

## **NEHA PARIKH SHAH**

### **Assistant Professor**

Management & Global Business Department  
Rutgers Business School, Newark & New Brunswick  
Rutgers, The State University of New Jersey  
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### **RESEARCH INTERESTS**

I study the interplay between employees' workplace networks and their job performance, with a focus on the social aspects of workplace relationships.

### **UNIVERSITY AFFILIATION**

#### **Rutgers, The State University of New Jersey**

#### **Rutgers Business School, Newark & New Brunswick**

Assistant Professor, Management and Global Business

\*Off the tenure clock in academic years 2014/15 and 2015/16

Newark, NJ  
2010 – Present

### **EDUCATION**

#### **UCLA, Anderson School of Management**

Ph.D., Human Resources & Organizational Behavior

Los Angeles, CA  
2010

#### **University of Pennsylvania, School of Arts and Sciences**

B.A., Economics, Management Concentration (Cum Laude)

Philadelphia, PA  
May 2001

### **PREVIOUS EMPLOYMENT**

#### **Marakon Associates**

Associate Strategic Consultant

New York, NY  
2001 –2004

### **PUBLICATIONS**

- Shah, N.P., Levin, D.Z. and Cross. R. 2017. Secondhand social capital: Boundary spanning, secondhand closure, and individual performance. *Social Networks*. (In Press: <https://doi.org/10.1016/j.socnet.2017.04.005>)
- Shah, N. P., Parker A. & Waldstrøm C. 2017. Individual performance benefits of multiplex relationships. *Management Communication Quarterly*, 31(1) 5-18. <https://doi.org/10.1177/0893318916647528>
- Shah, N.P., Cross, R. & Levin, D.Z. 2015. Performance benefits from providing assistance in networks: Relationships that generate learning. *Journal of Management* (In Press: <https://doi.org/10.1177/0149206315584822>).
- Bendersky C. & Shah N.P. 2013. The downfall of extraverts and rise of neurotics: The dynamic process of status allocation in task groups. *Academy of Management Journal*, 56(2) 387-406. <https://doi.org/10.5465/amj.2011.0316>
- Bendersky, C., & Shah, N.P. 2012. The costs of status attainment: Performance effects of individual's status mobility in task groups. *Organization Science*, 23(2) 308-322. <https://doi.org/10.1287/orsc.1100.0543>

### UNDER REVIEW

- Sterling C., Shah, N. P., Labianca, G. Workplace envy and social networks. Revise and Resubmit at *Human Performance*.
- Lawrence B. & Shah N.P. Homophily: Measures and meaning. Under first review at *Sociological Methods & Research*.

### WORKS IN PROGRESS

- Shah N.P. & Dotan H. Unconnected: The benefits of the social periphery (Revision phase: Target *Human Relations*)
- Floyd T., Shah N.P., Grossman T., Labianca G. Networks of high performers before and after a merger: Implications for turnover (Data analysis-multiyear field study underway: Target *Organization Science*)
- Shah, N. P., Parker A., Levin, D. & Waldstrøm C. Workplace demands and network dynamics. (Data collection for second study-experimental underway: Target *Journal of Management*)
- Shah, N. P., Parker A. & Waldstrøm C. Stress and innovation (Third round of data collection-multiyear field study underway)
- Brands R. & Shah, N.P. Impression management of networking behaviors. (Pilot lab and field study completed; first study-cross-sectional field data underway)
- Parker, S. & Shah, N.P. Gender and costs in the emergency room. (Data analysis-multiyear database underway)

### INVITED PRESENTATIONS

- Shah, N.P., Levin, D.Z. & Cross, R. 2016. *Workplace stressors and network dynamics*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah, N. P., Parker A., & Waldstrøm C. 2014. *To connect or disconnect: Changing workplace networks in response to job demands*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah, N.P., Cross, R. and Levin, D.Z. 2012. *Enhancing one's own performance by assisting colleagues: Relationships that generate learning*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah, N. P., Bendersky C. & Waldstrøm C. 2010. *Interdependence in networks: Multiplex ties and individual performance*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah N.P. & Waldstrom C. 2008. *Stuck in the middle: A boon or a burden? Brokerage, multiplexity and individual performance*. Intra-Organizational Networks Conference (ION), September, Kentucky, USA.

### MEDIA MENTIONS

Featured interviews about Bendersky, C., & Shah, N. 2013. The downfall of extraverts and rise of neurotics: The dynamic process of status allocation in task groups. *The Academy of Management Journal*, 56(2): 387 - 406.

1. Strategy+Business, April 6, 2015. <http://www.strategy-business.com/article/00317>
2. The New York Times Sunday Business section, February 2, 2014  
[http://www.nytimes.com/2014/02/02/business/that-neurotic-on-the-team-give-him-time.html?ref=business&\\_r=0](http://www.nytimes.com/2014/02/02/business/that-neurotic-on-the-team-give-him-time.html?ref=business&_r=0)
3. NPR:  
<http://www.npr.org/player/v2/mediaPlayer.html?action=1&t=1&islist=false&id=180329736&m=180329726>

