

**CURRICULUM VITAE**  
**October, 2021**  
**Dmitry Khanin, Ph.D.**  
**Associate Professor of Strategy**  
**Department of Management**  
**Alfaisal University**  
**Riyadh, Saudi Arabia**  
**Email: dkhanin@alfaisal.edu**

**EDUCATION**

Ph.D. - University of Maryland, College Park  
Strategic Management major, Organizational Behavior, minor  
MBA - University of Miami, International Business and Finance  
Ph.D. - Moscow State University, Philosophy  
B.A. - Moscow State University, Philosophy

**Citizenship**

Naturalized U.S. Citizen

**PUBLICATIONS, CITATIONS**

	Publications	Citations	H-index
Web of Science	30	499	h-index 8
EBSCO	33		
Google Scholar	89	1097	h-index 14; i10 index- 20
Scopus	32	368	h-index 10
ResearchGate	60	653	h-index 12, RG score 22.27; research interest: 450



## **ACADEMIC EMPLOYMENT**

December, 2018 – present – Associate Professor of Strategy, Management Department, Alfaisal University, Riyadh, Saudi Arabia

August 2014 – December 2018 – Associate Professor of Entrepreneurship, Graduate School of Business, Nazarbayev University, Astana, Kazakhstan

July 2013 – June 2014 - Assistant Professor of Management, University of La Verne; Cal State, LA; Cal State, Long Beach

June 2014 – December 2017 – mentor for the PhD program at the Trident International University (Head of numerous PhD Committees, 6 doctoral students in the areas of Marketing, Accounting, Organizational Behavior and Information Technology became PhDs).

August 2012 – May 2013 - Visiting Assistant Professor of Management, Rawls College of Business Administration, Texas Tech University, Area of Management

August 2006 - August 2012 - Assistant Professor of Management, Management Department, Cal State, Fullerton (CSUF)

August 2003 – June 2006 – PhD Candidate, Instructor of Strategic Management at the University of Maryland, College Park

1991 – 1997 - Assistant Professor of Russian Language and Literature, Colgate University

1990 – 1990 – Lecturer in Russian Philosophy, Cornell University

1980 – 1990 – Junior Research Associate, Research Associate, Senior Research Associate, Institute of Philosophy, Academy of Sciences, Moscow, Russia

## **PROFESSIONAL EMPLOYMENT**

2000 - 2001 - Morgan Stanley, Miami, FL, Financial advisor

1999 - 2000 - American Express, South Miami, FL, Financial Advisor

## **DISSERTATION**

Khanin, D. 2006. Venture Capitalists' Investment and Reinvestment Decisions (University of Maryland, College Park; Advisor: J. Robert Baum. Committee: Ken G. Smith, Paul Tesluk, Alan Neustadt, Gerard Hoberg).

## **ARTICLES PUBLISHED OR ACCEPTED (LEAD AUTHOR LISTED FIRST)**

- Khanin, D., Turel, O., Mahto, R., Liguori, E.I. 2021. Betting on the Wrong Horse: The Antecedents and Outcomes of Entrepreneur Opportunity Regret. *Journal of Business Research*, 135, 40 – 48.
- Khanin, D., Rosenfeld, R., Mahto, R., Singhal, C. 2021. Barriers to entrepreneurship: Opportunity Recognition vs. Opportunity Pursuit. *Review of Managerial Science*, forthcoming
- Goduscheit, R., Khanin, D., McDowell, W., Mahto, R. 2021. Structural Holes and Social Entrepreneurs as Altruistic Brokers. *Journal of Innovation and Knowledge*, 6(2): 103 – 111.
- Rehman, S.U., Krauss, S., Shah, S.A., Khanin, D., Mahto, R. 2020. Environmental strategies of large manufacturing firms, *Technological*

*Forecasting and Social Change* (accepted)

