

**Raj V. Mahto**  
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Albuquerque, NM 87131  
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**EDUCATION:**

Ph.D., Strategic Management, The University of Memphis, 2006.

MBA, Management of Technology, University of New Mexico, 2002

B.E., Instrumentation & Control Engineering, Gujarat University (India), 1998

**ACADEMIC APPOINTMENTS:**

2014 – Present	Associate Professor of Entrepreneurship (Tenured)
2015 – Present	Black, Albert & Mary Jane Professorship
2008 – 2014	Creative Enterprise Endowed Professor Assistant Professor of Entrepreneurship Anderson School of Management, University of New Mexico Albuquerque, NM
2008 – 2014	Director, UNM Small Business Institute
2013 – 2014	Executive Director, Parker Family Business Center
2006 – 2008	Assistant Professor of Management Research Director, Center for Entrepreneurship, Mihaylo College of Business and Economics, California State University Fullerton, CA.

**PUBLICATIONS:**

**Mahto, R. V. & Khanin, D.** Satisfaction with Past Financial Performance, Risk Taking, and Future Performance Expectations in the Family Business. *Journal of Small Business Management*, 53(3), 801-818.

**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.

**Mahto, R. V., Davis, P. S & Khanin, D.** 2014. Family Commitment to Continue Business. *Journal of Family and Economic Issues*, 35(2), 278-289.

## **PUBLICATIONS: (Cont.)**

Khanin, D. & **Mahto, R. V.** 2013. Do Venture Capitalists have Continuation Bias? Yes or No. *Journal of Entrepreneurship*, 22(2), 203-222.

DeGouvea, R., **Mahto, R. V.**, & Mantoya, M. R. 2013. BRIC National Export Performance: A Portfolio Approach. *Journal of Chinese Economic and Business Studies*, 11(1): 47-58.

Chen, J. S., **Mahto, R. V.** & Lovvern. 2013. A Conceptual Framework to Explain Knowledge Transfer within Multinational Corporations: A Strategic Orientation. *International Journal of Management*, 30(4): 322-339.

**Mahto, R. V.** & Khanin, D. 2013. Speed of Venture Financing for Emerging Technology Based Entrepreneurial Firms as a Function of Founder Reputation. *Creativity & Innovation Management Journal*, 22(1): 84-95.

**Mahto, R. V.**, & Davis, P. S. 2012. Emergence of Consensus Across Organizational Hierarchy. *International Journal of Business and Management*, 7(17): 1-12.

Khanin, D. & **Mahto, R. V.** 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. V.** 2012 Family Embeddedness, Job Satisfaction and Turnover Intentions in the Family Firm. *Family Business Review*, 25(4): 391-408.

**Mahto, R. V.** & Brody, R. G. 2012. A Model of Knowledge Transfer in Organizations. *Business Journal for Entrepreneurs*, 1: 87-106.

**Mahto, R. V.**, Davis, P. S., Pearce, J. A., & Robinson, R. B. 2010. Satisfaction with Firm Performance in Family Businesses. *Entrepreneurship, Theory & Practice*, 34(5).

Khanin, D., Baum, J. R., Turel, O., & **Mahto, R. V.** 2009 Are Some Venture Capitalists More Likely Than Others to Replace Founder-CEOs? *Journal of Private Equity*, 12 (2): 19-29

Khanin, D., Baum, J. R., & **Mahto, R. V.** 2008. The Process of VC Investment and VC's Decision Making Criteria: Literature Review and Assessment. *Silicon Valley Review of Global Entrepreneurship Research*, 4(1): 5-31.

Allen, D. G., **Mahto, R. V.**, & Ottando, R. F. 2007. Web Based Recruitment: Effects of Information. *Journal of Applied Psychology*, 92(6): 1696-1708.

## **PUBLICATIONS: (Cont.)**

Kedia, B. L., **Mahto, R. V.**, & Nordtvedt, L. P. 2005. Inward and Outward FDI: MNC as Agent in Poverty Reduction. In S. C. Jain & S. Vachani (Eds.) *Multinational Corporations and Global Poverty Reduction*, 99-142.

Gerde, V. W. & **Mahto, R. V.** 2004. Disruptive Technology and Interdependence: The Relationship of BioMEMS Technology and Pharmaceutical Firms. *Journal of High Technology Management Research*, 15(1): 73-89.

