

Curriculum Vitae of Ujvala Rajadhyaksha

CONTACT

Dr. Ujvala Rajadhyaksha, G-289, Division of Management, Marketing and Entrepreneurship
College of Business, Governors State University, 1 University Parkway, University Park, IL 60484
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EDUCATION

Doctoral degree in Management (FPM), Indian Institute of Management Ahmedabad, INDIA, 1996.
M. A. in Economics, Department of Economics, University of Bombay, INDIA, 1989.
B.A. in Economics, Department of Economics, St. Xavier's College, Mumbai, INDIA, 1984.

ACADEMIC POSITIONS HELD

Governors State University
College of Business, Division of Management, Marketing and Entrepreneurship
Associate Professor (2018 – present)
Assistant Professor (2015 - 2018)

Saint Mary's College, Notre Dame, Indiana, USA
Department of Business Administration and Economics,
Associate Professor, 2006 – 2015 (Tenured in 2012)
CWIL Fellow in Management, 2004 – 2006

Indian Institute of Technology Bombay, Shailesh J. Mehta School of Management, INDIA
Associate Professor (2005-2006)
Assistant Professor (1999-2005)

Indian Institute of Management Calcutta, Behavioural Sciences Group, INDIA
Assistant Professor, 1996-1999

OTHER PROFESSIONAL EXPERIENCE

Guest Lecturer, Guangdong Commercial College / Zhongshan University, Guangzhou, PRC
Summer 2004/05

Visiting research scholar, Shastri Indo-Canadian Institute Fellowship, McGill University, CANADA
Summer 1998

Freelance market researcher (short projects), Indian Market Research Bureau, Mumbai, INDIA
1985-1989

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PROFESSIONAL ACHIEVEMENTS

2018 – *University Research Grant* (\$3000) from Governors State University and College of Business for a collaborative cross cultural study titled, “International Study of Work and Family (ISWAF)”.

2018 – College of Business Faculty Development Mini Grant (\$800) for International Study on Work and Family.

2016 – Governors State University’s College of Business Award for Excellence in Teaching.

2014 - *COSTAR grant* (\$2500) from *Center for Academic Innovation*, Saint Mary’s College, Notre Dame, IN for a joint research proposal with Dr. Laura Elder (Dept. of Global Studies) on the topic, “How do national contexts swing women’s ‘tight-rope walk’ of work-life balance? Developing a teaching case study for use in business and anthropology classes”.

2011-2012 - *Center for Women’s Intercultural Leadership (CWIL) 2011-2012 conference funding for faculty grant of \$ 1200*, Saint Mary’s College, Notre Dame, Indiana to present paper titled, “Gender Role Ideology, Work-Family Overload, Conflict and Guilt: Examining a Path Analysis Model in Three Asian Countries” at the IACCP Regional Conference of the International Association of Cross Cultural Psychology held at Istanbul, Turkey, June 30 – July 3, 2011.

2009 – Nomination for the Carolyn Dexter Award by the Gender and Diversity in Organizations division of the Academy of Management for paper titled, “Gender, gender role ideology and work-family conflict in India” presented at the 69th Annual Meeting of the Academy of Management, 7-11 August 2009 at Chicago, USA. This award is given to papers that serve to internationalize the Academy.

2008 *Outstanding Reviewer Award* for the OB Division of the Academy of Management.

2007 – 2008 - “Advancing understanding of the work-family interface through international collaboration” \$25,000 (CAN) grant received from *Social Sciences and Humanities Research Council of Canada (SSHRC)*. Role: Co-collaborator

2004 – Nomination for the *Carolyn Dexter Award* by the Gender and Diversity in Organizations division of the Academy of Management for paper titled, “Women in Management: A Qualitative Organizational-level Analysis of Three Indian Corporations”, presented at the 64th Annual Meeting of the Academy of Management, 6-11 August 2004 at New Orleans, USA. This award is given to papers that serve to internationalize the Academy.

2002 – Nomination for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research* for journal article titled, “Attitudes towards work and family roles and their implications for the career growth of women: A report from India”, *Sex Roles*, 45, (7-8): 549-565, October, 2001. The award is the joint project of the Center for Families at Purdue University and the Boston College Center for Work and Family.

1998 - *Faculty Research Award* (Amount \$ 6000) offered by the Department of Foreign Affairs and International Trade, Government of Canada, through the Shastri Indo-Canadian Institute, India.

1995 - *P. D. Agarwal TCI Award* for Doctoral Research in Management.

