

**GALINA BOIARINTSEVA**  
Assistant Professor of Management  
Holzschuh College of Business Administration  
Niagara University  
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## ACADEMIC APPOINTMENTS

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**Assistant Professor of Management** **2020-Present**  
College of Business Administration  
Niagara University  
Vaughan, Ontario, Canada.

## RESEARCH INTERESTS

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Intersection of gender, work-life balance, and career trajectories of professional individuals and dual-career couples. Motive configurations (individual and organizational levels).

## EDUCATION

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**Ph.D. Human Resources Management** **2013-2019**  
York University, Toronto, Canada.

Dissertation: "Work-Life Balance Among Dual-Career Professional Couples without Children: A Qualitative Study"

**Masters of Human Resource Management** **2009-2010**  
York University, Toronto, Canada.

**BAS (Honors) Administrative Studies** **2005-2009**  
York University, Toronto, Canada.

## JOURNAL ARTICLES

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Boiarintseva, G., Ezzedeen, S.R., McNab, A. and Wilkin, C. (2022). A qualitative investigation of the work-nonwork experiences of dual-career professional couples without children. *Personnel Review*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/PR-01-2021-0006>

Boiarintseva, G., Ezzedeen, S.R. and Wilkin, C. (2021). Definitions of work-life balance in childfree dual-career couples: an inductive typology. *Equality, Diversity and Inclusion*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EDI-12-2020-0368>

Boiarintseva, G., & Richardson, J. (2019). Work-life balance and male lawyers: A socially constructed and dynamic process. *Personnel Review*, 48(4), 866-879.  
doi:<http://dx.doi.org.ezproxy.niagara.edu/10.1108/PR-02-2017-0038>

Kelliher, C., Richardson, J., & Boiarintseva, G. (2019). All of work? All of life? Reconceptualising work-life balance for the 21st century. *Human Resource Management Journal*, 29(2), 97-112.

## **BOOK CHAPTER**

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Boiarintseva, G. & Ezzedeen, S.R. (2017) "Advancement of Women in Academia". In Heras, M. L., Chinchilla, N., & Grau, M.(eds.), *The Work-Family Balance in Light of Globalization and Technology*. Cambridge Scholars Publisher.

## **ARTICLES IN PROGRESS**

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Pearl, M. & Boiarintseva, G. Work and Life for Remote Employees after Covid-19 Pandemic: The Role of Motivational Disposition from Person-Environment Fit Perspective. Target: *Career Development International Journal*.

McNab, A., Boiarintseva, G, Burt, I., Wright, C. Gender Bias: The Case of NCAA Basketball Coach Hiring. Target: *Journal of Sport and Social Issues*.

Boiarintseva, G. & Burt, I. Women in Coaching: The Interaction between Real and Perceived Barriers and its Effect on Women's Career Advancement. Target: *Personnel Review*.

Boiarintseva, G. & Ezzedeen, S.R. Childfree in the Workplace: The Implications of Organizational Inaction. Target: *Organizational Dynamic*.

Boiarintseva, G. & Anazodo, K. Life Behind the Curtain: Lived Experiences of Sex Workers During and Post the Covid-19 Crisis. Target: *Work, Employment and Society*.

## **CONFERENCE PRESENTATIONS**

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### **National Conferences**

Boiarintseva, G. & Ezzedeen, S.R. (2016). Industry and Women's Advancement: Case Industries and Research Directions. Presented at the *ASAC Conference 2016*, Edmonton, Canada.

Boiarintseva, G. (2015). Laptops in the Classroom are Evil: Who is to Blame? Guide to Successful Laptop Integration in the Classroom Environment. Presented at the *ASAC Conference 2015*, Halifax, Canada.

Boiarintseva, G. (2015). In the eyes of the beholder: Work-Life Balance from male lawyers' perspective. Paper presented at the *ASAC Conference 2015*, Halifax, Canada.