## **PRACTITIONER ARTICLES**

**Mahto, R. V.** 2016. The Big Gorilla in the Room: Family Firms and Hypercompetition. *The Practitioner* (Family Firm Institute Journal) November Issue. (<https://ffipractitioner.org/2016/11/23/the-big-gorilla-in-the-room-family-firms-and-hypercompetition/>)

Ahluwalia, S., **Mahto, R. V.**, & Walsh, S. T. 2016. The Times They are Changing: Changes in Venture Funding and What It Means for Early Stage Emerging Technology Firms. Vol 9, Issue 7, pp 40-45. *Commercialization Corner*. (<http://flickread.com/edition/html/5834616517693#41>)

## **PRESENTATIONS:**

**Mahto, R. V. Mahto & Ahluwalia, S.** 2017. Employee Commitment, Family Involvement and Innovation in Family Firms. Presented at Small Business Institute Conference, Sand Diego.

**Mahto, R. V. & Ahluwalia, S.** 2016. Family Business and Small Business: Are They the Same? Presented at Small Business Institute Conference, New Orleans.

**Mahto, R. V. & Ahluwalia, S.** 2016. Are Professors Entrepreneurs? Presented at Small Business Institute Conference, New Orleans.

**Mahto, R. V. & Ahluwalia, S.** 2015. Does VC Reputation Matter? Presented at Small Business Institute Conference, Florida.

**Mahto, R. V. & Lumpkin, G.T.** 2015. How family commitment vs. professionalization of Management Influences CEO Successor Choices. Accepted for Presentation at Australian Center for Entrepreneurship Research Exchange Conference.

**Mahto, R. V. & Cavazos, D. R.** 2014. Commitment and CEO choice in family firms: Role of advisors. Presented at Family Enterprise Research Conference, Portland, OR.

## **PRESENTATIONS: (Cont.)**

**Mahto, R. V.**, Khanin, D. & Cavazos, D. E. 2013. CEO's Successor in family business: Role of value congruence and family advisors. Presented at Family Enterprise Research Conference, Chile.

**Mahto, R. V.**, Vora, G., & Khanin, D. 2013. High and low ethical focus family firms: An exploratory study. Presented at Family Enterprise Research Conference, Chile.

Khanin, D. & **Mahto, R. V.** 2013. Cultural differences, knowledge conversion, and championing strategy. Presented at Small Business Institute Conference, Florida.

**Mahto, R. V.** & Khanin, D. 2012. Family decision making and family member behavior. Presented at Family Enterprise Research Conference, Montreal, Canada.

**Mahto, R. V.** & Vora, G. 2012. Does commitment equal involvement in family business? Presented at International Council of Small Business, Wellington, New Zealand.

Degouvea, R., **Mahto, R. V.**, & Montoya, M. 2012. BRIC national export performance: A portfolio approach. Presented at 13<sup>th</sup> International Academic Conference on Economic and Social Development, Moscow, Russia.

**Mahto, R. V.** & Khanin, D. 2012. Family decision making and family member behavior. Presented at Babson-Kauffman Entrepreneurship Research Conference, Fort Worth, TX.

**Mahto, R. V.**, DeGouvea, R., & Kassicieh, S. 2011. The Influence of family decision making, values, and bond on family member behavior. Presented at 2012 ACERE-DIANA Conference, Perth Australia.

**Mahto, R. V.** & Kassicieh, S. 2011. A model of family identity in family businesses (empirical). Presented at 8<sup>th</sup> AGSE International Entrepreneurship Conference, Melbourne, Australia.

**Mahto, R. V.** 2010. Integrating family business with indigenous entrepreneurship: Founder influence on venture survival. Presented at FIBEA Conference, Manaus, Brazil.

**Mahto, R. V.** & De Gouvea, R. 2010. Birth order and successor departure from the family business. Presented at Family Enterprise Research Conference, Cancun, Mexico.

## **PRESENTATIONS: (Cont.)**

**Mahto, R. V.** & Kassicieh, S. 2010. A model of family identity in family businesses. Presented at Family Enterprise Research Conference, Cancun, Mexico.

**Mahto, R. V.** 2009. Indian water entrepreneur: The role of destructive technology in marketplace. Presented at Water Conference, Manaus, Brazil.

**Mahto, R. V. 2009** Does satisfaction with achieved economic performance in family businesses cause complacency? Presented at Family Enterprise Research Conference, Winnipeg, Canada.

**Mahto, R. V.** & Kassicieh, S. 2009. Does founder reputation speed venture financing? Presented at International Council for Small Business, Seoul, Korea.

