

DR SUMONA GHOSH *(July 2019)*

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BIOGRAPHICAL SKETCH

Dr Sumona Ghosh has been associated with St. Xavier's College Kolkata since 2002. Presently she is the Head of Business Regulatory Framework in the Department of Commerce. After completing her post-graduation in Commerce with rare distinction, Prof. Ghosh has been conferred with the Degree of Philosophy in Business Management by the University of Calcutta on 31st of July 2014. Her area of research was on Corporate Social Responsibility (CSR). The title of her doctoral dissertation was "Pattern of participation of Public and Private sector companies in Corporate Social Responsibility Activities".

She has published in journals of national and international repute. Dr Ghosh has been highly acclaimed for her guest lectures on CSR in premier institutes of higher learning including the Indian Institute of Management (Calcutta), Indian Institute of Management (Shillong). She has taken sessions in Management Development Programmes conducted by premier institutes on CSR. She has presented papers on CSR at various national and international conferences.

Dr Ghosh is also the recipient of the "Bharat Jyoti Award" for meritorious services, outstanding performance and remarkable role given by India International Friendship Society for the year 2012 given by Dr BhishmaNarain Singh, Former Governor of Tamil Nadu and Assam, on 20th of December 2012.

EDUCATION AND EMPLOYMENT

Education

Ph.D. in Business Management, University of Calcutta, 2014

Dissertation: Pattern of participation of Public and Private sector companies in Corporate Social Responsibility Activities.

M.Com, University of Calcutta, 1996

Employment

St. Xavier's College, Kolkata (November 2002 – present).

TEACHING and COURSES OFFERED

St. Xavier's College

- Department of Commerce, St Xavier's College (Autonomous) Kolkata (2002- till present), Courses taught Commercial Laws and Company Law
- Department of Business Administration, St Xavier's College (Autonomous) Kolkata (2002- 2011), Courses taught Commercial Laws and Company Law

Visiting Faculty

- St. Xavier's University, Faculty of Commerce and Business Management, Courses taught: Corporate Law (January – June session, 2018).
- As a guest faculty conducted the course entitled "Corporate Social Responsibility in the Indian Context: Some lessons from the grassroots" on CSR: perspectives and practices for the post graduate students of the 2nd year (Term IV) in IIM, Calcutta, for June, 2009.
- As a guest faculty conducted the course entitled "Corporate Social Responsibility in India: Corporate Interventions" for the post graduate students of the 2nd year (Term IV) in IIM Calcutta for August 2009.
- As a visiting faculty, jointly conducted the compulsory course on CSR with the post graduate program students of 2nd year in (Term V) in IIM Shillong, October - November session, 2009, Shillong.

ADMINISTRATIVE RESPONSIBILITY

- Coordinator of the Foundation Course on Interreligious studies and Social Harmony and Personality Development.
- Secretary of the Remedial and Tutorial Committee
- Chairperson of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace.
- Member of the Dress Code Committee
- Member of the Information Resource Committee

RESEARCH and PUBLICATIONS

Research Interest

- Corporate Social Responsibility, Sustainable Development, Integrated Reporting, and Corporate Ethics.

Research Guidance

- Supervision of Doctoral Thesis, under progress – one.