Boiarintseva, G., Boyes W., & Khoshnevisan, T. (2014). Post-Traumatic Stress Disorder: A Poly-Paradigmatic Approach. Paper presented at the *ASAC Conference 2014*, Muskoka, Canada.

### **International Conferences**

Pearl, M. & Boiarintseva, G. Work and Life for Remote Employees after Covid-19 Pandemic: The Role of Motivational Disposition from Person-Environment Fit Perspective. (To be presented at *AoM Conference 2023*, Boston, MA, USA)

Boiarintseva, G. & Burt, I. (2022). Women in Coaching: The Interaction between Real and Perceived Barriers and its Effect on Women's Career Advancement. Presented at the *IVBE Conference*, Chicago, USA.

Boiarintseva, G. & Burt, I. (2022). Women in Coaching: Real and Perceived Barriers. Presented at the *MBAA International Conference*, Chicago, USA.

Voloshyna, V., Boiarintseva, G., Ezzedeen, S.R. & Latham, S.D. (2021). Manager Motive Configurations and Behavior-Based Work-to-Family Conflict: A Sequential Model. Presented at the *International Conference of Work and Family 2021*, Virtual.

Boiarintseva, G., Ezzedeen, S.R., Richardson, J. & Wilkin, C. (2021). "We Deserve Work-Life Balance Too": Work-Life Balance Experiences of Dual-Career Professional Couples Without Children. Presented at *AOM Annual Meeting 2021 Conference*, Virtual.

Boiarintseva, G., Ezzedeen, S.R., McNab, A., Richardson, J. & Wilkin, C. (2021). "To Each Their Own": Work-Life Balance Defined by Dual-Career Professional Couples Without Children. Presented at the *32<sup>nd</sup> International Congress of Psychology Conference*, Prague, Czech Republic.

Boiarintseva, G., Ezzedeen, S. & Wilkin, C. (2019). Work-Life Balance of Dual-Career Professional Couples without Children: A Qualitative Study. Presented at the *AOM Annual Meeting 2019 Conference*, Boston, USA.

Boiarintseva, G., Ezzedeen S.R., Richardson J., & Wilkin, C. (2019). Experiences of work-life balance by dual-career professional couples without children. Presented at the *International Conference of Work and Family 2019*, Barcelona, Spain.

Boiarintseva, G. & Voloshyna V. (2018). The power motive: men's orientation to power from interpretive paradigm. Presented at the *EGOS Conference 2018*, Tallinn, Estonia.

Boiarintseva, G. & Richardson, J. (2017). Work-Life Balance Among Male Lawyers: A Relational and Dynamic Process. Presented at the *AOM Annual Meeting 2017*, Atlanta, USA.

Boiarintseva, G. & Voloshyna, V. (2017). The Role of the Power Motive: The Impact of Professor's Narcissism on Student's Learning Outcomes. Presented at the *Higher Education Teaching and Learning Conference 2017*, Paisley, Scotland.

Boiarintseva, G., Ezzedeen, S.R. & Singh, P. (2017). Perceptions of Co-Worker's Work-Life Balance and Provision of Social Support as a Consequence: Application of Perception Theory and Social Comparison Mechanism. Presented at the *ICWF International Conference of Work and Family 2017*, Barcelona, Spain.

Boiarintseva, G. & Ezzedeen, S.R. (2015). Factors Underlying the Advancement of Women in Academia: A Review. Presented at the *International Conference of Work and Family 2015*, Barcelona, Spain.

Frawley, S. & Boiarintseva, G. (2015). You Good and Faithful Servant? The Presentation of Ethics in Human Resource Management Textbooks. Presented at the *AOM Annual Meeting 2015*, Vancouver, Canada.

