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## Tejinder K. Billing, Ph.D.

Professor

Management

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### Academic Background

Ph.D. The University of Memphis.

MBA Punjabi University.

B.Tech Punjab Agricultural University.

### Work Experience

#### Academic

Associate Professor, Rowan University (September, 2014 - Present), Glassboro, New Jersey.

Assistant Professor, Rowan University (September, 2009 - August, 2014), Glassboro, New Jersey.

### Courses Taught

**Courses from the Teaching Schedule:** Business Perspectives (Bachelors), International Business Society (MBA), Introduction Management Perspectives 21st Century (Bachelors), Organizational Behavior (Bachelors), Special Topics in Management (MBA)

### Professional Memberships

Academy of International Business, 4

Academy of Management, 4

### Intellectual Contributions

#### Refereed Articles

Rudin, J., Billing, T., Farro, A., & Yang, Y. (2023). When are trans women treated worse than trans men? *Equality, Diversity and Inclusion*, 42 (6), 723-736.

Beutell, N., & Billing, T. K. (2021). Gaining insights into the work-family interface in the South Asian context. *Abacus*.

Rudin, J., Billing, T., Farro, A., & Yang, Y. (2020). Bigenderism at work? Organizational responses to trans men and trans women employees. *Organization Management Journal*, 17 (2), 63-81.

Cho, Y., Shin, M., Billing, T. K., & Bhagat, R. (2019). Transformational leadership, transactional leadership, and affective organizational commitment: A closer look at their relationships in two distinct national contexts. *Asian Business and Management*.

Fisher, K., Billing, T., & Chinna, H. (2016). Indian Military Leadership: An Exploratory Study. *International Leadership Journal*, 8 (2).

Rudin, J., Yang, Y., Ross, L., Farro, A., & Billing, T. K. (2016). Transforming Attitudes About Transgender Employee Rights. *Journal of Management Education*, 40 (1), 30-46.

Rudin, J. (2014). Hostile territory: employers' unwillingness to accommodate transgender employees. *Equality, Diversity and Inclusion*.

Billing, T. K., Bhagat, R., Babakus, E., Srivastava, B., & Shin, M. (2013). Work-Family Conflict in Four National Contexts: A Closer Look at the Role of Individualism-Collectivism. *International Journal of Cross Cultural Management*.

Billing, T. K., & Steverson, P. (2013). Moderating Role of Type-A Personality on Stress-Outcome Relationships. *Management Decision*, 51 (9).

- Billing, T. K., Bhagat, R., & Babakus, E. (2012). Task Structure and Work Outcomes: Exploring the Moderating Role of Emphasis on Scheduling. *Management Research Review*, 36 (2), 136-152.
- Billing, T. K., Bhagat, R. S., Babakus, E., Krishnan, B., Ford, D., Et al. (2012). Work Family Conflict and Organizationally Valued Outcomes: The Moderating Role of Decision Latitude in Five National Contexts. *Applied Psychology: An International Review*.
- Mukherjee, D. S., Lahiri, S., Mukherjee, D., & Billing, T. K. (2011). Leading virtual teams: How do social, cognitive, and behavioral capabilities matter. *Management Decision*, 50 (2), 273-290.
- Bhagat, R., Krishnan, B., Nelson, T., Ford, D., & Billing, T. K. (2010). Organizational Stress, Psychological Strain and Work Outcomes in Six National Contexts: A Closer Look at the Moderating Influences of Coping Styles and Decision Latitude. *Cross Cultural Management: An International Journal*, 38 (4), 39-57.
- Billing, T. K., Mukherjee, D., Kedia, B. L., & Lahiri, S. (2010). Top executives' international expertise commitment: exploring potential antecedents. *Leadership and Organization Development Journal*, 31 (8), 687-704.

## Refereed Proceedings

- Rudin, J., Billing, T., & DeMaria, J. (2016). Development and Design of an Online Teamwork Skills Assessment Instrument. *Eastern Academy of Management*.

