

# CURRICULUM VITAE

Shasanka Chalise, Ph.D.c

## EDUCATION

2017 –	Memorial University, Doctor of Philosophy (Candidate), Management (HRM/OB); St. John's, NL, Canada.
2010	Tribhuvan University, Master of Business Studies, Management, Finance, Kathmandu, Nepal.
2006	Tribhuvan University, Bachelor of Business Studies, Management, Finance, Kathmandu, Nepal.

## ACADEMIC WORK EXPERIENCE

2022	Course Instructor, Entrepreneurial Thinking & Behaviour, Undergraduate Program, Faculty of Business Administration, MUN.
2021	Course Instructor, Seminar in Human Resource Management, Undergraduate Program, Faculty of Business Administration, MUN.
2021	Course Instructor, Employee Recruitment and Selection, Undergraduate Program, Faculty of Business Administration, MUN.
2015-2017	Lecturer, Organizational Behaviour, Human Resource Management, and Strategic Management, Undergraduate Program, Nepal Mega College, Tribhuvan University, Nepal.
	<b><i>Research Assistant</i></b>
2018 –2022	Diversity Specific Transformational Leadership., SSHRC Insight Grant, Loughlin, C. (PI), Arnold, K.A. (CI) & Scheuer C. (collaborator).
2021–	Project Management in Social Enterprises., Memorial University, PI: Dr. J. Jewer.
2018 –	Global Leadership in Multi-National Companies, Memorial University, PI: Dr. C. Park.
2017 –2018	Occupational Health and Safety Climate at Memorial University, Safety Net, PI: Dr. S. Bornstein

2017 – 2021

***Teaching Assistant***

Organizational Behaviour, Undergraduate Program, MUN  
Human Resource Management, Undergraduate Program, MUN  
Organizational Theory, Undergraduate Program, MUN

**PROFESSIONAL DEVELOPMENT**

***Workshops***

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|------|---|
| 2021 | Hub Meta Workshop – Meta-analysis Techniques<br>Instructor: Dr. Piers Steel, Haskayne School of Business,<br>University of Calgary. |
| 2021 | CARMA Doctoral Student Development Program,<br>Academy of Management (AOM).   |
| 2019 | EURAM Doctoral Colloquium; Lisbon, Portugal.  |

***Teaching Certifications***

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|---------|---|
| 2020/21 | Teaching Skills Enhancement Program Certification, MUN Centre for<br>Innovation, Teaching and Learning. |
| 2018    | Teaching Assistant Training Program, MUN Centre for Innovation, Teaching<br>and Learning.               |

**ACADEMIC SERVICE**

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|---------|--|
| 2020    | Course Auditor – Quantitative Methods in Management Research.  |
| 2019    | Association to Advance Collegiate Schools of Business Accreditation (AACSB);<br>Assurance of Learning Rater, Faculty of Business Administration, Memorial<br>University. |
| 2018/19 | Conference Paper Reviewer: ASAC 2018, EURAM 2019 (Best Reviewer Award<br>Nominee).   |

**PROFESSIONAL EXPERIENCE**

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|-------------|---|
| 2015        | Program Manager, Just-One Nepal, Kathmandu, Nepal.                          |
| 2011 – 2014 | Branch Manager, AXCESS Financial Europe (Cheque Centre Ltd),<br>UK, London. |

## ACADEMIC HONOURS AND AWARDS

2017 – 2021	School of Graduate Studies, Fellowship, MUN-SGS (\$30,400)
2017 – 2021	School of Graduate Studies, Dean’s Doctoral Award (\$20,000)
2018– 2021	Bank of Montreal Financial Group, Graduate Scholarship (\$5,000)

## PUBLICATIONS

### *Proceedings Paper*

Chalise, S., Arnold, K. A., Loughlin, C., Scheuer, C. L., McNally, C., & Mercer, D. (2021). Predictors of Board Gender Diversity: A Systematic Review and Meta-analysis. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 14942). Briarcliff Manor, NY 10510: Academy of Management.