- Khanin, D., Turel, O., Bart, C., Hock-Dopgen, M. 2021. The Pitfalls of Boards' Engagement in Strategic Management, *Review of Managerial Science*, 15: 1071 – 1093.
- McDowell, W.C., Mahto, R., Vora, G., Khanin, D. 2020. Family Member Commitment, the Opportunity Costs of Staying, and Turnover Intentions. *Journal of Business Research*, 108, 9 – 19.
- Khanin, D., Rakshit, A., Mahto, R., McDowell, W. 2020. The Ongoing Race: Family CEOs vs. Nonfamily CEOs, *International Entrepreneurship and Management Journal*, 16 (3): 1043-1063.
- Rice, J., Khanin, D., 2019. Why do they keep coming back? The effect of push motives vs. pull motives and attribute satisfaction on repeat visitation, *Journal of Quality Assurance in Hospitality & Tourism*, 20:4, 445-469
- Mahto, R., Ahluwalia, S., Khanin, D., Walsh, S. 2018. Predictors of Financial Performance: Small Family Firms Vs. Small Non-Family Firms, *Journal of Small Business Strategy*, 28 (3): 18 – 30.
- Khanin, D., Turel, A. 2016. CEOs' appraisals of VCs' external and internal support: a transaction cost economics perspective, *Venture Capital*, 18 (4): 297 – 320.
- Khanin, D., Teckchandani, A. 2016. Transfer, Generation and Renewal of Expertise via Sensegiving and Collaborative Sensemaking: The Challenges of Student Consulting, *Journal of the Academy of Business Education*, 17: 62 – 78.
- Khanin, D. and Turel, O. 2015. Conflicts and Regrets in the Venture Capitalist–Entrepreneur Relationship. *Journal of Small Business Management*, 53 (4), 949 – 969.
- Mahto, R., Khanin, D. 2015. Satisfaction with Past Financial Performance, Risk Taking, and Future Performance Expectations in the Family Business, *Journal of Small Business Management*, 53 (3), 801-818.
- Gnanlet, A., Khanin, D. 2015. Helping Learners Recognize, Diagnose, and Unravel Incompetence Traps to Achieve Synergistic Exploration-Exploitation in the Classroom, *Journal of Management Education*, 1 – 29.
- Mahto, R., Davis, P.S., Khanin, D. 2014. Continuation Commitment: Family's Commitment to Continue the Family Business, *Journal of Family and Economic Issues*, 35 (2): 278 – 289.
- Khanin, D., Turel, O. 2014. Conflicts between Venture Capitalists and CEOs of their Portfolio Companies," *Journal of Small Business Strategy*, 23 (1), 31 – 54.
- Teckchandani, A., Khanin, D. 2014. The Instructor's Role in the Student Consulting Process: Working with the Student Team, *Small Business Institute Journal*, 10, 11 – 24.
- Mahto, R.V., Ahluwalia, S., Khanin, D. 2014. Psychological Ownership of

Family Firm Successors: A Conceptual Approach, *Small Business Institute Journal*, 10, 2, 65 – 76.