Conference Presentations

- Ghosh Sumona (2018), “Understanding Integrated Reporting: A Study of Selected Companies in India”, presented at the International Conference on Sustainability and Business [SUSBUS 2018] , organized by **Indian Institute of Management, Calcutta**, on January 13-14, 2018.
- Ghosh Sumona (2015), “CSR Reporting: Research Findings and Insights”, presented at Global Summit on CSR, organized by **IIM Raipur, Indian Institute of Corporate Affairs and National Law School of India University Bangalore**, New Delhi, on May 15-16 , 2015.
- Ghosh Sumona (2014), “A Study of the pattern of CSR disclosure by Private Sector Companies in India through Conjoint Analysis”, presented at the International Conference on Business Paradigms in Emerging Markets, School of Management, **National Institute of Technology, Rourkela**, on December 12- 13, 2014.
- Ghosh Sumona (2014), “Leadership and Communication for CSR Effectiveness: Research Findings and Insights” presented at SECOND PAN –IIM WORLD MANAGEMENT CONFERENCE, theme of the conference being ‘Globalizing Indian Thought’, **IIM Kozhikode**, Kerala, on November 5-8, 2014.
- Ghosh Sumona (2014), “Is Leadership with respect to Indian CSR still in a confused state?- A Study of the Participation of the Private Sector Companies of India in Corporate Social Responsibility Activities” presented at Convergence 2014, the 6th International Conference , in cooperation with the European SPES Forum, Leuven, Belgium and the Business Ethics Centre of the Corvinus University of Budapest, Hungary ,theme of the conference being ‘Ethical Leadership: The Indian Way’, **IFIM, Bangalore**, on January 9-10, 2014.
- Ghosh Sumona (2013), “Is Indian CSR still in a confused state?”- A Study of the Participation of the Private Sector Companies of India in Corporate Social Responsibility Activities,” presented at the International Conference on Contemporary Debates in Public Policy and Management, **Indian Institute of Management, Calcutta**, on February 7-9, 2013.
- Ghosh Sumona (2012), “CSR In Leading Pharmaceutical Companies In India: Communication Of Corporate Social Responsibility On The Internet”, presented at 7th SIMSR-Asia Marketing Conference jointly organized by **J. Somaiya Institute of Management Studies & Research, School of Management, Asian Institute of Technology, Bangkok, Thailand, Deakin University, Australia and California State University SAN BERNARDINO**, on January, 6-7,2012, Mumbai.
- Ghosh Sumona (2012), “Communication of Corporate Social Responsibility on The Internet’s Study of Selected Private Sector Companies in India”, presented at XIMB-

TISS National Conference on Corporate Social Responsibility, on February,9-11, 2012, **XIMB, Bhubaneswar. (Obtained the Best Paper Award).**

- Ghosh Sumona (2010), "A Study of the Participation of the Private Sector Companies in Corporate Social Responsibility Activities: A Qualitative Analysis", presented at International Conference & Colloquium on Excellence in Research and Education, **Indian Institute of Management, Indore**, on September, 25-28, 2010, Indore.
- Ghosh Sumona (2010), "Pattern of Participation of Private Sector Companies in Corporate Social Responsibility Activities" presented at 1st Annual International Conference on Sustainability: Management & Beyond, **Indian Institute of Management, Shillong**, David O'Brien Centre for Sustainable Enterprise and John Molson School of Business, Concordia University, on December, 8-10, 2010, Shillong.
- Ghosh Sumona (2010), "A Study of The Participation of the Private Sector Companies in Corporate Social Responsibility Activities in Fostering Inclusive Growth," presented at International Conference of Strategic Management Forum of "Challenges to Inclusive Growth in the Emerging Economies, **Indian Institute of Management, Ahmadabad**, at December 15-17, 2010, Ahmadabad.
- Ghosh Sumona (2009), "Moving from Corporate Social Responsibility to Corporate Stakeholder Responsibility", presented at **IIT –Kharagpur& NFCG**, on September 5-6, 2009 at Hyatt Regency, Kolkata.
- Ghosh Sumona (2009), "Moving from Corporate Social Responsibility to Corporate Stakeholder Responsibility: Case study of few Selected Private Sector Companies in India," presented at 3rd Annual International Conference on Decisions in Management and social sciences for Sustainable Development, **IISWBM, Kolkata**, on December, 14-15, 2009, Kolkata.
- Ghosh Sumona (2009), "An Inter Firm Comparison of Corporate Social Responsibility in India: A qualitative analysis", presented at Indian Management: Past, Present, Future, Inaugural Conference of Indian Academy of Management, **XLRI, Jamshedpur**, on December 28-30, 2009, Jamshedpur.
- Ghosh Sumona (2008), "Corporate Social Responsibility – Fad or Reality," presented at International Conference on Emerging Issues in Accounting, Information Technology, Business & Management, **The Research Development Association, Jaipur**, on January 5-6, 2008, Jaipur.
- Ghosh Sumona (2004), "Environmental Reporting: Some Issues," presented at Accounting Conference and International Seminar, **Utkal University**, on December 18-19, 2004, Bhubaneswar.
- Ghosh Sumona (2003), "Accounting for Corporate Green Management in India, Some Issues," presented at Sixth International Accounting Conference, **Indian Accounting Association Research Foundation**, on January 11-12, 2003, Kolkata.
- Ghosh Sumona (2001), "Environmental Disclosure in Corporate Annual Report in India: A Case Study," presented at National Accounting Conference, **Indian Accounting Association Research Foundation**, on March, 24, 2001, Kolkata.