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TEACHING EXPERIENCE

Undergraduate level: Principles of Management (Foundation Simulation by Capsim), Organizational Behaviour, Human Resource Management, Gender and race issues in management, Business Communication, International Management, Globalization of Business, Business and Culture of India, Business Ethics,

MBA level: Organizational behavior; Organization Structure and Design; Communication and Presentation Skills; Human Resource Management, International Business and Strategy, Leadership Dynamics, Business and Culture of India

Executive MBA level: Organizational behavior; Organization Structure and Design; Human Resource Management

Doctoral level: Organization Theory

Countries taught in: India, China, USA

Instructional Modalities: Face-to-Face, Hybrid, Online, Experiential (Study Abroad)

Program Leader: Semester long and short term study abroad programs to India

PUBLICATIONS

Journal Articles

Rajadhyaksha, U.; Korabik, K. Lero, D. S. Hammer, L., Zugec, L & Beham, B. (forthcoming).

The Work-Family Interface Around the World: Implications and Recommendations for Policy and Practice, *Organizational Dynamics*.

Shah, G. and **Rajadhyaksha, U.** (2016). Global cities, work and family collectivism and work-family conflict in India. *South Asian Journal of Global Business Research*.

Billing, T. K., Bhagat, R. S., Babakus, E., Krishnan, B., Ford, D. L., Srivastava, B.N., **Rajadhyaksha, U.**, Shin, M., Kuo, B., Kwantes, C., Setiadi, B. and Nasurdin, A. Mohd. (2014). Work-Family Conflict and Organisationally Valued Outcomes: The Moderating Role of Decision Latitude in Five National Contexts, *Applied Psychology: An International Review*, 63 (1), 62-95. doi: 10.1111/j.1464-0597.2012.00526.x

Ramadoss, K. & **Rajadhyaksha, U.** (2012). Gender difference in commitment to roles, work-family conflict and social support, *Journal of Social Sciences*, 33 (2), 227-233.

Rajadhyaksha, U. (2012). Work-life balance in South East Asia: the Indian experience, *South Asian Journal of Global Business Research*, 1(1), pp.108 – 127.

Guan, J.; **Rajadhyaksha, U.** & McElroy, J. (2011). The relation between work conditions and women's socio economic status: a global exploratory study, *Journal of Research in Peace, Gender and Development*, (ISSN: 2251-0036), 1(10), pp. 271-285, November, Available online@ <http://www.interestjournals.org/JRPGD>.

Davis, J.H.; Ruhe, J.; Lee, M. & **Rajadhyaksha, U.** (2010). Character Development in Business Education: A Comparison of Coeducational and Single-Sex Environments, *Journal of Management Education*, April 2011, 35: 227-259, first published on January 11, 2010 as doi:10.1177/1052562909358558.

Moustafa-Leonard, K. & Country Collaborators (**Ujvala Rajadhyaksha**; Olga Soler) (2008),

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- A cross-cultural investigation of temporal orientation in work organizations: A differentiation matching approach, *International Journal of Intercultural Relations*, 32 (6), 479-492.
- Davis, J.H., Ruhe, J.A., Lee, M. and **Rajadhyaksha, U.** (2006), Mission possible: Do school mission statements work?, *Journal of Business Ethics*, Vol. 70, No. 1, January, pp. 99-110.
- Rajadhyaksha, U.** (2005), Managerial competence: Do technical capabilities matter? *Vikalpa: The Journal for Decision Makers*, Vol. 30, No. 2, April-June.
- Rajadhyaksha, U.** and Smita, S. (2004), "Tracing a timeline of work and family research in India", *Economic and Political Weekly of India*, Vol. XXXIX, No. 17, 24 April, pp. 1674-1680.
- Rajadhyaksha, U.** (2002), Teaching Communication – Where do Indian Business Schools Stand?, *Vikalpa: The Journal for Decision Makers*, April-June.
- Bhatnagar, D. & **Rajadhyaksha, U.** (2001). Attitudes towards work and family roles and their implications for the career growth of women: A report from India, *Sex Roles*, 45, (7-8): 549-565.
- Rajadhyaksha, U.** & Bhatnagar, D. (2000). Life Role Salience: A Study of Dual Career Couples, *Human Relations*, 53 (4), 489-511.
- Rajadhyaksha, U.** (1999). "Balancing work and family roles across the work-family life cycle: How do dual career couples manage?" Abstract published in *Australian Journal of Psychology*, Vol. 51, p.71.
- Rajadhyaksha, Ujvala** (1996), "Work-Family Linkages: Future Challenges for Indian Organizations", in D. P. Sinha et al (Eds.) *Aligning Human Resource Processes: Challenges of Development*, New Delhi, Tata McGraw Hill.