## Non-Refereed Articles

### Basic or Discovery Scholarship

- Billing, T. K., Baral, R., & Beutell, N. (2023). Resilience During Disruption: A Cross National Examination of the Work-Family Interface. *International Journal of Stress Management*.

## Invited Articles/Reviews

- Bhagat, R. S., Nelson, T., Leonard, K., Ford, D., & Billing, T. (2010). Organizational Stress, Psychological Strain and Work Outcomes in Six National Contexts: A Closer Look at the Moderating Influences of Coping Styles and Decision Latitude. *IEEE Management Review*.

## Books, Monographs, Compilations, Manuals

### Books

- Billing, T. K., Bhagat, R. S., Lammel, A., & South Leonard, K. (2009). *Q.E.D. From Herodotus' Ethnographic Journeys to Cross-Cultural Research*. Athens: Pedio.
- Bhagat, R. S., Triandis, H. C., Baliga, B. R., Billing, T. K., & Davis, C. (2007). *On Becoming a Global Manager: A Closer Look at the Opportunities and Constraints in the 21st Century*. 0762314028.

## Chapters, Cases, Readings, Supplements

### Chapters

- Billing, T. K., & Farro, A. (2016). Cultural Correlated of Crony Capitalism in India. In Khatri N, Ojha A K. (Ed.), *Crony Capitalism in India* (pp. 117-130). Palgrave Macmillian.

## Presentations of Refereed Papers

- Baral, R., Raina, M., Billing, T. K., Kaur, M., & Swain, D. (2021-2022). *Sustainable Work Practices for Optimizing Work-Family Integration in India*. Academy of Management Annual Meeting, Seattle, Washington.
- Billing, T. K., Beutell, N., & Baral, R. (2021-2022). *A Cross National Examination of Work-Family Interface During Covid-19*. Eastern Academy of Management - International (EAM-I), Lyon, France.
- Rudin, J., Billing, T. K., Jonsen, R., Qu, Y., & Yang, Y. (2021-2022). *A classroom intervention to reduce bias against individuals with autism*. Eastern Academy of Management - International (EAM-I), Lyon, France.
- Billing, T. K. (2021-2022). *Temporal Complexity and Organizationally Values Outcomes*. Eastern Academy of Management, Portland, Maine.
- Billing, T. K., Baral, R., & Beutell, N. (2020-2021). *Understanding Work-Family Conflict during COVID-19: A Demands-Resources Perspective*. Eastern Academy of Management Annual Meeting, Virtual, Virtual.
- Billing, T. K. (2019-2020). *Immigrant Professionals: Stories of Determination, Grit, and Perseverance*. Eastern Academy of Management Annual Meeting, Virtual, Virtual.

