

REKHA KARAMBAYYA

**York University,
Schulich School of Business
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EDUCATION

Ph.D. Department of Organizational Behavior, J.L. Kellogg Graduate School of Management, Northwestern University, Evanston, Illinois, 1989.

Post-graduate Diploma in Management, Indian Institute of Management, Bangalore, India, 1978.

Bachelor of Science, University of Madras, India, 1976.

EMPLOYMENT HISTORY

July 1995 - present

Associate Professor of Organizational Behavior and Industrial Relations, Schulich School of Business, York University.

July 1989 - June 1995

Assistant Professor of Organizational Behavior and Industrial Relations, Faculty of Administrative Studies, York University.

September 1984 - September 1987

Research Assistant, Department of Organizational Behavior, Kellogg Graduate School of Management, Northwestern University, Evanston, Illinois.

1983 - 1984

Consultant, Mark Associates, Toronto.

1981 - 1982

Consultant, Peat, Marwick and Mitchell, Bombay, India.

1978 - 1980

Personnel Executive, Voltas Limited, Bombay, India.

ACADEMIC HONORS

Presidents' Medal for academic excellence, Indian Institute of Management, 1978.

Ragner Hendenwall Award for excellence in the doctoral program, Kellogg Graduate School of Management, Northwestern University, Evanston, Illinois, 1986 - 1987.

Best Paper based on a Dissertation, Organizational Behaviour Division, Academy of Management Conference, 1990.

RESEARCH

Publications in Refereed Journals

Karambayya, R. and Brett, J.M. (1989). Managers Handling Disputes: Third Party Roles and Perceptions of Fairness, Academy of Management Journal, vol 32(4), 687-704.

Karambayya, R. Brett, J.M. and Lytle, Anne (1992). Managerial Third Parties: Implications of Formal Authority and Experience for Third-party Roles, Outcomes and Perceptions of Fairness, Academy of Management Journal, vol 35(2): 426-438.

Karambayya, R. and Reilly, Anne. (1992). Dual Earner Couples: Attitudes and Actions in Restructuring Work for Family, Journal of Organizational Behavior, vol 13: 585-601.

Karambayya, R. (1997). In Shouts and Whispers: Paradoxes Facing Women of Colour in Organizations, Journal of Business Ethics, 16: 891-897.

Latham, G.P., Millman, Z., Karambayya, R. (1997). Content Domain Confusion Among Researchers, Managers, and Union Members Regarding Organizational Citizenship Behavior, Canadian Journal of Administrative Sciences, vol. 14 (2): 206-213.

Karambayya, R. (1998). Caught in the Crossfire: Women and Corporate Restructuring, Canadian Journal of Administrative Studies, 15(4): 333-338.

Reid, W. and Karambayya, R.(2009). Impact of dual executive leadership in creative organizations, Human Relations, 62 (7): 1073-1112.

Reid, W. and Karambayya, R. (forthcoming). The shadow of history: Situated dynamics of trust in dual executive leadership, Leadership.

Book Chapters

Karambayya, R. and Brett, J.M. (1994). Managerial Third Parties: Strategies, Process and Consequences. In J. Folger and T. Jones (Eds.), New Directions in Mediation: Communication Research and Perspectives, Sage Publications: Newbury Park, CA.

Karambayya, R. (1997). In Shouts and Whispers: Paradoxes Facing Women of Colour in Organizations. In R.J. Burke (Ed.), Women in Corporate Management, Kluwer Academic Publishers: Netherlands.

Karambayya, R. (2001) . Women and Corporate Restructuring: Sources and Consequences of Stress. In Debra Nelson and R.J. Burke (Eds), Gender, Work Stress and Health, published by the American Psychological Association.

Karambayya, R. (2001). At the Intersections of Gender and Race: Women of Colour in Organizations. In Jane Gordon (Ed), Women in the Middle .

