

YASHODHARA BASU THAKUR
Mays Business School | Texas A&M University
4221 TAMU | College Station, Texas 77843
ybasuthakur@mays.tamu.edu | ☎ +1 979-402-9205

EDUCATION

Ph.D.	Mays Business School, Texas A&M University <i>College Station, TX</i> <i>Ph.D. in Strategic Management</i>	Jan 2021 – Present
	Committee: Srikanth Paruchuri (Chair), Michael Withers, Priyanka Dwivedi, Cynthia Devers (Virginia Tech) <i>Expected graduation: Spring 2026</i>	
MBA	Indian School of Business <i>Hyderabad, India</i> <i>Postgraduate Program in Management</i>	2017
B.E.	University of Burdwan <i>India</i> <i>Bachelor of Engineering (Computer Science)</i>	2003

RESEARCH INTERESTS

Diversity in Strategic Leadership, Corporate Governance, Institutional Ownership, Social Networks

PUBLICATIONS

Dwivedi, P., **Basuthakur, Y.**, Polineni, S., Paruchuri, S., & Joshi, A. A Stakeholder Perspective on Diversity Within Organizations. *Journal of Management*. (forthcoming)

WORK UNDER REVIEW

Withers, M., **Basuthakur, Y.**, Dwivedi, P., Hillman, A. Title Removed. 1st round R&R at *Personnel Psychology*.

Dwivedi, P., **Basuthakur, Y.**, Devers, C. Title Removed. 1st round R&R at *Journal of Applied Psychology*. (Proposal accepted, request for full paper for Special Issue on Social Impact).

Basuthakur, Y., Paruchuri, S., Withers, M. Title Removed. Under review at *Strategic Management Journal*.

WORK IN PROGRESS

Basuthakur, Y., Bement, D., Howard, M., Dwivedi, P. Trading Up: How Women CEOs Leverage Board Network Changes to Gain Prestigious Board Appointments. *Preparing manuscript for submission to Strategic Management Journal*.

Basuthakur, Y., Paruchuri, S., Bhatia, N. Oh, What a Tangled Web We Weave! Reactions of Distal Institutional Investors to Organizational Misconduct. *Writing*.

DesJardine, M., Hillman, A., Shropshire, C., **Basuthakur, Y.** Activist Investors. *Analysis*.

DISSERTATION

Power of Talk: Essays on CEO Communication Styles.

CONFERENCE PRESENTATIONS AND SYMPOSIA (*Presenter)

Dwivedi, P., **Basuthakur, Y.** *, Devers, C. (2024, November). Undoing Discrimination at the Intersection of Gender and Social Class: How Government Mandates for Gender Quota Enable Minority Women's Access to Corporate Boards in India. To be presented at the 10th *Annual ICGS Conference, Arizona State University, Tempe.*

Dwivedi, P., **Basuthakur, Y.** *, Devers, C. (2024, September). Undoing Discrimination at the Intersection of Multiple Marginalized Identities: How Government Mandates for Gender Quota Enable Marginalized Women's Access to Corporate Boards in India. Presented at the 16th *Annual People and Organizations Conference, The Wharton School, Philadelphia.*

Basuthakur, Y. *, Bement, D., Dwivedi, P., & Howard, M. Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. (2024, August). In **Basuthakur, Y.**, Bement, D., & Dwivedi, P. (*Co-Organizers*). How Women in Leadership are Influenced by and Influence Their Social Environments. Presenter Symposium (OMT, DEI). Presented at the 84th *Annual Meeting of the Academy of Management Conference, Chicago, IL.*

Nominated as “**Showcase Symposium**” by Organization and Management Theory (OMT).

Nominated for the Best Symposium Award by Organization and Management Theory (OMT).

Dwivedi, P., **Basuthakur, Y.** *, & Devers, C. Undoing Discrimination at the Intersection of Multiple Marginalized Identities: How Government Mandates for Gender Quota Enable Marginalized Women's Access to Corporate Boards in India. (2024, August). In Nguyen, C. & Smith, A. *Flawless Fronts: Exploring Impression Management of Marginalized Identities and Contextual Influences*. Presenter Symposium (DEI, OB). Presented at the 84th *Annual Meeting of the Academy of Management Conference, Chicago, IL.* Nominated as “**Showcase Symposium**” by Diversity, Equity, and Inclusion (DEI).

Basuthakur, Y. *, Withers, M., Dwivedi, P., Hillman, A. (2024, August). Progress and/or Illusion: How Women Gain Outside Directorships but Not Internal Rewards. Presented at the 84th *Annual Meeting of the Academy of Management Conference, Chicago, IL.*

Basuthakur, Y. *, Bement, D., Howard, M., & Dwivedi, P. Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. (2023, September). Presented at the 43rd *Strategic Management Society Annual Conference, Toronto.*

Bhatia, N., **Basuthakur, Y.** *, Paruchuri, S. Institutional Investor Networks, Shared Sense-making, and Organizational Spillovers. (2023, October). Presented at the 43rd *Strategic Management Society Annual Conference, Toronto.*

Basuthakur, Y. *, Bement, D., Howard, M., & Dwivedi, P. Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. (2023, August). In **Basuthakur, Y.**, Bement, D., & Dwivedi, P. (*Co-Organizers*). Examining the Cross-Level Dynamics of Gender and Diversity in Social Networks. Presenter Symposium (DEI, OMT, MOC). Presented at the 83rd *Annual Meeting of the Academy of Management Conference, Boston, MA*.

