



Sami Ghaddar

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Academic Appointments

University of Connecticut, *School of Business*, Storrs, Connecticut, USA

Assistant Professor of Strategy In-Residence

2021 – Present

Education

Bentley University, *McCallum Graduate School of Business*, Waltham, Massachusetts, USA

PhD in Business, *Specialization: Strategic Management*

2021

American University of Beirut, *Suliman S. Olayan School of Business*, Beirut, Lebanon

Master of Business Administration

2015

Bachelor of Business Administration, *Major: Finance*

2010

Research Areas

Corporate Governance, Innovation, Firm Performance

My research examines the efficacy of board-level specialized committees and their impact on firms' strategic choices. My recent work extends this agenda to AI governance, with a focus on how firms organize oversight of AI and how governance structures shape its strategic use. I am also exploring the use of generative AI in business education, particularly its potential to enhance classroom learning and prepare students for the evolving demands of business.

Publications

- Ghaddar, S., & Quinn, M. A. (2026). Innovation under the microscope: the financial benefits of board-level R&D oversight. *Journal of Business Strategy*, 47(1), 16-37, <https://doi.org/10.1108/JBS-09-2024-0165>
- Brown, J. A., Anderson, A., & Ghaddar, S. (2023). "How Board Structure Affects Social Performance and Stakeholder Management: An Example from Classified Boards." *Research Handbook on Corporate Governance and Ethics*, 86-111. Edward Elgar Publishing, <https://doi.org/10.4337/9781800880603.00013>

Working Papers and Case Studies

- Ghaddar, S., & Magill, P. “Reframing the AI Governance Challenge: A Corporate Center Blueprint for Enterprise AI.” (manuscript in preparation for submission to *California Management Review*)
- Ghaddar, S. “Board of Director Age and Corporate Social Performance: A Quantile Regression Approach.” (manuscript in preparation for submission to *Business Strategy and the Environment*)
- Ghaddar, S., & Bronson, J. R. “Precision Under Pressure: Turnaround at Applied Materials (A) & (B).” (case study in preparation for submission to *SAGE Business Cases Originals*)

Research in Progress

- Ghaddar, S. “Teammates in the Cloud: Harnessing Large Language Models for Enhanced Classroom Collaboration.” (data collection stage)

Conference Presentations

- Ghaddar, S., & Magill, P. (2026). “From Fragmentation to Scale: A Corporate Center Blueprint for Enterprise AI.” *Industry Studies Association Annual Conference*, Washington, D.C.
- Ghaddar, S. (2020). “Board-level R&D Specialized Committees, R&D Intensity, and Firm Financial Performance.” *International Conference on Boards Research, Vrije Universiteit Amsterdam*, Amsterdam, Netherlands. *International Corporate Governance Society Annual Conference*, Norfolk, VA
- Ghaddar, S. (2020). “The Influence of Director Age on Corporate Social Performance: A Quantile Regression Approach.” *International Association for Business & Society Annual Conference*, Lisbon, Portugal. *International Corporate Governance Society Annual Conference*, Norfolk, VA
- Ghaddar, S. (2018). “Short Director Tenure, Gender Diversity, and CSP: Insights from Social Integration and Cognition Theories.” SMS doctoral workshop at the *Strategic Management Society Annual Conference*, Paris, France
- Ghaddar, S., Brown, J. A., & Clark, C. (2018). “Board of Director ‘Freshness’ and CSP: Investigating the Moderating Role of Board Gender Diversity.” *Annual Meeting of the Academy of Management*, Chicago, IL
- Ghaddar, S., & Clark, C. (2018). “Women on Boards: Moving Beyond the Business Case to a Moral Justification.” *Society for Business Ethics Annual Conference*, Chicago, IL
- Ghaddar, S. (2017). “The Relationship between Board Refreshment and Firm Social and Financial Value.” Social Issues in Management (SIM) division doctoral consortium at the *Annual Meeting of the Academy of Management*, Atlanta, GA

Other Presentations and Invited Talks

- Ghaddar, S. (2025). “Designing an Impactful Scholar-Practitioner Career in Strategy.” Invited academic talk to the Executive PhD program at **Bentley University**, Waltham, MA
- Ghaddar, S. (2023). “The 21st Century Executive: How Modern Managers Should Think About AI.” Invited academic talk at **Connecticut Center for Entrepreneurship and Innovation**, Hartford, CT
- Ghaddar, S. (2023). “Strategies for Success in Business (Taylor’s Version).” Invited academic talk at **University of Connecticut School of Business**, Storrs, CT
- Ghaddar, S. (2020). “An Overview of the Corporate Governance Landscape in the MENA Region.” Invited academic talk at **Babson College**, Wellesley, MA
- Ghaddar, S. (2019). “The Influence of Director Age on Corporate Social Performance: A Quantile Regression Approach.” **Annual Research Showcase, Bentley University**, Waltham, MA
- Ghaddar, S. (2016). “Sustainability in Higher Education: Strategic or Normative?” **Annual Research Showcase, Bentley University**, Waltham, MA
- Ghaddar, S. (2015). “Corporate Social Engagement in the Arab Gulf.” **Annual Research Colloquium, Bentley University**, Waltham, MA

Teaching

University of Connecticut, School of Business, Storrs, CT

Undergraduate

Strategic Management (<i>Capstone; in-person; mean instructor rating: 9.25/10</i>)	2021 – Present
Content Entrepreneurship (<i>in-person; mean instructor rating: 9.93/10</i>)	2022 – Present

