Philosophy in Commerce: Candidate: B. Sudha, Dissertation Title: Profitability of Commercial Banks in India, Department of International Business and Commerce, Alagappa University

Member of the Board of Examiners to Adjudicate a Ph.D. Thesis in Management, Bharathiar University, Coimbatore, Tamilnadu, India (April, 2013 - June, 2014), Coimbatore, India. Examiner of a Doctor of Philosophy in Management Dissertation on Buyer Behavior in White Goods Market; Candidate: Ms. M. Lakshmi Priya

Dean of the Rohrer College of Business and Professor, Department of Management & Entrepreneurship, Rowan university (July, 2008 - June, 2012), Glassboro, New Jersey. I started in July 2008 and immediately completed the response to ABET concerns for which we were retroactively accorded accreditation in fall 2008; launched the Rohrer College of Business Incubator at South Jersey Technology Park; Worked with the faculty to enter into SAP Alliance; firmed up the MBA program to show successful growth in my four years as the dean from about 75 to 180 students in my tenure; launched on-line MBA program in spring 2009; developed COGS and COAGS for uninitiated MBAs; developed 4+1 MBA program; revised the mission statement; established and updated strategic plan every year; renewed NJCST grant; revised the organization and committee structures to make it more collegial and give more power to RCOB departments; renewed the Rohrer foundation gift pledge four times (\$2m); enhanced external donations by four times; bolstered Advisory Board activity and Alumni Council Activities; set up a Rohrer Student Managed Investment Fund; Sought and got funding for a Trading Room sponsored by six donors including our alumni Andy and Scott Schwartz and their Principal Northwestern Mutual Financial Network; recruited or in the process of recruiting 8 tenure track faculty members and 2 managers; invested energy in faculty development; recruited a Rohrer Chair and conducted the investiture; completed the work to set up a Campbell Professorial Chair for which we received money in 2002; completed the process for selecting the first Campbell Chair and organized the investiture ceremony; sustained a fledgling Center for innovation and entrepreneurship and Entrepreneurship Forum of South New Jersey developed a branding tag-line and developed a brand for Rohrer College of Business; Set up many long term internships and established connections with many Fortune 1000 business in the area; contributed to the economic development of the area by interacting with the Chamber of Commerce South New Jersey; participated in revitalization dialogue of Rowan Boulevard Project; Chaired AACSB's AASCU Business Schools Affinity Group and organized many enriching sessions for the Deans; kept the College ready for its ABET and AACSB Maintenance accreditation process; Beta Sigma Chapter consistently earned exemplary and/or premeier designation; organized 3 PRME conferences on the campus; completed the spade work for

the Rohrer College's 40th Anniversary celebration; participated in too many other activities and initiatives on the College and that are hard to list.

Dean and Professor, Indiana University (July, 2001 - June, 2008), Kokomo, Indiana. Stated as the Dean of the School of Business and Professor of Management in July 2001. Worked on the maintenance accreditation of the school; completed 2 rounds of strategic plans; recruited almost half of the faculty during my tenure; developed programs both on campus and on-line program; co-wrote a successful earmark proposal for a technology incubator in 2005 for \$1m; co-wrote another proposal under the WIRED (Workforce Innovation for Regional Economic Development initiative) for \$15m for the period 2006-2009; served on three Indiana University-wide policy Committees; and completed other substantive activities as assigned by the Provost from time to time. Launched two successful affinity groups under the aegis of AACSB--New Deans Learning Affinity Group in 2002 and American Association of State Colleges and Universities Affinity group in 2007; Participated vigorously in economic development activities of Indiana which earned me the Distinguished Hoosier Award from the Governor of Indiana, Honorable Mitchell Daniels in December 2007.

Assistant Professor (1990-1995); Tenured Associate Professor (1996-2000); Chair of the Department of, University of Wisconsin (September, 1990 - June, 2001), La Crosse, Wisconsin. I started as a tenure-track Assistant Professor in Fall 1990 at the University of Wisconsin after defending my Ph.D. dissertation at Northwestern University, Evanston, IL. I rose through ranks, earned my tenure, promoted to Associate professor, and then to Professor in Management. In 1998, I was elected as the Chair of the largest department in the College of Business Administration. As Chair, I introduced three programs, solidified MBA core courses, expanded external relations of the department with the community, introduced new assurance of learning methodologies, co-developed Latin American Business Studies program, completed the documents for AACSB re-affirmation, and performed other mundane functions such as scheduling of classes, renewal of academic staff, evaluation of clerical personnel, convened departmental committees, and revised bylaws and procedures.

