

# VIVA NSAIR

October 2023

Haworth College of Business  
Western Michigan University  
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## EDUCATION

- 2022                    **Ph.D.**, Business Administration, Wayne State University, Detroit, MI  
Major: Organizational Behavior  
Dissertation: The relationship of gender-bias and status mediated by  
perceived trustworthiness  
Advisory Committee: Christine Jackson, Ph.D. (Chair)  
Thomas Naughton, Ph.D.  
Matthew Piszczek, Ph.D.  
Boram Do, Ph.D.
- 2010                    **M.B.A.**, McMaster University, Hamilton, ON  
Major: Hospital Management  
Minor: Strategic Human Resources Management
- 2008                    **B.Sc., Honours**, McMaster University, Hamilton, ON  
Major: Biochemistry, Molecular Biology and Biomedical Engineering

## PUBLICATIONS

**Nsair, V.** & Piszczek, M. (2021) Gender matters: The effects of gender and segmentation preferences on work-to-family conflict in family sacrifice climates. *Journal of Occupational and Organizational Psychology*. DOI:10.1111/joop.12361

### Manuscripts in Submission

Lee, J. Y., **Nsair, V.**, Do, B. Perceived calling enablement: Achieving positive work outcomes through unanswered calling. Second revise and resubmit at *Journal of Happiness Studies*.

### Manuscripts in Preparation

**Nsair, V.** & Julian, S. Promising you don't intend to keep: Voluntary corporate social responsibility strategies of foreign and domestic firms in Ghana (Finalizing the manuscript). Target: *Strategic Management Journal*.

**Nsair, V.**, Ugarte, S. M., Martin, A., & Laulie, L. The guardians of the ladder: How promotion and salary decisions are influenced by evaluator gender and human resource manager status (Finalizing the manuscript). Target: *Human Resource Management*.

- Wang, C., Ponnappalli, A. R., **Nsair, V.**, & Buckman, B. R. Authenticity at work (Finalizing the manuscript). Target: *Journal of Organizational Behavior*.
- Nsair, V.** & Julian, S. Making room for sub-Saharan Africa: Forbivulence and the assets and liabilities of foreignness (Finalizing the manuscript). Target: *Academy of Management Review*.
- Julian, S, Ofori-Dankwa, J, & **Nsair, V.** The effects of CSR contributions on firm performance in a pro-market reform sub-Saharan economy (Analyzing data). Target: *Strategic Management Journal*.
- Nsair, V.** & Lee, J. The two faces of fear of failure: Implications of fear and gender on entrepreneurial intention (Analyzing data). Target: *Journal of Business Venturing*.
- Liu, X., Hymer, C., & **Nsair, V.**, Thatcher, S. When my misery is not felt by my partner: The impact of asymmetry in interrole conflict perceptions between workers and their partners on workers' outcomes. (Analyzing data). Target: *Journal of Organizational Behavior*.
- Liu, X., **Nsair, V.** Faultline mutation: A longitudinal investigation of the influence of faultlines on team performance after a turnover event. (Collecting data). Target: *Academy of Management Journal*.
- Davison, H. K., Mishra, V., **Nsair, V.**, & Vijaya, P. Gender differences in the workplace (Collecting data). Target: *Journal of Applied Psychology*.
- Nsair, V.** It's all about that charisma: Taking a different theoretical review of charisma and its relation to gender perceptions. (Theoretical Development). Target: *Academy of Management Review*

## HONORS & AWARDS

- 2018-2019 Rumble Fellowship, Wayne State University  
Awarded to top performing graduate student in program.

## CONFERENCE PRESENTATIONS

- Wang, C., Ponnappalli, A. R., & **Nsair, V.** A quantitative synthesis of the literature on authenticity at work. Presented at SMA 2023, Tampa, FL.
- Nsair, V.**, Ugarte, S. M., Martin, A., & Laulie, L. The Guardians of the Ladder: How promotion and salary decisions are influenced by evaluator gender and human resource manager status. Presented at AOM 2022, Seattle, MI.
- Liu, X., Hymer, C., & **Nsair, V.** When my misery is not felt by my partner: The impact of asymmetry in interrole conflict perceptions between workers and their partners on workers' outcomes. Symposium. Novel Perspectives on Employees' Work-Family Dynamics. Presented at AOM 2022, Seattle, MI.
- Nsair, V.** & Piszczek, M.M. Gender Matters: The Effects of Gender and Segmentation Preferences on Work-to-Family Conflict. Presented at AOM 2021, virtual.

- Nsair, V. & Julian, S.** Making room for sub-Saharan Africa: Forbivalence and the assets and liabilities of foreignness. Presented at AOM 2021, virtual.
- Nsair, V. & Piszczek, M.M.** Gender Matters: The Effects of Gender and Segmentation Preferences on Work-to-Family Conflict in Family Sacrifice Climates. Presented at the 2020-2021 Virtual Work and Family Researchers Network Conference.
- Do, B., Nsair, V., Sheridan, S., & Jackson, C.** The moderating effects of gender on the relationship between gratitude expression and perceived job performance. Paper presentation at the 2019 Positive Organizational Scholarship meeting, Ann Arbor, MI.
- Nsair, V. & Julian, S.** Firm hybridity in reforming emerging markets: CEO and firm origin matter in times of upheaval. Poster presentation at the 2019 WSU Graduate Symposium, Detroit, MI.

