

# PRIYANKA DWIVEDI

## EDUCATION

The Pennsylvania State University, Smeal College of Business  
Ph.D. Management and Organization  
Master of Business Administration

University of Delhi, India  
Master of Arts (Psychology)  
Bachelor of Arts (Applied Psychology)

## ACADEMIC EMPLOYMENT

Texas A&M University, Mays Business School  
Assistant Professor (August 2017- Present)  
(*On leave due to Covid impact: 2020, 2021*)

## SOCIETAL IMPACT STATEMENT

My research delves into critical questions regarding the profound role of strategic leadership in shaping workplace practices and broader firm-level outcomes, particularly in the context of gender diversity in the upper echelons. I also investigate how stakeholders, CEOs, and organizations collaboratively initiate and sustain positive organizational changes. My focus encompasses both the socio-psychological (individual) and contextual (organizational) factors that contribute to the success of women in executive and leadership roles.

## REFEREED PUBLICATIONS (\*w/ student authors)

*Dwivedi, P., & Paoletta, L. Tick-off the Gender Diversity Box: The Effect of Women's Representation in Senior Management. **Academy of Management Journal**. In press.*

- *Winner- CK Prahalad Best Conference Paper Award, Strategic Management Society Conference, India, 2018.*

*Dwivedi, P, Gee, I.H.\*, Withers, M. & Boivie, S. No Reason to Leave: The Effects of CEO Diversity-valuing Behavior on Psychological Safety and Turnover for Female Executives. **Journal of Applied Psychology**. 2022.*

- *Nominated- Best Conference Paper Award, Strategic Management Society Annual Conference, 2020.*

*Dwivedi, P., Misangyi, V. & Joshi, A. Burnt by the Spotlight: Examining How Leadership Endorsements in The Succession Announcement Impacts Women CEOs' Tenure. **Journal of Applied Psychology**. 2021.*

*Dwivedi, P., Joshi, A., & Misangyi, V. Gender-Inclusive Gatekeeping: How (Mostly Male) Predecessors Influence the Success of Female CEOs. **Academy of Management Journal**. 2018.*

- *Winner- Sucheta Nadkarni Award for Outstanding Publication on Women Executive Leadership, Strategic Management Society, 2021.*

## MANUSCRIPTS: UNDER REVIEW (\*w/ student authors)

Zhiyu, F., Ma, A., Dwivedi, P. & Liu, F. Competence Buffer in Female Leadership. Revise & Resubmit (R&R) at *Journal of Applied Psychology*.

Basuthakur, Y.\*, Withers, M., Dwivedi, P., & Hillman, A. Differential effects of first-time board appointments for female executives. Under review at *Personnel Psychology*.

Sitzmann, T., Dwivedi, P., Schwartz, S., & Johnson, S. Gender Wage Gap and Firm Performance. Under review at *Organization Science*.

Dwivedi, P., Basuthakur, Y.\*, Paruchuri, S., & Joshi, A. How Stakeholders Impact Organizational Diversity. 2<sup>nd</sup> Revise & Resubmit (R&R) at *Journal of Management (Review issue)*.

Howard, M., Dwivedi, P., Lyles, M., D'Oria, L. & Nahm, P\*. CEO Overconfidence, Internal Stakeholders, and Knowledge Diffusion in Internal Innovation Networks. 2<sup>nd</sup> Revise & Resubmit (R&R) at the *Research Policy (Special Issue)*.

Georgakakis, D., Dwivedi, P., & Cannella, A. Political Ideology and Strategic Renewal. Revise & Resubmit (R&R) at the *British Journal of Management*.

## MANUSCRIPTS IN PREPARATION (\*w/ student authors)

Dwivedi, P., Yonish, L.\*, Cannella, A., & Devers, C. Examining the Impact of Institutional Pressures on Gender Diversity in the C-Suite. Preparing manuscript to submit to *Organization Science*.

Dwivedi, P., Basuthakur, Y\*, & Devers, C. Regulatory Pressures for Diversity and Intersectionality Spillovers. Writing stage. Target: *Academy of Management Journal*.

Basuthakur, Y\*, Bement, D\*, Howard, M. & Dwivedi, P. Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. Write stage. Target: *Academy of Management Journal*.

Shi, T., Yim, J., & Dwivedi, P. Gender and the CEO work-family interface. Write stage. Target: *Academy of Management Journal*.

