

Sonya Mishra

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EDUCATION

- University of California, Berkeley** Expected May 2023
Ph.D. in Business Administration (Management of Organizations) Berkeley, CA
- 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; Diversity; Attractiveness; Sexual Harassment; Stereotypes

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*.
- Mishra, S.**, Kray, L. J. The Mitigating Effect of Desiring Status on Backlash Against Ambitious Women. *Under Review*.
- Mishra, S.**, Brown, N. D., 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. 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) \$9,000
- 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

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)

- Summer 2020
- Summer 2021

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 issues 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

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
 Society for Personality and Social Psychology 2019 - Present