Book Chapters

- Pande-Desai, T. & **Rajadhyaksha, U.** (2017). The Work-Family Interface in India, in K. Korabik, Z. Aycan & R. Ayman (Eds.), *The Work-Family Interface in Global Context*, New York. NY: Routledge. ISBN:9781138851581 (pbk), pp. 195-214.
- Rajadhyaksha, U.** (2017). Examining the Interaction of Gender, Gender-Role Ideology, and National Gender Equity Culture on Work-Family Conflict and Work-Family Positive Spillover, in K. Korabik, Z. Aycan & R. Ayman (Eds.), *The Work-Family Interface in Global Context*, New York. NY: Routledge. ISBN:9781138851581 (pbk), pp. 392-417.
- Rajadhyaksha, U.** (2017). Examining the Interaction of Societal Culture and Contextual Variables on Work-Family Conflict and Work-Family Positive Spillover, in K. Korabik, Z. Aycan & R. Ayman (Eds.), *The Work-Family Interface in Global Context*, New York. NY: Routledge. ISBN:9781138851581 (pbk), pp. 418-452.
- Rajadhyaksha, U.** & Velgach, S. (2015). What is a better predictor of work-family conflict in India? Gender or gender role ideology? in L. Makela and V. Sutari (Eds.), *Work and Personal Life Interface in the International Career Context*, Switzerland, Springer, ISBN 978-3-319-17646-8, pp. 71-93.
- Rajadhyaksha, U.**; Korabik, K. & Aycan, Z. (2015). Gender, Gender role ideology and the work-family interface: A cross-cultural analysis, in M. Mills (Ed.), *Gender and the Work-Family Experience: An Intersection of Two Domains*, Springer. ISBN: 978-3-319-08890-7, pp. 99-120.
- Moore, L.; **Rajadhyaksha, U.** & Blake-Beard, S. (2015). Still too soon to forget "women"? Making the case for the importance of gender diversity in management education: a study of India and the United States, in P. M. Flynn, K. Hayes and M. Kilgour (Eds.) *Integrating gender equality in to business and management education: Lessons learned and challenges remaining*, PRME Book Series - For responsibility in management education, Greenleaf

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Publishing, ISBN:13:978-1-78353-225-4, pp. 272-297.

- Rajadhyaksha, U.** & Ramadoss, K. (2013). Work-family conflict in India: Test of a causal model, in D.M. Pestonjee and S.Pandey (Eds.) *Stress and Work: Perspectives on Understanding and Managing Stress*, New Delhi: Sage Publications, pp. 129 – 155.
- Williams, R.L.; Omar, M. & **Rajadhyaksha, U.** (2012). The Value Flame at the Base of the Pyramid (VFBOP): Identifying and Creating a Valuable Market, in *Advances in International Marketing* (ISSN: 1474-7979, Series editor(s): Professor Shaoming Zou): Volume 23 - Interdisciplinary Approaches to Product Design, Innovation, & Branding in International Marketing, edited by K. Scott Swan, Shaoming Zou, (ISBN: 978-1-78190-016-1), pp. 267 - 279.
- Tejinder Billing, Rabi Bhagat, Annamaria Lammel & Country Collaborators (David L. Ford; Karen S. Moustafa-Leonard; Fran Brew; David L. Ford. Jr.; Jose Rojas-Mendez & Vilma Coutino-Hill; **Ujvala Rajadhyaksha**; B.N. Srivastava; Bernadette Setiadi; Darwish Yousef; Olga Soler; Mannsoo Shin; Michal Nowak; Shuming Zhao; Setfan Schmid; Murut Gumus; Tim Keeley; Catherine Kwantes; Ben Kuo (2008). Temporal orientations and its relationships with organizationally valued outcomes: Results from a 14 country investigation, in the 18th IACCP Volume of Selected Manuscripts, *Q.E.D. From Herodotus' Ethnographic Journeys to Cross-Cultural Research*, Athens: Atrapos Editions.
- Rajadhyaksha, U.** (2004). Work-family balance and dual career couples: What do organizations of the future need to know?, in R. Padaki, N.M. Agarwal, C. Balaji and G. Mahapatra (Eds.) *Emerging Asia: An HR Agenda*, New Delhi, Tata-McGraw Hill.
- Rajadhyaksha, U.** (2002). Making organizations more women friendly, in Udai Pareek, Aahad M. Osman-Gani, S. Ramnarayan & T.V. Rao (Eds.) *Human Resource Development in Asia*, New Delhi, Oxford & IBH, pp 81-88.
- Rajadhyaksha, U.** (1996). Work-Family Linkages: Future Challenges for Indian Organizations, in D. P. Sinha et al. (Eds.) *Aligning Human Resource Processes: Challenges of Development*, New Delhi, Tata McGraw Hill.

