

**Sonya Mishra**  
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## **ACADEMIC POSITIONS**

**Dartmouth College, Tuck School of Business** July 2023- Present  
Assistant Professor of Management Hanover, NH

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## **EDUCATION**

**University of California, Berkeley** 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*

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## **RESEARCH INTERESTS**

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

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## **PEER-REVIEWED PUBLICATIONS**

Townsend, C., **Mishra, S.**, & Kray, L. J. (*forthcoming*). Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition. *Psychological Science*

**Mishra, S.** & Kray, L. J. (2022) The mitigating effect of desiring status on backlash against ambitious women. *Journal of Experimental Social Psychology*, 102, 10355.

Chatman, J.A., Sharps, D., **Mishra, S.**, Kray, L. J., & North, M. S. (2022) Agentic but not warm: Age-gender intersections and the consequences of stereotype incongruity perceptions for middle-aged professional women. *Organizational Behavior and Human Decision Processes*, 173, 104190.

**Mishra, S.**, Lee, M., & Kray, L. J. (2022) Precarious manhood increases men's receptivity to social sexual behavior from attractive women at work. *Journal of Experimental Social Psychology*, 104, 104409.

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## **PAPERS UNDER REVIEW**

\* Indicating joint first-authorship

Brown, N. D.\*, **Mishra, S.\*** & Anderson, C. A., S. Jarvis. Diversity Deflation: How failing to represent minorities in higher hierarchical ranks reduces perceptions of diversity and attraction to work teams. *Revise and Resubmit at Personality and Social Psychology Bulletin*

- Best paper award at 2024 Diversity in Management and Organizations Conference

**Mishra, S.**, Kray, L. J., & Anderson, C. A. Gender and power [*Full title blinded for review*]. *Under review*.

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## **SELECT WORKS IN PROGRESS**

1. **Mishra, S.** What's mine cannot be yours: How perceptions of hierarchy shape men's reactions to women's hierarchical advancement. *Stage: Preparing for submission*
2. **Mishra, S.** & Strassman, J. Gender, age, and stereotype threat. *Stage: Data collection*

3. **Mishra, S.** & Anderson, C. A. Leading with a subordinate identity: Subordinates prefer working for racial minority managers due to heightened perceptions of manager warmth. *Stage: Data collection*

### **AWARDS AND HONORS**

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- Apgar Award for Innovation in Teaching (2024)
- Behavioral Laboratory Mini-Grant, Haas School of Business, University of California, Berkeley (2018-2022) \$13,500
- Equity, Gender, and Leadership Research Grant Program, Haas School of Business, University of California, Berkeley (2022) \$2,500
- Experimental Social Science Laboratory Research Grant Program, Haas School of Business, University of California, Berkeley (2021) \$5,000
- 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
- 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**

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**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**

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Townsend, C., **Mishra, S.**, & Kray, L. J. (2024, June). *Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition*. Paper presentation (by Mishra) at the 2024 Academy of Management, Chicago

Townsend, C., **Mishra, S.**, & Kray, L. J. (2024, June). *Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition*. Paper presentation (by Mishra) at the 2024 International Association for Conflict Management, Singapore

Brown, N.D.\*, **Mishra, S.\***, & Anderson, C. A., S. Jarvis. *Diversity Deflation: How failing to represent minorities in higher hierarchical ranks reduces perceptions of diversity and attraction to work teams*. Paper presentation (by Mishra) at the 2024 Diversity in Management and Organizations conference, Singapore

Choi, A., **Mishra, S.**, & Schroeder, J. R. (2023, August). *Gossipers Beware: Gossipers underestimate the negative reputational consequences of gossiping*. Symposium presentation (by Choi) at the 2023 Academy of Management, Boston

**Mishra, S.**, Kray, L. J., & Anderson, C. A. (2023, July). *Turning a blind eye: Occupying higher hierarchical rank leads men, but not women, to perceive less inequity*. Symposium presentation (by Mishra) at the 2023 International Association for Conflict Management, Thessaloniki, Greece

**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, 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*. Paper presentation (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*. Paper presentation (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*. Paper presentation (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 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, Switzerland

**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

## **INVITED TALKS**

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UC Berkeley Institute for Emerging Management Leaders	May 2021
University of Washington	March 2022
Dartmouth College, Tuck School of Business	October 2022
American University, Kogod School of Business	October 2022
Rutgers University Camden, School of Business	November, 2022

## **TEACHING EXPERIENCE**

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### **Dartmouth College, Tuck School of Business**

*Leading Diverse Organizations (overall rating 5.94 out of 6; winner of Apgar Teaching Award)  
(Full time MBA; Individually developed and delivered 27 hours of in-person content)*

- Fall 2023

### **University of California- Berkeley Haas School of Business**

*Fostering Diversity, Equity, and Inclusion*

*(Executive MBA; Individually developed and delivered 3-10 hours of in-person content)*

- Fall 2022
- Spring 2022
- Fall 2021

*Fostering Diversity, Equity, and Inclusion*

*(Undergraduate; Developed and delivered 3 hours of in-person content)*

- Fall 2022

*Business Communications in Diverse Work Environments*

*(Full-time MBA; Teaching Assistant)*

- Spring 2022

*Gender and Leadership in the 21<sup>st</sup> Century*

*(Executive MBA; Teaching Assistant)*

- Summers 2020 – 2022

*Leading People*

*(Full-time MBA; Teaching Assistant)*

- Fall 2019
- Fall 2020

### **Microsoft Corporation**

*Fostering Diversity, Equity, and Inclusion in the Workplace*

*(Executive Education; Individually developed and delivered 18 hours of live content over Zoom)*

- Spring 2022
- Spring 2021

## **SERVICE & LEADERSHIP**

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- Co-organizer of the Tuck's Organizational Behavior Winter Research Workshop, 2024
- Co-organizer of the Organizational Behavior Seminar Series at Tuck, 2024
- Panelist for Tuck's Women in Business Conference, October 2023
- Honors Thesis Advisor to Salem Sulaiman (*awarded highest honors*), 2020 – 2022
- UC Berkeley Haas Management of Organizations Student Representative, 2020 – 2021

## **PROFESSIONAL ASSOCIATIONS**

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Society for Judgement and Decision-making	2023 - Present
Academy of Management	2020 - Present
International Association of Conflict Management	2019 - Present
Society for Personality and Social Psychology	2019 - Present

## **OTHER PROFESSIONAL EXPERIENCE**

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

Capital Markets Senior 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.