- Billing, T. K. (2018-2019). *Examining Temporal Demands of Work and Temporal Preferences of Individual: A Person Job Fit Perspective*. Eastern Academy of Management International Conference, Dubrovnik, Croatia.
- Mirchandani, D., Meisel, S., Billing, T. K., & Ligouri, E. (2018-2019). *Connecting Sustainable Development Goals (SDGs) and Superheroes: Three Variations in Management and Entrepreneurship Education*. Eastern Academy of Management International Conference, Dubrovnik, Croatia.
- Mirchandani, D., Billing, T. K., Weiner, J., & Peridis, T. (2016-2017). *PRME And The Sustainability Imperative: Having An Early Impact, Starting With Freshmen*. Eastern Academy of Management International Conference, Gold Coast, Australia.
- Billing, T. K. & Mirchandani, D. (2016-2017). *Moving the Needle on CSR*. Eastern Academy of Management. Eastern Academy of Management, Baltimore, Maryland.
- Rudin, J., Billing, T. K., Farro, A., & Yang, Y. (2016-2017). *Penis panic in the workplace: Differential response to MTF and FTM transgender employees*. Academy of Management (AOM) Annual Meeting, Anaheim, California.
- Bhagat, R., Greenhaus, J., Quick, J. C., Billing, T. K., Kossek, E., Kwok Leung, Matthew Perrigino (2015-2016). *Work Family Conflict: Where do we go from here*. Academy of Management (AOM) Annual Meeting, Vancouver, Canada-British Columbia.
- Rudin, J., Yang, Y., Farro, A., Ross, L., & Billing, T. K. (2015-2016). *Are FTM and MTF transgender employees equally transgressive?* Academy of Management (AOM) Annual Meeting, Vancouver, Canada-British Columbia.
- Billing, T. K. (2014-2015). *Examining Stress-Stress Relationships Across Cultural Boundaries: Application of Conservation of Resources Theory*. 2015 ASAC Conference, Halifax, Canada.
- Billing, T. K. (2013-2014). *Indian Brand of Crony Capitalism Crony Capitalism in India*. Academy of Management, Philadelphia, Pennsylvania.
- Billing, T. K. & Fisher, K. (2013-2014). *Examining the Relationship Between Temporal Orientation, Temporal Complexity and Work Outcomes*. Indian Academy of Management, Ahmedabad, India.
- Fisher, K. & Billing, T. K. (2013-2014). *A case study of Indian combat leadership*. Indian Academy of Management, Ahmedabad, India.
- Fisher, K. & Billing, T. K. (2012-2013). *Indian Combat Leadership: An Exploratory Study of Indigenous Leadership*. Western Academy of Management, Albuquerque, New Mexico.
- Fisher, K. & Billing, T. K. (2011-2012). *Cross-Cultural Leadership in Extreme Contexts*. Eastern Academy of Management, Philadelphia, Pennsylvania.
- Rudin, J., Ruane, S., Ross, L., & Billing, T. K. (2011-2012). *Employers' Willingness to Accommodate the Transgendered*. Eastern Academy of Management, Philadelphia, Pennsylvania.
- Billing, T. K., Bhagat, R. S., & Shukla, A. (2011-2012). *A Cross National Study on Work Overload, Work Family Conflict and Strain: The Moderating Role of Planning*. Eastern Academy of Management International Conference, Bangalore, India.
- Billing, T. K., Shukla, A., & Bhagat, R. S. (2011-2012). *'Cross Cultural Framework for WorkFamily Conflict: A Multi-National Study*. Southern Management Association, Savannah, Georgia.
- Billing, T. K., Shukla, A., & Bhagat, R. S. (2010-2011). *A Cross National Study on Work Overload, Work-Family Conflict and Strain: The Moderating Role of Planning & Scheduling*. Eastern Academy of Management International Conference, Bangalore, India.
- Bhagat, R. S., Srivastava, B., Billing, T. K., & Singh, K. (2009-2010). *A Comparative Study of Styles of Coping with Work-Stress in 16 different National Contexts: Towards a Culture Centric Approach*. International Congress of Applied Psychology, Melbourne, Australia- ACT.
- Billing, T. K., Bhagat, R. S., Babakus, E., Krishnan, B., Ford, D., Country Collaborators (2009-2010). *Work Family Conflict and Organizationally Valued Outcomes: The Moderating Role of Decision Latitude in Five National Contexts*. Academy of Management (AOM) Annual Meeting, Montreal, Canada.
- Billing, T. K. & Bhagat, R. (2009-2010, August). *Task Structure Work outcome Relationships Reexamined: An Inquiry into the Moderating Role of Emphasis on Planning and Scheduling*. Academy of Management (AOM) Annual Meeting, Montreal, Canada.
- Bhagat, R. S. & Billing, T. K. (2009-2010, June). *The Moderating Role of Decision Latitude in a Cross-Cultural Model of Organizational Stress: A Nine Country Study*. Academy of International Business Conference (2010), Rio de Janeiro,

Brazil.

Ford, D., Bhagat, R. S., Billing, T. K., & Davis, C. (2008-2009). *Social Relations as Social Support: Measurement and Functional Equivalence*. 2008 Academy of International Business Studies, Milan, Italy.

Billing, T. K., Mukherjee, D., & Lahiri, S. (2008-2009). *What Determines Top Executive's Commitment towards International Expertise? Exploring Potential Antecedents*. Southern Management Association, St. Pete, Florida.