PUBLICATIONS

Selected Research Papers in Indexed/ Peer Reviewed Journals

- Ghosh Sumona (2015) "Proactive Communication of CSR in India – A Distant Dream or Reality?" **Paradigm**, volume 19(2), pp. -115-136, **Sage** (Print ISSN: 0971-8907, Online ISSN: 2394-6083).
- Ghosh Sumona (2015), "Communication of Corporate Social Responsibility Activities by Private Sector Companies in India: Research Findings and Insights", **Metamorphosis**, volume 14(2), pp-1–21, **Sage** (ISSN (Print): 0972-6225 ISSN (Online): 2348-9324).
- Ghosh Sumona (2015), "Is Corporate Social Responsibility in India Still in a Confused State? – A Study of the Participation of the Private Sector Companies of India in Corporate Social Responsibility Activities", **Global Business Review**, volume 16(1), pp-151-181, **Sage** (Print ISSN: 0972-1509, Online ISSN: 0973-0664).
- Ghosh Sumona (2014) "Is Leadership with respect to Indian CSR still in a confused state? A Study of the Participation of the Private Sector Companies of India in Corporate Social Responsibility Activities", **FOCUS: The International Journal of Management Digest**, volume 10 (1), pp. - 12-34, (print ISSN: 0973-9165).
- Ghosh Sumona (2014) "A Study of the Participation of the Private Sector Companies of India in Corporate Social Responsibility Activities through Conjoint Analysis" **Vision: The Journal of Business Perspective**, volume18(2), pp. 91-108, **Sage** (Print ISSN: 0972-262, Online ISSN: 2249-5304)
- Bonnerjee, Aniruddha, Ghosh Sumona, (2014) "Corporate Social Responsibility and Social Protection", **Development Advocate**, Year 2, Issue 1, pp-52-59, **UNDP** (ISSN- 2362-1435).
- Ghosh Sumona (2012) "Leading Information Technology Companies in India: Communication of Corporate Social Responsibility on the Internet." **International Journal of Management and Transformation (IJMT)**, Volume 6, Number 1, pp-3-18, **Brown Walker Press**, USA, (ISSN: 0974-3502).
- Ghosh Sumona (2011) "Accounting for the Determinates affecting the rise of Rural Non-Farm Sector in India: A Study of Selected Villages of the 3 Districts of West Bengal", **International Journal of Human Development and Sustainability (IJHDIS)**, Volume 4, Number 1, pp-24-42, **Brown Walker Press**, USA (ISSN: 0974-3529).
- Ghosh Sumona (2007) "Looking beyond Corporate Governance Code", **The Chartered Accountant**, Volume 56, No. 5.
- Ghosh Sumona (2005) "Environmental Reporting: The Need of the Hour", the **ICFAI Journal of Accounting Research**, (ISSN: 0972-690X).

- Ghosh Sumona (2001) “Environmental Disclosure in Corporate Annual Reports in India: A Case Study”, **Indian Journal of Accounting Research**, Volume XXXII (ISSN-0972-1479).