Syrigos, E., Georgakakis, D., & Dwivedi, P. Performance Feedback and Pay for Female Executives. Writing stage. Target: *Strategic Management Journal*.

Dwivedi, P., Zhang, S. Adomako, S. & Zahoor, N. The effects of TMT gender diversity and reflexivity on corporate entrepreneurship. Writing stage. Target: *Strategic Management Journal*.

## WORK IN PROGRESS (\*w/ student authors)

Dwivedi, P., Zhang, S. & Asghar, A. TMT ingratiation and dynamics. Collecting data.

Mitra, A. & Dwivedi, P. Shareholder identity & Diversity. AMR.

Zapata, C., Dwivedi, P. & Gentry, R. Examining the Effect of Expressed Humility on Evaluations for Women CEOs. Data collection stage.

### **AWARDS, NOMINATIONS, AND PROCEEDINGS** (\*w/ student authors)

Dwivedi, P., Yonish, L.\*, Cannella, A., & Devers, C. Institutional Pressures and Gender Diversity in the C-Suite. *Academy of Management Proceedings. Annual Meeting of the Academy of Management, 2022.*

Georgakakis, D., Dwivedi, P., & Cannella, A. Political ideology and strategic renewal. *Academy of Management Proceedings. Annual Meeting of the Academy of Management, 2022.*

Dwivedi, P., Gee, I.H.\*, Withers, M., & Boivie, S. How CEO diversity values impact female executive turnover. *Academy of Management Proceedings, vol. 2021, p.10175.* Conference held in virtual format due to Coronavirus.

Dwivedi, P., Nadkarni, S., & Paoletta, L. The Paradox of Diversity at The Top. *Academy of Management Proceedings, vol. 2019, no. 1, p. 19387.*

Zapata, C., & Dwivedi, P. The Effect of Expressed Humility on Evaluations for Women CEOs. *Nominated for the Best Conference Paper Award, Strategic Management Society Conference, Paris, 2018.*

Dwivedi, P. She Who Keeps a Cool Head Prevails! Examining How Emotions Allow Female CEOs To Succeed in Executive Roles.  
*Finalist -Organization Science/INFORMS Best Dissertation Competition 2016- 2017*

### **SELECT INVITED PRESENTATIONS**

Panelist. Women in Management. Southern Management Association. Florida, 2023.

Panelist. Women's Health and Wellbeing at the Workplace. Center for Health, Work & Environment. Colorado School of Public Health. University of Colorado Anschutz Medical Campus. 2023.

Guest faculty. Diversity, Equity, and Inclusion: DEI Strategies for Entrepreneurial Success. HEC Montréal Executive Education – Next AI program, Canada. 2023.

The Paradox of Diversity at The Top. Cornell University ILR School. 2022.

Guest faculty speaker. Work Attitude & Motivation, TAMU Psychological & Brain Sciences, 2022.

Featured guest speaker. Diversity and Inclusion in the C-suite. Diversity, Equity & Inclusion Guest Speaker Series. University of Cambridge. Judge Business School Executive Education, UK. 2021.

### **CONFERENCE PRESENTATIONS** (\*w/ student authors)

Sitzmann, T., Dwivedi, P., Schwartz, S., & Johnson, S. Elevating Gender Equality to the Firm-Level: Effects on Firm Performance. In *Gender Equality: Why Aren't We There Yet and What Are*

the Costs. Panel Symposium. *Annual Meeting of the Academy of Management, Boston, 2023.*

Basuthakur, Y\*, Bement, D\*, Howard, M. & Dwivedi, P. Can I Get an Upgrade? In Basuthakur, Y\*, Bement, D\*, & Dwivedi, P. (Co-chairs). Panel Symposium. *Annual Meeting of the Academy of Management, Boston, 2023.*

Georgakakis, D., Dwivedi, P., & Cannella, A. Political Ideology and Strategic Renewal. In Group Faultlines in Upper Echelons: Triggers, Challenges, and Outcomes. Panel Symposium. *Annual Meeting of the Academy of Management, Boston, 2023.*

Basuthakur, Y\*, Dwivedi, P., & Devers, C. Regulatory pressures for diversity and intersectionality spillovers. *Strategic Management Society Conference, London, 2022.*

Basuthakur, Y. \*, Dwivedi, P., Withers, M., & Hillman, A. Differential effects of human and social capital on first-time board appointments for female executives. *Strategic Management Society Conference, London, 2022.*

