

DR. LAKSHMI BALACHANDRAN NAIR

Assistant Professor (Research)

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Email: lbalachandrannair@luiss.itPersonal website: www.lakshmibnair.com[LUISS webpage](#)**WORK HISTORY**

- 2020 September – Date: LUISS Guido Carli
Assistant Professor (Research)
 Department of Business and Management
- 2016 May – 2020 August: Utrecht University, The Netherlands
Senior Assistant Professor (2019 January -2020 August)
Assistant Professor (2016 May -2018 December)
 Methodology and Statistics Department
- 2008 May – 2011 February: HDFC Bank, India
Assistant Manager
 Retail Branch Banking Operations, Kerala & Tamil Nadu states

OTHER POSITIONS HELD

- 2021 June – Date: Sage Publishing, USA
Editor-in-Chief (Business Ethics, Business Core)
- 2021 April-July & 2022 July: University of Genova, Italy
Contract Professor for research methods (funded by the host, contract for conducting short seminar series once per year)
- 2021 May – 2021 June: SKEMA Business School, France
Temporary Professor for research methods (funded by the host)
 Research Centre; RISE
- 2019 September – 2020 August: Università della Svizzera italiana, Switzerland
Visiting Faculty Member for research methods (funded by the host)
 Faculty of Communication Sciences
- 2015 February – 2016 January: Ludwig Maximilians Universität München, Germany
Visiting PhD Candidate (funded by Swiss National Science Foundation)
 Institute of Leadership and Organization
- 2014 September – 2014 October: Hanken School of Economics, Finland
Visiting PhD Candidate (funded by USI Equal Opportunities Services)
 Department of Management and Organization

EDUCATION

- 2012-2016: Università della Svizzera Italiana, Switzerland
 Doctor of Philosophy for the thesis titled *Rigorous, Transparent, and Eye-catching: Exploring the Universalistic Parameters of Impactful Theory Building in Management*
 (Grade: Summa cum laude, Date of defence: April 12, 2016)
- 2006-2008: Mahatma Gandhi University, India
 Master of Business Administration – OB & HRM
 (Grade: First class at Kerala State Level)
- 2003-2006: Mahatma Gandhi University, India

Bachelor of Social Work
(Grade: First class at Kerala State Level)

AWARDS

- 2022: **Best Paper Award** in Cultural and Creative Industries Track, British Academy of Management Conference 2022
- 2022: **First Prize Winner of ECRM 2022 Innovation in Teaching Research Methodology Excellence Awards**, European Conference on Research Methodology for Business and Management Studies 2022
- 2021: **Finalist for the “Future of Work” Prize**, University of Zurich Centre for Leadership in the Future of Work
- 2019: **First Prize Winner of ECRM 2019 Innovation in Teaching Research Methodology Excellence Awards**, European Conference on Research Methodology for Business and Management Studies 2019
- 2018: **Best Paper Award** in Research Methodology Track, British Academy of Management Conference 2018
- 2018: **Emerging Scholar Award**, Interdisciplinary Social Sciences Conference 2018
- 2015: **One of the Best Papers of Academy of Management Annual Meeting**, published in Academy of Management Proceedings 2015
- 2014: **Research Methods Division & Sage Publications Best Paper Award**, Academy of Management Annual Meeting 2014

SCHOLARSHIPS AND GRANTS

- 2017: Utrecht University, **Grant for organizing methodology workshop: 4,000 EUR**
- 2016: Swiss National Science Foundation, **Project funding: 178,008 CHF** (secondary applicant)
- 2015: Swiss National Science Foundation, **Doc mobility scholarship: 42,500 CHF**
- 2015: Swiss Academy of Humanities and Social Sciences, **Travel grant: 1,000 CHF**
- 2014: USI Equal Opportunities Services, **Shadowing scholarship: 3,650 CHF**
- 2013: Swiss National Science Foundation, **Summer school grant: 3,500 CHF**

QUALIFICATIONS

- 2017: Basic Teaching Qualification (BKO; Mandatory qualification for University professors/lecturers in The Netherlands)
- 2010: University Grants Commission: National Eligibility Test (Required qualification for University/College professors/lecturers in India)

COMMITTEE MEMBERSHIPS

- 2018-2019: Selected Member of Scientific Committee, *World Conference on Qualitative Research*
- 2015-2017: Selected Member of Editorial Review Board, *Journal of Innovation and Knowledge*

MANAGEMENT

- 2022 Onwards: Delegate for Summer Schools Abroad, *LUISS Guido Carli*, Italy
- 2022 Onwards: Delegate for Free Movers, *LUISS Guido Carli*, Italy
- 2020 Onwards: Member of Erasmus Plus Commission, *LUISS Guido Carli*, Italy
- 2020-2022: Organizer of Breakfast Seminar Meetings, *LUISS Guido Carli*, Italy