- Gnanlet, A., Khanin, D. 2013. Applying the art of sensemaking in an operations management course, *International Journal of Information and Operations Management Education*, 5 (3), 276 –295.
- Mahto, R., Khanin, D. 2013. Speed of Venture Financing for Emerging Technology Based Entrepreneurial Firms as a Function of Founder Reputation, *Creativity and Innovation Management*, 22 (1), 84-95.
- Khanin, D., Mahto, R. 2013. Do Venture Capitalists have a Continuation Bias? *The Journal of Entrepreneurship*, 22, 2: 203–222.
- Khanin, D. 2013. How to reduce turnover intentions in the family business: managing centripetal and centrifugal forces. *Business Horizons*, 56, (1): 63-73.
- Zeyen, A., Beckman, M., Dees, G., Krueger, N., Walske, J., Zacharakis, A., Scarlata, M., Mueller, S., Santos, F., Khanin, D. 2013. Social Entrepreneurship and Broader Theories: Shedding New Light on the “Bigger Picture, *The Journal of Social Entrepreneurship*, 4(1): 88 – 107.
- Khanin, D., Mahto, R. 2012. Regulatory risk, borderline legality, fraud and financial restatements, *International Journal of Accounting and Information Management*, 20 (4), 377 – 394.
- Khanin, D., Turel, O., Mahto, R. 2012. How to Increase Job Satisfaction and Reduce Turnover Intentions in the Family Firm: The Family–Business Embeddedness Perspective, *Family Business Review*, XX(X), 1 – 18.
- Khanin, D. 2013. Application of psychological ownership theories to business proprietorship: an analysis. *International Journal of Management*.
- Khanin, D., Gnanlet, A., Leibsohn, D. 2012. Venture capital-backed foreign portfolio company's IPO. *International Journal of Entrepreneurship & Innovation Management*. 2012, 16 (3/4): 263-284.
- Khanin, D., Teckchandani, A. 2012. Becoming an Expert: Transfer and Generation of Expertise in Student Consulting Process. *AOM Best Paper Proceedings*.
- Khanin, D., Turel, O. 2012. Short-termism, long-termism, and regulatory focus in venture capitalists' investment decisions. *Venture Capital* 14(1): 61 –76.
- Khanin, D., Ogilvie, K., Leibsohn, D. 2012. International entrepreneurship, venture capital networks, and reinvestment decisions. *The Journal of International Entrepreneurship*, 10 (1):1 – 24.
- Khanin, D., 2011. Market Failures and the Strategies of Social Entrepreneurship *Academy of Management Best Paper Proceedings*.
- Khanin, D., Ogilvie, K. 2011. The experts, explorers and brokers: how do U.S. venture capitalists choose partners when they expand into Europe? *Journal of Marketing Development and Competitiveness*, 5 (2): 11-28.

- Khanin, D., Baum, J.R., Turel, O. Mahto, R.V. 2009. Are some VCs more likely than others to replace the founder-CEO? *The Journal of Private Equity*, 12 (2): 19-29.
- Khanin, D., Turel, O. 2009. Antecedents and Consequences of Cognitive and Affective Conflicts between Venture Capitalists and CEOs: From Inequity Perceptions to Behavioral Intentions? *Academy of Management Best Paper Proceedings*.
- Zhang, X., Bartol, K.M., Smith, K.G., Pfarrer, M.D., & Khanin, D.M. 2008. CEOs on the edge: Earnings manipulation and stock-based incentive misalignment. *Academy of Management Journal*, 51 (2): 241-258.
- Pfarrer, M.D., Smith, K.G., Bartol, K.M., Khanin, D.M., & Zhang, X. 2008. Coming forward: Formal and informal regulatory influences on voluntary disclosure. *Organization Science*, 19 (3): 386-403.
- Khanin, D., Baum, J.R., Mahto, R.V., Heller, C. 2008. The process of VC investment, and VCs' decision-making criteria: literature review and assessment. *Silicon Valley Review of Global Entrepreneurship Research*, vol. 4(1): 3 – 30.
- Khanin, D. 2007. Contrasting Burns and Bass: Does the transactional-transformational paradigm live up to Burns' philosophy of transforming leadership. *Journal of Leadership Studies*, 1(3): 7 – 25.

#### **ARTICLES PREPARED FOR JOURNALS OR RECENTLY SUBMITTED:**

- Khanin, D., Kim, M., Gnanlet, A. You Can Bring the Horse to Water, but You Can't Make It Drink: How to Make Entrepreneurial Assistance Programs (EAPs) More Effective? (prepared for submission)
- Sen, S., Savitskie, K., Khanin, D., Mahto, R. Strategic Flexibility in SMEs: Relationships, Information Quality, and Logistics (Submitted to *Strategic Marketing Journal*)
- Sen, S., Savitskie, K., Khanin, D., Mahto, R. Indian Manufacturing SMEs: How to Make them Internationally Competitive? (R & R from the *Journal of Business Research*)
- Khanin, D., Gnanlet, A. Synergize! Ambidextrous Learners, Incompetence Traps, Learner Types, and Dialectical Techniques (prepared for submission)
- Khanin, D., Gnanlet, A. Attention Disorders and the Attention-Based View (prepared for submission)
- Khanin, D., Goduscheit, R. Social Entrepreneurs and Institutional Traps: An Ethic-Centric, Empathetic and Dialectic Perspective on Institutional Influences (prepared for submission)
- Khanin, D. The Dual Nature of Psychological Ownership and Its Positive and

