

Hina Jawaid Kalyal

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<https://scholar.google.com/citations?user=H7jk>
<https://www.linkedin.com/in/hina-jawaid-kalyal->

Education

Doctor of Philosophy	Sociology	University of Western Ontario, Canada	2015-2019
Doctor of Philosophy	Bus. Admin.	NUST Business School (NBS), Pakistan	2002-2009
Master of Science	Public Admin.	Quaid-e-Azam University, Pakistan	1995-1997
Bachelor of Arts	Humanities	Punjab University, Pakistan	1992-1994

Scholarships, Awards and Recognitions

Immigration Stories Exhibition	Fanshawe Pioneer Village	2023
Resilient Londoners Exhibition	Museum London	2023
Outstanding Book Award	American Society of Criminology	2022
I Am London Award	London and Middlesex Local Immigration Partnership	2022
Partnering with a Purpose Award	United Way Elgin Middlesex	2020
CSA Outstanding Graduating Student Award	Canadian Sociological Association	2019
Ontario Trillium Scholarship (CAD 160, 000)	Govt. of Ontario	2015-2019
Western Graduate Research Scholarship (CAD 42,800)	Western University	2015-2019
Fulbright Postdoctoral Scholarship (US\$ 48,000)	US State Department	2012-2013
Int'l Research Support Initiative Program (US\$ 7,200)	Govt. of Pakistan	Mar-Sep 2008
Mega IT Scholarship (US\$ 6,000)	Govt. of Pakistan	2002-2005

Grants

Huey, L. (Applicant), Kalyal, H. (Collaborator). (2017). The Good Data Project (VicPD). *SSHRC Partnership Engage Grant*. Amount awarded: \$22,683

Grabarski, M. & Kalyal, H. (2024). *SSHRC Partnership Engage Grant*. Amount awarded: \$25,000

Kalyal, H. (2024). *SSHRC Institutional Grant (SIG) Huron University College*. Amount awarded: \$4,690

Academic Positions

Assistant Professor	Hill and Levene School of Business, University of Regina	July 2025-present
Assistant Professor	Huron University	Sep 2022-July 2025
Lecturer	Local Government Program, UWO	Sep 2020- July 2025
Lecturer	King's University College, London, ON	Sep 2019-June 2024
Part-time faculty	Fanshawe College, London, ON	Jan 2019-June 2024
Assistant Professor	Prince Mohammad bin Fahd University, KSA	Jan 2015-Aug 2015
Assistant Professor	NUST Business School, Pakistan	Oct 2009-Jan 2015
Part-time Faculty	NUST Business School, Pakistan	Mar 2009-Aug 2009
Part-time Faculty	International Islamic University, Pakistan	Sep 2003-Jan 2004
Part-time Faculty	Army Public College, Pakistan	Sep 2002-Jan 2003

Administrative Responsibilities

Co-Director	CAN-SEBP Police Management Laboratory	May-October 2019
Coordinator	Commitment to Lead Project, Ivey Business School	2018-2019
Research Lead	Canadian Society of Evidence Based Policing (CAN-SEBP)	2015-2019
Assistant Editor	NUST Journal of Business and Economics	2010 – 2013
Member	Library committee (NBS)	2010 – 2013
In-charge	International Linkages Program (NBS)	2010 – 2013
Coordinator	MPhil and PhD Programs (NBS)	2010 - 2013

Other Work Experience

Planning and Research Analyst	London Police Service	2021-present
Policy Analyst	London Police Service	2019-2021
Postdoctoral Associate	University of Western Ontario	May-October 2019

Research Assistant	University of Western Ontario	2015-2019
Fulbright Postdoctoral Scholar	George Mason University, USA	Oct 2012-Oct 2013
Assistant Manager	Askari Bank, Rawalpindi, Pakistan	Sep 1997-Mar 2001

Research Affiliations

Member	Complex Adaptive Systems Lab, Western University	Dec 2019-present
Affiliate Researcher	George Mason University, USA	Oct 2012-Oct 2013
Visiting Research Scholar	Memorial University of Newfoundland, Canada	Apr-Sep 2008
Visiting Research Scholar	Stockholm University, Sweden	Apr-May 2007
Visiting Research Scholar	Memorial University of Newfoundland, Canada	Mar-May 2006