2020 - 2022: Coordinator of LUISS Unit of PRODIGEES (transnational knowledge cooperation network funded by Horizon 2020 Marie-Skłodowska-Curie Actions - Research and Innovation Staff Exchange), *LUISS Guido Carli*, Italy

(The roles mentioned below were all undertaken in The Netherlands)

2018-2020: Director of PhD course *Qualitative research catalogue – An overview of three methods*
Course restructuring & development of *Toepassings van onderzoeksmethoden en statistiek*
Organizer of *Qualitative reading group* meetings at Methodology and Statistics Department

2017-2020: Coordinator of Master course *Qualitative research methods*
Coordinator of Bachelor courses *Doing a qualitative research project*, *Qualitative research technique*

2016-2020: Coordinator of Bachelor course *Qualitative inquiry in everyday life*

INTERNATIONAL INVITATIONS

(2022, Jan) *Being an academic during the pandemic*. Talk given at the 'Faculty in residence' series of Sage Publishers, Virtual session, UK

(2021, July). *The university of the future ... after the pandemic*. Talk given at University of Cape Town Summer School, Virtual session, South Africa

(2020, Jan): *Transparency in qualitative management research*. Talk given at SKEMA Business School, Paris, France

(2018, Nov): *Soft skills: An advantage for women?* Round table discussant at Long Night of Careers, Università della Svizzera Italiana, Lugano, Switzerland

(2018, May): *Exploring research misconduct*. Invited participant at University of Crete, Heraklion, Greece

(2018, Mar): *D-CUM: Donne, Carriere e Mentoring USI*. Speaker at USI Equal Opportunities Service, Lugano, Switzerland

(2015, Sep): *Anatomy of the highly improbable – A methodological manifesto for analyzing deviant cases in management research*. Speaker at Workshop on Innovation, Leadership, and Family Business, University of Bern, Bern, Switzerland

ORGANIZATION OF KNOWLEDGE TRANSFER EVENTS

(2021, Sep): *SAMS-LUISS International mixed methods workshop*. Organizer of the workshop, LUISS Guido Carli, Rome, Italy

(2018, Mar): *Information networking and interdisciplinary research: How do junior faculty build interdisciplinary research programs*, Panel member of symposium at Western Academy of Management Conference, Utah, USA

(2018, Feb): *Research ethics and integrity in qualitative research: Opening perspectives*, Panel member of symposium at European Congress of Qualitative Inquiry, Leuven, Belgium

(2017, Sep): *Scientific Integrity in Qualitative Research (SCIQUAL)*. Sole organizer of international seminar at Utrecht University, Utrecht, The Netherlands

(2017, Aug): *At the interface of research and art: Exploring critical and creative ways of reporting research*, Organizer of workshop at Academy of Management Annual Meeting, Atlanta, USA

(2015, May): *Methodological pluralism for theory development in Industrial Marketing*. Editorial Assistant for Industrial Marketing Management Special Issue

(2014, Sep): *Methodological pluralism for theory development in Industrial Marketing*. Administrator, Reviewer and Co-chair of the Special Track at the 30th Annual IMP Conference, Bordeaux, France

SUPERVISION

- 2021-date: Supervisor of PhD student Ms. Madhavi Dande, *LUISS Guido Carli*, Italy
- 2017-2021: Co-supervisor of PhD student Ms. Bareerah Hoorani, *Università della Svizzera italiana*, Switzerland
- 2019-2022: Mentor of PhD student Ms. Monika Maslikowska, *Università della Svizzera italiana*, Switzerland
- 2018-2019: Mentor of PhD student Ms. Miaotong Yuan, *Università della Svizzera italiana*, Switzerland
- 2021 onwards: Supervision of internships of Master students at companies, *LUISS Guido Carli*, Italy
- 2016-2020: Supervision of Bachelor students, *Utrecht University*, The Netherlands

TEACHING AND COURSE COORDINATION**Italy (2020 onwards)**

PhD & Faculty- Qualitative research (University of Florence)

- PhD- Qualitative research methods (*LUISS Guido Carli*)
Seminars on case study, ethnography, and grounded theory (University of Genova)
- Masters- Research methods for social sciences (*LUISS Guido Carli*)
Research project design (*LUISS Guido Carli*)

France (2021)

PhD & Faculty- Current qualitative methods in research (SKEMA Business School)

The Netherlands (2016-2020)

