

**Sonya Mishra**  
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## **EDUCATION**

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- University of California, Berkeley** Expected 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**

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

## **PEER-REVIEWED PUBLICATIONS**

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- Mishra, S.** & Kray, L. J. (2022) The mitigating effect of desiring status on backlash against ambitious women. *Journal of Experimental Social Psychology*, 102, 10355. DOI: <https://doi.org/10.1016/j.jesp.2022.104355>
- Chatman, J.A., Sharps, D., **Mishra, S.**, Kray, L. J., & North, M. S. (in press) 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*.
- Mishra, S.**, Lee, M., & Kray, L. J. (in press) Precarious manhood increases men's receptivity to social sexual behavior from attractive women at work. *Journal of Experimental Social Psychology*.

## **WORK IN PROGRESS**

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\* 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**

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- 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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**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, 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

## **INVITED TALKS**

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UC Berkeley Institute for Emerging Management Leaders May 2021

Department of Psychology, University of Washington, Virtual March 2022

## **TEACHING EXPERIENCE**

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### **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 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**

<b>UC Berkeley Haas Management of Organizations Student Representative</b>	2020 – 2021
<ul style="list-style-type: none"> <li>▪ Conveyed student questions and concerns to PhD field advisor</li> <li>▪ Advocated on behalf of students to PhD field advisor</li> </ul>	

<b>Honors Thesis Advisor to Salem Sulaiman</b> ( <i>awarded highest honors</i> )	2020 – 2022
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### **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.