4. USA Today (this story is in syndication on the Gannett wire): <http://www.usatoday.com/story/money/columnist/bruzzo/2013/04/28/on-the-job-introverts-vs-extroverts/2114539/>
5. Forbes: <http://www.forbes.com/sites/susanadams/2013/04/11/leadership-tiphire-thequiet-neurotic-not-the-impressive-extrovert/>
6. Time: <http://business.time.com/2013/04/25/who-is-happiest-at-workprobably-notwho-you-think/>
7. CNN: <http://edition.cnn.com/2013/04/18/business/neuroticism-at-work>
8. Fortune: <http://management.fortune.cnn.com/2013/04/23/neurotics-teamwork/>
9. Bloomberg Business Week and Pittsburg Post- Gazette: <http://www.bloomberg.com/news/articles/2013-05-31/why-business-needs-more-neurotics>
10. Times of India: <http://www.timescrest.com/opinion/outgoings-out-10252> and <http://economictimes.indiatimes.com/features/corporate-dossier/economica-doextraverts-make-for-better-team-players/articleshow/22764012.cms>
11. Chicago Tribune: <http://www.chicagotribune.com/classified/jobs/chi-introvert-workplace-20130926,0,7540262.story>

Mentions of Shah, N.P., Cross, R. & Levin, D.Z. 2015. Performance benefits from providing assistance in networks: Relationships that generate learning. *Journal of Management (In press)*

The Atlantic: <http://www.theatlantic.com/health/archive/2014/03/how-to-succeed-professionally-by-helping-others/284429/>

#### AWARDS

- Rutgers Business School: Dean's Research Fund for Behavioral Research, 2012-2013
- Rutgers Business School: Research Resources Grant, 2011-2012
- Outstanding Reviewer Award, Academy of Management, Organizational Behavior Division, 2011
- UCLA Dissertation Year Fellowship, 2008-2009
- UCLA Anderson Fellowship, 2004-2008

#### CONFERENCE PRESENTATIONS

- Shah, N. P., Parker A., & Waldstrøm C. (2016) *To connect or disconnect: Changing workplace networks in response to job demands*. Wharton People and Organizations Conference, September, Philadelphia, USA.
- Shah, N.P., Levin, D.Z. and Cross. R. (2016) *Secondhand closure*. The Academy of Management Meeting, August, Anaheim, USA.
- Shah, N. P., Parker A., & Waldstrøm C. (2014) *To connect or disconnect: Changing workplace networks in response to job demands*. The Academy of Management Meeting, August, Philadelphia, USA.
- Shah, N.P., Cross, R. and Levin, D.Z. (2013) *Enhancing one's own performance by assisting colleagues: Relationships that generate learning*. Organization Science Winter Conference, February, Colorado, USA.
- Shah, N.P.; Parker, A.; Waldstrøm, C (2013) *Dual paths to individuals' network based performance in intra-organizational networks*. International Sunbelt Social Network Conference, February, Germany.
- Waldstrøm, C.; Shah, N. P; Parker, A.; (2013) *In stressful company – Changes in stress and work ties over time*, International Sunbelt Social Network Conference, July, Xi'an, China.
- Shah, N.P., Cross, R. and Levin, D.Z. (2012) *Enhancing one's own performance by assisting colleagues: Relationships that generate learning*. The Academy of Management Meeting, August, Massachusetts, USA.
- Bendersky C. & Shah N.P. (2012) *The downfall of extraverts and rise of neurotics: The dynamic process of status allocation in task groups*. The Academy of Management Meeting, August, Massachusetts, USA.
- Shah N.P. and Venkataramani V. (2011) *Social relationships in teams and sanctioning transgressions*. International Sunbelt Social Network Conference, February, Florida, USA.

- Shah N.P. & Waldstrom C. (2009) *Individual performance and multiplex bridging ties: Untangling relationships in networks*. International Sunbelt Social Network Conference, January, California, USA.
- Bonacich P. & Shah N.P. (2009) *Isomorphic patterns in multiplex triadic cats*. International Sunbelt Social Network Conference, January, California, USA.
- Shah N.P. (2008) *Expressive network isolates: High performance through trust*. Academy of Management Conference, August, California, USA.
- Shah N. P. (2008) *Intersecting involvement: Multi-relational centrality and individual performance*. International Sunbelt Social Network Conference, January, Florida, USA.
- Shah N.P. & Lawrence B. (2007) *Expressive network isolates: High performance through trust*. International Sunbelt Social Network Conference, May, Corfu, Greece.
- Shah N.P. & Bendersky C. (2007) *Dynamics of social capital*. International Sunbelt Social Network Conference, May, Corfu, Greece.
- Lawrence B. & Shah N.P. (2007) *Homophily: Meaning and measures*. International Sunbelt Social Network Conference, May, Corfu, Greece.
- Shah N.P. (2006) *Informal network isolates and individual performance: When centrality is not required*. International Sunbelt Social Network Conference, April, Vancouver, Canada.

### **TEACHING**

- Management Skills (Undergraduate), 2013-present
- Organizational Behavior (Undergraduate, MBA, Part-time MBA), 2010-present
- Teaching assistant Negotiations for MBA, Part-time MBA, Executive MBA (UCLA)
- Teaching assistant Organizational Behavior for MBA, Part-time MBA (UCLA)

### **PROFESSIONAL MEMBERSHIPS & ACTIVITIES**

- Academy of Management
  - Organizational Behavior Division/Organization and Management Theory Division, Annual meeting reviewer (Award in 2011)
- International Network for Social Network Analysis
- Ad-hoc Reviewer: Organization Science, Human Resource Management, Academy of Management Journal

### **ADDITIONAL PERSONAL INFORMATION**

- Prior Name: Neha Dinesh Parikh
- Place of Birth: Mansfield, OH
- Citizenship: USA