

Sonya Mishra
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EDUCATION

University of California, Berkeley Expected May 2023
Ph.D. in Business Administration (Management of Organizations) Berkeley, CA

Dissertation Committee: Dr. Laura Kray (Chair), Dr. Cameron Anderson, Dr. Dacher Keltner, & Dr. Juliana Schroeder
Dissertation Title: Turning a Blind Eye: Higher organizational status leads men (but not women) to perceive less inequity

University of California, Berkeley December 2020
M.S. in Business Administration Berkeley, CA

Georgetown University McDonough School of Business May 2015
Bachelor of Science in Finance and Operations Information Management Washington, D.C.
cum laude

RESEARCH INTERESTS

Gender; Power; Status; Diversity; Attractiveness; Hierarchy; Sexual Harassment; Stereotypes

PEER-REVIEWED PUBLICATIONS

Mishra, S., Kray, L. J. (2022) The Mitigating Effect of Desiring Status on Backlash Against Ambitious Women. *Journal of Experimental Social Psychology*. (Forthcoming)

MANUSCRIPTS UNDER REVIEW

Mishra, S., Lee, M., Kray, L. J. Masculinity Affirmed: Evidence of an Egocentric Bias in Men's Perceptions of Social Sexual Behavior from Attractive Women. *R&R at Journal of Experimental Social Psychology*.

Chatman, J.A., Sharps, D., **Mishra, S.**, Kray, L. J., North, M. S. Professional Women's Feminine Niceness Deficits Cause Backlash in Mid-Career: Evidence from an Experiment, Longitudinal Field Study, and Text Analysis. *R&R at Organizational Behavior and Human Decision Processes*.

Brown, N. D.*, **Mishra, S.*** Anderson, C. A. Presence and Power: Teams with Hierarchical Representation of Underrepresented Minorities are More Attractive. *Under Review*.

WORKING PAPERS

Mishra, S., Anderson, C. A. Leading with a Subordinate Identity: Heightened perceptions of women and minorities' ethical behavior encourages greater engagement. *Stage:* Data collection

Mishra, S., Kray, L. J., Anderson, C. A. Turning a Blind Eye: Occupying higher hierarchical rank leads men, but not women, to perceive less inequity. *Stage:* Data collection

Mishra, S., Sulaiman, S., Brown, N. D., Anderson, C. A. Under-represented minorities' increased experiences of power struggles in organizations. *Stage:* Data collection

Townsend, C., **Mishra, S.**, Kray, L. J. Society's recognition of feminine power: An analysis of Forbes' 100 Most Powerful Women. *Stage:* Data collection

Mishra, S., Kray, L. J. To fear or not to fear your own power? How power prudence leads women to be more conscientious leaders. *Stage:* Data collection

Mishra, S., Carney, D. The Smiling Penalty: Women face a professionalism penalty for teeth-baring smiles as opposed to closed-lip smiles. *Stage*: Data collection

Choi, A., **Mishra, S.**, Schroeder, J. The overestimation of gossip influence. *Stage*: Data Collection

AWARDS AND HONORS

- Equity, Gender, and Leadership Research Grant Program, Haas School of Business, University of California, Berkeley (2022) \$2,500
- X-Lab Research Grant Program, Haas School of Business, University of California, Berkeley (2021) \$2,500
- Equity, Gender, and Leadership Research Grant Program, Haas School of Business, University of California, Berkeley (2020) \$3,800
- X-Lab Research Grant Program, Haas School of Business, University of California, Berkeley (2020) \$2,500
- Behavioral Lab Mini-Grant, Haas School of Business, University of California, Berkeley (2018- 2020) \$10,500
- Equity, Gender, and Leadership Research Grant Program, Haas School of Business, University of California, Berkeley (2019) \$5,000
- Fisher Center for Business Analytics, Haas School of Business, University of California, Berkeley (2019) \$9,000
- Institute of Personality and Social Research, Department of Psychology, University of California, Berkeley (2019) \$1,200
- UC Berkeley Graduate Division Travel Grant (2019) \$600

ORGANIZED SYMPOSIA

Mishra, S. & Kray, L. J. (Co-Chairs, 2022). New Insights on Navigating Formal Organizational Hierarchies and Informal Identity-based Hierarchies. Academy of Management Annual Meeting, Seattle, WA.

*Featured as a Showcase Symposium in the GDO Division and Conflict Management Division

Mishra, S. & Kray, L. J. (Co-Chairs, 2022). Pitfalls and Promises in Advancing Organizational Diversity. International Association for Conflict Management Conference, Ottawa, CA.

Mishra, S. & Kray, L. J. (Co-Chairs, 2021). New Insights on the Obstacles, Opportunities, and Outcomes on Women's Path to Leadership. Academy of Management Annual Meeting, Virtual.

