

## CIRRICULUM VITAE

**GALINA BOIARINTSEVA**

### **EDUCATION**

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2013-2019      Ph.D. Human Resources Management, York University, Toronto, Canada,  
  
Dissertation: “Work-Life Balance Among Dual-Career Professional Couples without Children: A Qualitative Study” (PASS WITH NO MODIFICATIONS)  
  
Supervisor: Professor Julia Richardson  
Committee Members: Professors Souha Ezzedeen and Christa Wilkin

#### **Course Work**

Winter 2015

GS HRM 7050: Multivariate Statistics

GS HRM 7110: Seminal, Strategic & Macro HRM

Fall 2014

GS HRM 7010: Qualitative Research Methods & Processes

GS HRM 7030: Teaching, Learning & Pedagogical Processes

Winter 2014

GS HRM 7040: Univariate Statistics

GS HRM 7120: Micro-HRM Research

Fall 2013

GS HRM 7000: Human Resource Management Theory Seminar

GS HRM 7020: Quantitative Research Methods

#### **Comprehensive Examinations**

Seminal, Strategic & Macro HRM

Micro-HRM Research

Quantitative Research Methods

Qualitative Research Methods & Processes

### **PAST DEGREES**

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

2005-2009

BAS (Honours) Administrative Studies with concentration in Human Resources Management, York University, Toronto, 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).

## JOURNAL ARTICLES

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Boiarintseva, G. & Richardson, J. (2019). Work-Life Balance Among Male Lawyers: A Relational and Dynamic Process. *Personnel Review Journal*. <https://doi.org/10.1108/PR-02-2017-0038>

Richardson, J, Kelliher, C. & Boiarintseva, G. (2019). All of Work, All of Life: Reconceptualising Work-Life Balance for the 21st Century. *Human Resource Management Journal*. <https://onlinelibrary.wiley.com/doi/abs/10.1111/1748-8583.12215>

## 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 UNDER REVIEW

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Voloshyna, V., Boiarintseva, G. & Ezzedeen, S.R. The Effect of Motive Configurations on Managers' Boundary Management Styles: A Sequential Model. Target: *Journal of Organizational Behavior*.

## ARTICLES IN PROGRESS

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Boiarintseva, G., Richardson, J., Ezzedeen, S.R & Wilkin, C. Conceptualizations of work-life balance definition: dual-career couples without children. Target: *Journal of Management*.

Frawley, S. & Boiarintseva, G. You Good and Faithful Servant? The Presentation of Ethics in Human Resource Management Textbooks. Target: *Journal of Business Ethics*.

Boiarintseva, G., Ezzedeen, S.R, Richardson, J., & Wilkin, C. How do we cope? Management tactics of dual-career couples without children in quest of work-life balance. Target: *The International Journal of Human Resource Management*.

Boiarintseva, G., Richardson, J., Ezzedeen, S.R & Wilkin, C. Work-life balance is for the rich! Blue-collar employees and their experiences of work-life balance. Target: *Journal of Organizational Behaviour*.

Boiarintseva, G., Ezzedeen, S.R & Singh P. Perceptions of Co-Worker's Work-Life Balance and Provision of Social Support as a Consequence: Application of Perception Theory and Social Comparison Mechanism. Target: *Human Resource Management Journal*.

Boiarintseva, G. Workplace Incivility from Gender Perspective: Differences in Emotional Reactions of Male and Female Targets and Perpetrators' Instigation Intent from Gendered Lens. Target: *Personnel Review*.

## 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

Boiarintseva, G., Ezzedeen, S. & Wilkin, C. (2019). Work-Life Balance of Dual-Career Professional Couples without Children: A Qualitative Study. To be 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.

## HONOURS AND AWARDS (RESEARCH)

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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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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 AND EMPLOYMENT HISTORY

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2019-current	Assistant Professor, College of Business Administration, Niagara University, Vaughan, Ontario, Canada.
2014-current	Course Director for Co-op Program, George Brown College, Toronto, Canada.
2012-2019	Course Director (Lecturer), York University, Toronto, Canada.
2013-2016	Teaching Assistant for Social Sciences 1000, York University, Toronto, Canada.
2005-2013	Human Resources Manager, Shulman Law Firm, Toronto, Canada.

## Undergraduate Courses Taught

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

## Courses Details

### **Career Management (In-Class)** York University, Ontario, Canada

- Instruct one/two sections per semester of approximately 20 fourth-year undergraduate students utilizing teaching approaches that encourage active learning and critical thinking such as case studies, group activities, and individual participation.

- Create course syllabus to reflect current learning objectives and scholarly trends on the topic of career management.

### **Human Resources Planning (In-Class and Online)**

York University, Ontario, Canada

- Instruct one section of 40 undergraduate students utilizing interactive teaching techniques such as case studies, group activities, and individual participation.
- Revise the course syllabus from previously offered sessions.
- Design the deliverables to address desired learning outcomes.

### **Introduction to Social Sciences (In-Class)**

York University, Ontario, Canada

- Led a group of about 20 first-year undergraduate students during course seminars.
- Developed activities to promote deeper understandings of learned material.
- Utilized several techniques to ensure proper material application such as the use of analogies, group work and individual participation.

### **International Human Resources Management (In-Class)**

York University, Ontario, Canada

- Utilized a hybrid pedagogical model with online and in-class components to teach 40 fourth-year undergraduate students.
- Utilized interactive teaching approaches including the use of case studies to promote the application of the material to real-life situations.
- Designed a group project as a deliverable that required both research and application skills.

### **Compensation (In-Class)**

York University, Ontario, Canada

- Taught a third-year undergraduate course with over 60 students using teaching approaches that encouraged active learning and critical thinking such as case studies, group activities, and individual participation.
- Designed a group project that required students to work with real organizations to enhance their compensation systems.

### Work Experience

2005 – 2013 **Human Resources Manager**, Shulman Law Firm, Toronto, Ontario, Canada

- Developed, implemented and maintained human resources policies and provided support and guidance related to HR policies to the management team.
- Advised the Director and other key members of senior leadership on employee relations issues including performance management, disciplinary and termination processes.
- Developed, implemented and maintained the compensation program including ensuring compensation is competitive with the market while meeting the Firm's need for cost containment.
- Ensured Human Resources files, documents, manuals, and databases are current, accurate, confidential and in compliance with policy and legislative requirements.
- Managed and administered all company employee communications regarding plan design, modifications, onboarding, merit increases, bonus structure, etc.
- Remained current with industry employment law, best practices, legislative changes and industry standards.
- Initiated all changes relating to annual salary reviews and employee status changes, including computing salary increases, merit bonuses and DPSP contributions for all employees, and prepares individual letters for each employee.
- Facilitated and administered the 360-degree performance review process and ensured that all necessary documentation is updated and kept in order.
- Complaint resolution and conduct investigations, as required.
- Lead and managed the recruitment effort for all positions within the Firm, including developing sources of qualified potential candidates, preparing job postings, acknowledging applications, short-listing applicants for interview, developing interview questions, conducting interviews, conducting background checks, preparing employment contracts and on-boarding of new hires.

## SERVICE

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2019	Review Committee Member, Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
2019-current	Reviewer, Psychology of Women Quarterly.
2019-current	Reviewer, Journal of Family Issues.
2019-current	Reviewer, International Journal of Workplace Health Management.
2017-2018	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  
 Administrative Sciences Association of Canada

**PROFESSIONAL DEVELOPMENT**

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- 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.