Book

Huey, L., Mitchell, R.J., Kalyal, H., & Pegram, R. (2021). *Implementing Evidence-based Approaches: A How to Guide for Police Organizations*. University of Toronto Press. ISBN 978-1447353591 (Winner of the American Society of Criminology's Outstanding Book Award 2022)

Book Chapter

Huey, L., Blaskovits, B., Bennell, C., Kalyal, H. & Walker, T. (2018). Identifying some misconceptions about evidence-based policing: A research note." in Mitchell, R. & Huey, L. (Eds) *Evidence based Policing: An Introduction to Key Ideas*. University of Toronto Press

Refereed Publications

Grabarski, M., Kalyal, H., Konrad, A., Mouratidou, M., Shin, D-J., Sullivan, S. (2025). Career empowerment: A qualitative exploratory investigation of perceived career control. *Career Development International*. <https://doi.org/10.1108/CDI-09-2023-0312>

Ferguson, L., Huey, L., Kalyal, H., & Andersen, J. P. (2024). Functioning in the hot seat: Exploring the competencies of Police Incident Commanders. Police Leaders Special Issue in *Policing: An International Journal*. <https://doi.org/10.1108/PIJPSM-04-2024-0071>

Kalyal, H. & Grabarski, M. (2020). "A change would do you good": How HR practices promote change-championing behavior in police organizations. *Canadian Journal of Administrative Sciences*. <https://doi.org/10.1002/cjas.1592>

Koziarski, J. & Kalyal, H. (2020). Resistance to evidence-based policing: Canadian police executives' perceptions as to which level of Canadian policing is most resistant. *Policing: A Journal of Policy and Practice*. <https://doi.org/10.1080/15614263.2020.1786690>

Kalyal, H. (2019). "Well, there's a more scientific way to do it!": Factors influencing receptivity to evidence-based practices in police organizations. *Police Practice and Research: An International Journal* <https://doi.org/10.1080/15614263.2019.1608548>

Kalyal, H. (2019). "One man's evidence is another man's nonsense": Why police organizations resist evidence-based practices. *Policing: A Journal of Policy and Practice*. <https://doi.org/10.1093/police/pay106>

Huey, L., Kalyal, H., Peladeau, H., & Lindsay, F. (2018). "If you're gonna make a decision, you should understand the rationale": Is post-graduate education preparing Canadian police leaders for evidence based policing? *Policing, a Journal of Policy and Practice*. <https://doi.org/10.1093/police/pay086>

Kalyal, H., Huey, L., Blaskovits, B., & Bennell, C. (2018). "If it's not worth doing half-assed, then it's not worth doing at all": Police views as to why new strategy implementation fails. *Police Practice and Research: An International Journal*. <https://doi.org/10.1080/15614263.2018.1526687>

Blaskovits, B., Bennell, C., Huey, L., Kalyal, H., Walker, T., & Javala, S. (2018). A Canadian Replication of Telep and Lum's (2014) examination of police officers' receptivity to empirical research. *Policing and Society*. <https://doi.org/10.1080/10439463.2018.1522315>

Chai, X. & Kalyal, H. (2018). Cellphone use and happiness among older adults in China: Does urban/rural residential status matter?" *Research on Ageing*. <http://journals.sagepub.com/doi/pdf/10.1177/0164027518792662>

Kalyal, H., Peladeau, H. & Huey, L. (2017). Senior officer and recruiter views on 'big topics' in policing for new recruits. *Journal of Community Safety and Well-being*, 2(3), 112-115.

Huey, L., Peladeau, H. & Kalyal, H. (2017). "There's more than one right path to the destination": Does degree type make a difference in police recruiting? *Journal of Criminal Justice Education*. <https://doi.org/10.1080/10511253.2017.1398829>

Huey, L. & Kalyal, H. (2017). "We deal with human beings": The emotional labour aspects of criminal investigations. *International Journal of Police Science and Management*. DOI: 10.1177/1461355717717996

Huey, L., Blaskovits, B., Bennell, C., Kalyal, H. & Walker, T. (2017). When it comes to implementing new policing strategies, are police services 'targeting, testing and tracking'? *Police Practice and Research*. DOI: 10.1080/15614263.2017.1363968

Baraldi, S., Kalyal, H., Berntson, E., Naswall, K. & Sverke, M. (2010). The importance of commitment to change in Public reform: An example from Pakistan. *Journal of Change Management*, 10(3), 347-368.