Teaching cases

- Rajadhyaksha, U.**, Vohra, N., Bhatnagar, D. & Moorthy, R. (2013). “The Odyssey of Savita and Krishna”, (A), (B), (C), (D), *Indian Institute of Management Ahmedabad (IIMA) Case Unit*, No. OB0213.

Conference Presentations (peer-reviewed)

- Ujvala Rajadhyaksha**, “Business Simulations in Mixed Age Classrooms: panacea or Curse?”, Symposium Presentation at the Teaching Learning Conference at the Annual Meeting of the Academy of Management in Chicago, IL, August, 2018.
Role: Sole author and presenter
- Ujvala Rajadhyaksha**, Ewles G. and Korabik, K., “Two-wave Cross Cultural Examination of Turnover Intention and the Work-Family Interface Across Canada and India”, Paper Presentation at the International Association for Cross-Cultural Psychology Congress (IACCP), held in Guelph, Canada, July 2018.
Role: Lead Author
- Ujvala Rajadhyaksha**, Book Dialogue Session titled, Work-Family, Gender, and . . .: Examining Crucial Three-Way Intersections to Further Understanding - Session sponsored by WFRN Special Interest Group on "Gender and Work-Family" at the Work Family Researchers

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Network Conference, Washington D.C., USA, June 2016.

Role: Panel participant

Ujvala Rajadhyaksha, “Examining the Interaction of Gender, Gender-Role Ideology, and National Gender Equity Culture on Work-Family Conflict and Work-Family Positive Spillover” in the symposium on The Work-Family Interface in a Global Context: Socio-Cultural and Moderating Variables at the Work Family Researchers Network Conference, Washington D.C., USA, June 2016.

Role: Lead (sole) author and presenter

Ujvala Rajadhyaksha, “Examining the Interaction of Societal Culture and Contextual Variables on Work-Family Conflict and Work-Family Positive Spillover”, in the symposium on The Work-Family Interface in a Global Context: Socio-Cultural and Moderating Variables at the Work Family Researchers Network Conference, Washington D.C., USA, June 2016.

Role: Lead (sole) author and presenter

Jill Lynn Vihtelic, **Ujvala Rajadhyaksha** and Abrar Fitwi, “Global Studies at Saint Mary’s College, Notre Dame, Indiana”, presented at Association of International Business (AIB) - Midwest Meeting in Chicago, IL, March 24-26, 2014.

Role: Co-presenter

Ujvala Rajadhyaksha, Ting-Pang Huang, Artiawati Mawardi, Tripti Pande Desai. Gender Role Ideology, “Work-Family Overload, Conflict and Guilt: Examining a Path Analysis Model in Three Asian Countries”, presented at the Regional Conference of the International Association of Cross-Cultural Psychology, Istanbul, Turkey, July 2011.

Role: Lead author

Ujvala Rajadhyaksha, Stacy Blake-Beard, Lynda Moore, “Challenges of Teaching Gender issues in management: A comparison of the United States and India”, Symposium presentation at the Eastern Academy of Management 48th Annual Meeting, Boston, USA, May 2011.

Role: Symposium Chair and Lead author

Sofiya Velgach, Roya Ayman and **Ujvala Rajadhyaksha**, “Involvement and Control Impact Work Family Interface in India”, poster presentation at the annual conference of the Society of Industrial and Organizational Psychology held at Chicago in April 2011.

Role: Member of thesis advisory committee.

Jinjing Guan, **Ujvala Rajadhyaksha**, Jerry McElroy. “Relationship between working conditions and women’s socio-economic status – A global exploratory study” paper presentation at the ‘Gender Matters Conference’ held on April 8, 2011 at Governors State University, Chicago, USA.

Role: Faculty guide

Ujvala Rajadhyaksha. “Work and family demands and work-family conflict: Moderating impact of gender in India”, presented at the Academy of Management conference at Montreal, Canada, August 2010.

