

CONTACT (WORK)

Dr. Ujvala Rajadhyaksha, G-289, Division of Management, Marketing and Entrepreneurship  
College of Business, Governors State University, 1 University Parkway, University Park, IL 60484  
Phone: 708-534-4951, Fax: 708-534-8457, Email: [urajadhyaksha@govst.edu](mailto:urajadhyaksha@govst.edu)

EDUCATION

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

WORK EXPERIENCE

Governors State University  
College of Business, Division of Management, Marketing and Entrepreneurship  
Full Professor (2022 – present)  
Associate Professor (2018 – 2022)  
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 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

PROFESSIONAL ACHIEVEMENTS

2023 – *DEI Mini Grant Award* for proposal titled, “A study of minority owned enterprises in the Chicagoland region and Illinois State” (\$5000).

2022 and 2023 – Nominated for the *Excellence Award of Governors State University*, IL USA

2022 – College of Business *Faculty Excellence Award*, Governors State University, IL, USA

2021 - College of Business *Recognition Award for Excellence in Research*, Governors State University, IL, USA

2020 - Literati Awards 2020 for Excellence - *Outstanding Reviewer Award*, Emerald Publishing

2019-2020 - *CIBE MSI and Community College Consortium (CMCC) Grant (\$5000)* for a collaborative cross cultural study titled, “A Cross-Cultural Examination of Work-Family Conflict, Family Supportive Supervisory of Behaviors (FSSB) and Work-Supportive Family Behaviors (WSFB)”.

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)”.

2020, 2018 – College of Business *Faculty Development Mini Grants (\$800)* for Research.

2018 – Governors State University’s College of Business Award for *Excellence in Teaching*.

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 69<sup>th</sup> 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 64<sup>th</sup> 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.

### MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Management, Member (AOM), 2004 to present  
International Association of Intercultural Research, Fellow (elected) (IAIR) - 2004 to present  
Work and Family Researchers Network (WFRN) – 2015 to present  
Society for Human Resource Management (SHRM) – 2018 to present

### SERVICE

#### Service to Governors State University and College of Business

- Provost’s office planning committee member for Research Mixer for new and junior faculty, November 10, 2023.
- Provost’s office planning committee member for GSU Research Days 2023-2024.
- Provost’s office writing committee member for GSU’s Application for Carnegie Elective Classification for Leadership for Public Purpose.
- Provost’s office sabbatical evaluation committee member for 2023-2024.
- Faculty Professional Development Committee, 2023-2024 – *Host* of the Faculty Connection, Collaboration and Celebration event on November 16, 2023.
- Digital Learning Master Planning Committee - Working Team 3 – Policy surrounding digital learning and artificial intelligence – 2022-2023.
- *Chair* of University Personnel Committee (UPC) – 2022 – 2023.
- University Curriculum Committee (UCC) - Fall 2023 – present – *leading subcommittee to fast track 5-year routine course reviews*
- *COB representative* on taskforce for reviewing Learning Management Systems – 2020 – 2023.
- Assurance of Learning Committee member, COB, 2023-2024.
- *MBA Program Coordinator*, COB, 2023-2024
- *Chair*, Selection Committee for tenure track position of Assistant Professor, Human Resource Management, College of Business (COB), 2020 – 2021.

- *Chair*, Selection Committee for tenure track position of Assistant Professor, Strategic Management and International Business, College of Business (COB), 2017 – 2018.
- College Curriculum Committee (CCC) member, COB – 2015 – present.
- Division Personnel Committee of COB – 2018 – 2020 – *Chair* in 2018.
- *Co-chair* and *COB representative* on Faculty Development Advisory Council (FDAC) – 2015 - 2018.
- *COB representative* on University Curriculum Committee (UCC) – Spring 2016 to Spring 2022.
- *COB representative* on university task force for scheduling (2017-2018)
- *COB representative* on Academic Master Plan Advisory Committee – Fall 2018 – present.
- *Faculty leader* on Study Abroad trip to India (Spring 2017)
- Selection committee member for candidate for Dean, College of Business at GSU (Fall 2016)
- Selection committee member for candidate for Director of the Faculty Scholarship and Teaching Center, GSU (Fall 2016)
- *Facilitator* of round-table discussions for New and Adjunct Faculty Luncheons (Spring 2016 & Spring 2017)
- *Workshop Presenter*, Faculty Summer Institute (Spring 2016)