Kalyal, H., Berntson, E., Baraldi, S., Naswall, K. & Sverke, M. (2010). The moderating role of employability on the relationship between job insecurity and commitment to change. *Economic and Industrial Democracy*, 31(3), 327-344.

Kalyal, H. & Sverke, M. (2010). The role of trust in decision makers on the relationship between qualitative job insecurity and affective commitment to change. *Pakistan Journal of Psychological Research*, 25(1), 65-78.

Conference Presentations

Boiarintseva, G., Kalyal, H. & Yadav, M. (2025). From joining the force to staying the course: Female police officers and the meaning of work. Symposium paper accepted at 85th Academy of Management Conference, July 24-29, Copenhagen, Denmark.

Grabarski, M., Yinon, H. & Kalyal, H. et al. (2025). Building meaningful connections: How to maximize your AOM symposium experience. Professional Development Workshop to be conducted at the 85th Academy of Management Conference, July 24-29, Copenhagen, Denmark.

Kalyal, H., Grabarski, M., & Sanders, E. (2025). Developing police field training: An Appreciative Inquiry approach. Paper accepted at the Administrative Science Association of Canada Conference, Waterloo, 17-19 May 2025

Kalyal, H., Grabarski, M., Yadav, M., & Mouratidou, M. (2024). A Change is Gonna Come: Positive Perspectives on Change in Police Organizations. Symposium, to be presented at the 84th Meeting of the Academy of Management, August 9-13, Chicago, IL, USA.

Grabarski, M., Yadav, M., Mouratidou, M., & Kalyal, H. (2024). Taking a positive organizational scholarship approach to change: a systematic review. The ASAC Conference, June 1-4, Université de Sherbrooke, Campus de Longueuil.

Grabarski, M., Yadav, M., Mouratidou, M., & Kalyal, H. (2023). Formalized curiosity: Researching the AI research method. Symposium, *You may say I'm a dreamer: Promoting positive organizational change*. 83rd Meeting of the Academy of Management, August 4-8, Boston, Massachusetts, USA

Grabarski, M., & Kalyal, H. (2019). The leaders of tomorrow: Business students' aspirations and its link to leadership styles. Presented at symposium, *Inclusive organizations start with a leader's commitment to lead*. 79th Annual Meeting of the Academy of Management, August 9-13, 2019, Boston, Massachusetts, USA. <https://doi.org/10.5465/AMBPP.2019.11337symposium>.

Saqib, Z., & Kalyal, H. (2019). Further validity evidence of the commitment to lead scale: A replication in Pakistan. Presented at symposium, *Inclusive organizations start with a leader's commitment to lead*. 79th Annual Meeting of the Academy of Management, August 9-13, 2019, Boston, Massachusetts, USA. <https://doi.org/10.5465/AMBPP.2019.11337symposium>.

Grabarski, M. & Kalyal, H. (2019). Embracing change: Overcoming ambiguity and committing to organizational change. The ASAC Conference, May 24-27, Goodman School of Business, Brock University, St. Catherine's

Kalyal, H., Grabarski, M. & Mastrofski, S. (2019). "We are the champions": Championing change among police officers. The Eastern Academy of Management Conference, May 8-11, Hotel Du Pont, Wilmington, Delaware, USA.

Wojciechowski, C., Ferguson, L., & Kalyal, H. (2019). A systematic literature review on police officer misuse of force: Outlining current empirical evidence and future research directions. The American Society of Evidence-Based Policing Conference, May 20-21, 2019 at the University of Cincinnati, USA.

Chai, X. & Kalyal, H. (2018). Cellphone use and happiness among older adults in China: Does urban/rural residential status matter?" XIX World Congress of Sociology. July 15-21, Toronto.

Kalyal, H., Grabarski, M. & Mastrofski, S. (2018). "A Change Would Do You Good": How HR practices promote change-championing behavior" at the ASAC 2018 Conference, May 27-28, Ryerson University, Toronto.