- PhD- Qualitative research catalogue – An overview of three methods (Utrecht Summer School)
- Masters- Qualitative research methods (Utrecht University)
- Bachelors- Toepassing van onderzoeksmethoden en statistiek (Utrecht University)
Doing a qualitative research project (Utrecht University)
Qualitative research techniques (University College Utrecht)
Qualitative inquiry in everyday life (University College Utrecht)
Methods, techniques, and statistics (Utrecht University)
Methoden, technieken en statistiek 4 – Verdieping kwalitatief (Utrecht University)

Switzerland (2012-2020)

- PhD- Qualitative research methods (Università della Svizzera Italiana)
Case Studies: Design, methods, and reporting (Swiss Summer School)
- Masters- Practical research methods (Università della Svizzera Italiana)
- Bachelors- Metodi Qualitativi (Università della Svizzera Italiana)
Tecniche di ricerche di mercato (Università della Svizzera Italiana)

United Kingdom (2019)

- PhD & Faculty- Grounded theory research (University of Exeter)
Case study research (University of Exeter)

India (2018)

PhD & Faculty- Case study research (Amrita School of Business, India)

Germany (2015-2016)

- Bachelors- Sense- and meaning-making in organizations (Ludwig Maximilians Universität München)
Organizational theory and design (Ludwig Maximilians Universität München)

REVIEWING & CHAIRING

Journals: Strategic Management Journal, Journal of Business Ethics, Journal of Business Research, Industrial Marketing Management, Scientometrics

Books: Sage Publishing

Conferences: Academy of Management, Western Academy of Management, European Academy of Management, European Congress of Qualitative Inquiry, European Group for Organizational Studies, Industrial and Marketing Practice, Global Innovation and Knowledge Academy

PUBLICATION LIST

Journal articles (English)

- 1) Weiss M, **Nair L.B.**, Hoorani B.H., Gibbert M., Hoegl M. (2023). Transparency of reporting practices in quantitative field studies: The transparency sweet spot for article citations. *Journal of Informetrics*, 17 (2): 101396. DOI: <https://doi.org/10.1016/j.joi.2023.101396>
- 2) Ascani A., **Nair L.B.**, Iammarino S. (2022). Racing to the bottom or seeking legitimacy? National environmental performance and the location strategies of Chinese MNEs. *Journal of International Management*, 29 (2): 100993. DOI: <https://doi.org/10.1016/j.intman.2022.100993>
- 3) **Nair L.B.**, Ascani A. (2022). Addressing low-profile misconduct in management academia through theoretical triangulation and transformative ethics education. *The International Journal of Management Education*, 20 (3): 100728. DOI: <https://doi.org/10.1016/j.ijme.2022.100728>
- 4) Gibbert M., **Nair L.B.**, Weiss M., Hoegl M. (2021). Using outliers for theory building, *Organizational Research Methods*, 24 (1): 172-181.
- 5) **Nair L.B.** (2021). To discard or to ado(a)pt? Looking at qualitative research templates through the lens of organizational routines, *Qualitative Research in Organizations and Management*, 16 (2): 409-423.
- 6) Nizet J., Fatien Diochon P., **Nair L.B.** (2021). When commitments conflict: Making ethical decisions like a funambulist, *M@n@gement*, 24 (1): 44-58. DOI:10.37725/mgmt.v24i1.4497.
- 7) **Nair L.B.** (2020). From 'whodunnit' to 'how': Detective stories and auditability in qualitative business ethics research, *Journal of Business Ethics*, 172 (2): 195-209.
- 8) Van Grootel L., **Nair L.B.**, Klugkist I., Van Wesel, F. (2020). Quantitizing findings from qualitative studies for integration in mixed methods reviewing, *Research Synthesis Methods*. 11 (3): 413-425.
- 9) Hoorani B.H., **Nair L.B.**, Gibbert M. (2019). Designing for impact: The effect of rigor and case study design on citations of qualitative case studies in management, *Scientometrics*, 121 (1): 285-306.
- 10) **Nair L.B.**, Fatien Diochon P., Lassu R.A., Tillemans S.G. (2018). Let's perform and paint! The role of creative mediums in enhancing management research representation, *Journal of Management Inquiry*, 27 (3): 301-308.
- 11) **Nair L.B.**, Gibbert M. (2016). Analyzing inconsistent cases in management fsQCA studies: A methodological manifesto, *Journal of Business Research*, 69 (4): 1464-1470.
- 12) **Nair L.B.**, Gibbert M. (2016). What makes a 'good' title and (how) does it matter for citations? A review and general model of article title attributes in management science, *Scientometrics*, 107 (3): 1331-1359.