Negative Effects on The Family Firm (prepared for submission)

- Khanin, D. Market Failures and the Strategies of Social Entrepreneurship (prepared for submission)
- Khanin, D., Gnanlet, A. Error and the Attention-Based View of the Firm (prepared for submission)

#### **WORK-IN PROGRESS:**

- Khanin, D., Turel O., Silva, O. Intrinsically-Motivated vs. Extrinsically-Motivated Attitudes toward Entrepreneurship, Perceived Behavioral Control, and Entrepreneurial Intentions
- Mangles, P., Khanin, D. Perceived Isolation, and Its Impact on Professional Deviance and Deviant Workplace Behaviors in Remote Locations: The Case of Remote Healthcare Practitioners in the UK
- Khanin, D., Babakaev S., Vinogradova, M. Negative Synergies: Obstacles to Entrepreneurship in Russia and Kazakhstan

#### **CONFERENCE PROCEEDINGS**

- Khanin, D., Gnanlet A. 2020 Attention disorders and Attention Mismanagement in Organizations (AOM Annual Conference, Vancouver).
- Khanin, D., Gnanlet, A. Incompetence Traps, Learner Types, Dialectical Techniques, and Ambidextrous Organizations", Boston, 2019, AOM annual conference
- Khanin, D., Goduscheit, R. Social Entrepreneurs and Institutional Traps, Boston, 2019, AOM annual conference
- Khanin, D. Gnanlet, A. Attention Disorders in Organizations, Incompetence Traps and Business Failure, Boston, 2019, AOM annual conference
- Khanin, D., Babakaev S., Vinogradova, M. Negative Synergies: Obstacles to Entrepreneurship in Russia and Kazakhstan, 7<sup>th</sup> Social Congress Proceedings (Moscow, Russia, 2017), 510 – 519.
- Rakshit, A., Khanin, D. Is Non-Family CEO Advantage Contingent on Firm Growth and Area of Management Practice? Frontiers of Entrepreneurship, 2016
- Khanin, D., Teckchandani, A. February, 2012, SBI Proceedings, San Antonio, Texas. "Becoming an Expert: Transfer and Generation of Expertise in the Course of the SBI-Guided Student Consulting Process.
- Teckchandani A., Khanin, D. February, 2012, SBI Proceedings, San Antonio, Texas. "The Student Consulting Process and Instructor's Role: Working with the Student Team."

- Khanin, D., Turel, O. 2011. What do entrepreneurs regret the most? (summary). Entrepreneurship Research Conference. *Frontiers of Entrepreneurship Research*.
- Khanin, D., Turel, Ofir. 2011. Should I stay or should I go? The bases of turnover intentions in family firms (interactive paper) Entrepreneurship Research Conference. *Frontiers of Entrepreneurship Research*.
- Khanin, D., Ogilvie, K. 2009. Do Countries' Institutional Systems Affect the Cohesion of their Venture Capital Networks? USASBE, Proceedings.
- Khanin, D., Turel, O. 2009. What Are Venture Capitalists' Strategic Postures? Summary. *Frontiers of Entrepreneurship Research*.
- Khanin, D., Turel, O. 2009. VC-CEO conflicts. Summary. *Frontiers of Entrepreneurship Research*.
- Khanin, D., Baum, J.R., Mahto, R.V., Heller, C. 2008. Venture Capitalists' Investment Criteria: 40 Years of Research." *Small Business Institute® Research Review*, 35:187 – 192.
- Khanin, D. Baum, J. R., Mahto, V. and Heller, C. 2007. Are Some VCs More Likely than Others to Replace the Founder-CEO? Summary. *Frontiers of Entrepreneurship Research*.
- Khanin, D. Baum, J. R., Mahto, V. 2007. Do Venture Capitalists Weigh Their Investment Criteria Differently at the Pre-Investment and Post-Investment Stages? Summary. *Frontiers of Entrepreneurship Research*.

