

NANDIL BHATIA

PhD Candidate in Management, Columbia Business School
980 WS-12 Kravis Hall, 665W 130th Street, New York — 10027
nb3029@gsb.columbia.edu ♦ nandilbhatia.com

EDUCATION

Columbia Business School

2021 - present

PhD in Management (Track: Strategy)

Narula Doctoral Fellow

Committee: Stephan Meier, Daniel Keum, Vanessa Burbano, Sameer Srivastava

Indian Institute of Management, Ahmedabad

2016 - 18

Post Graduate Programme in Management

St. Stephen's College, University of Delhi

2013 - 16

Bachelors in Arts (Honours), Economics

RESEARCH INTERESTS

Organizational Adaptation, Information Environments, Stakeholders, Strategic Human Capital

PUBLISHED PAPERS AND PAPERS UNDER REVIEW

1. Bhatia, N., Cai, W., & Srivastava, S. B. (2026). Throwing curveballs: A language-based model of curveball questions in quarterly earnings calls uncovers their consequences and antecedents. *Strategic Management Journal* ([Link](#))
2. Keum, D. D., & Bhatia, N. (2026). When do nice guys finish last? Prosociality and the psychological model of CEO -firm matching. *Strategic Management Journal*, 47(5), 1272–1300. ([Link](#))
3. Bhatia, N., & Meier, S. (2025). What Drives Employee Strategic Salience in Shareholder Communications? A Machine Learning Approach. *Strategy Science*. ([Link](#))
4. Keum, D. D., Wang, S., & Bhatia, N. (2026). Do Machines Make Firms Meaner? Automation and the Erosion of Firm-Employee Relations. Working Paper ([SSRN Link](#))
 - Revise & Resubmit, *Management Science*
5. Basuthakur, Y., Paruchuri, S., & Bhatia, N. (2026). Distracted peers and the unraveling of collaborative governance: reactions of co-institutional investors to organizational misconduct. Working Paper.
 - Under Review at *Strategic Management Journal*

WORKING PAPERS AND RESEARCH IN PROGRESS

6. The Fear of Being Seen - Local Media as a Constraint on Labor Adaptation
 - Solo-authored (Job Market Paper)

7. Vertical Integration and Information Environments - Outsourcing under Scrutiny?

- Solo-authored (Dissertation Chapter)

8. Institutional Investors, Networks, and Shared Sensemaking under Uncertainty

- Co-authors: Yashodhara Basuthakur & Srikanth Paruchuri

OTHER PAPERS AND PUBLICATIONS

Bang, N., Bhatia, N., Ray, S., & Ramachandran, K. (2025). Pledging of shares by controlling shareholders and implications for foreign institutional investors. *Business Horizons*, 68(1). ([Link](#))

Bhatia, N., & Ramachandran, K. (2021). Zee Entertainment and Essel Group: A Quest for Legacy and Beyond

- Teaching Case, Harvard Business Publishing

GRANTS AWARDED

Columbia Center for Political Economy 15,000\$
Friends in the Boardroom, Enemies at the Border: Technological Dependence and Investments amid Sino-Indian Geopolitical Tensions

Bernstein Center for Leadership and Ethics, Columbia Business School 5,000\$
Institutional Investors, Networks, and Shared Sensemaking under Uncertainty

ACADEMIC PRESENTATIONS & ORGANIZED EVENTS

* denotes co-author presentation

CEO Psychological Characteristics: When and How Do They Matter?

- Symposium Organizer at Academy of Management Annual Meeting (2025)

Strategic Salience of Employees in Executive Narratives

- India Strategy Conference, IIM Ahmedabad (2024)
- Academy of Management Annual Meeting (2023)
- East Coast Doctoral Conference (2023)
- Non-Market Strategy Doctoral Conference (2023)

Throwing Curveballs

- Columbia Business School, Management Seminar (2023)
- Columbia Management, Analytics, and Data Conference (2024)
- Oxford University Reputation Symposium (2024)
- London Business School, Trans-Atlantic Doctoral Conference (2025)

Do Nice Guys Finish Last?

- India Strategy Conference, IIM Ahmedabad (2024)
- Strategy Science Annual Conference (2024) *

- SMS Special Conf. Washington D.C. - Strategies for Sustainable Human Development (2024) *
- Academy of Management Annual Meeting (2024)

The Fear of Being Seen

- East Coast Doctoral Conference (2026)
- Columbia Business School, Management, Analytics, and Data Conference (2026 - scheduled)
- Consortium on Competitiveness and Cooperation (CCC) - Bocconi University (2026 - scheduled)
- Strategic Management Society Annual Conference, Berlin (2026 - scheduled)

TEACHING EXPERIENCE

Technology Strategy Teaching Assistant (MBA) for Prof. Dan Wang	<i>Spring 26</i>
Strategy Formulation Teaching Assistant (EMBA) for Prof. Stephan Meier	<i>Fall 22, 23, 24, 25</i>
People Analytics and Strategy Teaching Assistant (MBA, EMBA) for Prof. Bo Cowgill	<i>Spring 23, 24</i>
Fundamentals of Corporate Governance Teaching Assistant (EMBA) for Prof. Bruce Kogut	<i>Summer 23, 24</i>

PRIOR WORK EXPERIENCE

Indian School of Business <i>Research Associate, Thomas Schmidheiny Centre for Family Enterprise</i>	August 2019 - June 2021 <i>Hyderabad, India</i>
Monitor Deloitte <i>Consultant, Strategy & Operations</i>	May 2018 - July 2019 <i>New Delhi, India</i>
Boston Consulting Group <i>Summer Associate - Consultant, Strategy</i>	April 2017 - June 2017 <i>Mumbai, India</i>

ACADEMIC ACHIEVEMENTS

- Narula Doctoral Fellow
*Awarded based on potential to conduct quality research**2023-24, 2024-25, 2025-26*
- Dr. Charat Ramji Gold Medal, St. Stephen's College
*Awarded the Economics Department Gold Medal for Academic Excellence**2016*
- Sumitomo Corporation Scholarship, St. Stephen's College
*Awarded for three consecutive years for academic consistency and excellence**2013-16*