Articles in Journals

Lee, J., & Pati, N. (2017). A study of the effect of corporate diversification strategy on technological innovation and strength in technology-oriented multinational corporations across countries. *International Journal of Business Innovation and Research*, 13 (1), 1-29.

Pati, N., & Lee, J. (2016). Benchmarking presidents' compensations in institutions of higher education relative to sustainability and other institutional practices. *Benchmarking:An International Journal*, 23 (6), 1500-1521.

Pati, N. (2016). Integration of sustainability principles into supply chain management processes and practices: Guest Editorial. *Benchmarking:An International Journal*, 23 (6).

Pati, N., & Kile, T. (2013). A Hybrid Approach to Minimising Manufacturing Costs--Study in a Heating Ventilation and Air Conditioning Industry. *International Journal of Process Management and Benchmarking*.

Lee, J., & Pati, N. (2012). New insights on the Operational Links Between Corporate Sustainability and Firm Performance in Service Industries. *International Journal of Business Insights and Transformation*.

Lee, J., Pati, N., & Roh, J. (2011). Relationship between Corporate Sustainability and Tangible Business Performance: Evidence from Oil and Gas Industries. *International Journal of Business Insights and Transformation*.

Meric, G., Pati, N., & Meric, I. (2011). Co-Movements of the Indian Stock Market with Other Stock Markets: Implications for Portfolio Diversification. *Indian Journal of Finance*, 13-20.

Kim, T., Kim, J. Y., Pae, S., & Pati, N. (2010). Accounting Ratios and survival Rate: A Study of Korean SMEs That Received Government Loan Guarantee. *International Journal of Business Research*.

Pati, N., & Reis, D. (2007). The Quality Learning Curve: An Approach to Predicting Quality Improvement in Manufacturing and Services. *Journal of Global Business Issues*, 1 (2), 129-140.

Reis, D., & Pati, N. (2007). Proliferation of Total Quality Management in Thailand. *Journal of Global Business Issues*, 1 (1), 93-100.

Pati, N., & Desai, M. (2005). Conceptualizing Strategic Issues in Information Technology (IT) Outsourcing,. *Information Management & Computer Security*, 13 (4), 281-296.

Lee, B. B., Choi, B., & Pati, N. (2005). Earnings Management and Informativeness of Cash Flows and Accruals. *Journal*

of Accounting and Finance Research, 13 (2), 1-16.

Novicevic, M., Harvey, M., Pati, N., Kuffel, T., & Hench, T. (2002). The Intangible/Intellectual Resource 'Curse' Symptoms and Cures. *Journal of Intellectual Capital*, 3 (4), 349-365.

Reis, D., & Pati, N. (2000). Applications of Artificial Intelligence to Condition Based Maintenance. *RAE-revista de administracao de empresas*, 40 (2).

Articles in Proceedings

Pati, N., & Carlson, K. (2017). A Study of Overall Satisfaction of Patients Compared to Their Care Partners. In Prof. Ajay Kumar (Ed.) *Asian Society for Academic Research*, July 1, 2017, New Delhi, 54-62.

Pati, N., & Lee, J. (in press, 2014). CORPORATE DIVERSIFICATION FOR TECHNOLOGICAL INNOVATION AND STRENGTH IN HIGH-TECHNOLOGY INDUSTRIES ACROSS COUNTRIES. *International Conference on Emerging Trends in Engineering and Management*.

Pati, N., & Lee, J. (2012). Perspectives on CEO Compensation in Leading U.S. Firms. *International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead*.

Lee, J., Pati, N., & Whang, K. (2011). Technological Innovations, R&D, Diversification and Economic Performance in High-tech Industries across Countries. *International Conference of DSI 2011: the 11th International DSI and the 16th APDSI Joint Conference*.