Billing, T. K. & Bhagat, R. S. (2007-2008). *Organizational Stress and Moderating Role of Temporal Orientation: A Three Country Study*. Academy of Management (AOM) Annual Meeting, Anaheim, California.

Mukherjee, D., Billing, T. K., & Gondo, M. (2007-2008). *Leadership Capabilities and Virtual Team Phases: A Proposed Research Framework*. 2007 Southern Management Association Conference, Clear Water Beach, Florida.

Billing, T. K. & Bhagat, R. S. (2006-2007). *A Closer Look at Vertical and Horizontal Individualism and Collectivism*. 2007 Academy of International Business Conference, Indianapolis, Indiana.

Bhagat, R. & Billing, T. K. (2006-2007). *Temporal orientation and its relationships with organizationally valued outcomes: Results from a 15-country investigation*. 2006 International Association of Cross Cultural Psychology, Athens, Greece.

Billing, T. K., Renn, R., & Mukherjee, D. (2006-2007). *Individual Temporal Preferences, Job Temporal Dimensions, and Role Based Stress: A Person Job Fit Perspective*. 2005 Southwest Academy of Management, Oklahoma City, Oklahoma.

Billing, T. K., Lahiri, S., & Mukherjee, D. (2005-2006). *Acquiring Expertise in International Business: An Examination of Managerial Commitment*. 2006 Academy of International Business Conference, Beijing, China.

Steverson, P. & Billing, T. K. (2005-2006). *Job Stress Work and Non-Work Outcome Relationships: The Moderating Role of Type A/B Personality*. Academy of Management (AOM) Annual Meeting, Atlanta, Georgia.

Billing, T. K., Steverson, P., & Taylor, R. (2004-2005). *Temporal orientation and its relationship to organizationally valued outcomes*. Academy of Management (AOM) Annual Meeting, Honolulu, Hawaii.

## **Service to the Profession**

### **Chair**

2018-2019: Eastern Academy of Management Annual Meeting, Wilmington, Delaware (Regional). I was co track chair of the Organizational Behavior track in 2018 EAM conference.

2017-2018: Eastern Academy of Management Annual Meeting, Providence, Rhode Island (Regional). I was track chair for Organizational Behavior during EAM 2018 conference in Providence, RI

2016-2017: Eastern Academy of Management, Baltimore, Maryland (Regional). I was track chair of EAM conference for Ethics and CSR track in 2017

### **Chairperson**

2020-2021: Eastern Academy of Management Annual Meeting (National). I acted as Program Chair for Eastern Academy of Management 2021.

### **Reviewer - Article / Manuscript**

2012-2013: Cross Cultural Management: An International Journal (International).

2011-2012 – 2012-2013: Management Decision (International).

2011-2012: Southern Management Association, Savannah, Georgia (National).

2010-2011: Journal of Small Business Management, Bristol, United Kingdom (International).

2010-2011: Eastern Academy of Management International Conference, Bangalore, India (International).

2010-2011: Academy of International Business Academy of International Business Conference (2011), Nagoya, Japan (International).

2010-2011: Academy of Management (AOM) Annual Meeting Reviewer for the conference (International).

2009-2010: Academy of International Business, Rio De Janeiro, Brazil (International).

2009-2010: Academy of Management (AOM) Annual Meeting, Montreal, Canada (International).

### **Editor: Guest Editor of Journal**

2018-2019: South Asian Journal of Business Studies (International). I am the Guest Editor for South Asian Journal of Business Studies for a Special Issue.

**Editorial/Reviewer-newsletters/websites/blogs/etc**

2020-2021: South Asian Journal of Business Studies (International). Editorial written for the special issue I edited.

**Other Professional Service Activities**

2009-2010: John B. Campbell Lectures (Local).

**Present at a professional or academic event**

2009-2010: John B. Campbell Lectures (Local).

**Honors/Awards**

**Award**

2011-2012: , Eastern Academy of Management International Conference.

2010-2011: , Emerald Literati Network.

2010-2011: , Eastern Academy of Management-Internation.

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