## **TEACHING EXPERIENCE**

- Summer 2022 Organizational Behavior, required for all business majors  
Asynchronous undergraduate course  
1 section; students per section: 53  
Course Evaluation Mean Score: 3.8/3.2
- Spring 2023 Organizational Behavior, required for all business majors  
Synchronous undergraduate course  
1 section; students per section: 197  
Course Evaluation Mean Score: 3.75/4
- Fall 2022 Organizational Behavior, required for all business majors  
Synchronous undergraduate course  
1 section; students per section: 200  
Course Evaluation Mean Score: 4.3/4.8
- Winter 2022 Managing Organizational Behavior, required for all business majors  
Asynchronous undergraduate course  
2 sections; students per section: 60  
Course Evaluation Mean Score: 4.3/4.4
- Fall 2021 Managing Organizational Behavior, required for all business majors  
Synchronous undergraduate course  
2 sections; students per section: 15  
Course Evaluation Mean Score: 4.7/4.7
- Spring 2021 Advanced Organizational Behavior, emphasis on effective leadership  
Synchronous undergraduate course  
1 section; students per section: 50  
Course Evaluation Mean Score: 4.3

- Fall 2020     Managing Organizational Behavior, required for all business majors  
Asynchronous undergraduate course  
2 sections; students per section: 60  
Course Evaluation Mean Score: Waived due to pandemic
- Spring 2020   Managing Organizational Behavior, required for all business majors  
Hybrid undergraduate course  
1 section; students per section: 18  
Course Evaluation Mean Score: 4.5
- Fall 2019     Managing Organizational Behavior, required for all business majors  
Face-to-face undergraduate course  
2 sections; students per section: 60  
Course Evaluation Mean Score: 4.0/3.9

### **PROFESSIONAL DEVELOPMENT WORKSHOPS**

- 2023   **Interpretive Methods** with Jane Le, CARMA short-course, Virtual
- 2021   **Web Scraping: Data Collection and Analysis** with Richard Landers, CARMA short-course, Virtual
- 2021   **Theory, Methods, and Analysis for Research with Dyads** with Janaki Gooty, CARMA short-course, Virtual
- 2021   **Systematic Reviews and Meta-Analysis in R** with Ernest O’Boyle, CARMA short-course, Virtual
- 2020   **Advanced SEM II: Missing Data Issue in SEM, Multi-Level SEM and Latent Interactions** with Robert Vandenberg, CARMA short-course, Detroit, MI
- 2020   **Advanced SEM I: Measurement Invariance, Latent Growth Modeling & Nonrecursive Modeling** with Robert Vandenberg, CARMA short-course, Detroit, MI
- 2019   **Advanced Multilevel Analysis** with Paul Bliese, CARMA short-course, Detroit, MI
- 2019   **Intro to Multilevel Analysis** with James LeBreton, CARMA short-course, Detroit, MI
- 2018   **Multivariate Statistics in R** with Steve Culpepper, CARMA short-course, Detroit, MI
- 2018   **Introduction to R** with Scott Tonidandel, CARMA short-course, Detroit, MI

### **PROFESSIONAL CERTIFICATIONS**

- 2013           **Level 1 & 2 Cultural Intelligence Certification Program**  
The Cultural Intelligence Center, LLC

### **PROFESSIONAL SERVICE AND MEMBERSHIP**

- 2023-present   Member, Southern Management Association
- 2019-present   Member, Work and Family Researchers Network
- 2019-present   Member, Positive Organizational Scholarship
- 2018-present   Member, Consortium for the Advancement of Research Methods and Analysis
- 2018-present   Reviewer, Academy of Management Annual Meetings (OB & GDO divisions)

2017-present Member, Academy of Management

## **SERVICE AND COMMUNITY INVOLVEMENT**

2018–2022 **Co-chair**

Downtown Detroit Affinity Group, Inforum Michigan

- Planning and organizing monthly events for members
- Presenting relevant OB research to Affinity Groups

2018-2019 **Coordinator**

CARMA short-course series

## **PROFESSIONAL EXPERIENCE**

2011 – 2015 **Project Manager & International Patient Program Lead**

International Health Program, UHN, Kuwait (Kuwait Cancer-UHN Partnership)

- Built first patient education program in Kuwait
- Established hospital-wide Human Resources function and policies
- Developed an environment of cultural awareness through training

2011 **Leadership Institute Research Coordinator**

BPI Group, Paris, France (Won role at Focus 2040 competition in 2010)

- Collaborated with partners in 11 countries to present world views on ideal leader versus manager
- Managed and developed Leadership Institute brand
- Reported and presented to BPI Group subsidiaries and partner heads

2010 **Health Administrative Resident Internship, Corporate Planning**

University Health Network (UHN), Toronto, ON

- Guided VP of Medical Affairs towards innovative Medical HR program
- Managed Working Group meetings to develop Medical HR strategies

2009 **Planner/Research Analyst Internship**

PRISM Partners Inc., Toronto, ON

- Developed and implemented plan which identified gaps in client's HR system

2005 –2009 **Senior Development Supervisor**

McMaster University Alumni Advancement, Hamilton, ON

- Trained and managed more than 40 student callers
- Designed and implemented socialization and training workshop for new hires