Role: Lead author and presenter

Ujvala Rajadhyaksha & Sofiya Velgach. “Gender, Gender Role Ideology and Work-Family Conflict in India”, Academy of Management Annual Meeting, Chicago, USA, 2009.

Role: Lead author and presenter

David L. Ford, Rabi S. Bhagat, Balaji Krishnan, Pamela K. Steverson, Tejinder K. Billing, Karen Moustafa Leonard & Country Collaborators (Listed in Alphabetical Order of the Countries from where the data were collected - Fran Brew, Betania Rodriguez, Catherine Kwantas, Ben Kuo, Jose Rojas-Mendez and Vilma Coutina-Hill, Annamaria Lammel, Stefan Schmid, B.N. Srivastava, Bernadette Setiadi, Tim Keeley, Aizzat Mohd Nasurdin, Mikal Nowak, Mansoo Shin, Marat Gumus, Darwish Yousef, Susana Vargas, **Ujvala Rajadhyaksha**, & Olga Soler. “Explicating Social Support at Work: Scale Development with a 12-Country Cross-National

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Comparison of Measurement Invariance/Equivalence”, Academy of International Business International Conference, Milan, Italy, 2008.

Role: Country Collaborator

Ujvala Rajadhyaksha. “Antecedents and consequences of work-family conflict in India”, 26th International Congress of Applied Psychology, Athens, Greece, 2006.

Role: Lead author and presenter

Rabi Bhagat, B. Krishnan, P.K. Steverson, David Ford, Fran Brew, Jose Rojas-Mendez, Vilma Coutino-Hill, Stefan Schmid, **Ujvala Rajadhyaksha**, B. N. Srivastava, Bernadette Setiadi, Timothy Keeley, Aizzat Mohd Nasurdin, Mannsoo Shin, Darwish Yousef, Olga Soler, Michal Nowak, Murat Gumus, & Annamaria Lammell. “International Variations in Organizational Stress and Coping: Results from 14 Country Investigation”, 26th International Congress of Applied Psychology, Athens, Greece, 2006.

Role: Country Collaborator

Ujvala Rajadhyaksha, Tripti Pande Desai & Ting Pang Huang, “Similarities and differences between Taiwan and India in work family issues and cultural values”, 18th International Congress of the International Association of Cross Cultural Psychology, Isle of Spetses, Greece, 2006.

Role: Lead author and presenter

Steven Poelmans, Roya Ayman, Karen Korabik, **Ujvala Rajadhyaksha**, Ting Pang Huang, Donna Lero & Tripti Pande Desai. “How far is too far? Compare Spain, Taiwan, India, United States and Canada on Work Family Conflict”, 18th International Congress of the International Association of Cross Cultural Psychology, Isle of Spetses, Greece, 2006.

Role: Co-author and Country Collaborator

Donna Lero, Roya Ayman, Zeynep Aycan, Anat Drach Zahavy, Artiwati Mawardi, Steven Poelmans, Tripti Pande Desai, Ting Pang Huang, **Ujvala Rajadhyaksha**, Anit Somech, Karen Korabik, Leslie Hammer & Anne Bardoel. “Theory and Method for studying work-family conflict in a multi-national context”, 18th International Congress of the International Association of Cross Cultural Psychology, Isle of Spetses, Greece, 2006.

Role: Co-author and Country Collaborator

Karen Moustafa, **Ujvala Rajadhyaksha** & Olga Soler. A cross-cultural study of the individual polychronic values instrument, Academy of Management Annual Meeting, Atlanta, Georgia, USA, 2006.

Role: Country Collaborator

Ujvala Rajadhyaksha & Mahesh Deshmukh. “Murky Water to Coral Reefs and Clear Water: A Multi Method Approach to study effectiveness of Executive Coaching”, 28th International Congress of Psychology, Beijing, China, 2004.

Role: Co-author as doctoral thesis advisor

Ujvala Rajadhyaksha. “Women in Management: A Qualitative Organizational-level Analysis of Three Indian Corporations”, 64th Annual Meeting of the Academy of Management, New Orleans, USA, 2004.

Role: Lead (sole) author and presenter

Ujvala Rajadhyaksha. “Sources of non-institutional support and work-family conflict in India”, 17th International Congress of the International Association for Cross-Cultural Psychology, Xi'an, China, 2004.

Role: Lead (sole) author

Mahesh Deshmukh & **Ujvala Rajadhyaksha.** “Executive coaching: Coach-coachee fit and its impact on individual and organizational outcomes”, 3rd Annual Hawaii International Conference on Social Sciences, Hawaii, USA, 2004.