*Featured as a Showcase Symposium in the GDO Division

CONFERENCE PRESENTATIONS

Mishra, S., Kray, L. J., Anderson, C. A. (2022, August). *Turning a Blind Eye: Occupying higher hierarchical rank leads men, but not women, to perceive less inequity*. Symposium presentation (by Mishra) at the 2022 Academy of Management, Seattle, WA

Mishra, S., Kray, L. J., Anderson, C. A. (2022, July). *Turning a Blind Eye: Occupying higher hierarchical rank leads men, but not women, to perceive less inequity*. Symposium presentation (by Mishra) at the 2022 International Association for Conflict Management Conference, Ottawa, CA

Mishra, S., Kray, L. J., Anderson, C. A. (2022, April). *Turning a Blind Eye: Occupying higher hierarchical rank leads men, but not women, to perceive less inequity*. Full talk (by Mishra) at the 2022 East Coast Doctoral Conference, Virtual

Mishra, S., Kray, L. J. (2021, August). *The Mitigating Effect of Desiring Status on Backlash Against Ambitious Women*. Symposium presentation (by Mishra) at the 2021 Academy of Management, Virtual

Mishra, S., Lee, M., Kray, L. J. (2021, August). *Masculinity Affirmed: Evidence of an Egocentric Bias in Men's Perceptions of Social Sexual Behavior from Attractive Women*. Symposium presentation (by Mishra) at the 2021 Academy of Management, Virtual

Mishra, S., Kray, L. J. (2021, July). *The Mitigating Effect of Desiring Status on Backlash Against Ambitious Women*. Full talk (by Mishra) at the 2021 International Association for Conflict Management Conference, Virtual

Mishra, S., Kray, L. J. (2021, April). *The Mitigating Effect of Desiring Status on Backlash Against Ambitious Women*. Full talk (by Mishra) at the 2021 East Coast Doctoral Conference, Virtual

Mishra, S., Kray, L. J. (2021, February). *The Mitigating Effect of Desiring Status on Backlash Against Ambitious Women*. Data blitz (by Mishra) at the 2021 Society for Personality and Social Psychology Gender Preconference, Virtual

Mishra, S., Lee, M., Kray, L. J. (2020, July). *Contrasting reactions to sexually harassing behaviors based on gender and attractiveness*. Symposium presentation (by Mishra) at the 2020 International Association for Conflict Management Conference, Virtual

Mishra, S., Schroeder, J., (2020, March). *That's Interesting... People find self-focused conversations (versus than other-focused conversations) more interesting*. Symposium presentation (by Mishra) at the 2020 Society for Consumer Psychology Conference, Huntington Beach, CA

Mishra, S., Jacoby-Senghor, D., (2019, July). *How increases in power impact perspective-taking abilities towards outgroup members*. Round-table discussion & Poster presented (by Mishra) at the 2019 Power in Organizations Conference, Zurich, CH

Mishra, S., Jacoby-Senghor, D., (2019, April). *How increases in power impact perspective-taking abilities towards outgroup members*. Full talk presented (by Mishra) at the 2019 Berkeley-Stanford Conference, Berkeley, CA

OTHER RESEARCH EXPERIENCE

Graduate Student Researcher March 2021- present
Haas Diversity Equity and Inclusion Department

DJS Lab, PI: Drew Jacoby-Senghor, Ph.D. 2018 – present
Haas School of Business, University of California at Berkeley Berkeley, CA

Micro Lab, PI: Dana R. Carney, Ph.D. 2018 – present
Haas School of Business, University of California at Berkeley Berkeley, CA

MAPP Lab, PI: Juliana Schroeder, Ph.D. & Clayton Critcher, Ph.D. 2018 – present
Haas School of Business, University of California at Berkeley Berkeley, CA

TEACHING EXPERIENCE

University of California- Berkeley Haas School of Business

Leading People (MBA; Teaching Assistant)

- Fall 2019
- Fall 2020

Gender and Leadership in the 21st Century (Executive Education; Teaching Assistant)

- Summers 2020 - 2022

Business Communications in Diverse Work Environments (MBA; Teaching Assistant)

- Spring 2022

SERVICE & LEADERSHIP

UC Berkeley Haas Management of Organizations Student Representative 2020 – 2021

- Mediate diversity-related concerns between students and faculty
- Convey student questions and concerns to PhD field advisor
- Advocate on behalf of students to PhD field advisor

Honors Thesis Advisor to Salem Sulaiman 2020 – present

INVITED TALKS

UC Berkeley Institute for Emerging Management Leaders May 2021

Department of Psychology, University of Washington, Virtual March 2022

Executive MBA Program, University of California, Haas School of Business, Berkeley, CA March 2022

Microsoft Corporation, Virtual June 2021

OTHER PROFESSIONAL EXPERIENCE

Dating Coach, Three Day Rule, 2016- 2018, New York, NY

Capital Markets Analyst, Lloyds Bank, 2015-2016, New York, NY

Capital Markets Analyst, Morgan Stanley, 2014, New York, NY

Investment Banking Analyst, Olsen Palmer, 2013, Washington, D.C.

Summer Analyst, Bank of Tokyo-Mitsubishi, 2013, New York, NY

Intern, U.S. Department of Treasury, 2012, Washington, D.C.

PROFESSIONAL ASSOCIATIONS

Academy of Management 2020 - Present

International Association of Conflict Management 2019 - Present

Society for Personality and Social Psychology 2019 - Present