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ACADEMIC POSITIONS

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

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

RESEARCH INTERESTS

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

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, 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.

WORK IN PROGRESS

* Indicates equal contribution

Brown, N. D.*, **Mishra, S.*** & Anderson, C. A. Presence and power: Teams with hierarchical representation of underrepresented minorities are more attractive. *Stage:* in preparation.

Mishra, S., Kray, L. J., & Anderson, C. A. Turning a blind eye: Higher organizational status leads men (but not women) to perceive less inequity. *Stage:* Data collection

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

Mishra, S. & Kray, L. J. Women (to a greater extent than men) expect less backlash in high-status roles compared to high-power roles. *Stage:* Data collection

Mishra, S. How an organizational norms-based intervention impacts the efficacy of diversity, equity, and inclusion workshops. *Stage:* Data collection

Sulaiman, S., **Mishra, S.**, Brown, N. D., & Anderson, C. A. Racial minorities experience and expect to experience greater power struggles in organizations. *Stage: Data collection*

Choi, A., **Mishra, S.**, & Schroeder, J. The overestimation of gossip influence. *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. & Carney, D. The smiling penalty: Women face a professionalism penalty for teeth-baring smiles as opposed to closed-lip smiles. *Stage: Data collection*

Mishra, S. & Cheryan, S. Gender stereotype variability between South Asians and East Asians. *Stage: Idea generation and pilot testing*

AWARDS AND HONORS

- 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. & 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. (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 Conference, 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 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 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

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

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 (anticipated)
- Spring 2022
- Fall 2021

Fostering Diversity, Equity, and Inclusion

(Undergraduate; plan to develop and deliver 3 hours of in-person content)

- Fall 2022 (anticipated)

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

UC Berkeley Haas Management of Organizations Student Representative

2020 – 2021

- Conveyed student questions and concerns to PhD field advisor
- Advocated on behalf of students to PhD field advisor

Honors Thesis Advisor to Salem Sulaiman *(awarded highest honors)*

2020 – 2022

PROFESSIONAL ASSOCIATIONS

Academy of Management

2020 - Present

International Association of Conflict Management

2019 - Present

Society for Personality and Social Psychology

2019 - Present

OTHER PROFESSIONAL EXPERIENCE

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.