

# DEEPIKA CHHILLAR

## PERSONAL INFORMATION

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## RESEARCH INTERESTS

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Strategic Human Resource Management, Corporate Sustainability, Digital Governance, Artificial Intelligence

## TEACHING INTERESTS

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Strategic Human Resource Management, Organizational Purpose, AI & Digital Governance, Teams

## EDUCATION

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

## PUBLICATIONS AND RESEARCH

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### Peer-Reviewed Publications & Work in Progress

**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](#)

Hubbard, T., **Chhillar, D.**, & Aguilera, R.V. AI in the Boardroom (*Under Review at AMR*)

**Chhillar, D.** Duality of Purpose: When do corporate employees experience purpose?  
(*Job Market Paper. In Preparation for Submission to AMJ*)

- Academy of Management, Chicago, AoM (2024)
- Strategic Management Society Conference, Istanbul, SMS (2024) \*
- EGOS, Milan (2024) \*
- Strategic Management Society Conference, Toronto, SMS (2023)
- Academy of Management, OMT Doctoral Consortium, Boston, AoM (2023)

**Chhillar, D.**, Love, G., and Kraatz, M. (*Title Withheld*)

- *Finalist*, Best Student Paper Award at Berkeley Culture Conference (2022)
- Medici Summer School Presentation (2022)
- AI Strategy Consortium (2022)
- Academy of Management (2021)
- European Group of Organization Studies (2021)

**Chhillar, D.** and Takeda Y. Practice Adaptation as a Response to Collapse of Org Values (*In Preparation for submission to SI at Org Science*)

- IDEC Conference on Entrepreneurship, INSEAD (2023) \*

**Chhillar, D.,** Kraatz, M., & Love, G. Diffusion of Corporate Purpose (*Dissertation Chapter I*)

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

## AWARDS AND FELLOWSHIPS

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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\$)

## INVITED PANEL PRESENTATIONS, TALKS & CONFERENCE ACTIVITIES

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### Invited Panelist

Invited Panelist at Academy of Management, Symposium on Management Concepts (2024)

### Invited Presentations

Invited Presentation at Indian Institute of Management, Ahmedabad (2024)

Invited Presentation at Society & Organizations Institute, HEC Paris (2024)

Invited Presentation at SEM department, School of Business, University of Alberta (2023)

Invited Presentation at D'Amore McKim, Northeastern University (2023)

### 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

*\* Denotes selected for presentation but not presented in person*

Chhillar, D. (2024). Duality of Purpose: When do corporate employees experience purpose?  
**Harvard Business School's** Paul R. Lawrence Conference in honor of Mike Tushman

Chhillar, D. (2024). Duality of Purpose: When do corporate employees experience purpose?  
**Academy of Management** Proceedings

Chhillar, D. (2024). Duality of Purpose: When do corporate employees experience purpose?  
European Group of Organization Studies (**EGOS**)\*

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

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FALL 2021 **Instructor**, Strategic Human Resource Management, BADM 313, Gies College  
**Full Semester 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

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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

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SUMMER 2019 **Spencer Stuart**, Boston, MA | *Mentor: Jeremiah Lee*  
*Summer Intern, Project - Measuring Corporate Culture and Mapping Organizational Values*

2017-2019 **9.9 Group**, India & Israel | *Mentors: Pramath Raj Sinha, Boaz Shedletsky, & 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

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**Technical Skills** Python, STATA, SQL

**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

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**Matthew S. Kraatz**

*Merle H. and Virginia Downs Boren Professor of  
Business Administration*

University of Illinois, Urbana-Champaign

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**William S. Ocasio**

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Leadership*

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Employment Relations*

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**Ruth V. Aguilera**

*Darla and Frederick Brodsky Trustee Professor  
in Global Business*

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*Professor of Strategy and Entrepreneurship,  
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