

# **Rupa Banerjee**

**Associate Professor at Ted Rogers School of Management**

Toronto, ON, CA

**Expert in Human Resource Management and Organizational Behaviour**

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## **Biography**

Dr. Rupa Banerjee is Associate Professor of Human Resource Management and Organizational Behaviour. Her primary research interest lies in the employment integration of new immigrants to Canada. She is particularly interested in the institutional barriers facing new immigrants in the Canadian labour market. In addition, she is interested in workplace diversity and ethno-racial discrimination, particularly as it applies to second-generation immigrants. Dr. Banerjee's research has appeared in such journals as International Migration Review, Ethnic and Racial Studies, Journal of International Migration and Integration, Journal of Labor Research and Relations Industrielles/Industrial Relations.

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## **Areas of Expertise**

Ethno-Racial Discrimination, Human Resources, Immigrant Employment, Workplace Diversity, Organizational Behaviour

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## **Affiliations**

Member of Board of Directors, COSTI Immigrant Services, Toronto ; 2016 - Present, Member of Executive Committee, Canadian Industrial Relations Association : 2013 - Present, Conference Chair, Canadian Industrial Relations Association : 2016 - 2017, Survey Design Consultant, Colour of Poverty, Toronto : 2011 - 2012

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## **Education**

**University of Toronto, Centre for Industrial Relations and Human Resources**  
PhD

**University of Toronto, Centre for Industrial Relations and Human Resources**  
MIR

**University of Windsor, Faculty of Information**  
B.Ed.

**University of Windsor, Odette School of Business**  
B.Comm (Honours)

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## **Accomplishments**

**Nominated for SSHRC Aurora Prize (highest-rated new scholar in the area of labour and employment)**  
2012

**Honorable Mention, Labor and Employment Relations Association (LERA) Best PhD Dissertation Competition**  
2008

**Dean's Research Award, Ted Rogers School of Management, Ryerson University**  
2017

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