**Mahto, R. V.** & Walsh, S. 2009. Not getting involved: The role of heirs in family businesses. Presented at International Council for Small Business, Seoul, Korea.

Khanin, D., Baum, J. R., **Mahto, R. V.**, & Heller, C. 2008. Venture Capitalists' investment criteria: 40 years of research. Presented at SBI Conference, San Diego, CA.

**Mahto, R. V.** & Khanin, D. 2008 Family business survival: Member intention to quit family business. Presented at Babson Kauffman Entrepreneurship Research Conference, Chapel Hills, NC.

**Mahto, R. V.**, Davis, P. S., & Khanin, D. 2008. Consensus across organizational hierarchy. Presented at the Academy of Management Conference, Anaheim, CA.

Khanin, D. & **Mahto, R. V.** 2008 Do Venture Capitalists have a continuation bias? Presented at the Academy of Management Conference, Anaheim, CA.

Khanin, D. & **Mahto, R. V.** 2008. Family firms: The deferral option vs. the growth option. Presented at Family Enterprise Research Conference, Milwaukee, WI.

**Mahto, R. V.**, Khanin, D. & Leibsohn, D. 2008 Family business survival: Member intention to continue business. Presented at Family Enterprise Research Conference, Milwaukee, WI.

**Mahto, R. V. 2008** Family business survival: Member intention to continue business. Presented at Babson Kauffman Entrepreneurship Research Conference.

## PRESENTATIONS: (Cont.)

**Mahto, R. V.**, Khanin, D., & Leibsohn, D. 2007. The role of entrepreneurs' reputation in securing VC support and expediting a venture's IPO. Presented at the Academy of Management Conference, Philadelphia, Pennsylvania

**Mahto, R. V.**, Ames, M. D., & Khanin, D. 2007. How to enhance successors' commitment to the inherited family business? Presented at the Academy of Management Conference, Philadelphia, Pennsylvania.

**Mahto, R. V.**, Davis, P. S., & Khanin, D. 2007. The impact of high technology ventures' resources on their post-ipo market value during the "Hot" and "Cold" stock market. Presented at the Academy of Management Conference, Philadelphia, Pennsylvania.

Khanin, D., Baum, J. R., & **Mahto, R. V.** 2007. Do venture capitalists weigh their investment criteria differently at the pre-investment and post-investment stage? Presented at Babson College Entrepreneurship Research Conference, Madrid, Spain.

Khanin, D., Baum, J. R., & **Mahto, R. V.** 2007. Are some VCs more likely than others to replace the founder CEO? Presentation at Babson College Entrepreneurship Research Conference, Madrid, Spain.

Khanin, D., Baum, J. R., & **Mahto, R. V.** 2007. The process of VC investment and VC's decision making criteria: Literature review and assessment. Presented at the San Francisco-Silicon Valley Global Entrepreneurship Research Conference, San Francisco, CA.

**Mahto, R. V.**, Ames, M. D., Khanin, D., & Davis, P. S. 2007. A model of successor's commitment to family business: The role of psychological ownership. Presented at Family Enterprise Research Conference, Monterrey, Mexico.

Khanin, D. & **Mahto, R. V.** 2007. The positive and negative aspects of family ownership in family firms: A psychological business ownership perspective. Presented at Family Enterprise Research Conference, Monterrey, Mexico.

Ames, M. D. & **Mahto, R. V.** 2007. Use of volunteers in SBI to increase community development and outreach, involve more students, and improve Consulting: How can the experience be successfully managed? Presented at Annual USASBE/SBI Conference, Orlando, FL.

**Mahto, R. V.**, Ames, M. D., & Busija, E. 2006. Heir family business commitment: Equity earned vs. inherited. Presented at Small Business Institute Conference, Louisville, KY.

## PRESENTATIONS: (Cont.)

Kedia, B.L., Nordtvedt, L. P., & **Mahto, R. V.** 2006. World poverty alleviation: Developing country characteristics, international business and time. Presented at the Academy of International Business Annual Conference, June. Beijing, China.

**Mahto, R. V.**, Chen, J. S., & Busija, E. 2005. Participation, identity, & family business commitment: A cross validation study. Presented at the Academy of Management Conference, Honolulu, Hawaii.

Davis, P. S., **Mahto, R. V.**, & Robinson, R. B. 2005. The effects of founding family CEOs and familiness on risk and performance in family business. Presented at the Academy of Management Conference, Honolulu, Hawaii.