## PAPER PRESENTATIONS

- Khanin, D., Gnanlet, A. Errors of Exploration vs. Errors of Exploitation, INFORMS 2021 Annual Meeting (October, 2021)
- Khanin, D., Gnanlet, A. 2020. Attention disorders. AOM, Vancouver.
- Khanin, D., Gnanlet, A. Attention Disorders in Organizations. AMR Workshop, Lisbon, June of 2019.
- Khanin, D., Gnanlet, A. Incompetence Traps, Learner Types, Dialectical Techniques, and Ambidextrous Organizations", Boston, 2019, AOM annual conference
- Khanin, D., Goduscheit, R. Social Entrepreneurs and Institutional Traps, Boston, 2019, AOM annual conference
- Khanin, D. Gnanlet, A. Attention Disorders in Organizations, Incompetence Traps and Business Failure, Boston, 2019, AOM annual conference
- Khanin, D., Goduscheit, R. Institutional Traps, and Social Entrepreneurs' Institutional Work and Institutional Strategies. 1st IESE-LUISS conference on Responsibility, Sustainability and Social Entrepreneurship (Rome, April 2017)



- Rakshit, A., Khanin, D. Is Non-Family CEO Advantage Contingent on Firm Growth and Area of Management Practice? Academy of Management Annual Conference (August 2017)
- Rice, J., Khanin, D. Do Push and Pull Motivations Mediate the Relationship Between Tourists' Attribute Satisfaction and Repeat Visitation of Vacation Destinations, American Management Association (Orlando, FL, February, 2017)
- Khanin, D., Gnanlet, A. How can student teams recognize and disentangle incompetence traps? Academy of Management Annual Conference (August, 2016)
- Mangles, P., Khanin, D., Guzman, I. Perceived Isolation, and Its Impact on Professional Deviance and Deviant Workplace Behaviors in Remote Locations: The Case of Remote Healthcare Practitioners in the UK (Academy of Management Annual Conference (August, 2016)
- Rakshit, A., Khanin, D. What makes non-family CEOs more effective as managers? Babson College Annual Conference (June, 2016)
- Khanin, D. The Strategies of Social Entrepreneurship (Duke University, March, 2016; Nazarbayev University, February, 2016)
- Khanin, D. Psychological ownership in the family business. FERC, 2015, Burlington, Vermont
- Teckchandani, A., Khanin, D. 2014. The Instructor's Role in the Student Consulting Process: Working with the Student Team (AOM, 2014).
- Khanin, D., Turel, O. Entrepreneur-Venture Capitalist Alliances as Externalization-Internalization Decisions (Babson, 2014).
- Khanin, D., Gnanlet, A. 2013. The Incompetence Trap, Academy of Management Annual Meeting in Buena Vista, Orlando (August, 2013).
- Khanin, D., Mahto, R. 2013. Cultural Differences, Knowledge Conversion and the Championing Strategies, SBI Conference (St. Petersburg, FL, February 2013).
- Khanin, D. 2012. Embeddedness and Commitment in the Family Business Babson College Annual Conference, June, 2012.
- Khanin, D., Goduscheit, R.C. 2012. The Impact of Environmental and Institutional Contexts on the Direction and Strategies of Social Entrepreneurship, Babson College Annual Conference, June, 2012.
- Khanin D., Turel, O. 2012. "No Regrets? Entrepreneurs' Counterfactual Emotions" AOM annual meeting (August, 2012).
- Khanin, D., Teckchandani, A. Becoming an Expert: Transfer and Generation of Expertise in Student Consulting Process (AOM, 2013).
- Khanin, D., Teckchandani, A. February, 2012, SBI Conference, San Antonio, Texas. "Becoming an Expert: Transfer and Generation of Expertise in the Course of the SBI-

Guided Student Consulting Process.