#### Service to the profession

- Faculty Mentor, HRM Division of Academy of Management, 2023-2024.
- Member of Editorial Review Board of the South Asian Journal of Business Studies published by Emerald Group (2010-present) – journal listed in Cabell’s directory.
- Regular reviewer for Annual Academy of Management (AOM) conferences – Diversity, Equity and Inclusion Division and Organizational Behavior Division, 2004 to present.
- Ad hoc reviewer for Journal of Cross-Cultural Psychology, International Journal of Human Resource Management, 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, Journal of Indian Business Research, Asian Women, Palgrave-Macmillan Publishers, 1999 to present.
- External Peer Reviewer for candidate assessment for promotion to the rank of Professor, Indian Institute of Technology Madras, India, 2022.
- External Examiner for the Doctor of Philosophy Examination of Hubert Asiedu in Sociology at The University of Auckland, New Zealand, 2017.  
Topic: Gendered Devotions to Work and Family: Implications for Work/Family Conflict among Ghanaian Professionals.
- 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.
- External Examiner for the thesis dissertation of Ph.D. candidate Ms. Shafali Bahl majoring in Management at Banasthali Vidyapith, Rajasthan, India, September, 2014.  
Topic: Impact of Employee Competencies, Employee Experience and Employee Expertise on Organization Performance.

- 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, 2012 – 2007.  
Title: New Business and New Strategies – Female and Male Capacities towards an Inclusive Culture.
- 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, 2011.  
Topic: Single working women in urban India
- Member of the doctoral dissertation committee of Sofiya Velgach, Ph.D. candidate at Institute of Psychology, Illinois Institute of Technology, Chicago, IL 60616, 2008 – 2010.  
Title: The impact of role involvement and perceived control on the experience of work-family interface in India.
- 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, 2010.  
Title: Work-Family Interface in Iranian Women: the Roles of Religiosity and Gender-Role Ideology.
- 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).
- Committee for the Dorothy Harlow Best Paper Award of the GDO division of the Academy of Management, 2007.
- Reviewer for The Forum on Education Abroad Undergraduate Research Awards applications, 2006.
- 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.
- Member of doctoral dissertation committee of Sujan Kumar Saraswati Indian Institute of Technology Bombay, Shailesh J. Mehta School of Management, (2000-2005).
- Member of the Scientific Committee, International Society for the Study of Work and Organizational Values (ISSWOV) Conference, 2004.

#### Service to the Community

- Participated in conversations surrounding race and identity in the local chapter of the National SEED Project (2020-2021). (The National SEED project is a program established at Wellesley College. As one of the largest gender-focused research-and-action organizations in the world, scholarship at SEED conducts social science research and evaluation, develops theory and publications, and implements training programs. <https://nationalseedproject.org/about-us/about-seed#seed-and-the-wellesley-centers-for-women>)
- Volunteer Mock Interviewer for High Jump Chicago – a not-for-profit organization dedicated to bringing equity in middle school education.

- Studying problems of minority owned enterprises in the Chicagoland region and State of Illinois as part of a research project funded by the DEI office of Governors State University.

#### 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.

#### INDUSTRY CONSULTANCY REPORTS/NEWSLETTERS

- “The Work-Family Interface Around the World: Implications and Recommendations for Policy and Practice” for *Alliance for Organizational Psychology (AOP) White Paper Series*, 2019.
- “Work-Life in India”, *Executive Briefing Series*, Boston College Center for Work and Family, 2009.
- “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.
- Running Assessment Centers for two of Asia’s leading vehicle manufacturing companies - Ashok Leyland Limited & Mahindra and Mahindra Limited (2001-2003).  
- 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.
- Report on gender audit for Hindustan Lever Limited (Indian subsidiary of Unilever now called Hindustan Unilever Limited), 2000.  
- Worked in association with McKinsey Consulting Co. INDIA and 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 went on to become Executive Director and the first woman on the Management Committee of the company. She is currently CEO of Chanel!

- 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), 1999.

### TEACHING EXPERIENCE

- Courses taught since 1996 at:
  - Undergraduate level:
    - Business Communication
    - Business and Culture of India
    - Business Ethics
    - Gender and race issues in management
    - Globalization of Business
    - Human Resource Management
    - International Management
    - Organizational Behavior
    - Principles of Business Management (Foundation Simulation by Capsim)
  - Graduate and MBA level:
    - Business and Culture of India
    - Communication and Presentation Skills
    - Human Resource Management
    - International Business and Strategy
    - International Human Resource Management
    - Leadership Dynamics
    - Management of Change and Innovation in Complex Organizations
    - Organizational behavior
    - Organization Structure and Design
    - Professional Development Seminar
    - Strategic Human Resource Development Systems
  - Executive MBA level:
    - Human Resource Management
    - Organizational behavior
    - Organization structure and design
  - Doctoral level:
    - Organization Theory
- Countries taught in:
  - USA, India, China