Davis, P. S., **Mahto, R. V.**, & Allen, D. G. 2005. The mediating effects of value congruence on the relationship between perceived influence and commitment in family business. Presented at the Academy of Management Conference, Honolulu, Hawaii.

**Mahto, R. V.**, Allen, D. G., & Lovvorn, A. S. 2005. Organizational Website Recruitment: The Role of organizational brand on pre-hire outcomes. Presented at the Southern Management Association, Charleston, SC. **Won the best doctoral student paper award.**

**Mahto, R. V.**, Davis, P. S., & Busija, E. 2005 Intra-organizational information flow: The role of organizational hierarchy. Presented at the Southern Management Association, Charleston, SC.

Davis, P. S., **Mahto, R. V.**, & Robinson, R. B. 2005. Familiness, risk, & performance. Presented at Babson College-Kauffman Foundation Entrepreneurship Research Conference, Wellesley, MA

Davis, P. S., Allen, D. G., Lahiri, S., & **Mahto, R. V.** 2005. Family business commitment: A cross validation study. Presented at Babson College-Kauffman Foundation Entrepreneurship Research Conference, Wellesley, MA.

**Mahto, R. V.**, Chen, J. S., & Busija, E. 2005. Keeping it in the family: Investigating the impact of identity and CEO family ties on family commitment. Presented at the International Council of Small Business, Washington D.C.

Chen, J. S., **Mahto, R. V.**, & Busija, E. 2005. Knowledge transfer within multinational corporations: A strategic international human resource management perspective. Presented at the Academy of International Business, Quebec, Canada.

## PRESENTATIONS: (Cont.)

Lahiri, S. & **Mahto, R. V.** 2005. Measuring commitment in family business: The moderating role of firm internationalization. Presented at Academy of International Business, Quebec, Canada.

Davis, P. S., Allen, D., **Mahto, R. V.**, & Lahiri, S. 2004. Family commitment to family business continuance. Presented at the Southern Management Association, San Antonio, TX.

Kedia, B. L., **Mahto, R. V.**, & Perez, L. 2003. Advancing globalization to alleviate poverty. Paper presented at MNCs and Global Poverty Conference, University of Connecticut, Storrs, CT.

## COURSES TAUGHT:

At *the University of Memphis*:

- 1) Entrepreneurship
- 2) Management and Organization, &
- 3) Strategic Management,

At *the California State University, Fullerton*:

- 1) Entrepreneurial Leadership,
- 2) Strategic Management (Honors Section), &
- 3) New Venture Launch

At *the University of New Mexico*:

- 1) Managing and Operating Small, Growing Business,
- 2) New Venture Creation,
- 3) Family Business, &
- 4) Freshman Entrepreneurship

## AWARDS:

**Black, Albert & Mary Jane Professorship** for 2015-2018, Anderson School of Management, University of New Mexico.

**Creative Enterprise Endowed Professorship** for 2012 -2015, Anderson School of Management, University of New Mexico.

## PROFESSIONAL ACTIVITIES:

**Program Chair**, Family Enterprise Research Conference (FERC) 2016, Nova Lima, Brazil.

**Editorial Board:**

*Family Business Review*

*International Entrepreneurship & Management Journal*



## **PROFESSIONAL ACTIVITIES: (Cont.)**

### **Associate Editor:**

*Journal of Small Business Strategy*

### **Special Issues Editor:**

Co-editor, *Journal of Business Research* Special Issue on Family Firms

### **Ad hoc reviewer:**

*Family Business Review*

*Entrepreneurship Theory & Practice*

*Journal of Management Studies*

*Journal of Business Research*

*International Journal of Technology and Innovation Management*

*International Entrepreneurship and Management Journal*

*Small Business Economics*

*Technovation*

*Small Business Institute Journal*

*Journal of Small Business Strategy*

## **SERVICE:**

### Departmental & School Committees:

- Anderson School of Management Representative on University Faculty Senate
- Member of Operations Committee of UNM Faculty Senate
- Recruiting Committee for Entrepreneurial Finance
- Recruiting Committee for Entrepreneurship Lecturer
- Anderson Academic Honesty Committee
- Anderson Self-employment Fair
- University IT Use Committee (currently serving)
- Undergraduate Entrepreneurship Concentration Advisor
- Graduate Entrepreneurship Concentration Advisor
- Undergraduate Entrepreneurship Minor Advisor