Huey, L., Kalyal, H., Bennell, C., Blaskovits, B. & Peladeau, H. (2017). When it comes to implementing new policing strategies and programs, are police services 'targeting, testing and tracking'? American Society of Criminologists annual meeting. Philadelphia. November 15-18.

Peladeau, H., Kalyal, H., & Huey, L. (2017). 'There's More Than One Right Path to the Destination': Does Degree Type Make a Difference in Police Recruiting?" American Society of Criminologists annual meeting. Philadelphia. November 15-18.

Jalava, S., Blaskovits, B., Bennell, C., Walker, T., Kalyal, H., & Huey, L. (2017). Receptivity to research among police professionals: A comparison of Canadian and American survey data. Society for Police and Criminal Psychology Conference, San Diego, California. September 13-16.

Khanizadeh, A-J, Blaskovits, B., Bennell, C., Walker, T., Kalyal, H., & Huey, L. (2017). Predicting one's Awareness of, and openness to, evidence-based policing: Results from a survey of Canadian police professionals. Society for Police and Criminal Psychology Conference, San Diego, California. September 13-16.

Kalyal, H. & Huey, L. (2017). The emotional labor aspects of criminal investigation. Forensic Psychology in Canada Conference. Carleton University, Ottawa, April 25-27.

Bennell, C., Blaskovits, B., Kalyal, H., Walker, T. & Huey, L. (2017). Receptivity to research among police professionals in Canada. Forensic Psychology in Canada Conference. Carleton University, Ottawa, April 25-27.

Kalyal, H. & Mastrofski, S. (2016). Factors affecting commitment to community policing among patrol officers in US. International Association of Law Enforcement Planners, Waterloo, Canada. Sep 20-22.

Ayub, N. & Kalyal, H. (2011). Types of group culture in ethnically diverse work groups and commitment. 15th EAWOP congress, MECC Maastricht, The Netherlands. May 25-28.

Sverke, M., Kalyal, H., & Saha, S. (2009). Validation of the Herscovitch-Meyer three component model of commitment to change among public sector managers in Pakistan. 14th EAWOP congress, Santiago de Compostela, Spain. May 13-16.

Berntson, E., Kalyal, H., Baraldi, S., Naswall, K. & Sverke, M. (2009). Employability as a moderator of the relationship between job insecurity and commitment to change. 14th EAWOP congress, Santiago de Compostela, Spain. May 13-16.

Kalyal, H., Sverke, M. & Saha, S. (2007). Validation of the Herscovitch-Meyer three component model of commitment to change in Pakistan. 21st Australian/New Zealand Academy of Management (ANZAM) Conference, Sydney, Australia. December 4-7.

Courses Taught

Prince Mohammad bin Fahd University

- Business Negotiation
- International Human Resource Management
- Human Resource Management
- Organizational Change and Development
- Business Policy
- Organizational Behavior

NUST Business School

- Introduction to Management
- Organizational Theory and Design
- Advances in Management Theory and Practice
- Organizational Behavior and Design
- Organizational Behavior
- Strategic Management (Executive MBA)

Fanshawe College, London, ON

- Organizational Behavior
- Strategies for Success
- Ethics, Social Responsibility and Sustainability
- Organizational Development and Change

King's University College, London, ON

- Cross-Cultural Commerce Relationships
- Strategic Human Resource Planning
- Human Resource Management
- Personnel Recruitment and Selection

Western University

- Theories of Public Administration
- The Policy Process in Local Government

Huron University College

- Policing, Community and Governance
- Organizational Behavior
- Equity, Diversity and Inclusion

Manuscripts in Preparation

Grabarski, M., Yadav, M., Mouratidou, M., & Kalyal, H. Formalized curiosity: Researching the AI research method.

Kalyal, H., Grabarski, M., Sanders, E., Yadav, M., & Mouratidou, M. Developing police field training: An Appreciative Inquiry approach.

Boiarintseva, G., Kalyal, H. Grabarski, M. & Yadav, M. From joining the force to staying the course: Female police officers and the meaning of work.

Pardhan, S. & Kalyal, H. Lived experiences of discrimination and bias by Muslim women in organizational leadership.

Invited Articles

Kalyal, H. (August, 2020). Overcoming resistance to evidence-based policing (EBP). *The Blueprint*. Ontario Association of Law Enforcement Planners.