Sitzmann, T. & Dwivedi, P. Gender wage gap and firm performance. *Annual Meeting of the Academy of Management, Seattle, 2022.*

Dwivedi, P., Yonish, L.\*, Cannella, A., & Devers, C. The Impact of Institutional Pressures on Gender Diversity in the C-Suite. *Annual Meeting of the Academy of Management, Seattle, 2022.*

Sy, V., Pahnke, E., Dwivedi, P., & Howard, M.D. Female inventors and knowledge diffusion. Presented at *Babson College Entrepreneurship Research Conference, 2021.* Munich, Germany. Conference held in virtual format due to Coronavirus.

Dwivedi, P., Gee, I.H.\*, Withers, M., & Boivie, S. How CEO diversity values impact female executive turnover. *Annual Meeting of the Academy of Management, 2021.* Conference held in virtual format due to Coronavirus.

Dwivedi, P., Gee, I.H.\*, Withers, M., & Boivie, S. When CEOs value diversity: Examining the impact of CEO diversity-valuing behavior. *Strategic Management Society Conference, 2020.* Conference held in virtual format due to Coronavirus.

Dwivedi, P., Yonish, L.\*, Cannella, A., & Devers, C. The Impact of Institutional Pressures on Gender Diversity in the C-Suite. *Strategic Management Society Conference, 2020.* Conference held in virtual format due to Coronavirus.

Dwivedi, P., Nadkarni, S., & Paoletta, L. The Paradox of Diversity at The Top. *Annual Meeting of the Academy of Management, Boston, 2019.*

Dwivedi, P. & Gee, I.H\*. A Configurational Perspective on CEO Successions and Their Influence on M&A-related Activities of a Firm. *Strategic Management Society Conference, Las Vegas, 2019.*

Dwivedi, P., Nadkarni, S., & Paoletta, L. The Paradox of Diversity at the Top: The Influence of Gender Diversity in Top Management on the Hiring and Retention of Women in Middle Management Roles. *Strategic Management Society Conference, India, 2018.*

Withers, M. & Dwivedi, P. Differential effects of human and social capital on first time board appointments for female executives. *Strategic Management Society Conference, India, 2018*.  
Joshi, A., Humphrey, S., Houston, L. & Dwivedi, P. An Issue-selling Perspective on Women's Leadership in Male-Dominated Contexts. In Joshi, P. & Kennedy, J. (Co-Chairs). *Women at Work: New Directions for Reducing Gender Disparities in Organizations*. Panel Symposium. *Annual Meeting of the Academy of Management, Anaheim, 2016*.

Dwivedi, P., Joshi, A., & Misangyi, V. How Succession Events Shape the Success of Incoming Female CEOs: An Identity Threat Framework. In Zikic, J., & Wittman, S. (Organizers). *Is That a Threat? Exploring the Context and Importance of Identity Threat in Identity Development and Maintenance*. Symposium. *Annual Meeting of the Academy of Management, Vancouver, 2015*.

Joshi, A., Humphrey, S., Houston, L., & Dwivedi, P. Sugar and Spice and Everything Nice? Predicting the Success of Female Leaders' Issue Selling. In Chatman, J. *Modern Sexism at the Top*. Presenter Symposium. *Annual Meeting of the Academy of Management, Vancouver, 2015*.

Dwivedi, P., Joshi, A., & Misangyi, V. Doomed to Fail or Poised to Succeed? Examining the Role of The Predecessor in The Success of Female CEOs. In Shyamsunder, A. *Navigating the Labyrinth – New Insights into women's career advancement*. Panel symposium at the *Society for Industrial and Organizational Psychology (SIOP) Conference, Honolulu, 2014*.

Dwivedi, P. Psychosocial adjustment of men in same-sex relationships in India. National Conference of Psychology organized by the *Indian Academy of Psychology, India, 2003*.

Dwivedi, P. Socio-Cultural aspects of same-sex relationships in India. Indo-Canadian Seminar organized by the *Indian Academy of Psychology, India, 2003*.

### **SYMPOSIA & PROFESSIONAL DEVELOPMENT WORKSHOPS (\*w/ student authors)**

HR Division Late-Stage Doctoral Student Consortium (Panelist). Professional Development Workshop. *Annual Meeting of the Academy of Management, 2023*.