Basuthakur, Y. * & Bhatia, N. Interorganizational Spillover: Institutional Investor Reactions to #MeToo Executive Misconduct. (2023, August). In **Basuthakur, Y.**, Hoempler, E., & Bhatia, N. (*Co-organizers*). Assessments and Distal Consequences of Negative Acts. Presenter Symposium (SIM). Presented at the 83rd *Annual Meeting of the Academy of Management Conference, Boston, MA*.

Basuthakur, Y., Paruchuri, S., Withers, M. Gender Quotas in Firm Governance: The Extent of Family Control and Response Heterogeneity. (2023, August). Presented at the 83rd *Annual Meeting of the Academy of Management Conference, Boston, MA*.

Basuthakur, Y. * Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. (2023, June). Fostering Inclusion: A Workshop to Advance Research on Diversity, Equity, and Inclusion. University of Washington, Foster School of Business Inclusion Workshop, Seattle.

Dwivedi, P., & **Basuthakur, Y.** (2023, March). Do Government Mandates for Gender Quota Enable Minority Women's Access to Corporate Boards? Poster Presentation. Presented at the 9th *Annual Women's Research on Women Symposium, Education & Human Development, Texas A&M University*.

Dwivedi, P., **Basuthakur, Y. ***, Devers, C. (2022, September). Undoing Discrimination at the Intersection of Gender and Social Class: How Government Mandates for Gender Quota Enable Minority Women's Access to Corporate Boards in India. Presented at the 42nd *Strategic Management Society Annual Conference, London*.

Basuthakur, Y. *, Dwivedi, P., Withers, M., Hillman, A. (2022, September). Progress or Illusion: Board Certifications and Gendered Effects on Female Executive Compensation. Presented at the 42nd *Strategic Management Society Annual Conference, London*.

Basuthakur, Y. * (2022, August). Battle of the Classes. Social Class and Work Status in Determining Women Director Appointments. Presented at the 82nd *Annual Meeting of the Academy of Management Conference, Seattle, WA*.

Bang, N.P., **Basuthakur, Y. ***, Chittoor, R., Ramachandran, K. (2021, August). Family Firms and Compliance with Mandatory CSR: Evidence from a Natural Experiment. Presented at the 81st *Annual Meeting of the Academy of Management Conference (Virtual)*.

BOOK CHAPTERS

Ramachandran, K. & **Basuthakur, Y.** (2021). The Evolution of a Sustainable Energy Family Business: The Case of Thermax Ltd. In P. Sharma & S. Sharma (Eds.) *Pioneering Family Firms' Sustainable Development Strategies*. Edward Elgar Publishing Inc., Northampton, MA.

Ramachandran, K., Ray, S., **Basuthakur, Y.** (2020). Future of Family Business in India – Impact and Implications of the Changing Landscape, In A. Calabrò (Eds.) *A research agenda for family business. A way ahead for the field.* Edward Elgar Publishing.

TEACHING

Mays Business School, Texas A&M University

Strategic Management (MGMT 466) - Overall this was an effective instructor

- Spring 2024 Section Evaluation: 4.4/5
- Spring 2023 Section Evaluation: 4.2/5

HONOURS & REWARDS

- | | |
|--|-----------|
| • ICGS Travel Grant (Harold S. Geneen Charitable Trust) - \$2000 | 2024 |
| • Albert A. Cannella, Jr. Scholarship in Management | 2024 |
| • Ph.D. Enhancement Fellowship | 2021-2024 |

INVITED CONSORTIA

- | | |
|--|------|
| Academy of Management, STR Doctoral Consortium | 2024 |
| University of Michigan, Ross School of Business, Strategy Science Doctoral Workshop and Conference | 2024 |

SERVICE ACTIVITIES

- | | |
|--|--------------|
| Consortium for the Advancement of Research Methods and Analysis (CARMA) Ph.D. Representative (Texas A&M) | 2023-2024 |
| Conference Reviewer | 2021-Present |
| Academy of Management Annual Meetings | |
| Strategic Management Society Annual Conferences | |
| International Corporate Governance Social Annual Conference | |
| Pre-Doctoral Student Consortium (Invited Panelist), How to Succeed in the Ph.D. Admission Process, Academy of Management | 2024 |
| Ph.D. Student Representative (Management), Mays Business School, Texas A&M University | 2024 |
| New Doctoral Student Consortium (Organizer), Academy of Management | 2022 |

PROFESSIONAL AFFILIATIONS

- | | |
|---|--------------|
| Member, Academy of Management | 2021-Present |
| Member, Strategic Management Society | 2022-Present |
| Member, International Corporate Governance Social Annual Conference | 2024 |

CORPORATE EXPERIENCE

- | | |
|--|-----------|
| Research Associate, Indian School of Business, India | 2018-2020 |
| Director (Service Delivery), Sutherland Global Services, India | 2017-2018 |
| Senior Product Manager, Finxera, India | 2017 |
| Senior Business Analyst, TiVo Inc., San Jose, CA | 2014-2015 |
| Consultant at Apple Inc., Sunnyvale, CA | 2014 |
| Senior Analyst, Hitachi Data Systems, Santa Clara, CA | 2009-2014 |
| Software Engineer, Infosys Technologies Limited, India and Santa Clara, CA | 2003-2009 |

ACADEMIC REFERENCES

Srikanth Paruchuri
Professor & Department Head
Mr. & Mrs. James R. Whatley '47 Chair in Business
Department of Management
sparuchuri@mays.tamu.edu

Michael Withers
Associate Dean for Research and Scholarship
Benton Coconougher Chair in Business
Department of Management
mwithers@mays.tamu.edu

Priyanka Dwivedi
Assistant Professor
Department of Management
pdwivedi@mays.tamu.edu