Role: Co-author as doctoral thesis advisor

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- Ujvala, Rajadhyaksha & Tritpi Desai Pande.** “Work-family conflict in Asian cultural context: The case of India”, Conference of the Society of Industrial and Organizational Psychology (SIOP) Chicago, USA, 2004.
Role: Co-author and co-presenter
- Zeynep Aycan, Roya Ayman, Anne Bardoel, Tripti Pande Desai, Leslie Hammer, Ting-Pang Huang, Karen Korabik, Donna S. Lero, Artiawati Mawardi, Steven A. Y. Poelmans, **Ujvala Rajadhyaksha**, Margarita V. Shafiro, Anit Somech & Anat Drach-Zahavy. “Collaborative International Research on Work and Family: A Process Perspective”, Symposium presented at the Conference of the Society of Industrial and Organizational Psychology (SIOP), Chicago, USA, 2004.
Role: Co-author and Country Collaborator
- Ujvala Rajadhyaksha.** “Teaching business education - ‘Case’ for re-examination”, 2nd Symposium on Teaching and Learning in Higher Education, Singapore, 2002.
Role: Lead (sole) author
- Ujvala Rajadhyaksha.** “Causes of work-family conflict: A study of dual career couples in India”, 25th International Congress of Applied Psychology, Singapore, 2002.
Role: Lead (sole) author and presenter
- Ujvala Rajadhyaksha.** “Gender differences in conflict between work and home roles among dual career couples”, Hawaiian Conference on Business, Hawaii, USA, 2001.
Role: Lead (sole) author
- Ujvala Rajadhyaksha.** “Work-family conflict across the work-family life cycle: A study of dual career couples”, 24th International Congress of Applied Psychology San Francisco, USA, 1999.
Role: Lead (sole) author and presenter

Industry Consultancy Reports/Newsletters

- 2018 – “The Work-Family Interface Around the World: Implications and Recommendations for Policy and Practice” for *Alliance for Organizational Psychology (AOP) White Paper Series* (forthcoming).
- 2009 – “Work-Life in India”, *Executive Briefing Series*, Boston College Center for Work and Family
- 2003 – “Competency Assessment: A Human Resource Approach for a Globalizing Scenario”, *Update (A newsletter of the Industrial Research and Consultancy Centre of IIT Bombay)*, No. 2, p.13.
- 2003-2001 – Running Assessment Centers for two of Asia’s leading vehicle manufacturing companies - Ashok Leyland Limited & Mahindra and Mahindra Limited.
- Work involved conducting leadership competency assessment of executives and R&D professionals and developing a written assessment tool to aid in the recruitment of graduate engineer trainees.
- 2000 – Report on gender audit for Hindustan Lever Limited (Indian subsidiary of Unilever now called Hindustan Unilever Limited).
- Worked in association with McKinsey Consulting Co. and members of the Project Millennium team of HLL to devise strategies to improve company’s ability to attract, develop and retain women managers. Findings were presented to Company Board and then Chairman and CEO Mr. Keki Dadiseth.
- Project achievement - HR woman manager and company liaison for this project is now Executive Director and the first woman on the Management Committee of the company!
- 1999- Report on organizational health and team culture study of Gontermann-Peipers (India) Ltd. (One of the largest producers of Iron and Steel based rolls in India).

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Invited talks, Session Chair, etc.