## PANELS AND TALKS

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|---------------|---|
| October 2022  | Moderator for <b>Reimagining Global Change: From the Great Resignation to Quiet Quitting</b> . NEBDA Conference. Niagara University, Lewiston, NY, USA.   |
| May 2021      | Presenter for <b>Childless People in the Society and in the Workplace</b> . Human Rocks YouTube Channel.<br><a href="https://www.youtube.com/watch?v=FifXR5ECEI">https://www.youtube.com/watch?v=FifXR5ECEI</a>   |
| April 2021    | Moderator and Host for <b>The Book Launch: "The Invisible Rules: A Fast Track to Gender-Equity"</b> . Niagara University in Ontario, Vaughan, Ontario, Canada.<br><a href="https://www.youtube.com/watch?v=1FLxLB6HpR4">https://www.youtube.com/watch?v=1FLxLB6HpR4</a> |
| November 2020 | Presenter for <b>Careers as Relationships: Guide Talk</b> . TReC the Working Incubator. Niagara Falls, NY 14303, United States of America.  |
| June 2020     | Moderator and Host <b>Moving Beyond Crisis Together 2: Plan for Returning to Work after Covid-19 Niagara University and Business Leaders Panel</b> . Niagara University in Ontario, Vaughan, Ontario, Canada.   |

- May 2020 Moderator and Host **Moving Beyond Crisis Together: Panel Niagara University and Business Leaders**. Niagara University in Ontario, Vaughan, Ontario, Canada.
- May 2020 Moderator and Host **Financial Resiliency: Restarting Business and the Economy in a COVID-19 World**. Niagara University in Ontario, Vaughan, Ontario, Canada.
- April 2020 Presenter for **Working from Home: Too Much of a Good Thing?** The Virtual Alumni Event. Niagara University, Lewiston, New York, United States of America.

### STUDENT LEADERSHIP

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- October 2022-March 2021 Mentor for graduate students at Niagara University MBA in “Canada Comeback Challenge”. Vaughan, Ontario, Canada.
- January 2023 Mentor and Leader for 2023 Student Case Study Competition | Arthur W. Page Society. [https://page.org/study\\_competitions](https://page.org/study_competitions)

### HONOURS AND AWARDS (RESEARCH)

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- 2022 Outstanding Reviewer Award, Personnel Review Journal.
- 2015 Honourable Mention Award, ASAC Conference, Halifax, Canada.

### MEDIA INTERVIEWS

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Boiarintseva, Galina. Interviewed by Garth Materie. *Blue Sky Program, CBC Radio*. Regina, Saskatchewan. January 31, 2019.

Boiarintseva, Galina. Interviewed by Bob Murphy. *Maritime Noon Program, CBC Radio*. Halifax, Nova Scotia. January 18, 2019.

Boiarintseva, Galina. Interviewed by Hannah Thibedeau. *CBC News Network. Television*. December 29, 2018. <https://www.cbc.ca/player/play/1413525571647>

Boiarintseva, Galina. Interviewed by Erin Paul. *CTV News Television*. December 29, 2018. <https://www.ctvnews.ca/video?clipId=1574828>

## MEDIA MENTIONS

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Bedford, Wilma. (February 21, 2022). Are parents getting the short end of the stick at work? *Solidarity*. Retrieved from: <https://jouwerk.solidariteit.co.za/en/are-non-parents-getting-the-short-end-of-the-stick-at-work/>

MacLellan, Lila. (June 20, 2021). How to create an inclusive hybrid working environment. *Quartz at Work*. Retrieved from: <https://qz.com/work/2021976/how-companies-can-stay-inclusive-when-they-shift-to-hybrid-work/>

MacLellan, Lila. (December 29, 2020). Can companies help working parents without alienating everyone else? *Quartz at Work*. Retrieved from: <https://qz.com/work/1946450/how-to-help-working-parents-and-not-pit-them-against-co-workers/>

Doheny, Kathleen. (June 23, 2020). Meeting the needs of nonparent workers. *The Society for Human Resource Management*. Retrieved from: <https://www.shrm.org/resourcesandtools/hr-topics/people-managers/pages/workers-who-are-not-parents-.aspx>

