Sam GARG

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RESEARCH INTERESTS

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

EDUCATION

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

EMPLOYMENT

Full-time academic positions

2025 - Present Professor, ESSEC Business School, France

2023 - 2025 Associate Professor, ESSEC Business School, Singapore

GRANTS AND HONORS

Awards and Honors

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

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

PUBLICATIONS

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*, Online(May).

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

Associate Editor

2021 - 2027 Strategic Entrepreneurship Journal

Editorial Board Membership

Since 2026 Academy of Management Review

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