Deepika Chhillar

Personal Information

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Research Interests

Purpose & Culture, Stakeholder Interests, Strategic Human Capital, Computational Science

Teaching Interests

Strategic Human Resource Management, AI & Digital Governance, Leadership & Teams, Non-market Strategy

Education

2018 – 2024   Ph.D. in Business Administration (Organizational Theory & Strategy)
Dissertation Committee:Matthew Kraatz, Geoffrey Love, William Ocasio, Richard Benton
Gies College of Business, University of Illinois at Urbana-Champaign

2014 – 2015   Young India Fellowship, Post graduate diploma in Liberal Arts
Ashoka University, India

2007 – 2012   M.Sc. (Hons) Economics & B.E. (Hons) Computer Science
Dual Degree (Salutatorian)
Birla Institute of Technology Pilani, **India**

Publications and Research

Peer-Reviewed Publications

Chhillar, D. and Aguilera R.V. (2022). An Eye for Artificial Intelligence: Insights into the Governance of Artificial Intelligence and Vision for Future Research. *Business & Society*. Link

Manuscripts Under Review

Chhillar, D., Love, E., Kraatz, M, & G. Sull, D. Cultural Conundrums: Unveiling Implicit Associations Between Organizational Cultures and Wrongdoing (Changed Title. Under review at *Strategic Management Journal*)

- *Finalist*, Best Student Paper Award at Berkeley Culture Conference (2022)

- Medici Summer School Presentation (2022)

- AI Strategy Consortium (2022)

- Academy of Management Proceedings (2021)

- European Group of Organization Studies (2021)

Working Papers

Chhillar, D. Duality of Purpose: When does organizational purpose align with employee experiences? (*Job Market Paper*)

- OMT Doctoral Consortium, 2023

- Selected for presentation at Strategic Management Society Conference, SMS (2023)

Chauradia A., **Chhillar, D.**, Somaya, D. When is Pro Bono Pro Lucrum? Pro bono, Human Capital Strategies and Profit Performance in Law Firms. *(*In preparation for *Organization Science*)

Selected Work in Progress

Chhillar, D. Locked up in lockdown: Can firms replicate culture in a virtual workplace?

   - Selected for presentation at IDEC Conference, INSEAD (2023)

Chhillar, D. & Aguilera R.V., Are Purposeful Firms Socially Responsible? A Longitudinal Study of S&P 500 Firms

Chhillar, D. & Garimella, A. AI Accidents' Impact on Firm Stakeholders

AWARDS AND FELLOWSHIPS

2023	Richard A. Erley Award for Academic excellence. UIUC ($5,000)
2023	PhD Spring Award, Block Grant. UIUC ($1,300)
2022	AAUW - American Association for University Women Doctoral Fellowship ($20,000)
2022	Medici Summer School Fellow. HEC Paris
2021	Research Award. Center for Professional Responsibility in Business & Society ($2000)
2014	Young India Fellowship, Merit-based Scholarship. Ashoka University (5000$)
2013	Excellence Award Best Employee Award, Global Market Risk Division, Credit Suisse
2012	Second in Class, MSc Economics, BITS Pilani
2007	National Scholarship for Academic Performance Indian Armed Forces (10,000$)

CONFERENCE ACTIVITIES

Organized Symposia

Organizational Implications of Artificial Intelligence. **Academy of Management** (2021)

Antecedents, Evaluations, and Processes of Organizational Wrongdoing in a Changing World. **Academy of Management** (2021)

Conference Presentations

Chhillar, D., Love, E. G., Kraatz, M., Sull, D. (2022). Organizational culture and wrongdoing: A view through the Glassdoor. **AI-Strategy Consortium** (ISB)

Chhillar, D., Love, E. G., Kraatz, M., Sull, D. (2022). Organizational culture and wrongdoing: A view through the Glassdoor. **Berkeley Culture Conference** (Nominated for Schein Best Student Paper Award)

Chhillar, D., Love, E. G., Kraatz, M., Sull, D. (2021). Organizational culture and wrongdoing: A view through the Glassdoor. **Academy of Management** Proceedings

Chhillar, D., Love, E. G., Kraatz, M, Sull, D. (2021). Organizational culture and wrongdoing: A view through the Glassdoor. European Group of Organization Studies (**EGOS**)

Chhillar, D. & Aguilera, R. (2020). An Eye for Artificial Intelligence: Insights into the Governance of Artificial Intelligence and Vision for Future Research. Global Strategy and Emerging Markets (GSEM) Conference at **Cornell University**

Chhillar, D. (2019). Innovation Ecosystems in Strategy Literature: Review and Synthesis. **Wharton Corporate Strategy and Innovation Conference**, The Wharton School, Mack Institute for Innovation Management

Cheng, J., Love, E., & Chhillar, D. (2019). National Innovation Ecosystems in the G-20 Countries: A Longitudinal Comparative Study. **Academy of Management** Proceedings

TEACHING EXPERIENCE

FALL 2021	**Instructor**, Strategic Human Resource Management, BADM 313, Gies College **Full Semester Undergraduate Course** (17 Week) | Instructor Rating: 4.43/5
SPRING 2021	**Teaching Assistant** for **Prof. William Ocasio**, Leading and Managing Purpose-Driven Organizations, BADM 590, Gies College of Business
SPRING 2020	**Teaching Assistant** for **Prof. Matthew Kraatz**, Leadership and Teams, BADM 508, Gies College of Business

SERVICE

2022 – Present	**Reviewer**, Academy of Management Review
2022 – Present	**Reviewer**, Business & Society
2021	**Writer** for the ASQ Blog, Administrative Science Quarterly Blog
2019 – Present	**Ad-hoc Reviewer**, Academy of Management Annual Meetings, AoM

PROFESSIONAL EXPERIENCE

SUMMER 2019	**Spencer Stuart**, Boston, MA (Virtual) | *Mentor*: Jeremiah Lee *Summer Intern, Project - Measuring Corporate Culture and Mapping Organizational Values*
2017-2019	**9.9 Group**, India & Israel | *Mentors*: Pramath Raj Sinha & Deepa Mehta *Program Manager, Leadership Consulting & Ed-Tech Platform*
2015-2017	**Schlumberger**, India & USA | *Mentors*: Anil Verma & Pradeep Kumar *Data Analyst, Advanced Analytics*
2012-2014	**Credit Suisse**, India | *Mentor*: Suresh Kothari *Business Analyst, Market Risk Division*

SKILLS AND LANGUAGES

Technical Skills	Python, STATA, SQL, C++
Certifications	Harvard Business School CORe - Business Analytics | Economics | Financial Accounting
	Foundations of Teaching Certificate, Center for Innovation in Teaching and Learning (CITL)
	The Data Scientist's Toolbox | Introduction to Big Data | R Programming (Coursera Certified)
Languages	English, Hindi, Spanish (beginner)

REFERENCES

Matthew S. Kraatz
Merle H. and Virginia Downs Boren Professor of Business Administration
University of Illinois, Urbana-Champaign
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University of Illinois, Urbana-Champaign
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in Global Business*
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