

Sonya Mishra
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ACADEMIC POSITIONS

Dartmouth College, Tuck School of Business

July 2023- Present

Assistant Professor of Organizational Behavior

EDUCATION

University of California, Berkeley

Ph.D. in Business Administration (Management of Organizations)

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

M.S. in Business Administration

Georgetown University McDonough School of Business

Bachelor of Science in Finance and Operations Information Management

cum laude

PEER-REVIEWED PUBLICATIONS

*Indicating joint authorship

Mishra, S., Melin, J., Kray, L. J., Anderson, C.A., (*in press*). The Gendered Returns to Power: How Gender, Structural Power, and Perceived Resource Sufficiency Shape Meritocracy Perceptions in Organizations. *Journal of Organizational Behavior*.

Kray, L.J., **Mishra, S.***, Townsend, C.*, Kennedy, J. (2025). Psychological Mechanisms of Gender Disparities in Leadership Paths. *Trends in Cognitive Sciences*.
<https://doi.org/10.1016/j.tics.2025.10.008>

Mishra, S. (2025). What is mine cannot be yours: How zero-sum perceptions of power and status shape men's perceptions of ingroup harm from women's hierarchical advancement. *Journal of Personality and Social Psychology*.
<https://doi.org/10.1037/pspi0000496>

- Media coverage in *Fortune Magazine*

Brown, N. D.*, **Mishra, S.*** & Anderson, C. A., S. Jarvis. (2024). Diversity Deflation: How failing to represent minorities in higher hierarchical ranks reduces perceptions of diversity and attraction to work teams. *Personality and Social Psychology Bulletin*.
<https://doi.org/10.1177/01461672241287581>

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

Townsend, C., **Mishra, S.**, & Kray, L. J. (2024). Not all powerful people are created equal: An examination of gender and pathways to social hierarchy through the lens of social cognition. *Psychological Science*.
<https://doi.org/10.1177/09567976241260251>

Mishra, S. & Kray, L. J. (2022) The mitigating effect of desiring status on backlash against ambitious women. *Journal of Experimental Social Psychology*, 102, 10355.
<https://doi.org/10.1016/j.jesp.2022.104355>

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.
<https://doi.org/10.1016/j.obhdp.2022.104190>

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.
<https://doi.org/10.1016/j.jesp.2022.104409>

PAPERS UNDER REVIEW

Mishra, S. & Waldfogel, H. [Title removed for blind review, topic: diversity, politics]. *Revise and Resubmit at Organizational Behavior and Human Decision Processes*.

Mishra, S. [Title removed for blind review, topic: status, identity]. *Revise and Resubmit at Organization Science*.

Mishra, S. [Title removed for blind review, topic: gender, hierarchy]. *Revise and Resubmit at Personality and Social Psychology Bulletin*.

SELECT WORKS IN PROGRESS

Mishra, S. [topic: gender, age]

Ye, E. & **Mishra, S.** Impression management in organizations

AWARDS AND HONORS

- Apgar Award for Innovation in Teaching (2024), a university-wide award granted by the Dartmouth Center for Advancement and Learning
- 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

Mishra, S. & He, J. (Co-Chairs, 2025). How Power and Status Hierarchies Offer Insights for Understanding and Addressing Diversity-related Challenges, Burlington, VT.

Priest, R. & **Mishra, S.** (Co-Chairs, 2025). From Resistance to Reform: Investigating and Addressing Barriers to Gender Equality. Academy of Management Annual Meeting, Copenhagen, DK.

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.

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. (2026, August). *How DEI rollbacks impact perceptions of organizations*. Symposium presentation (by Mishra) at the Academy of Management, Philadelphia, PA

Mishra, S. (2026, August). *The paradox of youth: How youth-related remarks affects young women at work*. Symposium presentation (by Mishra) at the Academy of Management, Philadelphia, PA

Mishra, S. (2026, July). *How identity threats shape hierarchy motives*. Talk (by Mishra) at the 2026 International Association for Conflict Management, Vienna, Austria

Mishra, S. (2026, July). *How DEI rollbacks impact perceptions of organizations*. Talk (by Mishra) at the 2026 International Association for Conflict Management, Vienna, Austria