Kalyal, H. (2020). Policing in uncertain times: Some global examples and lessons for Pakistan. *eBook Short Notes on the Economy during the COVID-19 Crisis*. Vol-III. Available at SSRN: <https://ssrn.com/abstract=3632160> or <http://dx.doi.org/10.2139/ssrn.3632160>

Assessment of Policing Programs

Kalyal, H. (2019). Bicycle registries. *Square 1 Assessments, Canadian Society of Evidence Based Policing* <https://www.can-sebp.net/bicycle-registries>

Kalyal, H. (2019). Home security inspections. *Square 1 Assessments, Canadian Society of Evidence Based Policing* <https://www.can-sebp.net/homesecurityinspections>

Kalyal, H. (2019). Vulnerable persons registries. *Square 1 Assessments, Canadian Society of Evidence Based Policing* <https://www.can-sebp.net/vulnerable-persons-registries>

Reports

Kalyal, H. (2024). Measuring Systemic Racism in London Police Service, London, ON.

Kalyal, H., Winterdyk, J., Glowatski, K., Jones, N., & Ruddell, R. (2018). Perceptions of campus security: St. Thomas University, The University of Regina and The University of Western Ontario. Regina, Canada: Collaborative Centre for Justice and Safety.

Kalyal, H. & Mastrofski, S. (2015). Factors affecting commitment to community policing: A study of sergeants and patrol officers at the Fairfax County Police Department," Appendix I of Major Cities Chiefs Association HR Committee Report.

Policy/Working Papers

Huey, L., Kalyal, H., & Peladeau, H. (2019). Preparing police recruits of the future: An educational needs assessment" (full report) provided to the Ontario Ministry of Advanced Education and Skills Development. <http://ir.lib.uwo.ca/sociologypub/37>

Huey, L. & Kalyal, H. (2015). Questions about Dawlah. DM me, plz. The sock puppet problem in online terrorism research." <http://ir.lib.uwo.ca/sociologypub/33/>

Book Review

Kalyal, H. (2014). Changing on the Job: Developing Leaders for a Complex World by Jennifer Garvey Berger. *South Asian Journal of Human Resources Management*, 1, 127-130.

Invited Talks

Kalyal, H. (2021). Barriers to EBP in policing. Evidence-based policing: “The EVIDENCE will move you” Virtual Conference, February 17-19, 2021. Ontario Association of Chiefs of Police.

<https://www.oacp.ca/en/events-and-professional-development/evidence-based-policing-the-evidence-will-move-you-virtual-conference.aspx>

Kalyal, H., Huey, L., & Peladeau, H. (2017). Preparing police recruits of the future: An educational needs assessment. Canadian Association of Police Educators’ Annual meeting. Somerset, PEI. June 14-15, 2017.

Kalyal, H. (2013). Policing in Pakistan. US Department of Justice, Criminal Division, Washington DC.

Media Mentions

CBC News <https://www.cbc.ca/news/canada/london/london-police-to-ask-minority-communities-about-systemic-racism-interactions-with-officers-1.5782128>

London Free Press <https://lfpres.com/news/local-news/top-cop-london-police-launch-internal-review-with-eye-on-systemic-racism>

Theses Supervised

University of Western Ontario (Master’s in Public Administration)

McGonigal, J.P. (2024). Analyzing recreation and sport cost recovery models in Ontario municipalities

Melling, M. (2023). Pandemics and the mental health of healthcare providers: Thematic analysis of best practices for program and policy development.

Omar, R. (2023). Affordable housing and support for refugees settling in London Ontario

Axiak, R. (2023). The impact of Employee Total Rewards Program (ETRP) on recruitment and retention in the public sector.

University of Western Ontario (Graduate Diploma in Public Administration)

Kennedy, H. (2023). Do Contemporary Municipal Responses to Homelessness Issues Help Individuals or Unintentionally Exacerbate the Crisis?

Gonzales, M. (2023). The changing face of homelessness: An examination of the evolution of homelessness in the pre-Covid-19 era, during the pandemic, and post-Covid-19

Bittencourt, V. (2023). New Sidewalk - The engagement strategy with the public.

Harper, C. (2022). Challenges faced by the water boards in Ontario: A case study of Lambton Area Water Supply System (LAWSS).