- Instructional Modalities / Pedagogies used:
  - Lecture-discussion (Face to face, Hybrid, Online, Hyflex)
  - Experiential (Study Abroad)
  - Business Simulations (Capsim)
  - Case Studies
  - Supervisory
  - Internship study

## RESEARCH PUBLICATIONS

### Peer reviewed journal articles

- Beham, B.; Ollier-Malaterre, A.; Allen, T.D.; Baierl, A.; Alexandrova, M.; Artiawati; Beauregard, T.A.; Carvalho, V.S.; Chambel, M.J.; Cho, E.; Coden da Silva, B.; Dawkins, S.; Escribano, P.I.; Gudeta, K. H.; Huang, T.; Jaga, A.; Kost, D.; Kurowska, A.; Emmanuelle, L.; Lewis, S.; Lu, C.; Martin, A.; Morandin, G.; Noboa, F.; Offer, S.; Ohu, E.; Pascale, P.; **Rajadhyaksha, U.**; Russo, M.; Sohn, Y.W.; Straub, C.; Tammelín, M.; Triki, L. van Engen, M.; L. Waismel-Manor, R. Boundary Management Preferences from a Gender and Cross-Cultural Perspective, *Journal of Vocational Behavior*, 148, 103943, <https://doi.org/10.1016/j.jvb.2023.103943>
- Beham, B.; Ollier-Malaterre, A.; Allen, T.D.; Baierl, A.; Alexandrova, M.; Artiawati; Beauregard, T.A.; Carvalho, V.S.; Chambel, M.J.; Cho, E.; Coden da Silva, B.; Dawkins, S.; Escribano, P.I.; Gudeta, K. H.; Huang, T.; Jaga, A.; Kost, D.; Kurowska, A.; Emmanuelle, L.; Lewis, S.; Lu, C.; Martin, A.; Morandin, G.; Noboa, F.; Offer, S.; Ohu, E.; Pascale, P.; **Rajadhyaksha, U.**; Russo, M.; Sohn, Y.W.; Straub, C.; Tammelín, M.; Triki, L. van Engen, M.; L. Waismel-Manor, R. (2023). Humane orientation, work–family conflict, and positive spillover across cultures. *Journal of Applied Psychology*, 108(10), 1573–1597. <https://doi.org/10.1037/apl0001093>
- Cha, W. & **Rajadhyaksha, U.** (2021). What do we know about corporate philanthropy? A review and research directions. *Business Ethics: A Eur Rev.* 30, 262– 286. <https://doi.org/10.1111/beer.12341>
- Rajadhyaksha, U.** (2020). Does it matter where you live? Examining the impact of gender, gender egalitarianism and city context on the work-family interface, *South Asian Journal of Business Studies*, ISSN: 2398-628X, DOI 10.1108/SAJBS-12-2019-0215
- Rajadhyaksha, U.**; Korabik, K. Lero, D. S. Hammer, L., Zugec, L & Beham, B. (2020). The Work-Family Interface Around the World: Implications and Recommendations for Policy and Practice, *Organizational Dynamics*, 49, 1-11. <https://doi.org/10.1016/j.orgdyn.2019.01.001>
- 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*, 5(3), 341-361. DOI 10.1108/SAJGBR-03-2015-0023
- 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), 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

- Rajadhyaksha, U.**, & Baskurt, A. (2020). Work-Family Interface and Crossover Effects: Exploring for the Effects of Gender. In F. Cheung & D. Halpern (Eds.), *The Cambridge Handbook of the International Psychology of Women* (Cambridge Handbooks in Psychology, pp. 329-341). Cambridge: Cambridge University Press. doi:10.1017/9781108561716.028
- 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 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., & Moorthy, R.,** (2013). The odyssey of Savita and Krishna (A), (B), (C), (D). In *SAGE Business Cases*. SAGE Publications, Ltd.  
<https://www.doi.org/10.4135/9781473994249>

Conference Presentations (peer-reviewed)

Santos, C. & **Rajadhyaksha, U.** (2023). “Small arcs of large circles: Examining the transcontextuality of families”, paper presentation at the 9<sup>th</sup> *International Community, Work and Family Conference*, June 15-17, 2023, Rio de Janeiro, Brazil.

Role: Co-author

**Rajadhyaksha, U. & Santos, C.** (2022). “We are family? An exploration of the role of family in the work-family nexus”, presentation in Symposium titled, “New Insights on Conceptualizing the Work-Family Nexus”, *The Work and Family Researchers Network 6<sup>th</sup> Biennial Conference*, June 22-25, 2022, New York City, USA.