Burke, R.J. and Karambayya, R. (2004) Women in Management in Canada. In M.J. Davidson and R.J. Burke (Eds.), Women in Management Worldwide: Progress and Prospects, Oxford: Ashgate Publishing.

Sohrab, G., Karambayya, R. and Burke, R.J. (2011) Women in Management in Canada. In M.J. Davidson and R.J. Burke (Eds.), Women in Management Worldwide: Progress and Prospects, Aldershot: Gower Publishing.

Roberts, A. and Karambayya, R. (forthcoming) Women in Management in Canada. In R.J. Burke and A. Richardsen (Eds.) Women in Management Worldwide.

Sohrab, G.S. and Karambayya, R. (forthcoming) Women in Management in Iran. In R.J. Burke and A. Richardsen (Eds.) Women in Management Worldwide.

Papers under Review

Reid, W. And Karambayya, R. (Revise and resubmit). Trust and Conflict at the Executive level: Dynamics in Dual Leadership, Leadership.

Karambayya, R. Moving On: Women, Careers and Corporate Restructuring.

Work in Progress

Karambayya, R. Beyond Exit: Womens' Responses to Dissatisfaction in Organizational Life.

Karambayya, R. Organizations as Arenas for Justice Research.

Karambayya, R. and P. Lee. Constructing Time: Shaping Personal and Professional Lives

Research Grants

1995

Faculty of Administrative Studies small research grant

\$2000

1994

Faculty of Administrative Studies small research grant
\$2000

1989

Faculty of Administrative Studies small research grant. \$1000

1989

National Centre for Management Research and Development, University of Western Ontario. \$1000

Refereed Conference Proceedings

Karabayya, R. 1987. Citizenship in Organizations: Definitional and Methodological Issues. Proceedings of the Annual National Conference of the Council on Employee Responsibilities and Rights, Virginia Beach, Virginia.

Karabayya, R. 1990. Contextual Predictors of Organizational Citizenship Behavior. Best Paper Proceedings of the National Academy of Management, San Francisco. Paper was judged "Best Competitive Paper Based on a Dissertation" by the O.B. Division of the Academy.

Karabayya, R. 1990. Good Organizational Citizens Do Make a Difference. Proceedings of the O.B. Division of the Annual Conference of the Administrative Sciences Association of Canada, Whistler. B.C.

Karabayya, R. 1992. Contexts and Outcomes: Performance and Satisfaction in Work Units. Proceedings of the O.B. Division of the Annual Conference of the Administrative Sciences Association of Canada, Quebec City, Canada.

Karabayya, R. 1994. Organizations as Arenas for Justice Research. Proceedings of the O.B. Division of the Annual Conference of the Administrative Sciences Association of Canada, Halifax, Nova Scotia.

Karabayya, R. 1994. Beyond Exit: Exploring Women's Responses to Work-Family Conflict. Proceedings of the Women in Management Division of the Annual Conference of the Administrative Sciences Association of Canada, Halifax, Nova Scotia.

Karabayya, R. 2005. Multiple Identities: Living between diverse identities. Proceedings of the Gender and Diversity in Organizations Division of the Annual Conference of the Administrative Sciences Association of Canada, Toronto, Ontario. Selected for the Best Paper Award.

Krasman, J.; Karabayya, R. (2006) "Concerns in the Feedback-Seeking Process: The Influence of Goal Interdependence on Feedback-Seeking Costs". Paper presented at the 2006

annual meeting of the Midwest Academy of Management in Louisville, Kentucky. **Best conference paper award.**

Refereed Conference Presentations

Karabayya, R., Brett, J.M. and Lytle, Anne. 1991. Managerial Third Parties: Implications of Formal Authority and Experience for Third-party Roles, Outcomes and Perceptions of Fairness. Paper presented at the National Academy of Management Conference, Miami Beach, Florida.

Karabayya, R. 1992. Do Work Unit Differences in Performance and Satisfaction have Implications for Citizenship Behavior. Paper presented at the Seventh Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Karabayya, R. 1992. Women in Organizations: Exploring Responses to Work-Family Conflict. Presented at the Canadian Psychological Association Conference, Quebec City, Canada.