Conference Presentations

Pati, N. & Carlson, K. (2017-2018, July). *A Study of Overall Satisfaction of Patients Compared to Their Care Partners*. Asian Society for Academic Research, July 1, 2017, New Delhi, New Delhi, India.

Pati, N. (2014-2015, August). *Key Note Address*. Invited presentation at International Conference on Emerging Trends in Engineering and Management--2014, Coimbatore, India.

Pati, N. & Lee, J. (2012-2013, July). *Perspectives on CEO Compensation in Leading U.S. Firms*. International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead, Chidambaram, India.

Lee, J., Pati, N., & Whang, K. (2011-2012). *Technological Innovations, R&D, Diversification and Economic Performance in High-tech Industries across Countries*. International Conference of DSI 2011: the 11th International DSI and the 16th APDSI Joint Conference., Taipei, Taiwan.

Kim, T., Kim, J.Y., Pae, S., & Pati, N. (2009-2010, June). *Accounting Ratios and survival Rate: A Study of Korean SMEs That Received Government Loan Guarantee*. International Academy of Business and Economics, June 4-6, 2010, Bangkok, Thailand, Bangkok, Thailand.

Other Research

2017-2018: Pati, N., *Google Scholar Citation Index*.

2016-2017: Pati, N., *Peer-reviewed Editorial*. Author(s):

[Niranjani Pati](#) (Department of Management and Entrepreneurship, Rowan University, Glassboro, New Jersey, USA)

Citation: [Niranjani Pati](#), (2016) "Guest editorial", *Benchmarking: An International Journal*, Vol. 23 Iss: 6 DOI

<http://dx.doi.org/10.1108/BIJ-04-2016-0052>

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Although this is a peer-reviewed editorial, the work has been downloaded 175 times as of February 2017.

2013-2014: Pati, N., *Focusing on University-Wide Entrepreneurship and Using Incubators as Proving Grounds for multi-disciplinary collaborations*.

2011-2012: Pati, N., *Priming the PRME (Principles for Responsible Management Education) in the Context of Business curricula*. Dean's Corner in Decision Line, The newsletter of the Decision Science Institute, USA

2008-2009: Pati, N., *Status of Manufacturing in Indiana*. Status of Manufacturing in Indiana

Professional Certifications

Institute for Management and Leadership in Education, Harvard University, July (July 2004), Cambridge, Massachusetts.

ISO 9001:2000 Transition Training for Lead Auditors (June 2001)., July (July 2001), Chicago, Illinois.

ISO 9000 Lead Auditor Certification, Janu (January 1994), Stat-A-Matrix, Charlotte, North Carolina.

How to Manage Successfully Today and Tomorrow - course taught by Dr. W. Edwards Deming, Augu (August 1993), Chicago, Illinois.

Institute for Educational Management, Harvard University, 2011 (Open), Cambridge, Massachusetts.

Professional Service

Board Member: PRJ Editorial Review Board

2013-2014 – 2019-2020: International Journal of Industrial and Systems Engineering (International). In today's global economy, the most successful engineering managers rely on a combination of technical skills and business principles. Industrial and systems engineering (ISE) aims at imparting fundamental knowledge to develop the ability to address complex industrial issues, highlighting how to design, run, control and optimise production systems. IJISE addresses the development of ISE principles, tools, systems and methods with special emphasis on the applications of ISE techniques and tools in improving organisational productivity and competitiveness in global markets.

2011-2012 – 2019-2020: International Journal of Productivity and Quality Management (International). Productivity and quality are integral components of organisations' operational strategies. Productivity plays an important role at both macro and micro levels. At micro-level, firms use productivity as a performance measure to benchmark against best-in-class companies to identify best practices. Quality management has become an important part of management culture, particularly in new enterprises characterised by supply chain, e-commerce and virtual enterprise environments. IJPQM addresses strategies, techniques and tools for productivity and quality management and improvement in manufacturing and service organisations.

2011-2012 – 2019-2020: Benchmarking: An International Journal (International). Benchmarking is big news for companies committed to total quality programmes. Its enthusiastic reception by many prominent business figures has created high levels of interest in a technique which promises big rewards for co-operating partners. Yet, like total quality itself, it must be understood in its proper context, and implemented single mindedly if it is to be effective - this journal helps companies to decide if benchmarking is right for them, and shows them how to go about it successfully.