Smith, Lydia. (March 8, 2020). Women without children need a work-life balance. *Yahoo Finance*. Retrieved from: <https://ca.finance.yahoo.com/news/women-without-children-need-a-work-life-balance-too-060023312.html>

Weikle, Brandie. (December 29, 2018). Childless employees say their work-life balance is overlooked. *CBC News*. Retrieved from: <https://www.cbc.ca/news/business/childless-employees-work-life-balance-1.4953036>

Peesker, Saira. (October 26, 2018). To curb or encourage cellphone use at work? For employers, there's no one-size-fits-all solution. *The Globe and Mail*. Retrieved from: <https://www.theglobeandmail.com/amp/business/article-to-curb-or-encourage-cellphone-use-at-work-for-employers-theres-no/>

## TEACHING

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2020-current	<b>Assistant Professor of Management</b> , College of Business Administration, Niagara University, Vaughan, ON, Canada.
2014-current	<b>Course Director for Co-op Program</b> , George Brown College, Toronto, ON, Canada.
2012-2019	<b>Course Director</b> (Lecturer), York University, Toronto, ON, Canada.
2013-2016	<b>Teaching Assistant</b> for Social Sciences 1000, York University, Toronto, ON, Canada.

### **Undergraduate Courses**

- 2016-2019      4430: Career Management, York University, Toronto, ON, Canada.
- 2013-2019      3430: Human Resource Planning, York University, Toronto, ON, Canada.
- 2013-2016      1000: Social Sciences, York University, Toronto, ON, Canada.
- 2013-2014      3490: Compensation, York University, Toronto, ON, Canada.
- 2013-2014      4470: International Human Resources Management, York University, Toronto, ON, Canada.

### **Graduate Courses**

- 2022-present    MGT 675VA: Strategic Human Resource Management, Niagara University, Vaughan, ON
- 2021-present    MGT 677VA: Organizational Development, Niagara University, Vaughan, ON.
- 2020-present    MGT670VAC: People in Organizations, Niagara University, Vaughan, ON.
- 2020-2021      MGT651VAC: Strategic Management of Information Systems, Niagara University, Vaughan, ON.

### **DEPARTMENT OF MANAGEMENT SERVICE**

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- Fall 2021              Co-Chair of a Hiring Committee for an Assistant Professor of Management in Vaughan. College of Business Administration, Niagara University.

### **COLLEGE OF BUSINESS ADMINISTRATION SERVICE**

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- Fall 2020 - current Member of Strategic Planning Committee, Redirect and Implement the College of Business' s Strategic Plan for

AACSB Accreditation, College of Business Administration,  
Niagara University.

Fall 2020 - current      Member of Graduate Curriculum Committee, College of  
Business Administration, Niagara University.

#### NIAGARA UNIVERSITY SERVICE

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Spring 2021- Fall 2021      Michelle Grimes Dissertation Committee Member,  
Leadership and Policy Program, College of Education,  
Niagara University.

Fall 2021-Fall 2022      Errol Douglas      Dissertation Committee Member,  
Leadership and Policy Program, College of Education,  
Niagara University.

#### NIAGARA UNIVERSITY IN VAUGHAN SERVICE

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February 2023      Workshop Facilitator for Emergent Leader Program for the City of  
Vaughan. “**Organizational Behaviour Workshop 2: The Others  
(Team Development and Leadership)**”. To be held at: Niagara  
University, Vaughan, Ontario, Canada.

September 2022      Workshop Facilitator for Emergent Leader Program for the City of  
Vaughan. “**Organizational Behaviour Workshop 1: The Self  
(Emotional Intelligence and Leadership)**”. Niagara University,  
Vaughan, Ontario, Canada.

June 2022      Facilitator and Presenter for Vaughan Summer Program for the  
City of Vaughan. “**Kickoff Event for Summer Company  
Students and VBEC Relaunch (Vaughan Business and  
Entrepreneurship Centre)**”. Niagara University, Vaughan,  
Ontario, Canada.