Journal articles (other languages)

- 1) **Nair L.B.** (2022). Prendiamoci cura! Una chiamata in favore delle care relationships per contrastare la shecession in periodo di pandemia. *Prospettive in Organizzazione*, 19 (special issue – shock). <https://prospettiveinorganizzazione.assioa.it/prendiamoci-cura-una-chiamata-in-favore-delle-care-relationships-per-contrastare-la-shecession-in-periodo-di-pandemia/>

Books

- 1) **Nair L.B.**, Gibbert M., Hoorani, B.H. (2023). *Combining case study designs for theory building. A new sourcebook for rigorous social science researchers*. Cambridge University Press. ISBN: 9781009023283.
- 2) **Nair L.B.** (Ed.) (2023). *Business Ethics. SAGE Business Foundations*. SAGE Publications. ISBN: 9781071909379; 9781071909003; 9781071907955; 9781071907641; 9781071905012; 9781071907399; 9781071907405; 9781071897607; 9781071903636; 9781071909065; 9781071903643
- 3) **Nair L.B.** (2022). *Qualitative research for organizational scholars: Reflections on the current developments*. Nova Science Publishers. ISBN: 9798886974492; DOI: 10.52305/RBPT9001
- 4) Valikangas L., Gibbert M., with **Nair L.B.**, Paukku M., Peixoto I. (2015). *Strategic Innovation. The definitive guide to outlier strategies*. Pearson-Financial Times Press. ISBN-10: 0133989445, ISBN-13: 9780133989441. (Self-authored chapters in the book - 10)

Book chapters

- 1) **Nair L.B.** (In press). Conducting qualitative organizational research with semi-structured interviews: From planning to interpretation. In *Research Methods in Marketing, Business and Management*. Taylor and Francis Group Publishing Limited.
- 2) **Nair L.B.** (2022). The power of many: Teaching qualitative management research through peer group reviews. In *Innovation in the Teaching of Research Methodology Excellence Awards: An Anthology of Case Histories 2022* (pp. 13-22). United Kingdom: Academic Conferences International Limited. ISBN: 978-1-914587-34-4 (PDF), ISBN: 978-1-914587-35-1 (Printed book).
- 3) **Nair L.B.** (2020). COVID-19 and qualitative social media data collection. In *The University of the Future – Response to COVID 19*. United Kingdom: Academic Conferences International Limited. ISBN 978-1-912764-65-5.
- 4) **Nair L.B.** (2019). “Just like in the movies”: Popular media and ethical business schools of the future. In *The University of the Future* (pp. 141-150). United Kingdom: Academic Conferences and Publishing International Limited. ISBN-10: 1912764512, ISBN-13: 978-1912764518.
- 5) **Nair L.B.** (2019). Beyond fiction and science: Using stories, movies, and games to teach qualitative research. In *Innovation in the Teaching of Research Methodology Excellence Awards: An Anthology of Case Histories 2019* (pp. 15-26). United Kingdom: Academic Conferences and Publishing International Limited. ISBN: 978-1-912764-26-6.

Encyclopedia entry

- 1) **Nair L.B.** (Accepted). Reflexivity – in practice, in research. In *Elgar Encyclopedia of Gender and Management*. Edward Elgar Publishing.

Case studies

- 1) **Nair L.B.** (2022). The good, the bad, and the grey: Qualitative management research and ethical data collection from social media communities, *LUISS Teaching Cases*. ISBN: 978-88-6105-798-2.
- 2) **Nair L.B.** (2020). “Mischievous unmanaged”: Approaching ethics in qualitative business and management research with Harry Potter, *Sage Business Cases. 2020*, 10.4135/9781526499530. ISBN: 9781526499530.
- 3) **Nair L.B.** (2020). What is Her Story?: Investigating sexual harassment in the modern workplace, *SAGE Business Cases. 2020*, 10.4135/9781529702408. ISBN: 9781529702408.
- 4) **Nair L.B.** (2018). Appraising scholarly impact using Directed Qualitative Content Analysis: A study of article title attributes in management research, *SAGE Research Methods Cases*, 10.4135/9781526444141. ISBN: 9781526444141.

Other publications

- 1) **Nair L.B.** (2018). “Interdisciplinary, like everyone else.” But are you being interdisciplinary for the wrong reasons? *LSE Impact Blog*, 08 November 2018. URL: <https://wp.me/p4m9em-8Uv>.
- 2) **Nair L.B.** (2018). (Is there a) middle ground?, No downside, The ethnographer - 55-word flash fiction entries, *Qualitative Research in Psychology*, 15 (2-3): 270-270. DOI: 10.1080/14780887.2018.1462602.
- 3) **Nair L.B.** (2017). Conference Report: Scientific Integrity in Qualitative Research (SCIQUAL) Seminar 2017, *Forum Qualitative Sozialforschung*, 19 (1): Art. 9.
- 4) Weiss M., **Nair L.B.**, Gibbert M., & Koeplin H. (2015). What passes as a transparent field study in management?, *Academy of Management Proceedings*, 2015 (1): 10236