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Dr. Nita Chhinzer is Associate Professor of Human Resources and Business Consulting at the Department of Management, University of Guelph. Her research is concentrated on strategic human resources management, with a strong focus on human resource management, specifically downsizing practices, procedures, employment law, workplace change management, management decision making and corporate ethics. From 2012-2017 she was Fellow in Leadership, Work and HRM. Dr. Chhinzer serves on the Advisory Board for the Canadian HR Reporter and the special Covid-19 Advisory Board for Governance Professionals of Canada (GPC). She is on the Board of Directors at both the Toronto Centre for Learning & Development and Hospice Toronto. She has been a judge at the Canadian HR Awards since 2017. She was the recipient of the 2019 Emerald Literati Best Paper Award (Education +Training) and in 2016, she was recognized as one of the top 25 HR Professionals in Canada.