Latham, G.P., Millman, Z, Karabayya, R. 1995. Content Domain Confusion among Researchers, Managers and Union Members regarding Organizational Citizenship Behavior. Presented at the Annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Karabayya, R. 1996. Caught in the Crossfire: Women and Corporate Restructuring. Presented at the Annual Conference of the Administrative Sciences Association of Canada, Montreal, Canada.

Karabayya, R. 1996. Women Managers Opting Out: Cultural Incompatibilities and Career Strategies During Restructuring. Presented at the Fifth Conference of the International Society for the Study of Work and Organizational Values, Montreal, Canada.

Karabayya, R. 1998. Moving On: Women, Careers and Corporate Restructuring. Presented at the Annual Conference of the Administrative Sciences Association of Canada, Saskatoon, Canada.

Karabayya, R. 1999. Rethinking Careers: Women Managers and Corporate Restructuring. Presented at the meeting of the American Psychological Association/NIOSH in Baltimore, March 1999.

Karabayya, R. 2003. Organizational Restructuring: Sources and Consequences of Stress. Presented at the meeting of the American Psychological Association/NIOSH in Toronto, March 2003.

Karabayya, R. 2003. Moving on: Women managers and the unfolding model of turnover. Presented at the Annual Conference of the Administrative Sciences Association of Canada, Halifax, Canada.

Dhalla, R. and Karambayya, R. 2004. Surviving the double bind: Coping strategies used by women of colour. Presented at the Ninth Conference of the International Society for the Study of Work and Organizational Values, New Orleans.

Karambayya, R. and Lee, P.H. 2008. Constructing time: Implications for personal and professional lives. Presented at the Conference of the International Society for the Study of Work and Organizational Values, Singapore, June 2008.

Reid, W. and Karambayya, R. 2009. Conflict and Trust in Dual Executive Leadership in Cultural Organizations: Micro-macro Dynamics. Paper presented at the 2009 EGOS (European Group on Organizational Studies) Colloquium in Barcelona, July 2009.

Karambayya, R. 2010. Between identities: Competing values and personal strategies. Presented at the Conference of the International Society for the Study of Work and Organizational Values, Lisbon, June 2010.

Other Presentations

Karambayya, R., and Reilly, A.H. 1991. Work Restructuring: A Personal Strategy for Managing Work and Family Roles. Paper presented at the conference on Current Canadian Research on Women in Management, University of Manitoba, Winnipeg.

Karambayya, R. 1990. Contextual Predictors of Organizational Citizenship Behavior. Invited speaker, Faculty of Management, University of Toronto, November 1990.

Karambayya, R. 1991. Contextual Predictors of Organizational Citizenship Behavior. Invited speaker, University of Minnesota, November 1991.

Editorial Work

Edited the Proceedings of the Organizational Behavior Division of the Administrative Sciences Association of Canada Conference, 1996.

Editorial Board Member, Journal of Organizational Behaviour (2005- present).

TEACHING

Graduate Courses Taught

- * ORGS 5010 Behavioral Components of Organizations
(M.B.A. level)
- * ORGS 6960 Negotiations
(M.B.A. elective)

- * ORGS 6400 Power and Politics
- * ORGS 5100 Organizational Behavior
(M.B.A. level)
- * MGMT 5100 Management Skills
(M.B.A. level)
- * ORGS 7010 Individual Behavior in Organizations
(Doctoral seminar)

Courses Developed

- * ORGS 6960 Negotiations
- * ORGS 7010 Individual and Group Behavior in Organizations
- * ORGS 5100 Organizational Behavior
- * MGMT 5100 Management Skills (module on Negotiations)

Teaching Materials Developed

Brett, J.M. and Karambayya, R. 1990. The Amanda Project: A Third Party Simulation. In J.M. Brett (Ed), Materials for Teaching Dispute Resolution, Northwestern University, Evanston, Illinois.