Dwivedi, P. (Co-organizer), Chawla, N., Hill, E., & Parke, M. Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions. Professional Development Workshop. *Annual Meeting of the Academy of Management, 2023*.

Dwivedi, P. (Co-organizer), Chawla, N., Hill, E., & Parke, M. Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions. Professional Development Workshop. *Annual Meeting of the Academy of Management, 2022*.

Dwivedi, P. (Co-organizer), Chawla, N. & Zipay, K. I'm Speaking. Professional Development Workshop. *Annual Meeting of the Academy of Management, 2021*.

Dwivedi, P. (Co-organizer), Lovelace, J. & Gee, I.H\*. Micro-processes in the Upper Echelons: A Dialogue Between Micro-scholars and Macro-scholars. Professional Development Workshop. *Annual Meeting of the Academy of Management, 2019*.

Dwivedi, P. (Co-organizer), Lovelace, J. & Zhang, D. Micro-processes in the Upper Echelons. *Annual Meeting of the Academy of Management, 2017*.

*Dwivedi, P. (Organizer). Does Gender Really Matter in the Upper Echelons? - A Debate. Panel symposium nominated as a 'Showcase Symposium' by two divisions- Business Policy and Strategy (BPS) and Organization & Management Theory (OMT)- of the Academy of Management. Annual Meeting of the Academy of Management, 2016.*

*Dwivedi, P. (Co-organizer), Joshi, A., & Misangyi, V. Examining the Role of the Predecessor in Male and Female Succession Events. In Dwivedi, P., Joshi, A., & Misangyi, V. (Co-Chairs), Breaking into the Upper Echelons: How women get there, succeed and pave the way for others. BPS Showcase Symposium. Annual Meeting of the Academy of Management, 2014.*

## **TEACHING EXPERIENCE**

MGMT 680 Strategic Management Spring 2023 (Masters' three sections)  
MGMT 466 Strategic Management, Spring 2022 (Undergraduate three sections)  
MGMT 466 Strategic Management, Spring 2021 (Undergraduate two sections)  
MGMT 680 Strategic Management, Fall 2019 (Masters' two sections)  
MGMT 466 Strategic Management, Fall 2019 (Undergraduate one section)  
MGMT 466 Strategic Management, Fall 2018 (Undergraduate three sections)  
MGMT 466 Strategic Management, Fall 2017 (Undergraduate three sections)  
MGMT 471 Strategic Management, Fall 2015 (Undergraduate one section)  
MGMT 326 Organizational Behavior & Design, Fall 2014, Fall 2013

## **HONORS AND AWARDS**

- Received a \$2000 funding award by Mays Business School Mini-Grant for a research project on women CEO competence, 2024
- Received a \$4000 funding award by Mays Business School Mini-Grant for a research project on CEO overconfidence, 2020
- Received a \$10,053 funding award for research collaboration on managerial bias and the successful initiation of organizational strategic initiatives by the Social Sciences and Humanities Research Council (SSHRC) Explore - Major Collaborative Project Seed Grant, 2018
- Received a \$4000 funding award by Mays Business School Mini-Grant for a research project on CEO humility, 2018
- Jeanne and Charles Rider Graduate Fellowship, Pennsylvania State University, 2016-2017
- Management and Organization Excellence scholarship, Pennsylvania State University, 2013
- Beta Gamma Sigma honoree, Pennsylvania State University, 2009

## **SELECT MEDIA COVERAGE**

CharterWorks. 2024. What happens when companies have more women leaders  
<https://www.charterworks.com/what-happens-when-companies-have-more-women-leaders/>

Fortune. 2024. Women CEOs at Fortune 500 companies really do have shorter tenures than men.  
<https://fortune.com/2024/02/20/women-ceos-fortune-500-shorter-tenure-men/>

The Columbia Law School Blog. 2024. <https://clsbluesky.law.columbia.edu/2024/01/19/how-gender-diversity-at-the-top-of-law-firms-can-mask-poor-diversity-practices-overall/>

Colorado School of Public Health. 2023. The Intersection of Women, Health & Work.  
<https://news.cuanschutz.edu/coloradosph/the-intersection-of-women-health-work>

Kilberry Consultancy. 2022. [https://www.linkedin.com/pulse/succession-announcements-shorten-tenures-/?trk=pulse-article\\_more-articles\\_related-content-card](https://www.linkedin.com/pulse/succession-announcements-shorten-tenures-/?trk=pulse-article_more-articles_related-content-card)

