

# Sam GARG

Professor

Department: Management

ESSEC Business School

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## RESEARCH INTERESTS

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Strategy, Entrepreneurship, Organizational Theory, Organizational Behavior, power dynamics, ESG

## EDUCATION

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2011 Doctor of Philosophy, Business administration, Other Discipline, Stanford University, United States of America

## EMPLOYMENT

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### Full-time academic positions

2025 - Present Professor, ESSEC Business School, France

2023 - 2025 Associate Professor, ESSEC Business School, Singapore

## GRANTS AND HONORS

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### Awards and Honors

2024 Best Paper Award at the India Strategy Conference, sponsored by the Academy of Management Strategy Division, Indian Institute of Management Ahmedabad, India

2024 Runner-up for Best Paper Award, at the Strategic Management Society Annual Conference (Strategic Leadership and Governance Interest Group) in Oct 2024  
Runner-up for Best Paper Award, at the Strategic Management Society Annual Conference (Strategic Leadership and Governance Interest Group) in Oct 2024, Strategic Management Society, United States of America

## PUBLICATIONS

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### Journal Articles

GARG, S., HOWARD, M. and COX PAHNKE, E. (2025). Directors in new technology-based ventures: An empirical inquiry. *Journal of Business Venturing*, 40(2), pp. 106431.

GARG, S. and BINGHAM, C.B. (2025). Fostering positive CEOboard relationships: Board synchronization skill and relationship cycles in new ventures. *Strategic Management Journal*, 46(5), pp. 1251-1292.

LI, Y. and GARG, S. (2025). Balancing power: The role of independent directors on venture boards. *Journal of Business Venturing*, 40(4), pp. 106483.

GARG, S. and BINGHAM, C. (2025). How CEOs Can Build a Better Relationship with the Board. *Harvard Business Review*.

CHO, J., GARG, S. and LEE, J. (2021). Opening the Black Box: Boards of Directors, Competitive Aggressiveness, and Firm Performance. *Academy of Management Proceedings*, 2021(1), pp. 12953.

GARG, S. (2020). Venture Governance: A New Horizon for Corporate Governance. *Academy of Management Perspectives*, 34(2), pp. 252-265.

GARG, S., JOHN LI, Q. and SHAW, J.D. (2019). Entrepreneurial firms grow up: Board undervaluation, board evolution, and firm performance in newly public firms. *Strategic Management Journal*, 40(11), pp. 1882-1907.

GARG, S., LI, Q. and SHAW, J.D. (2018). Undervaluation of directors in the board hierarchy: Impact on turnover of directors (and CEOs) in newly public firms. *Strategic Management Journal*, 39(2), pp. 429-457.

GARG, S. and LI, Q. (2018). Director Undervaluation, Board Evolution, and Firm Performance. *Academy of Management Proceedings*, 2018(1), pp. 12709.

FURR, N.R., CAVARRETTA, F. and GARG, S. (2012). Who Changes Course? The Role of Domain Knowledge and Novel Framing In Making Technology Changes. *Strategic Entrepreneurship Journal*, 6(3), pp. 236-256.

### Book chapters

WESTPHAL, J.D. and GARG, S. (2021). Boards of Directors and Strategic Management in Public Firms and New Ventures. In: Irene M. Duhaime, Michael A. Hitt, Majorie A. Lyles eds. *Strategic Management: State of the Field and Its Future*. 1 ed. Oxford University Press, pp. 411-426.

### Conference proceedings

GARG, S., KUSNADI, H. and CHO, J. (2024). Accounting Financial Expert Directors: Trade-offs of Increased Financial Monitoring. In: *44th Strategic Management Society (SMS) Annual Conference 2024*. Dubai: Strategic Management Society (SMS).

RHEE, C. and GARG, S. (2024). Remedies for Growing Pains: How Venture Leaders Manage Stalemates when Scaling Senior Executive Team. In: *Academy of Management Annual Meeting Proceedings*. Academy of Management.

### Conferences

GARG, S. and BINGHAM, C. (2025). Fostering Positive CEO-Board Relationship in New Ventures. In: *2025 Strategic Management Society (SMS) 45th Annual Conference*. San Francisco.

GARG, S., HOWARD, M. and PAHNKE, E. (2024). An Empirical Exploration of Boards of Directors of Technology Ventures. In: *2024 Workshop for Journal of Business Venturing Special Issue on Venture Boards*. Zurich.

GARG, S. and RHEE, C.G. (2024). Remedies For Growing Pains: How Venture Leaders Manage Stalemates When Scaling Senior Exec Teams. In: *2024 India Strategy Conference*. Ahmedabad, Gujarat.

GARG, S. (2024). Business scholars on boards and innovation. In: *84th Annual Meeting of the Academy of Management (AOM 2024)*. Chicago.

GARG, S. (2023). Women Entrepreneurship In Korean Livestreaming: New Business Models And The Weak Governance Of Online Platforms. In: *2023 Technology, Innovation and Entrepreneurship*. Frankfurt.

GARG, S., RHEE C, C. and PARK, E. (2023). Remedies For Growing Pains: How Venture CEOs Resolve Stalemate Conflicts With New Professional Executives. In: 2023 Strategic Management Society (SMS) Annual Conference. Toronto.

GARG, S. (2023). Strategies for Scaling Up. In: 83rd Annual Meeting of the Academy of Management 2023. Boston.

FURR, N.R., CAVARRETTA, F. and GARG, S. (2011). The Dangers of Deep Knowledge: New Ventures in the U.S. Solar Industry. In: West Coast Research Symposium.

FURR, N.R., CAVARRETTA, F. and GARG, S. (2011). The Dangers of Deep Knowledge: New Ventures in the U.S. Solar Industry. In: Academy of Management Annual Meeting 2011.

FURR, N.R., CAVARRETTA, F. and GARG, S. (2011). The Dangers of Deep Knowledge: New Ventures in the U.S. Solar Industry. In: EGOS Annual Meeting 2011.

### Press

GARG, S. (2025). How to Foster a Positive Ceo-Board Relationship. *ESSEC Knowledge*.

## OTHER RESEARCH ACTIVITIES

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### Associate Editor

2021 - 2027 Strategic Entrepreneurship Journal

### Editorial Board Membership

Since 2022 Organization Science

Since 2019 Corporate Governance: An International Review

2018 - 2020 Strategic Entrepreneurship Journal

Since 2017 Academy of Management Journal

### Affiliations

Since 2021 Member, academic advisory board (aka Stewardship Discussion Circle), Temasek-sponsored Stewardship Asia Centre, Singapore, 2021 – (Temasek is Singapore's sovereign wealth fund, one of the largest in the world), Stewardship Discussion Circle, Singapore

### PhD Supervision

2025 M. TRÖBINGER (ESSEC Business School), Thesis director