- Teckchandani A., Khanin, D. February, 2012, SBI Conference, San Antonio, Texas. “The Student Consulting Process and Instructor’s Role: Working With The Student Team”
- Khanin, D. Market Failures and the Strategies of Social Entrepreneurship, AOM annual conference, San Antonio, Texas, August 2011.
- Khanin, D., Turel, O. Centripetal vs. Centrifugal Forces in the Family Business, AOM annual conference, San Antonio, Texas, August 2011.
- Khanin, D., Gnanlet, A., Leibsohn, D. The Likelihood of IPO in U.S. Venture Capitalists’ Cross-Border Investments, AOM annual conference, San Antonio, Texas, August 2011.
- Khanin, D., Turel, O. Centripetal vs. Centrifugal Forces in the Family Business, Family Enterprise Research Conference, FERC (Grand Rapids, Michigan, April, 2011).
- Khanin, D., Turel, O. What Do Entrepreneurs Regret the Most? Babson annual conference (BCERC, Syracuse, June 2011).
- Khanin, D., Turel, O. Should I Stay or Should I go? The Bases of Turnover Intentions in Family Firms. Babson annual conference (BCERC, Syracuse, June 2011).
- Khanin, D. Social Entrepreneurship vs. Commercial Entrepreneurship (presented at the AOM annual meeting, Montreal, 2010).
- Khanin, D., Turel, O. The Impact of intrinsically- vs. Extrinsically-Motivated Attitudes on Entrepreneurial Intentions (presented at the AOM annual meeting, Montreal, 2010).
- Khanin, D., Turel, O. Hybrid or Hierarchy? CEOs’ Appraisal of Venture Capitalists’ Operational vs. Strategic Support (presented at the AOM annual meeting, Montreal, 2010).
- Khanin, D. The Advantages and Disadvantages of Knowledge Management via Socialization in Family Firms (Family Enterprise Research Council, Mexico, 2010).
- Khanin, D., Muse, L. Family Cohesion, Psychological Ownership and Subjective

Well-Being in the Family Firm (Family Enterprise Research Council, Mexico, 2010).

- Khanin, D. Social Entrepreneurship as the Untangling of the Tragedy of the Commons (NYU, November, 2009)
- Khanin, D. Ogilvie, K. Do Countries' Institutional Systems Affect the Cohesion of their Venture Capital Networks? (USASBE Annual Conference, January, 2009, Anaheim, CA).
- Khanin, D. Strategy-Shaping Factors in the Venture Capitalist Industry (SBI Annual Conference, February, 2009, St. Petersburg, Florida).
- Khanin, D., Turel, O. What Are the Causes of CEOs' Dissatisfaction with Venture Capitalists' Assistance? Babson College Entrepreneurship Research Conference (Boston, June, 2009).
- Khanin, D. What Are Venture Capitalists' Strategic Postures? Babson College Entrepreneurship Research Conference (Boston, June, 2009).
- Khanin, D., Ogilvie, K. Do US. Venture Capitalist Cooperate with Each Other When They Expand Into Europe?" AOM annual meeting in Anaheim, 2008.
- Khanin, D., Mahto, R. Do Venture Capitalists Have a Continuation Bias? AOM annual meeting in Anaheim, 2008.
- Mahto, R., Davis, P., Khanin D. Consensus across Organizational Hierarchy. AOM annual meeting in Anaheim, 2008.
- Khanin, D. 2008. Between Proteus and Prometheus, between Apollo and Athena: Devising an appropriate flexibility strategy. Presented at the Atlanta Competitive Advantage Conference, June 2008.
- Mahto, R., Khanin, D. Family Business Survival: Member Intention to Continue Business. Babson College Conference in Chapel Hill, NC. June of 2008.
- Khanin, D., Mahto, R. Family Firms: The Deferral Option vs. the Growth Option. Family Enterprise Research Conference. Milwaukee, WI. March, 2008.
- Pfarrer, M.D., Smith, K.G., Bartol, K.M., Khanin, D.M., & Zhang, X. 2006. Coming forward: Institutional influences on voluntary disclosure. Presented at the Society of Business Ethics Conference, Atlanta, GA, August 2006.
- Khanin, D. 2006. The Delegitimation and Relegitimation of Stock Analysts' Occupation during the Latest Stock Market Crisis (2000 – 2002). Paper presented at the annual meeting of the Academy of Management, Atlanta.