2010-2011 – 2018-2019: International Journal for Business Insights and Transformation (International).

2009-2010 – 2017-2018: The Journal of International Politics and Development, Kokomo, Indiana (International). The mission of JIPAD is to advance scientific research, development, and evaluation to enhance the administration of sustainable development goals and policies around the world. It also advances the preparation scholars and individuals for public management careers as well as enabling current and future public leaders to develop skills necessary to address challenges posed in public management, administration in nongovernmental organizations (NGOs), governance, policymaking, implementation, and organizational effectiveness. By developing the knowledge, skills, and attitudes needed for principled management of public and nonprofit related organizations, JIPAD provides the foundation for our practitioners to practice life-long learning and to become the future leaders and administrators in government and NGOs-related organizations in our local, state, regional, national, and global communities. In JIPAD, we value rigorous academic research, engaged teaching and learning, professionalism, and leadership.

Editor: Academic PRJ

2012-2013 – 2019-2020: International Journal of Family Business and Regional Development (<http://www.inderscience.com/jhome.php?jcode=ijfbrd>) (International). Family business is a driving force in economic development worldwide. It constitutes a whole range of enterprises whereby one or more family members exercise significant influence through leadership, control, participation, governance, investment, etc. Due to the emotional connection with the communities in which such businesses are launched, the family invests heavily in development of the region it calls home. ~~the~~ **IFBRD** expands understanding of family business and the relationship with regional development in

different economies and countries from an interdisciplinary perspective.

Editor: Guest Editor of Journal

2014-2015: Benchmarking: An International Journal (BIJ) (International). Call for papers Benchmarking Benchmarking: An International Journal Guest editor for the Special Issue on Benchmarking integration of 'sustainability' principles into supply chain management processes and practices

2011-2012: International Journal for Business Insights and Transformation: Special Issue on Sustainability and Innovation, Mumbai, India (International).

2011-2012: International Journal for Business Insights and Transformation: Sustainability Processes and Practices (International).

Editor: Special Issue of a PRJ

2016-2017: Benchmarking: An International Journal (International).

Editorial Board:Associate Editor

2018-2019: International Journal of Process Management and Benchmarking (International). Effective design and management of key processes is widely regarded as an important differentiator and source of competitive advantage in manufacturing, for profit services and public services. Processes permeate all facets of an organisation. Some processes exist within one functional area, while others cut across functional areas. *IPMB* aims to cover both functional and business processes. Benchmarks, benchmarking and knowledge management are among the process improvement tools.

Invited Lecture

2016-2017: School of Business, University of Iceland, Reykjavik (International).

2014-2015: Carroll University, Waukesha, WI,
<https://patch.com/wisconsin/waukesha/how-to-make-a-positive-impact-and-ensure-profits> (National).

Honors, Awards, and Scholarships

2012-2013: Perspectives on CEO Compensation in Leading U.S. Firms, International Conference on Synchronizing Management Theories and Business Practices: Challenges Ahead. This article aims to contribute to the ongoing debate on executive compensation by examining the relationship of management entrenchment factors such as CEO tenure, CEO age, CEO education, and educational pedigree, after controlling for firm performance and firm size and the way these variables affect CEO compensation with respect to salaries and bonuses, long-term compensation, and total compensation across different industries such as manufacturing versus service, high-tech versus low-tech, etc. This study demonstrates that CEO compensation is mainly determined by CEO's major attributes such as age, service of years in the company, tenure, education, pedigree/prestige of educational institution attended, the size of the firm and firm's financial performance. Further, the total compensation of the CEO is likely to be higher in the manufacturing sector as well as in high-tech industries than in the non-manufacturing sector and low-tech industries.

2007-2008: Distinguished Hoosier: Highest Civilian Award Coferred to Citizens of Indiana, The State of Indiana.

2007-2008: Distinguished Hoosier Award, The State of Indiana.

1979-1980: Valedictorian, Ranchi university. Valedictorian from Ranchi University in completing B. Tech with Distinction. (http://www.biharandjharkhand.com/bitsindrialumni/toppers_prod.htm)

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