### *Works in Progress*

Chalise, S., Arnold K.A., Loughlin, C., McNally, C., Mercer, C., & Scheuer, C.L. (in progress). Board Gender Composition: A Meta-analytic Investigation of Correlates and the Moderating Influence of Religiosity and National Culture Dimensions. Target Journal: *Academy of Management Journal*.

Scheuer, C.L., Loughlin, C., Mercer, D., McNally, C., Chalise, S., & Arnold, K.A. (manuscript submitted to FT 50 journal) Exposure to Female Leaders and Diversity-Specific Empowering Leadership: A Two-pronged Approach to Alleviate Bias in Leadership Perceptions.

Chalise, S. & Hancock, A. (in progress). The ‘immune system’ metaphor: Explaining lack of diversity in leadership positions. Target Journal: *Academy of Management Review*.

Sulsky, L., Arnold, K.A., & Chalise S (data analysis in progress). The inappropriate use of causal language in published Organizational Behaviour research: is it a problem?

## CONFERENCE PRESENTATIONS

### *Refereed Presentations*

Mercer, D., Scheur, C., Walsh, M., Loughlin, C., Chalise, S., & Agnihotri, N. (2023) Managers’ Allyship for Women’s Advancement: Scale Development. *Academy of Management (AOM) Symposium, Boston, Massachusetts, USA, 4-8, August.*

Chalise, S., Bonaccio, S., Connelly, C. E., Fisher, S. L., & Kogan, A. L. (2022) Inclusion of ‘Disability’ in Corporate Diversity Statements: A Review of Fortune 500 Companies. *Academy of Management (AOM) Symposium, Seattle, Washington, USA, 5-9, August.*

Chalise, S., Arnold K.A., Loughlin, C., McNally, C., Mercer, C. & Scheur, C. (2021) Predictors of board gender diversity: A systematic review and meta-analysis. Paper presented at the *Academy of Management Conference, 29 July – 4 August [virtual]. Gender and Diversity in Organizations Division – Best Student Paper Award – First runner up.*

- Chalise, S., Mercer, D., Scheuer, C., McNally, C., Loughlin, C., & Arnold K.A. (2020)  
How leaders can ‘walk the diversity talk’: The promise of diversity-specific leadership. *Academy of Management (AOM) Symposium*, Virtual, 7-11, August. Not presented due to COVID-19-related restrictions.
- Chalise, S., & Hancock, A. (2020) The ‘board immune system’: a metaphor for understanding a lack of diversity in boards. Paper presented at *Administrative Sciences Association of Canada (ASAC) Conference (virtual)*, June 12-15.
- Chalise, S., Arnold K.A., Loughlin, C., Scheuer, C., & McNally, C. (2019) Board gender diversity: A systematic review and an integrated Multilevel Model. Paper presented at *European Academy of Management (EURAM) Conference, Lisbon, Portugal*, June 26 – June 28.
- Chalise, S. (2019) Does a difference make the difference? Understanding leadership and diversity on boards. Paper presented at *European Academy of Management (EURAM) Doctoral Colloquium, Lisbon, Portugal*, June 24 – June 25.
- Bornstein, S., Arnold, K., Hall, A., Neis, B., Butt, A., Hancock, A., & Chalise, S. (2019).  
Health and safety climate in a university setting. Presented at *New Horizons: Association of Canadian Ergonomists (ACE) 50th Annual Conference. St. John's, NL*, April 12-15.
- Chalise, S., & Brown, T. (2018) *Diversity training: A work in progress*. Paper presented at Administrative Sciences Association of Canada (ASAC) Conference, Toronto, ON, May 26 – May 29.
- Hancock, A., & Chalise S. (2018) *High-reliability to human services: Safety climate in universities and colleges*. Paper presented at Administrative Sciences Association of Canada (ASAC) Conference, Toronto, ON, May 26 – May 29.