Doctoral

PhD Onboarding Research Design Seminar (<i>in-person</i>)	2023 – Present
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Bentley University, Waltham, MA

Undergraduate

Integrated Business Project (<i>Capstone; online synchronous; mean instructor rating: 9.5/10</i>)	2020 – 2021
Strategic Management (<i>Capstone; in-person and online synchronous; mean instructor rating: 9.5/10</i>)	2018 – 2020
Business and Society (<i>in-person; mean instructor rating: 9.2/10</i>)	2017 – 2018

Undergraduate Course Development

University of Connecticut, *School of Business*, Storrs, CT

Content Entrepreneurship

2022 – Present

Developed and launched an experiential undergraduate course for students building content-centered ventures, including podcasting, blogging, videography, and related creative platforms. Students analyze markets, identify revenue opportunities, develop strategic positioning, and produce a business plan and near-term operating model. Redesigned the course in AY 2025–2026 to align with UConn’s Common Curriculum, supported by a Provost grant; the course supports the School’s Personal Brand Entrepreneurship minor and is now a permanent course offering.

Experiential Learning Program Development

University of Connecticut, *School of Business*, Storrs, CT

UConn Leveraged Buyout (LBO) Case Competition

2023 – 2024; relaunch funded 2026

Designed and led a school-wide, semester-long experiential finance program in which student teams completed private equity-style deal analysis, strategic due diligence, valuation, and investment recommendations. Integrated alumni mentorship, executive engagement, and applied financial strategy to give students structured exposure to investment decision-making beyond the classroom.

UConn Strategy Consulting Case Competition

2024

Built a school-wide, semester-long experiential consulting program around a live strategic challenge from a Fortune 500 corporate partner. Led partner identification, executive problem scoping, student team engagement, mentor management, and the recommendation development process, culminating in executive-facing presentations evaluated by C-suite executives from the partner company and senior industry leaders.

Professional Service

Ad Hoc Reviewer – Academic Journals

Journal of Business Strategy

2025 – Present

Corporate Governance: An International Review

2017 – Present

Business & Society

2023 – Present

Reviewer – Academic Conferences

Academy of Management Annual Meeting

2018 – 2024

Strategic Management Society Annual Conference

2018 – 2021

Society for Business Ethics Annual Conference

2018 – 2019

International Corporate Governance Society Annual Conference

2017 – 2020

Best Paper Reviewer

Decision Sciences Institute Annual Conference

2020

Moderator and Session Chair

International Corporate Governance Society Annual Conference

2020

University Service

University of Connecticut, *School of Business*, Storrs, CT

Committee and Taskforce Membership

Department-level

Search Committee (<i>position: Assistant Professor In-Residence</i>)	2025 – 2026
Merit Evaluation Committee	2025
PhD Students' Qualifying Paper Committee	2021, 2025

School-level

Dean's Stakeholder Impact Taskforce	2026 – Present
Business and Society Taskforce	2022 – Present
Undergraduate Program Assessment Taskforce	2022 – 2025
Graduate Program Assessment Taskforce	2022 – 2023

Academic Advising

Management Undergraduate Major	2022 – Present
Honors Scholar Thesis Supervision	2023 – Present
UConn Case Club	2023 – Present

Mentorship

PhD candidates preparing for the academic job market	2022 – Present
Undergraduate students applying to graduate school	2022 – Present

Bentley University, Waltham, MA

Academic Advising

Liberal Studies Capstone (LSM) culminating project	2019
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Graduate Coordinator

Global Business Ethics Symposium (GBES)	2015 – 2017
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Organizer

International Corporate Governance Society (ICGS) Conference	2016
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Awards and Honors

University of Connecticut, *School of Business*, Storrs, CT

Boucher Grant Recipient for UConn LBO Competition Relaunch	2026
Provost Grant Recipient for Content Entrepreneurship Course Development	2024
Nominated for Undergraduate Faculty Career Mentor of the Year	2024

Bentley University, Waltham, MA

Geneen Fellow in Business, Harold S. Geneen Institute of Corporate Governance	2015
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Workshops and Certifications

WSJ Instructor Conference (<i>AI in today's educational landscape</i>) <i>Wall Street Journal</i>	2024
WSJ Instructor Conference (<i>current trends in business education</i>) <i>Wall Street Journal</i>	2023
Fundamentals of Online Teaching Certificate (<i>online asynchronous learning</i>) <i>Online Learning Consortium</i> , Boston, MA	2020
Extended Classroom Teaching Bootcamp (<i>hybrid/ online synchronous learning</i>) <i>Bentley University</i> , Waltham, MA	2020
Technology and Innovation Management (TIM) division doctoral consortium <i>Annual Meeting of the Academy of Management</i> , Boston, MA	2019
Strategic Management Society (SMS) Doctoral Workshop <i>Strategic Management Society Annual Conference</i> , Paris, France	2018
Global Business Ethics Teaching Workshop <i>W. Michael Hoffman Center for Business Ethics</i> , Waltham, MA	2018
Social Issues in Management (SIM) division doctoral consortium <i>Annual Meeting of the Academy of Management</i> , Atlanta, GA	2017
Protecting Human Research Participants (PHRP) Certificate <i>National Institutes of Health (NIH)</i> , Bethesda, MD	2016

Additional Information

Membership

Academy of Management (AOM), Strategic Management Society (SMS), Industry Studies Association (ISA)

Statistical Programming

Stata

Languages

Native speaker of Arabic and English; rudimentary French.