The National Tribune, 2021. <https://www.nationaltribune.com.au/way-new-women-ceos-are-announced-may-shorten-their-tenure/>

British Psychological Society, 2021. Companies' Succession Announcements Can Inadvertently Make Work Life Harder For Incoming Female CEOs. Research Digest.  
<https://digest.bps.org.uk/2021/03/31/companies-succession-announcements-can-inadvertently-make-work-life-harder-for-incoming-female-ceos/>

I/O at Work, 2021. There May Be Harm in Putting Female Executives in the Spotlight.  
<https://www.ioatwork.com/may-be-harm-putting-female-executives-in-spotlight/>

*Bisnow*, 2021. These Developers Have Built Up America. Their Executives Are 93% White.  
<https://www.bisnow.com/national/news/construction-development/racial-diversity-major-developers-analysis-data-107861>

*Forbes*, 2020. Three Powerful Practices That Help Women Advance at Work.  
<https://www.forbes.com/sites/amberjohnson-jimludema/2020/03/07/advancing-women/?sh=626eafe63798>

*The Dallas Morning News*, 2020. <https://www.dallasnews.com/business/local-companies/2020/08/09/atts-randall-stephenson-exits-on-top-as-regions-highest-paid-ceo/>

*AOM Insights*, 2020. Three Recipes for Success for Female CEOs.  
<https://journals.aom.org/doi/abs/10.5465/amj.2015.1238.summary?journalCode=ami>

*Research Speak*. 2019. Indian School of Business (ISB) Insight.

*Medium*, 2019. <https://jackdanger.medium.com/what-we-know-now-the-latest-research-on-women-in-leadership-2e3a8e546720>

*Inc. Magazine*, 2018. <https://www.inc.com/leigh-buchanan/what-female-ceos-need-to-succeed.html>

## **SERVICE**

### **Professional**

*Editorial Review Board*

Academy of Management Journal 2019-2022, 2022-2025

*Reviewer*

Academy of Management Review

Strategic Management Journal

Journal of Applied Psychology  
Organization Science  
Management Science  
National Science Foundation  
Academy of Management Perspectives  
Journal of Management  
Journal of Business Ethics  
Journal of Management Studies  
Leadership Quarterly Journal  
Organizational Psychology Review  
Equality, Diversity, and Inclusion International Journal

## **Texas A&M University**

### *Mays Business School*

Member, Mays Mentoring Committee, 2020  
Faculty Panelist, Mays Transformational Leadership Academy, 2020, 2022

### *Management Department*

Member, Doctoral Program Committee (DPC), 2022, 2023, 2024  
Faculty Panelist, New Ph.D. Student Orientation 2019, 2021, 2022  
Faculty Volunteer, New Student Conference, 2018-2022  
Member, Undergraduate MGMT Scholarship Committee, 2018-2022  
Member, Shared Governance Committee, 2021  
Chair, Department Mentoring Committee, 2020  
Faculty Panelist, Productivity Process Ph.D. student brown-bag, 2019-2020  
Faculty Panelist, Management Teaching brown-bag, 2020  
Department Representative, Aggieland Saturday, 2018-2020  
Faculty Volunteer, Ph.D. student recruitment, 2019-2020  
Member, Entrepreneurship Program Curriculum Review Committee, 2017 – 2019

## **PROFESSIONAL AFFILIATIONS**

Member & Reviewer, Strategic Management Society, 2017-2023  
Reviewer, Strategic Management Society, Best Ph.D. Paper Prize, 2018-2022  
Member & Reviewer, Academy of Management Conference, 2012-2023  
Contributor, Administrative Science Quarterly blog (asqblog.com), 2016  
Member, Society for Industrial and Organizational Psychology (SIOP), 2014

## **CORPORATE EXPERIENCE**

VideoMining Corporation. State College, PA. 2010 - *Director, Consumer Insights*  
Institute for the Study of Business Markets. University Park, PA. 2009-2010 - *Consultant*  
DuPont–Marketing Leadership Development Program. Wilmington, DE. 2008  
Ranbaxy Laboratories Limited. Gurgaon, India. 2005-2006 - *HR Officer*  
Colwell and Salmon. Noida, India. 2004-2005 - *Management Trainee*