- 2018 – Invited participant for NSF- funded Workshop entitled: Fostering gender and work-life inclusion for faculty in Business Schools and Understudied Contexts: An Organizational Science Lens, Purdue University Indiana, October 1 & 2, 2018.
- 2017 – Moderator for roundtable discussion on work/life balance at Adjunct Faculty Meeting at & 2016 Governors State University, University Park, IL, USA.
- 2016 - Work and Family Conflicts of Academics and Working Students - Exploring the Role of Teaching Technology, Faculty Summer Institute, Governors State University, University Park, IL, USA, June 7.
- 2013 - Invited workshop on “Doing gender research” at the 3rd Indian Academy of Management Conference, Ahmedabad, India, December.
- 2011 - Invited as panelist for the Community Forum “Equal Work Equal Pay” organized by the Social Work Program of the School of Social Work at Saint Mary’s College, Notre Dame, Indiana, USA, April 18.
- 2010 - Member of panel presentation on Balancing Work and Life, Indiana University South Bend, 30 September.
- 2010 - Session Chair: Narratives of Women’s Leadership, CWIL Conference on Women as Intercultural Leaders: Imagination, Innovation and Integrity (30 Sep - 2 Oct).
- 2010 - Invited talk on Fazal Sheikh’s photo exhibit titled “LADLI: The Beloved Daughters”, addressing issues of female infanticide in India, Cushwa Leighton Library, Saint Mary’s College, Notre Dame, Indiana, USA, October.
- 2010 – Symposium Session Chair: Symposium on Challenges of work in India’s gender inequalitarian culture, Academy of Management Conference, Montreal, Canada, August.
- 2010 - Invited talk on work-life balance issues for small businesses, Business and Professional Women’s Foundation, Northwest Indiana Chapter.
- 2009 - “Work-Life in India”, Invited talk to HR executives at the Global Workforce Roundtable Meeting on Managing Work-Life with a World View held by the Boston College Center for Work & Family, Alexandria, Virginia, USA.
- 2007 - African-American Women Trailblazers in Post-War America: Saint Mary’s women and the Pepsi-Cola model (Session Chair) CWIL Conference on Women as Intercultural Leaders: Collaboration at the Crossroads, held at Saint Mary's College, Notre Dame, Indiana.
- 2006 - The Balancing Act: Antecedents and Outcomes of Work-Family Conflict (Session Chair) Annual Meeting of the Academy of Management, Atlanta, Georgia, USA, 2006.
- 2006 - “Social support and work-family conflict: Could the supportive Indian family be a myth?”, CWIL Research colloquim presented at Saint Mary’s College, Notre dame, Indiana, April.
- 2005 – “Women managers in Indian organizations”, Invited talk given at the Shanghai International Studies University, China.
- 2004 – “Gender in the corporate sector in India”, Invited talk given at the Krantijyoti Savitribai Phule Women’s Studies Centre, University of Pune, India.
- 2004 – “Using Transactional Analysis to Improve Interpersonal Effectiveness at Work” – Workshop for call center agents of Global Telesystems Limited (GTL), Mumbai, India.
- 2003 – “Where do you go to my lovely: A look at women managers in Indian organizations”, Invited talk given as part of the Gender and Space Project of Partners for Urban Knowledge, Action and Research (PUKAR), Mumbai, India.
- 2003 – “Commitment to work and family roles: how it affects our lives as men and women”, Invited talk given as part of the annual activities of the Women’s Cell of IIT Bombay, India.

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- 2001 – “Mainstreaming gender in the curriculum: A case study of the OB course”, Invited talk given in the Workshop on Gender Mainstreaming in IITs, Mumbai, India.
- 1997 – “Need for technological inputs for women’s empowerment”, Invited talk given at the Eastern Region Workshop on Policies for Women in the Ninth Plan, organized by Center for Studies in Social Sciences, Calcutta, India.

CORPORATE TRAINING EXPERIENCE

- Conducted training on Managing Conflict and Dealing with Difficult People at Thornton Fractional School District 215 through the School of Extended Learning at Governors State University, August 2018.
- Conducted Basic and Advanced Supervision Training to National Tube Supply Company through the School of Extended Learning at Governors State University, November 2017 and March 2018.
- Trainer in workshops on intercultural awareness to Sisters of the Holy Cross, Notre Dame, Indiana, USA, 2006-2007 .
- Trained senior executives and officers of the Indian Administrative Services, government agencies and top public and private sector organizations in India. e.g. Mahindra and Mahindra Ltd., Ashok Leyland Ltd., Hindustan Unilever Limited, Godrej Co. Ltd., Larsen and Toubro Ltd., Global Telesystems, Indian Oil Corporation, Canara Bank (1996-2004).
- Initiated and managed delivery of executive education programs at Institute of Technology Bombay, Indian Institute of Management Calcutta, Indian Institute of Management Ahmedabad and S.P. Jain Institute of Management and Research, Bombay in INDIA. (1996-2004).
Topics: OB / HRM areas e.g. project management, work and family issues, women in management and people issues in call center management.

SERVICE

Academic service

- On-going – 2010 - Member of Editorial Review Board of the South Asian Journal of Global Business Research published by Emerald Group (2010-present) – journal listed on Cabell’s directory.
- Ongoing – 2004 - Regular reviewer for Annual Academy of Management conferences – Gender and Diversity in Organizations and Organizational Behaviour divisions.
- On-going – 1999 - Ad hoc reviewer for Academy of Management Learning and Education, Group and Organization Management, Career Development International, Journal of World Business, International Journal of Intercultural Relations, Journal of Business Ethics, IIMB Management Review, Vikalpa: A Journal of Research, International Journal of Human Resource Management, Journal of Indian Business Research.
- 2017 - External Examiner for the Doctor of Philosophy Examination of Hubert Asiedu in Sociology at The University of Auckland, New Zealand.
Topic: Gendered Devotions to Work and Family: Implications for Work/Family Conflict among Ghanaian Professionals.
- 2014 - Committee for the Scholarly Contributions to Educational Practice Advancing Women in Leadership Award offered jointly by the Center for Gender in Organizations / Gender and Diversity in Organizations Division of the Academy of Management, 2014.