Contributions to Edited Volumes (Referred)

- Ghosh Sumona (2019) Integrated Reporting in India: Research Findings and Insights. In: Idowu S., Del Baldo M. (eds) Integrated Reporting. CSR, Sustainability, Ethics & Governance. **Springer, Cham.** (Print ISBN978-3-030-01718-7, Online ISBN978-3-030-01719-4
- Ghosh Sumona (2016) Reporting of CSR Activities in India: Are We Still at a Nascent Stage Even After the Legal Mandate? In Mitra Nayan and Schmidpeter René (edited), Corporate Social Responsibility in India: Cases and Development after the legal mandate, **Springer, Verlag, Switzerland** (ISBN- 978-3-319-41780-6, eBook ISBN 978-3-319-41781-3).
- Ghosh Sumona (2016) CSR Reporting: Research Findings and Insights, In Sahay B S, Das, Satyasiba, Chatterjee, Bhaskar, Subramaniam Gayatri and Rao Venkata R (edited), CSR: The New Paradigm, **Bloomsbury** (ISBN 978-93-85936-27-2).
- Ghosh Sumona (2015) Leadership and Communication for CSR Effectiveness- Research Findings and Insights, In Sethi Deepa and Kumar Manish (edited), Globalising Indian Thought, pp-136-150, **Emerald** (ISBN- 978-0-9926800-4-6).
- Ghosh Sumona (2014) Communication of Corporate Social Responsibility on the Internet: A Study of Selected Private Sector Companies in India, In Ray Subhasis and Raju, S. Siva (edited), Implementing Corporate Social Responsibility – Indian Perspectives, pp. 63-83, **Springer** (ISBN-978-81-322-1652-0) and (ISBN 978-81-322-1653-7, e Book).
- Ghosh Sumona (2012) CSR in Leading Pharmaceutical Companies in India: Communication of Corporate Social Responsibility on the Internet, In Khanna Monica, Jacob Issac and Sharma Kiran (edited), Marketing Unbound, pp 221-246, **Somaiya Publishers**, (ISBN NO-978-81-7039-283-5).
- Ghosh Sumona (2010) A Pattern of Participation of The Private Sector Companies in Corporate Social Responsibility Activities in Fostering Inclusive Growth, In Ghosh, Atanu, Karthik, D, Sharma Sunil (edited), Challenges to Inclusive Growth in the Emerging Economies, **Indian Institute of Management, Ahmadabad**.
- Ghosh, Sumona (2009) Moving from Corporate Social Responsibility to Corporate Stakeholder Responsibility, In Dube Indrajit (edited), Convergence of Corporate Governance Norm, **IIT –Kharagpur, Cygnus**, (ISBN- 819077412.3)
- Ghosh, Sumona (2008) Environmental Reporting: The Need of the Hour, In Debashree Mukherjee (edited), Environmental Governance Concepts Relevance and lessons, **the ICFAI University Press**.

- Ghosh, Sumona (2002), Green Accounting and Reporting in India- A Case Study, In (edited) "Issues in Sustainable Development", **Department of Business Management, Calcutta University**.

Book Reviews

- Ghosh, Sumona (2009), A Book Review on "Corporate Social Responsibilities in India" authored by Sanjay K. Agarwal has been published in **The Journal of Human Values**, Vol-15, No. 2, **Sage** ISSN-(print) 0971-0858, ISSN (online) :0973-0737.