- June-Ongoing Organizer and facilitator for “**The City of Vaughan’s 2021 Summer Company Program**”. Niagara University, Vaughan, Ontario, Canada.
- October-December 2021 Secured Funding for “**Emerging Leader Peers Group**” hosted by the Vaughan Chamber of Commerce. Vaughan, Ontario, Canada.

## ACADEMY SERVICE

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- 2021 Reviewer for “Best Student Paper”. GDO Division. AOM Conference 2021.
- 2020-current Reviewer Committee Member, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- 2020-current Reviewer, Gender in Management: An International Journal.
- 2019-current Reviewer, Human Relations (A\*)
- 2019-current Reviewer, Psychology of Women Quarterly.
- 2019-current Reviewer, Journal of Family Issues.
- 2019-current Reviewer, International Journal of Workplace Health Management.
- 2017-current Reviewer, Human Resource Management Journal.
- 2016-current Reviewer, Personnel Review Journal.
- 2015-current Reviewer, Career Development International Journal.
- 2017-2018 Divisional Chair, Human Resources Division, ASAC Conference.
- 2016-2017 Divisional Editor, Human Resources Division, ASAC Conference.
- 2015-2016 Program Coordinator, Human Resources Division, ASAC Conference.
- 2013-current Reviewer, ASAC Conference.
- 2013-current Reviewer, AOM Conference.

## PROFESSIONAL MEMBERSHIPS

Past and Present

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Academy of Management

## PROFESSIONAL DEVELOPMENT

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- 2021 11<sup>th</sup> Annual Women to Women Symposium – The Future of Women. Vaughan Chamber of Commerce. Vaughan, Ontario, Canada.
- 2021 What Lies Beyond: The Future of Executive Education. Harvard Business Publishing. Harvard School of Business, Boston, USA.
- 2020 Teaching with Cases Online. Harvard Business Publishing. Harvard School of Business, Boston, USA.
- 2019 Creating the Inclusive Classroom through Faculty Learning Communities Symposium. Teaching and Learning Conference: Academy of Management Conference. Boston, Massachusetts, USA.
- 2019 Love at First Sight Revisited: Interactive Activities for the First Day of Class Symposium. Teaching and Learning Conference: Academy of Management Conference. Boston, Massachusetts, USA.
- 2019 Strategies for Teaching to Large, Internally Diverse Classes Symposium. Teaching and Learning Conference: Academy of Management Conference. Boston, Massachusetts, USA.
- 2019 The Case with a Thousand Faces: Teaching Innovation for the Class that Hasn't Prepared Symposium. Teaching and Learning Conference: Academy of Management Conference. Boston, Massachusetts, USA.
- 2017 Methods of Enabling Innovative Learning. Professional Development Workshop. Teaching and Learning Conference: Academy of Management Conference. Atlanta, Georgia, USA.
- 2017 Exemplary Practices for the 21<sup>st</sup>-Century Classroom: Technology Enhanced Learning Approaches. Professional Development Workshop. Teaching and Learning Conference: Academy of Management Conference. Atlanta, Georgia, USA.
- 2017 Asking the Experts: Qualitative Research. Professional Development Workshop. Academy of Management Conference. Atlanta, Georgia, USA.
- 2017 Tracing Processes and Change: What is Quality in Qualitative Research? Professional Development Workshop. Academy of Management Conference. Atlanta, Georgia, USA.
- 2017 Innovative and Experiential Approaches to Teaching HRM. Professional Development Workshop. Teaching and Learning Conference: Academy of Management Conference. Atlanta, Georgia, USA.

- 2016 Advanced Research Design Seminar. Institute of Social Research. York University, Toronto, Canada.
- 2016 Using Computers in Qualitative Analysis: NVivo 11. Institute of Social Research. York University, Toronto, Canada.
- 2013 Case Method Teaching Seminar Part I. Harvard Business Publishing. Harvard School of Business, Boston, USA.