

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

RESEARCH INTERESTS

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

PEER-REVIEWED PUBLICATIONS

* Indicating joint first-authorship

Brown, N. D.*, **Mishra, S.*** & Anderson, C. A., S. Jarvis. (*forthcoming*). 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*

- 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*.

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

Mishra, S., Kray, L. J., & Anderson, C. A. Gender and power [*Full title blinded for review*]. *Under review*.

Mishra, S. Hierarchical advancement and perceptions of in-group harm [*Full title blinded for review*]. *Under review*.

SELECT WORKS IN PROGRESS

1. **Mishra, S.** & Strassman, J. Gender, age, and stereotype threat. *Stage: Data collection*

2. **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

- Apgar Award for Innovation in Teaching (2024)
- 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., (2025, February). *What's mine cannot be yours; How zero-sum perception of hierarchy shape men's reactions to 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

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-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

Dartmouth College, Tuck School of Business

Leading Diverse Organizations (overall rating 5.94 out of 6; winner of Apgar Teaching Award)
(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 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
- 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

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

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.