Research Papers in Conference Proceedings

- Ghosh Sumona (2014), "A Study of the pattern of CSR disclosure by Private Sector Companies in India through Conjoint Analysis", Proceedings of the International Conference on Business Paradigms in Emerging Markets, School of Management, National Institute of Technology, Rourkela, held on December 12- 13, Rourkela (**Springer**).
- Ghosh Sumona (2010), "A Study of the Participation of the Private Sector Companies in Corporate Social Responsibility Activities: A Qualitative Analysis", Proceedings of the International Conference & Colloquium on Excellence in Research and Education, **Indian Institute of Management, Indore**, on September, 25-28, Indore.
- Ghosh Sumona (2010), "Pattern of Participation of Private Sector Companies in Corporate Social Responsibility Activities" Proceedings of the 1st Annual International Conference on Sustainability: Management & Beyond, **Indian Institute of Management, Shillong**, David O'Brien Centre for Sustainable Enterprise and John Molson School of Business, Concordia University, on December, 8-10, Shillong.
- Ghosh Sumona (2008), "Corporate Social Responsibility – Fad or Reality," Proceedings of the International Conference on Emerging Issues in Accounting, Information Technology, Business & Management, **The Research Development Association, Jaipur**, on January 5-6, Jaipur.
- Ghosh Sumona (2004), "Environmental Reporting: Some Issues," Proceedings of the Accounting Conference and International Seminar, **Utkal University**, on December 18-19, Bhubaneswar.
- Ghosh Sumona (2003), "Accounting for Corporate Green Management in India, Some Issues," Proceedings of the Sixth International Accounting Conference, **Indian Accounting Association Research Foundation**, on January 11-12, Kolkata.

HONOURS

- Was amongst the very few who was invited by the Globethics.net Foundation, Switzerland & Center for Corporate Governance Indian Institute of Management, Bangalore to attend a workshop from 25th to 27th April 2010 at Mysore on "Global & Business Ethics".

- Has been accepted at a peer reviewer for case studies which have been documented under the aegis of the Indio-German CSR Initiative (MCA, GTZ, CSR STUDY & ASK).
- Recipient of the “Bharat Jyoti Award” for meritorious services, outstanding performance and remarkable role given by India International Friendship Society for the year 2012 given by Dr Bhishma Narain Singh, Former Governor of Tamil Nadu and Assam, on 20th of December 2012.
- Obtained the Best paper Award (2012), for the paper “Communication of Corporate Social Responsibility on the Internet- Study of Selected Private Sector Companies in India”, presented at XIMB-TISS National Conference on Corporate Social Responsibility, on February, 9-11, 2012, XIMB, Bhubaneswar.
- Ranked second in the list of successful candidates of the West Bengal College Service Commission for recruiting UGC college teachers in the area of Commerce in the year 2002.

EDITORIAL ACTIVITIES

- Member of the Editorial & Reviewer Board of **Business Perspectives and Research (BPR)**, **Sage Publications**, K.J. Somaiya Institute of Management Studies & Research.
- Managing Editor of “YOUTHINK”, (ISSN: 2347-6222), Peer-Reviewed Annual Journal of the Department of Commerce, St Xavier’s College (Autonomous) Kolkata.

TRAINING, CONSULTANCY AND INVITED PRESENTATIONS ON CSR

- As a resource person conducted a session on CSR and Corporate Law for the first year B.Com students of **J.D. Birla Institute** on July 13th, 2019.
- As a resource person conducted a session on Qualitative Document Analysis- an important tool for conducting research at **The West Bengal National University of Juridical Sciences (WBNUJS or NUJS)** Kolkata on March 02 , 2019 for PhD scholars.
- As a resource person conducted a session on Research Design at **The West Bengal National University of Juridical Sciences (WBNUJS or NUJS)** Kolkata on January 19th, 2019 for PhD scholars.
- Was invited as a panellist by the **American Consulate General** Kolkata on 18th of February 2017, at the American Centre, on the World CSR Day, the theme being “Corporate Social Responsibilities- American and Indian Approaches”.
- Was invited as a panellist by the **Public Relations Society of India** Kolkata Chapter on 18th of February 2017, at the ILEAD Auditorium, on the World CSR Day, the theme being “Corporate Social Responsibilities in India – Its many facets.
- As a resource person conducted a session entitled “Corporate Social Responsibility: The Practical Issues through Research Findings” in Millennium **Institute of Energy & Environment Management**, Kolkata, May 8, 2014.

- Conducted a training session on “CSR: A New Horizon for Self-Development” for senior corporate executives in the Management Development Programme entitled: Self Development for Global Managers” at **IIM Calcutta**, September 23, 2009, Joka.
- Conducted a training session on “Leadership in the 21st Century: Corporate Social Responsibility for senior corporate executives of **Coal India Limited** in the Management Development Programme organized by Indian Institute of Coal Management, 14th October 2009, Ranchi.

