

**CURRICULUM VITAE**  
**Dalhia Mani**

Department of Sociology  
909 Social Sciences Building  
267 19th Avenue South, Minneapolis, MN 55455  
Ph.: 612 235 4587, email: [mani0066@umn.edu](mailto:mani0066@umn.edu)

**EDUCATION**

PhD. University of Minnesota, Sociology, Expected Summer 2010  
*Seeing Both the Forest and the Trees: The Consequences of Nestedness and Cohesive Clustering for Firm Performance*. Committee: David Knoke (Advisor), Yanjie Bian (Chair), Erin Kelly, and Harry Sapienza.

MA. Tata Institute of Social Sciences (Mumbai, India), Personnel Management and Industrial Relations, May 2000

BA. Madras University (Chennai, India), Psychology, May 1998

**DISSERTATION SUMMARY**

Current network theory predicts that large networks display a small world structure. In contrast, I find a hybrid structure of atomized, small, and nested worlds in the network of publicly traded firms in India. Secondly, my dissertation indicates that a firm's position in the hybrid structure is linked to the firm's founders' ties to particular ethnic communities. Third, the hybrid network in India is closely intertwined with the cultural and institutional context in India. And finally, I find that firms' position in the hybrid network structure affects firm performance. My dissertation contributes to organizational and economic sociology, and also has broad sociological implications. Existing network theory suggests the importance of variation in social structure. My research expands the concept of social structure beyond the current focus on the actors' immediate network of ties, to encompass the overall network in which actors are embedded. Also, my research points to the institutional and cultural antecedents of variation in overall network structure.

**RESEARCH AND TEACHING INTERESTS**

Organizations and Work, Economic Sociology, Network Theory and Analysis  
Introduction to Sociology, Social Theory, Social Statistics, Research Methods

**AWARDS AND FELLOWSHIPS**

National Science Foundation Doctoral Dissertation Research Fellowship, \$7,500 (Fall 2008 – Spring 2009)

Doctoral Dissertation Fellowship, University of Minnesota, Graduate School Fellowship, \$22,000 (Fall 2008 – Spring 2009)

Anna Welsch Bright Research Fellowship, University of Minnesota, \$5,000 (Fall 2008 – Spring 2009)

Graduate Research Partnership Program, University of Minnesota, \$4,550 (Summer 2008)

Departmental Merit Fellowship, Sociology Department, University of Minnesota, \$20,000 (Fall 2007 – Spring 2008)

Departmental Merit Fellowship for Summer Research, Sociology Department, University of Minnesota, \$4000 (Summer 2007)

## **ARTICLES UNDER REVIEW**

“Seeing Both the Forest and the Trees: The Consequences of Nestedness and Cohesive Clustering for Firm Performance,” *American Sociological Review*

“Atomized, Small, or Nested Worlds: The Hybrid World of the Indian Interorganizational Network,” *Administrative Science Quarterly*

“Business Groups and Interorganizational Clusters: A Critique and Integrating Framework,” *Organization Studies*

## **WORKS IN PROGRESS**

With David Knoke, “The Structure and Evolution of the Alliance and Joint-Venture Network in the United States (1962-2008)”

## **SELECTED CONFERENCE PRESENTATIONS (\*Presenter)**

Mani Dalhia\*, "Atomized, Small, and Nested World: The Hybrid World of the Indian Interorganizational Network," Academy of Management Conference. August 1-4, 2009. Chicago, Illinois.

Mani Dalhia\* and David Knoke, “The Structure of the Alliance and Joint Venture Network in the United States (1962-2008),” Sociological Research Institute. April, 2009. Minneapolis, Minnesota.

Mani Dalhia\*, “Seeing Both the Forest and the Trees: The Consequences of Nestedness and Cohesive Clustering for Firm Performance,” Sociology Workshop Series. Jan 23<sup>rd</sup>, 2009. Minneapolis, Minnesota

Mani Dalhia\*, “Business Group Activity and Performance: The Role of Embeddedness and Incentives,” American Sociological Association Conference. August 1-4, 2008. Boston, Massachusetts.

Mani Dalhia\*, “Identifying Business Groups: The Social Constructionist, Ideational, and Network Approach,” Academy of Management Conference. August 7-11, 2008. Chicago, Illinois.

Mani Dalhia\*, “What Holds Business Groups Together?” Society for Women in Sociology Conference. Feb 7<sup>th</sup> – 10<sup>th</sup> 2008. Las Vegas, Nevada.

Mani Dalhia, “Identifying Business Groups: The Social Constructionist, Ideational, and Network Approach,” Academy of Management Conference. August 8-12, 2008. Anaheim, California.

## **TEACHING EXPERIENCE**

### **Instructor**

*Strategy and Business Policy*, Carlson School of Management, University of Minnesota (Spring 2007)

*Topics in Organizations: Theory and Practice*, TA Pai Institute of Management, India (June 2001 – Sept 2001)

### **Teaching Assistant**

Introduction to Sociology (Spring 2010)

Social Theory (Fall 2009)

Strategy and Business Policy (Fall 2003, Spring 2004, Fall 2004, Fall 2005, Fall 2006)

Business Ethics (Spring 2005)

## **PROFESSIONAL EXPERIENCE**

Manager, Human Resources and Development, ICICI Ltd., Mumbai, India (May 2000 – May 2001)

## **MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

American Sociological Association

International Network for Social Network Analysis

Academy of Management

Sociologists for Women in Society

## **SERVICE (Professional, Department, and Community)**

Reviewer, Organization Theory Section, Academy of Management Conference (Aug 2006 and Aug 2008)

Co-Organizer, 4<sup>th</sup> Annual Student Roundtable, Association of Black Sociologists–Sociologists for Women in Society, American Sociological Association (Aug 2008)

Committee Member, Faculty Mentoring Award, Sociological Research Institute, Minneapolis (April 2009)

Committee Member, Women of Color Best Research Paper Award, Sociological Research Institute, Minneapolis (April 2009)

Consultant, *GoodWill Easter Seals*, Non-Profit Supporting Job Training and Employment, Minneapolis, USA (Mar 2002 – Jan 2003)

Volunteer Job Credentialing Trainer, *Breaking Free*, Non-Profit Aimed to Support Victims of Sex-Trafficking Reintegrate into Society (April 2009-June 2009)

## LANGUAGE PROFICIENCY

Fluency in reading, writing, and speaking English and Hindi  
Fluency in speaking Malayalam and Tamil

## REFERENCES

David Knoke, Professor  
Department of Sociology  
University of Minnesota  
Minneapolis, MN 55455  
612-624-6816  
[knoke@atlas.socsci.umn.edu](mailto:knoke@atlas.socsci.umn.edu)

Yanjie Bian, Professor  
Department of Sociology  
University of Minnesota  
Minneapolis, MN 55455  
612-624-9554  
[bianx001@umn.edu](mailto:bianx001@umn.edu)

Erin Kelly, Associate Professor  
Department of Sociology  
University of Minnesota  
Minneapolis, MN 55455  
612-624-0228  
[kelly101@umn.edu](mailto:kelly101@umn.edu)