

**MALLIKA BANERJEE**  
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Haskayne School of Business  
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### **Research Interests**

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Processes of entrepreneurial entry and organizational birth with a focus on high-skilled immigrant scientists and engineers;

Role of communities in enhancing survival chances of early stage ventures;

Differences in sourcing of and managing human capital in immigrant vs. native-owned nascent firms.

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### **Academic Experience**

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Assistant Professor of Entrepreneurship & Innovation  
Haskayne School of Business, University of Calgary  
January 1, 2021 - present

Assistant Professor of (Macro) Organizational Behavior  
Desautels Faculty of Management, McGill University  
August 2013- July 2020\*  
\*Off tenure clock: November 2014-April 2015; November 2018 – April 2019.

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### **Academic & Professional Background**

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PhD            August 2013. Macro Organizational Behavior & Human Resources, Cornell University, USA

CTA            July 2002. Chartered Tax Accountant- distinction in Law  
The Chartered Institute of Taxation, London, UK

MPhil         July 1999. Development Studies  
University of Cambridge, UK

BA             July 1998. Sociology & Development Studies. *First class with Commendations*  
University of Exeter, UK

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### **Publications in Refereed Journals & Books**

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**Banerjee, M.**, Tolbert, P., & DiCiccio, T. (2012). Friend or foe? The effects of contingent employees on standard employees' work attitudes. *International Journal of Human Resource Management*, 23(11): 2180-2204.

Batt, R. & **Banerjee, M.** (2012). The scope and trajectory of strategic HR research: Evidence from American and British journals. *International Journal of Human Resource Management*, 23(9): 1739-1762.

Haas, M. R. & **Banerjee, M.** (2008). Transnational teams in knowledge-intensive organizations. In Wankel, C. (Ed). *Handbook of 21<sup>st</sup> Century Management*. Vol. 2: 34-43. Thousand Oaks, California: Sage.

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### **Manuscripts under Review/Revision**

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(1) **Banerjee, M.** Title withheld.  
(3<sup>rd</sup> R&R requested at *Administrative Science Quarterly*)

(2) **Banerjee, M.** Title withheld.  
(2<sup>nd</sup> R&R requested at *Research Policy*)

(3) **Banerjee, M.** Title withheld.  
(Under 2<sup>nd</sup> R&R at *Organization Science*)

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### **Working Papers**

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(4) **Banerjee, M.** & Dencker, J. Hidden disadvantages for immigrants? Explaining why entrepreneurial entry and higher performance are more common among immigrant scientists and engineers than native-born

(5) **Banerjee, M.** & Bhatt, M. Pseudo-IT firms? Shifts in the salient bases of audience evaluations and venture survival.

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### **Manuscript in Preparation**

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(6) Kazpercski, A., & **Banerjee, M.** Women, family health care coverage and entrepreneurial entry.

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### **Invited Book Reviews**

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**Banerjee, M.** 2008. Review of *Planet India: How the fastest-growing democracy is transforming America and the world* by M. Kamdar. *Human Resource Management*, 47(1): 179-182.

**Banerjee, M.** 2008. Review of *Relational Perspectives in Organizational Studies: A Research Companion* by K. Olympia and M. F. Ozbilgin (Eds.). *Work, Employment and Society*, 22(1): 190-192.

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## Referred Conferences, Seminars & Invited Talks (last 6 years only)

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**Banerjee, M.** “When does spatial proximity matter for nascent ethnic enterprises? The effects of within-industry firm clustering on the location choice & survival of Indian-American IT firms.”

- Presented at the Wharton conference on Migration, organizations and management, May 30, 2019.
- Invitation to present at the Stockholm Business School on October 25, 2018.
- Paper development session. Kauffman Foundation conference on Minority Entrepreneurship, Anaheim, CA, US, August 2016.

**Banerjee, M.** “Shifts in the salient bases of evaluations and transformation of a market category: A mixed-methods study of the IT services industry, 2001-2015.”

- Academy of Management Discoveries paper development workshop, Rotman School of Management, Toronto, Canada, April 2018.

**Banerjee, M. & Bhatt, M.** “From periphery to core: Examining how changes in institutional logics shift the bases for market categorization.”

- Paper session. European Group for Organizational Studies (EGOS), Annual meeting, Copenhagen, Denmark, July 2017.

**Banerjee, M.** “Friendship networks and early career outcomes among immigrant and native-born scientists and engineers in the U.S.”

- Presented at the Academy of Management conference in Anaheim, CA, US, August 2016.
- Presented at American Sociological Association annual meeting, San Francisco, CA, US, August 2014.

Bailey, A. & **Banerjee, M.** “Connections to local and distant communities: Geography, cross-border resource flows, & entrepreneurial activities”.

- Organizer of the symposium & paper presenter, Academy of Management, Annual meeting, Philadelphia, PA, US, August 2014.

**Banerjee, M.** “Routines, networks and the structuring of tasks.”

- Paper session chair & discussant, Academy of Management, Annual meeting, Philadelphia, PA, US, August 2014.

**Banerjee, M.** “Rethinking Founders’ Effect on Venture Evolution: Social Embeddedness, Resource Acquisition & Ethnic Professional Service Firms.”

- Invitation to present at DeGroote School of Business, McMaster University, November 2018.
- Paper development workshop for Journal of International Business Studies, Annual meeting, Academy of International Business, Washington DC, USA.