Role: Co-author

Olliere-Malaterre, A., Allen, T., Baierl, A., Alexandrova, M., Artiawati, A., Beauregard, A., Carvalho, V., Chambel, M., Cho, E., Coden de Silva, B., Dawkins, S., Escribano, P., Gudeta, K., Huang, T., Jaga, A., Kost, D., Kurowska, A., Leon, E., Lewis, S., Lu, C., Martin, A., Morandin, G., **Rajadhyaksha, U.**, Russo, M., Sohn, Y., Straub, C., Tammelin, M., Triki, L., van Engen, M., Waismel-Manor, R., “Humane orientation, work-family conflict and positive spillover across cultures”, presentation in Symposium titled, “The Work-Family Interface in Cross-Cultural Perspective”, *The Work and Family Researchers Network 6<sup>th</sup> Biennial Conference*, June 22-25, 2022, New York City, USA.

Role: Participant and Collaborator

**Rajadhyaksha, U.**, “Future of work family integration in India”, presentation in Symposium titled “Sustainable work practices for optimizing work family integration in India”, organized by Dr. Rupashree Baral, IIT Madras, India, as a part of the virtual *Academy of Management Conference*, August 8, 2022, Seattle, USA.

Role: Discussant

**Rajadhyaksha, U.**, “Exploring the impact of cultural and contextual variables on the work-family interface”, Oral Presentation in a Panel Symposium titled, "Understanding the Work-Life Interface in the Global Context: A Cross-Culture Discussion", organized by Dr. Wenjuan Guo, Valdosta State University and Dr. Julie Hancock, University of North Texas, as part of the virtual *Academy of Management Conference*, August 11, 2020.

Role: Panel participant / Presenter

Beham, B., Ollier-Malaterre, A., Allen, T., Eckner, J., Alexandrova, M., Artiawati, Baierl, A., Beauregard, A., Carvalho, V. S., Escribano, P., Gudeta, K. H., Huang, T.-p., Jaga, A., Kurowska, A., Leon, E., Lewis, S., Chang-qin, L., Martin, A., Morandin, G., Noboa, F., Ohu, E., Peters, P., **Rajadhyaksha, U.**, Russo, M., Sohn, Y. W., Straub, C., Tammelin, M., Van Engen, M., Community Work and Family Conference, "The International Study of Work and Family (ISWAF): Preliminary Findings from 28 countries," *Community, Work and Family Conference*, Malta. (May 23-25, 2019).

Role: Participant and Collaborator

**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**, 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 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 48<sup>th</sup> 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 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”, 26<sup>th</sup> *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 Lammel. “International Variations in Organizational Stress and Coping: Results from 14 Country Investigation”, 26<sup>th</sup> *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”, 18<sup>th</sup> *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”, 18<sup>th</sup> *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”, 18<sup>th</sup> *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”, 28<sup>th</sup> *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”, 64<sup>th</sup> *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”, *3<sup>rd</sup> Annual Hawaii International Conference on Social Sciences*, Hawaii, USA, 2004.

Role: Co-author as doctoral thesis advisor

**Ujvala, Rajadhyaksha & Tripti 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”, *2<sup>nd</sup> 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”, *25<sup>th</sup> 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”, *24<sup>th</sup> International Congress of Applied Psychology* San Francisco, USA, 1999.

Role: Lead (sole) author and presenter

Invited talks, Session Chair, etc.

- Presider of Paper session titled, “Work-Family Interface: Considering couple level dynamics” at The Work and Family Researchers Network 6<sup>th</sup> Biennial Conference, June 22-25, 2022, New York City, USA.
- “Project 3535 – Culture and the Work-Family Interface in Global Context – Implications and Recommendations for Policy and Practice”, College of Business Brown Bag Series, Governors State University, University Park, IL, USA, 2019.
- “Do positive and negative aspects of the work-family interface vary across cities in India?”, GSU Research Day, Governors State University, University Park, IL, USA, 2019.
- 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.

- Moderator for roundtable discussion on work/life balance at Adjunct Faculty Meeting at Governors State University, University Park, IL, USA, 2016 and 2017.
- 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, 2016.
- Invited workshop on “Doing gender research” at the 3<sup>rd</sup> Indian Academy of Management Conference, Ahmedabad, India, December 2013.
- 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, 2011.
- 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, 2010.
- “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, 2009.
- 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, 2007.
- 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 colloquium presented at Saint Mary’s College, Notre dame, Indiana, April.
- “Women managers in Indian organizations”, Invited talk given at the Shanghai International Studies University, China, 2005.
- “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, 2004.
- “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, 2003.
- “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, 2001.
- “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, 1997.