- Khanin, D. 2006. Baudrillard's Conception of Symbolic Exchange, Its Theoretical Antecedents and the Relevance of Its Contributions to Exchange Theory. Paper presented at the annual meeting of the Academy of Management, Atlanta.
- Khanin, D. 2003. Agency Theory: Core Contentions and Supplementary Arguments. Paper presented at the annual meeting of the Academy of Management, Seattle.
- Khanin, D. 2004. Building a General Framework for Examining Agency Problems of Internal Governance: A Review and Reassessment. Paper presented at the annual meeting of the Academy of Management, New Orleans.
- Khanin, D., Smith, K.G., Bartol, K.M., Pfarrer, M.D., & Zhang, X. 2004. Borderline Legality: Organizational Slack and Corporate Restatements. Paper presented at the annual meeting of the Academy of Management, New Orleans.
- Pfarrer, M.D., Smith, K.G., Bartol, K.M., Khanin, D.M., & Zhang, X. 2006. Coming forward: Institutional influences on voluntary disclosure. Presented at the Conference on Institutional Mechanisms for Industry Self-Regulation, Dartmouth College.
- Pfarrer, M.D., Smith, K.G., Bartol, K., Khanin, D.M., & Zhang, X. 2005. Coming forward: Institutional influences on voluntary firm disclosure. Presented at the Academy of Management Annual Meeting, Honolulu, HI, August.
- Pfarrer, M.D., Smith, K.G., Bartol, K., Khanin, D.M., & Zhang, X. 2005. Coming forward: Institutional influences on voluntary firm disclosure. Presented at the Atlanta Competitive Advantage Conference, Emory University, Atlanta, GA, June.
- Khanin, D., Baum, J.R., Mahto, R.V. Do venture capitalists weigh their investment criteria differently at the pre-investment and post-investment stages? Presented at the Babson Conference in Spain (June, 2007).
- Khanin, D., Baum, J.R., Mahto, R.V., Heller, C. Are some VCs more likely than others to replace the founder-CEO? Presented at the Babson Conference in Spain (June, 2007).
- Khanin, D., Baum, J.R., Mahto, R.V., Heller, C. The process of VC investment, and VCs' decision-making criteria: literature review and assessment. Presented at the Global Entrepreneurship Research Conference (San Francisco, March 2007).
- Khanin, D., Mahto, R.V. The positive and negative aspects of family ownership in family firms: A psychological business ownership perspective. Presented at the annual Family Enterprise Research Conference (Monterrey, Mexico, April, 2007).

- Mahto R.V., Khanin, D. Family business commitment. Presented at the annual Family Enterprise Research Conference (Monterrey, Mexico, April, 2007).
- Mahto R.V., Khanin, D., Ames, M. How to enhance successors' commitment to the inherited family business? Presented at the Academy of Management Annual Meeting, August, 2007.
- Mahto R.V., Khanin, D., Davis, P. The impact of high-technology ventures' resources on their post-IPO market value. Presented at the Academy of Management Annual Meeting, August, 2007.
- Mahto R.V., Khanin, D., Leibsohn, D. The role of entrepreneurs' reputation in securing VC support and expediting a venture's IPO. Presented at the Academy of Management Annual Meeting, August, 2007.

#### **PROFESSIONAL ACTIVITIES:**

- Associate Editor, Journal of Small Business Strategy
- Member of the Reviewer Board. *Family Business Review*.
- Reviewing for: Journal of Business Venturing, Family Business Review, Journal of Small Business Strategy, Journal of Small Business Management, Journal of Business Research
- Reviewer: Academy of Management, 2005, 2008, 2010, 2011, 2012, 2013, 2016, 2017
- Host of a weekly TV Show "Dmitry Khanin's Business School" on the Atameken Business Channel, Kazakhstan TV, Astana, Kazakhstan (2016 – 2017)

#### **COURSES TAUGHT**

- Organization theory (2013; 2021)
- Organizational behavior (2021)
- Entrepreneurship (for MBAs) (2015, 2016, 2017, 2018)
- Entrepreneurship for undergraduate students (2019)
- Organizational behavior: managerial effectiveness (for MBAs) (2014, 2015, 2016, 2017, 2018)
- Global strategy for international studies majors (2002 – 2005)
- Capstone course in strategic management for undergraduate students (2003 – 2012)

