

**Sonya Mishra**  
[www.sonyamishra.com](http://www.sonyamishra.com)  
sonya.mishra@tuck.dartmouth.edu  
+1 (302) 463-3805

## **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**

---

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.

## **PAPERS UNDER REVIEW**

---

\* Indicates equal contribution

**Mishra, S.** Perceptions of hierarchies [full titled blinded for review]. *Under review at Psychological Science*

Brown, N. D.\*, **Mishra, S.\*** & Anderson, C. A., S. Jarvis. Hierarchy and diversity [full titled blinded for review]. *Under review at Personality and Social Psychology Bulletin*

## **SELECT WORK IN PROGRESS**

---

1. **Mishra, S.**, Kray, L. J., & Anderson, C. A. How hierarchical rank differently affects men and women's organizational perceptions. *Stage: Preparing for submission*
2. Strassman, J. & **Mishra, S.**, Gender, age, and stereotype threat. *Stage: Data collection*
3. **Mishra, S.** & Rosenblum, M., How hierarchical rank differently affects liberals and conservatives. *Stage: Data collection*

4. Rosenblum, M. & **Mishra, S.**, Perceptions of pronoun listing. *Stage: Data collection*
5. **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**

---

- 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**

---

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

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.* 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  
University of Washington  
Dartmouth College, Tuck School of Business  
American University, Kogod School of Business

May 2021  
March 2022  
October 2022  
October 2022

**TEACHING EXPERIENCE**

---

**Dartmouth College, Tuck School of Business***Leading Diverse Organizations (rated 5.94 out of 6)**(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**

---

- 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**

---

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.