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## Grants, Honors and Awards

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- October 2018 Invited presentation at the Nordic-India business research conference at Stockholm Business School (SBS).
- August 2016 Kauffman paper presentation grant for Kauffman Foundation conference on minority entrepreneurship (airfare, accommodation & per diem).
- May 2014 SSHRC paper presentation grant for American Sociological Association annual conference: \$1,500 CAD.
- May 2011 Cornell Institute of Social Sciences Dissertation Research Grant: \$3,000 USD.
- August 2009 Best Reviewer Award, Career Division, Academy of Management.
- January 2008 Best Referred Paper Competition, Labor & Employment Relations Association.
- January 2008 Pre-Dissertation Research Award, ILR, Cornell: \$3,500 USD.
- Aug 2005-'11 Full Graduate Assistantship and Tuition Waiver, Cornell University.
- May 2005 Fellowship to attend the International Doctoral Research Methods Workshop, Economic & Social Research Council, UK.
- Aug 2006 International Travel Grant, Center for Advanced Human Resource Studies, Cornell University.
- May 1999 Research Fellowship for MPhil/PhD, Economic and Social Research Council, UK.
- May 1994 National Council of Educational Research and Training scholarship, New Delhi, India. *Ranked among top 5 percentile of students nationally.*

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## Media Mentions

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Canadian HR reporter/Reuters, Mar 20, 2017

Interview about the Prime Minister Trudeau's talk on worker unrest and anxiety about automation of work and globalization/ immigration.

The Globe and Mail, January 13, 2016

Interview about the Canadian Olympic Committee Scandal and its implications for diversity.

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## Teaching Experience & Curriculum Development

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Undergraduate level

Principles of Entrepreneurship [ENTI 381]

Elective, Haskayne School of Business, University of Calgary

Winter 2021

MBA level	Technology and Innovation Management [ENTI 793] Elective, Haskayne School of Business, University of Calgary Fall 2021
Undergraduate Level	Introduction to Macro Organizational Behavior [MGCR 222] Core course, Desautels Faculty of Management, McGill University [introduced <i>TurningPoint Cloud</i> for in-class student engagement] Winter (3 sections) 2014, 2016, 2017 Winter (2 sections), Summer (1 section) 2018 [Average teaching evaluation: 3.9-4.4 on a scale of 5]
	Human Resources Management [ORGB 423] (curriculum development for adjunct faculty)
MBA level	People Analytics course [ORGB 690] Elective for Global Strategy & Leadership, McGill University Winter 2017 (Co-designed one module with Brian Rubineau)
Undergraduate Level	Intro to Entrepreneurship & Emerging Enterprises [EEE 370] Whitman School of Management, Syracuse University, Spring 2011
Teaching Assistant	Strategic Human Resource Management [ILRHR 260] Cornell University, Fall 2009 (three sections)

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### **Student Supervision**

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PhD committee member

September 2013-August 2017	Hyeyeon Gong (graduated)
September 2015- July 2018	Sumeet Dugal

Master's thesis supervisor

September 2013-May 2014	Madhulika Kaushal, International Masters Program for Managers (IMPM). Thesis title: "Impact of institution based trust on business: A case study of clinical research business in India".
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### **Academic Service**

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*Internal/Desautels*

Task-force leader

2016-2018	Faculty-wide initiative to increase the representation of female and minorities in Finance.
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## Dissertation oral defense committee examiner

June 2017 Johnny Boghossian, a doctoral candidate in Strategy, for his thesis on “Artisans of authenticity: The emergence and growth of markets for artisan cheese and wine in Quebec”.

## Committee member

2017-2019 Research Council  
2016-2017 Undergraduate Program Committee  
2014-2016 Undergraduate Scholarship Committee

## Host for Organizational Behavior Invited Speaker Series

2017 Chris Rider (Georgetown University).  
2016 Marc-David Seidel (University of British Columbia)  
2015 Damon Phillips (Columbia Business School)  
2014 Julie Battilana (Harvard Business School)  
2013 Aleksandra Kacperczk (MIT)

## *University level*

June 2016 Pro-Dean and chair of the oral defense of Sean Waite, a doctoral candidate in sociology, for his thesis on “Essays on the size and sources of gender minority wage gaps in Canada.”

## Graduate Fellow Mentor and Guide

September 2015- May 2017 Formal mentor to Syed QudratUllah, one of twelve Jeanne Sauvé Public Leadership Program graduate fellows (<http://jeannesauve.org/scholar/syed-qudratullah/>).

## *Academic Community*

### Journals Ad Hoc Reviewer

January 2016- *Journal of International Business Studies*  
July 2015- *Industrial & Labor Relations Review*  
September 2015- *Human Resource Management*

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## **Industry Experience**

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Mar 2002-August 2004 XL Winterthur Insurance Company Ltd (formerly part of Credit Suisse Group), London, UK, *Tax consultant, European Tax Services*

Aug 1999-Jan 2002 Arthur Andersen, London, UK, *Corporate Tax Consultant* (clients: biotechnology startups), Tax & Legal Services.

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**Professional Memberships**

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Academy of Management (Organization Theory and Management and Entrepreneurship divisions)  
Chartered Institute of Taxation, London, UK

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**Additional Personal Information**

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Citizenship: USA

Permanent resident: Canada

\*\*\*References available upon request