- Capstone course in strategic management for MBAs (2008 – 2012; 2019, 2020 2021)
- Business ethics for MBAs (2011 - 2014)
- Organization theory for undergraduate students (2012 - 2013)
- Organization theory and behavior for MBAs (2013 – 2014)
- Leadership seminar for MBAs (2013 – 2014)

## SERVICE

- Member of Appeals and Awards Committees at Alfaisal University
- Member of Awards Committee at Alfaisal University
- Consulted Kazakhstan companies as part of the Graduate School of Business team
- Leader of the Global Entrepreneurship Monitoring (GEM) Committee, Kazakhstan Team, GSB Nazarbayev University, authored the 2015 and 2016 National Report of the Republic of Kazakhstan
- Member of the Research Committee, GSB Nazarbayev University
- Chair of numerous PhD Committees, Trident International University (6 PhDs students earned a PhD)
- Interviewed MBA candidates, Nazarbayev University
- Interviewed job candidates, Nazarbayev University
- Member of the Reviewer Board – Family Business Review (2012 – present)
- Former host of a TV show dedicated to entrepreneurship on Kazakhstan TV (2016 – 2017)
- Principal Investigator for the Lead SBDC Center at Cal State, Fullerton (2009 – 2012)
- Member of the Research Committee of the Mikhaylo College of Business and Economics: 2010 – 2011.
- Director of Research of the CSUF Center for Entrepreneurship (2009 – 2012)
- Member of the Selection Committee of the Department of Management (elected in 2009).
- Chair of the Curriculum Committee of the Department of Management (from 2008 through October 2010).
- Advisor for General Management majors in the Department of Management
- Research Coordinator for the Department of Management (2009 – September,

2010).

- Member of the Executive Committee in the Department of Management (2010 - 2011).
- Senator of the College of Business and Economics (2007 –2008).

#### **AWARDS AND HONORS:**

- “Ethical ideologies and education: student-faculty civility, grade negotiation tactics, and students’ preferences for instructor leadership style,” Research grant for 35,000 SAR from Alfaisal University (2020),
- First Prize at the Family Enterprise Research Conference (FERC) held in Asheville, NC (June 2017) for the paper “Does Firm Growth Stage and Area of Management Practice Affect Non-Family CEO Advantage?” (first author Dr. Atanu Rakshit)
- Khanin, D. 2016. Faculty Development Grant, GSB Nazarbayev University (\$10,000)
- Excellent Reviewer Award – Family Business Review (2015)
- Khanin, D. 2012. Best Field Report at the AOM Annual Meeting from the Management Consulting Division in August of 2012.
- Khanin, D. 2012. Supervised the MBA team project that won the third place in the National SBI competition (category: comprehensive analysis). CSUF Inside and OC Register
- Khanin, D. Helped SBDC receive millions of dollars in State and federal funding. Precinct Reporter Group. President Milton Gordon’s Graduation address, 2010 – 2011.
- Khanin, 2011. Recognition for five years of service (from President Gordon)
- Khanin, D. 2011. Dean’s Research grant. Amount: \$5,000.
- Khanin, 2011. Recognition for best BUAD case, SBI
- Khanin, D. 2010. “Strengthening Social Entrepreneurship in Southern California.” California State University Fullerton junior faculty research grant. Amount, \$3,000.
- Khanin, 2009. Faculty Recognition in the category service to students (signed by Vice President for Academic Affairs)
- Khanin, 2008. Best MCBE Scholar Award
- Khanin, D. 2006-2007. California State University Fullerton junior faculty research grant for “The entrepreneur’s side of the story: Measuring



entrepreneurs' satisfaction with venture capitalists' contributions to new venture development". Amount: \$ 5000.00.

- Khanin, D. 2006-2007. California State University, Fullerton Faculty Research Grant. Amount \$6500.00.
- Khanin, D. 2008. Dean's Research grant. Amount: \$5,000.
- Khanin, D. 2005, Outstanding Teaching Assistant Reward from the University of Maryland.

**LANGUAGES:**

Russian (native)

English (native-like fluency)