

DEEPIKA CHHILLAR

PERSONAL INFORMATION

ADDRESS 221C, Irwin Hall, 607 E. Gregory Dr., Champaign, IL. 61820
EMAIL deepika4@illinois.edu
WEBPAGE deepikachhillar.github.io

RESEARCH INTERESTS

Organizational Purpose & Culture, Non-market Strategy, Digital Governance, 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 IN PROGRESS

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 submission to *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
(217) 778-6243
kraatz@illinois.edu

William S. Ocasio
James F. Towey Professor of Business and Leadership
University of Illinois, Urbana-Champaign
(312) 203-5248
wocasio@illinois.edu

E. Geoffrey Love

Associate Professor of Business and Leadership
University of Illinois, Urbana-Champaign

(217) 649-3089

glove@illinois.edu

Richard Benton

*Associate Professor, School of Labor and
Employment Relations*

University of Illinois, Urbana-Champaign

(217) 265-5121

rabenton@illinois.edu

Ruth V. Aguilera

*Darla and Frederick Brodsky Trustee Professor
in Global Business*

Northeastern University

(617) 373-4639

r.aguilera@northeastern.edu