Mishra, S. (2026, May). *How identity threats shape hierarchy motives*. Talk (by Mishra) at the 2026 Interdisciplinary Perspectives on Leadership Symposium, Crete, Greece

Mishra, S. (2026, March). *How identity threats shape hierarchy motives*. Talk (by Mishra) at the 2026 Power, Status, and Influence Conference, Melbourne, Australia

Mishra, S. (2026, February). *How power shapes preferences for working arrangements*. Talk (by Mishra) at the 2026 Organization Science Winter Workshop, Paris, France

Mishra, S. (2025, September). *How DEI rollbacks impact perceptions of organizations*. Talk (by Mishra) at the 2025 Inequality in the Workplace Conference, Buffalo, NY

Mishra, S. (2025, July). *What is mine cannot be yours: How zero-sum perceptions of power and status shape men's perceptions of ingroup harm from women's hierarchical advancement*. Symposium presentation (by Mishra) at the 2025 Academy of Management, Copenhagen, DK

Mishra, S. (2025, July). *The paradox of youth: How youth-related remarks affects young women at work*. Symposium presentation (by Mishra) at the 2025 Academy of Management, Copenhagen, DK

Mishra, S., Kray, L. J., & Anderson, C. A. (2025, July). *Buying into the meritocracy narrative: How gender and power shape perceptions of meritocracy*. Paper presentation (by Mishra) at the 2025 International Association for Conflict Management, Burlington, VT

Mishra, S., (2025, July). *What is mine cannot be yours: How zero-sum perceptions of power and status shape men's perceptions of ingroup harm from women's hierarchical advancement*. Symposium presentation (by Mishra) at the 2025 International Association for Conflict Management, Burlington, VT

- Mishra, S.** (2025, July). *The paradox of youth: How youth-related remarks affects young women at work*. Paper presentation (by Mishra) at the 2025 International Association for Conflict Management, Burlington, VT
- Mishra, S.** (2025, May). *What is mine cannot be yours: How zero-sum perceptions of power and status shape men's perceptions of ingroup harm from women's hierarchical advancement*. Paper presentation (by Mishra) at the 2025 Association for Psychological Science conference, Washington, DC
- Mishra, S.** (2025, February). *What is mine cannot be yours: How zero-sum perceptions of power and status shape men's perceptions of ingroup harm from women's hierarchical advancement*. Paper presentation (by Mishra) at the 2025 Society for Personality and Social Psychology conference, Denver, CO
- Townsend, C., **Mishra, S.**, & Kray, L. J. (2024, November). *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 Townsend) at the 2024 Society for Judgement and Decision-making conference, New York City, NY
- 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, IL
- 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. Winner of best-paper award.
- 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, MA
- 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-Senhor, 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-Senhor, 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

University of California, San Diego, Rady School of Management	February, 2026
Northwestern University, Kellogg School of Business	April, 2025
Rutgers University Camden, School of Business	November, 2022
American University, Kogod School of Business	October 2022
Dartmouth College, Tuck School of Business	October 2022
University of Washington	March 2022
UC Berkeley Institute for Emerging Management Leaders	May 2021

TEACHING EXPERIENCE

Dartmouth College, Tuck School of Business

Leading Diverse Organizations (elective course)

(Full time MBA; Individually developed and delivered 27 hours of in-person content)

Winner of Dartmouth's university-wide Apgar Teaching Award for Innovation

- Fall 2023
- Fall 2024
- Fall 2025

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; Individually 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 21st 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

- Co-organizer of the Tuck's Organizational Behavior Winter Research Workshop, 2024, 2025
- Co-organizer of Fall Organizational Behavior Seminar Series at Tuck, 2024, 2025
- Panelist for Tuck's Women in Business Conference, November 2024
- Panelist for Alumni Reunion Weekend, October 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
- Ad-hoc reviewer for Journal of Experimental Social Psychology
- Ad-hoc reviewer for Journal of Personality and Social Psychology
- Ad-hoc reviewer for Organizational Behavior and Human Decision Processes
- Ad-hoc reviewer for Organization Science

PROFESSIONAL ASSOCIATIONS

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

People Analytics Researcher: Diversity, Equity, and Inclusion, Google, 2022, San Francisco, CA
 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.