Brett, J.M. and Karambayya, R. 2002. Amanda. In Negotiation and Decision-making Exercises, Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.

Brett, J.M., Karambayya, R., Tinsley, C.A., Lytle, A. 2002. The Paradise Project. In Negotiation and Decision-making Exercises, Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.

Honours

- 1999 Nominated for the Seymour Schulich Award for Teaching Excellence for M.B.A. teaching
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- 2001 Nominated for the Seymour Schulich Award for Teaching Excellence for M.B.A. teaching
- 2002 Nominated for the Seymour Schulich Award for Teaching Excellence for M.B.A. teaching
- 2004 Nominated for the Seymour Schulich Award for Teaching Excellence for M.B.A. teaching
- 2005 Nominated for the Seymour Schulich Award for Teaching Excellence for M.B.A. teaching
- 2006 Nominated for the Seymour Schulich Award for Teaching Excellence for M.B.A. teaching

UNIVERSITY SERVICE

Committees

- 1989/90 Affirmative Action Advocate for Economics Area
- 1990/91 Research Committee
- 1991/92 Faculty of Graduate Studies Council
- Advisory Board for Race and Ethnic Relations
- 1992/93 Faculty of Administrative Studies
Tenure and Promotions Committee
- Advisory Board for Race and Ethnic Relations
Sub-committee on Employment Equity
- Affirmative Action Advocate for Economics Area
- 1993/94 Research Committee
- Advisory Board for Race and Ethnic Relations
- 1994/95 Research Committee
- Advisory Board for the Centre for Race and Ethnic Relations
- Sabbatical Leave Fellowship Committee

1996/97	Ph.D. Coordinator, OBIR Area
	Ph.D. Committee
	Sabbatical Leave Fellowship Committee
1997/98	Ph.D. Coordinator, OBIR Area
	Ph.D. Committee
	Schulich Tenure and Promotions Committee
	Sabbatical Leave Fellowship Committee
1998/99	Ph.D. Coordinator, OBIR Area
	Ph.D. Committee
	Schulich Tenure and Promotions Committee
	Senate Committee on Research
1999/00	Ph.D. Committee
	Schulich Tenure and Promotions Committee
	Senate Committee on Research
	Sabbatical Leave Fellowship Committee
2000/01	PhD Committee
2001/02	PhD Committee
	Affirmative Action Coordinator
2003/04	PhD Committee
	Affirmative Action Coordinator
2004/07	Area Coordinator, OBIR
2007/09	Schulich Tenure and Promotions Committee
2010/2013	Senate Tenure and Promotions Committee, York University

Other Service

- * Academic Reviewer for the Organizational Behavior Division of the Administrative Sciences Association of Canada for 1997 Annual Conference.
- * Program Chair for the Organizational Behaviour Division of the Administrative Sciences Association of Canada for the 1998 Annual Conference
- * Participated in design and development of a course on 'Negotiations' taught by the Law Society as part of the Bar Examination requirements.
- * Editorial board member, Journal of Organizational Behaviour
- * Reviewer for:
 - Academy of Management Journal
 - Human Relations
 - Journal of Organizational Behavior
 - International Journal of Conflict Resolution
 - Academy of Management Conference
 - Administrative Sciences Association of Canada Conference
- * Supervisor of four doctoral theses in the ORGS area
- * Member of seven doctoral thesis committees in the ORGS Area
 - Member of a doctoral thesis committee in the Policy Area
 - Member of a doctoral thesis committee in the Management Science Area
 - External examiner on a doctoral thesis committee at the Rotman School of Management, University of Toronto
 - External examiner on a doctoral thesis committee at the Sprott School of Business, Carleton University
 - Member of two Master thesis committees in Women's Studies
 - Outside member on 3 doctoral dissertation committees at the Faculty of Liberal Arts and Professional Studies
 - Member of a Masters and a doctoral thesis committee in the Department of Psychology, York University