FACULTY DEVELOPMENT PROGRAMS/WORKSHOPS ATTENDED

Orientation Program and Refresher Courses

- *Refresher Course* in Linguistic Studies conducted by the Human Resource Development Centre, Jadavpur University from 25 August to 15 September 2015.
- *Refresher Course* in Business Studies conducted by the Academic Staff College, University of Calcutta from 10 September to 29 September 2012.
- *Refresher Course* in Business Management conducted by the Academic Staff College, University of Calcutta from 6 June to 25 June 2005.
- *Orientation Program* conducted by the Academic Staff College, Jadavpur University from 6 November to 2 December 2006.

Other faculty development programs/workshops

- Case Study Development workshop organized by Indian Institute of Management, Calcutta from 13 -14 February 2014.
- Workshop on Central Excise organized by St. Xavier’s College, Kolkata on 12 April 2008.
- Leadership Training Program organized by Scottish Church College, Kolkata from 8-12 October 2007.
- Workshop on E-Learning organized by Jadavpur University from 20-21 January 2006.
- Workshop on Human Relation Development organized by Jadavpur University from 2-3 December 2005.
- Workshop on Changing Face of Finance organized by St. Xavier’s College, Kolkata from 13-14 March 2004.
- Workshop on BBA Teaching organized by Barrackpore Rastraguru Surendranath College on 18 September 2003.

CONFERENCES/SEMINARS ATTENDED

Organised

- Two Day International Conference on Emerging Perspectives in Commerce, Economics and Management - Policies for a Better World from 2nd - 3rd November 2017 at St. Xavier's College, Kolkata.

Attended

- UGC sponsored One-Day National Symposium on "Overcoming Challenges for Sustainable Corporate Excellence" organised by St. Xavier's College, Kolkata and ICSSR on 21 March 2015.
- UGC sponsored National Conference on "Inclusive growth, Business and Environment in India's Emerging Economy" organized by St. Xavier's College in and Shri Shikshayatan College, Kolkata from 6-7 September 2013.
- International Conference on "Environmental Stewardship and CSR" organised by St. Xavier's College, Kolkata from 22-23 February 2013.
- UGC sponsored National seminar on "Financial Reporting: Changing Paradigm" organised by St. Xavier's College, Kolkata and ICAI from 3-4 February 2012.
- International Seminar on "Search for a Holistic Combination of Agriculture, Industry and Education" organised by St. Xavier's College and Netaji Nagar College, Kolkata on 8 December 2011.
- International Conference on "A Sustainable Earth "organised by St. Xavier's College, Kolkata from 11 -12March 2011.
- International Marketing Summit organised by St. Xavier's College, Kolkata from 28-29 January 2011.
- National Seminar on "The New Accounting and Reporting Regime under IFRS" organised by Department of Business Management, University of Calcutta on 20 February, 2010.
- UGC sponsored National seminar on "Governing Business in the 21st Century - Opportunities and Challenges" organised by St Xavier's College, Kolkata and Bengal Economic Association from 20-21 November, 2009.
- 28th Annual Conference of Bengal Economic Association organised by Bengal Economic Association from 16-17 February, 2008.

CO-CURRICULAR ACTIVITIES

- Professor -in charge of the Xavier's Commerce Society (2006—2016). The Xavier's Commerce Society (XCS) represents the Department of Commerce of St. Xavier's College, Kolkata. The society strives for the progress and intellectual mastery of every undergraduate commerce student within the college, aiming to provide the students exposure to the industry and help them hone their skills. The society by organizing holistic events throughout the academic year ensures that every student is taught critical lessons before stepping into the corporate world. (Further reference visit www.xavcomsociety.com)
- Mentor of Xavier's Commerce Society (2017—till present).

- Program Coordinator for the Convocation and Valedictory programs from 2010- till present.
- Engaged in the development of soft skills in the form of Emcee training for all official programs organized by the college.