Curriculum Vitae of Ujvala Rajadhyaksha

- 2012 - External Examiner for the thesis dissertation of Ph.D. candidate Ms. Shafali Bahl majoring in Management at Banasthali Vidyapith, Rajasthan, India, September.
Topic: Impact of Employee Competencies, Employee Experience and Employee Expertise on Organization Performance.
- 2012 – 2007 - Member of the doctoral dissertation committee of Maria Griselda Lassaga, Ph.D. candidate at Universidad de Belgrano, Facultad de Estudios Para Graduados, Doctorado en Sociologia, Buenos Aires, Argentina.
Title: New Business and New Strategies – Female and Male Capacities towards an Inclusive Culture.
- 2011 - External Examiner for the thesis dissertation of Ph.D. candidate Ms. Mayuri Chaturvedi in the Department of Humanities and Social Sciences at Indian Institute of Technology Kanpur, India, September.
Topic: Single working women in urban India
- 2010 – 2008 - Member of the doctoral dissertation committee of Sofiya Velgach, Ph.D. candidate at Institute of Psychology, Illinois Institute of Technology, Chicago, IL 60616.
Title: The impact of role involvement and perceived control on the experience of work-family interface in India.
- 2010 - External Examiner for the Final Thesis defense of M.Sc. candidate, Arezou Elliyoan, majoring in Human Resources and Labor Relations at University of Lethbridge, Alberta, Canada, June.
Title: Work-Family Interface in Iranian Women: the Roles of Religiosity and Gender-Role Ideology.
- 2009 – 2008 - Co-applicant for project grant submitted to Social Sciences Humanities Research Council of Canada (SSHRC) under the International Opportunities Fund (2008-09).
Title: Examining the work-family interface in a multi-national context. (Application made it to the shortlist but project did not receive funding).
- 2007 - Committee for the Dorothy Harlow Best Paper Award of the GDO division of the Academy of Management.
- 2006 - Reviewer for The Forum on Education Abroad Undergraduate Research Awards applications,
- 2005 – 2002 - Member of doctoral dissertation committee of Mahesh Deshmukh, Indian Institute of Technology Bombay, Shailesh J. Mehta School of Management, (2002-2005).
Title: Executive coaching: Coach-coachee fit and its impact on individual and organizational outcomes.
- 2005 – 2000 -Member of doctoral dissertation committee of Sujan Kumar Saraswati Indian Institute of Technology Bombay, Shailesh J. Mehta School of Management, (2000-2005).
- 2004 - Member of the Scientific Committee, International Society for the Study of Work and Organizational Values (ISSWOV) Conference, 2004.

Service at Governors State University

- Chair, Search Committee for tenure track position of Assistant Professor, Strategic Management and International Business, College of Business (COB), 2017 – 2018.
- Member of College Curriculum Committee (CCC) of COB – Fall 2015 – present.
- Member of Division Personnel Committee of COB – Fall 2018 – present.
- Co-chair and COB representative on Faculty Development Advisory Council (FDAC) – 2015 - 2018.
- COB representative on University Curriculum Committee (UCC) – Spring 2016 to present.

Curriculum Vitae of Ujvala Rajadhyaksha

- COB representative on University task force for scheduling (Spring 2017 onwards)
- COB representative on Academic Master Plan Advisory Committee – Fall 2018 – present.
- Faculty leader on Study Abroad trip to India (Spring 2017)
- Member of Selection Committee for candidate for Dean, College of Business at GSU (Fall 2016)
- Member of selection committee for candidate for Director of the Faculty Scholarship and Teaching Center, GSU (Fall 2016)
- Round-table discussion facilitator, New and Adjunct Faculty Luncheons (Spring 2016 & Spring 2017)
- Workshop Presenter, Faculty Summer Institute (Spring 2016)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Management, Member, 2004 to present

International Association of Intercultural Research, Fellow (elected), 2004 to present

Work and Family Researchers Network – 2015 to present