Guaragna, D. (2022). Amalgamating the fire services in York Region: Is it worth it?

Vander Griendt, M. (2022). Organizational stress and its effect on PTSD related claims among Ontario police officers.

Beattie, M. (2022). Court modernization initiatives and pandemic recovery: A York Region case study on the challenges of POA Courts.

Hamilton-Smith, B. (2022). Vision Zero: Is Toronto's Marquee Road Safety Plan moving us in the right direction?

NUST Business School

Latif, N. (2012). Culture for learning organizations: One most suitable. MBA thesis.

Saifullah, S. (2012). Impact of national culture on educational institutions as learning organizations. MBA Thesis

Zaheer, T. (2012). Factors affecting employee engagement and its impact on organizations. EMBA thesis

Yusuf, M. (2012). Organizational fitness profiling and its application in the public sector of Pakistan. MBA thesis

Nasir, Y. (2011). The relationship between cynicism and resistance to change in Pakistani organizations. MBA thesis

Arshad, F. (2011). Analyzing the impact of extrinsic rewards on intrinsic motivation. MBA thesis

Hanee, K., Abbas, M., Fayyaz, S. (2011). Application of the Learning Organization survey on a Pakistani Organization. BBA thesis

Graduate Comp Committees (NBS)

Quratulain Zahid	PhD Comp exam reader (Advance Management Theory)
Fahad Rizvi	PhD Comp exam reader (Advance Management Theory)
Mohammad Zubair Mumtaz	PhD Comp exam reader (Advance Management Theory)
Samar Babar	PhD Comp exam reader (Advance Management Theory)
Mohammad Sohail Rizwan	PhD Comp exam reader (Advance Management Theory)

PhD Comp exam reader (Advance Management Theory)

PhD Comp exam reader (Advance Management Theory)

Coach Officer Training, London Police Service, July 21 and 22, 2025

Management Training Program for Moroccan Police. May 1-3, 2013. Penn State University, Pennsylvania, USA.

Case Method of Teaching., 2010. Rausing Executive Development Centre, Lahore University of Management Sciences (LUMS), May 28-30, Lahore, Pakistan.

Skills for the Workplace- Change Management Workshop. 2006. March 31, Memorial University of Newfoundland, Canada.

Innovative and Creative Teaching Methods Workshop, 2006. January 7, NUST Institute of Management Sciences, Rawalpindi, Pakistan.

Banking for Management Trainees Training Module. 1998. August 27-October 24, National Institute of Banking and Finance, Islamabad, Pakistan.

Certificate in French language from Alliance Francaise, Islamabad, Pakistan (Level 1-4).

Conferences Attended

International Conference on Policing in the 21st Century by Penn State University. May 17-18, 2013. Arlington, USA.

13th Annual Jerry Lee Symposium on Police Education, Training and Standards. Apr 29-30, 2013. Washington DC, USA.

CEBCP-SIPR Joint Symposium and Congressional Briefing on Evidence-Based Policing. Apr 8-9, 2013. George Mason University, Fairfax, USA.

The XIIIth Congress of the European Association of Work and Organizational Psychology. May 9-12, 2007- Stockholm, Sweden

World Human Resource Management Conference. 2007. Jul 26 & 27, Karachi, Pakistan.

Manuscript Review

Police Practice and Research: An International Journal	2019
The Police Journal: Theory, Practice and Principles	2017-2018
Economic and Industrial Democracy	2017-2018
Pakistan Journal of Criminology	2017
South Asian Journal of Human Resource Management	2014
PsyCh Journal Chinese Academy of Sciences	2013
Asian Academy of Management Journal	2012

Management Research Review 2012

NUST Journal of Business and Economics 2010-2013

Professional Memberships

Academy of Management

Administrative Science Association of Canada

Canadian Society of Evidence Based Policing (CANSEBP)

Volunteering Activities

Vice-Chair, Justice and Protection Services Sub-council, London & Middlesex Local Immigration Partnership (LMLIP) 2017-2019

Member, Inclusion and Civic Engagement Sub-council, London & Middlesex Local Immigration Partnership (LMLIP) 2019-2025

Member, London Police Services Board, Anti-racism Advisory Panel June 2021-June 2025