

PRIYANKA DWIVEDI

EDUCATION

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

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)
(*Maternity & COVID extensions: 2020-2021, 2021-2022*)

SOCIETAL IMPACT STATEMENT

My research explores the pivotal role of strategic leadership in shaping workplace practices and firm-level outcomes, specifically focusing on women in senior leadership. I also examine how stakeholders, CEOs, and organizations work together to initiate and sustain positive organizational changes. By integrating macro-level and micro-level domains, my scholarship addresses socio-psychological and contextual factors that contribute to the success of women in executive roles.

REFEREED PUBLICATIONS (*w/ student authors)

Zhiyu, F., Ma, A., Dwivedi, P., & Liu, F. Competence in Female Leadership. Forthcoming.
Journal of Applied Psychology.

Georgakakis, D., Ma, Y.*, Dwivedi, P., & Cannella, A. Divided We Stand: Top Management Ideological Separation as an Impediment to Strategic Change in Turnaround Situations.
British Journal of Management. 2025.

Dwivedi, P., Basuthakur, Y.*, Polineni, S.*, Paruchuri, S., & Joshi, A. A Stakeholder Perspective on Diversity Within Organizations. *Journal of Management*. 2024.

Howard, M., Dwivedi, P., D'Oria, L., Lyles, M., & Nahm, P*. How Media Portrayal of CEO Overconfidence Impacts Radical Innovation. *Research Policy (Special Issue on Strategic Leadership and New Pathways for Radical Innovation)*. 2024.
<https://doi.org/10.1016/j.respol.2024.105105>

Dwivedi, P. & Paolella, L. Tick-off the Gender Diversity Box: Examining the Cross-level Effects of Women's Representation in Senior Management. *Academy of Management Journal*. 2024
(*Published online: 2023*).

- Winner- CK Prahalad Best Conference Paper Award, Strategic Management Society, Special India Conference, 2018. <https://doi.org/10.5465/amj.2021.0506>

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. <https://doi.org/10.1037/apl0001071>

- Nominated- Best 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. <https://doi.org/10.1037/apl0000871>

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. <https://doi.org/10.5465/amj.2015.1238>

MANUSCRIPTS: UNDER REVISION (*w/ student authors)

Dwivedi, P., Basuthakur, Y. *, & Devers, C. Regulatory Pressures and Intersectionality Spillovers. 2nd Revise & Resubmit (R&R) at *Journal of Applied Psychology (Special Issue on Social Impact)*.

WORKING PAPERS (*w/ student authors)

Withers, M., Basuthakur, Y. *, Dwivedi, P., & Hillman, A. First-time board appointments for women executives. Preparing manuscript to submit to *Academy of Management Journal*.

Sitzmann, T., Dwivedi, P., Schwartz, S., & Johnson, S. Gender Wage Gap and Firm Performance. Preparing manuscript to submit to *Journal of Management*.

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

Basuthakur, Y*, Bement, D.*, Howard, M., & Dwivedi, P. Women CEOs & Board Appointments. Preparing manuscript to submit to the *Academy of Management Journal*.

Tang, S., Yim, J., Jahanshahi, A. A., & Dwivedi, P. Gender and the CEO work-family interface. Preparing manuscript to submit to the *Administrative Science Quarterly*.

Dwivedi, P., Zhang, S., Adomako, S., & Zahoor, N. TMT gender diversity and reflexivity on corporate entrepreneurship. Preparing manuscript to submit to the *Strategic Management Journal*.

Dwivedi, P., Zhang, S., Essman, S., & Jahanshahi, A. A. TMT ingratiation and dynamics. Preparing manuscript to submit to the *Academy of Management Journal*.

WORKS IN PROGRESS (*w/ student authors)

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

Mitra, A. & Dwivedi, P. Shareholder identity & Diversity. Theory paper. Writing stage. Target: *Academy of Management Review*.

Zapata, C., Dwivedi, P., & Gentry, R. Expressed Humility & Women CEOs. Data collection stage.

Dwivedi, P., Essman, S., & Naaz, S*. CEO personality & Women Executives. Data collection stage.

OTHER AWARDS, NOMINATIONS, AND CONFERENCE PROCEEDINGS (*w/ student author)

Dwivedi, P., Yonish, L.*, Cannella, A., & Devers, C. Institutional Pressures and Gender Diversity in the C-Suite. In *Academy of Management Proceedings*, vol 2022, no.1, p.12679. Annual Conference of the Academy of Management, 2022.

Georgakakis, D., Dwivedi, P., & Cannella, A. The elephant-donkey divide: Ideology-based faultlines and strategic renewal in turnaround situations. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 13398). Annual Conference of the Academy of Management, 2022.

Dwivedi, P., Gee, I.H.*, Withers, M., & Boivie, S. Valuing at the top: CEO diversity-valuing behavior, executive psychological safety, and turnover. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 10175). The conference was held in a virtual format due to COVID-19.

Dwivedi, P., Nadkarni, S., & Paoletta, L. The paradox of diversity at the top. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 19387).

Zapata, C. & Dwivedi, P. Expressed Humility & 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

INVITED SPEAKER

“Gender Diversity Valuing Institutional Investors & Women in the C-Suite.”
Michigan State University, Department of Management, 2023.

“How Investors Shape Women’s Representation at the Top.”
Rutgers Business School, Management & Global Business, 2023.

“Women in Management.”
Southern Management Association. Florida, 2023.

“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.

“Diversity Strategies for Entrepreneurial Success.”

HEC Montréal– Next AI (Executive Education) program, Canada. 2023.

“Spotlight Effects on Women CEOs”

TAMU Psychological & Brain Sciences, 2022.

“The Paradox of Diversity at The Top.”

Cornell University ILR School. 2022.

“Diversity and Inclusion in the C-suite.” Guest Speaker Series

University of Cambridge. Judge Business School (Executive Education), UK. 2021.

PROFESSIONAL PRESENTATIONS (*w/ student authors)

Dwivedi, P., Basuthakur, Y., & Devers, C. Intersectionality & Women Directors in India. *Annual Conference of the Academy of Management, Boston, 2024.*

Sitzmann, T., Dwivedi, P., Schwartz, S., & Johnson, S. Elevating Gender Equality to the Firm-Level. *Annual Conference of the Academy of Management, Boston, 2023.*

Basuthakur, Y*, Bement, D*, Howard, M. & Dwivedi, P. Can I Get an Upgrade? Female CEOs and Board Networks. *Annual Conference 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. *Annual Conference of the Academy of Management, Boston, 2023.*

Dwivedi, P. Regulatory Pressures and Intersectionality Spillovers. University of Washington, *Foster School of Business Inclusion Workshop, Seattle, 2023.*

Basuthakur, Y*, Dwivedi, P., & Devers, C. Regulatory pressures 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 board appointments for female executives. *Strategic Management Society Conference, London, 2022.*

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

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

Dwivedi, P., Gee, I.H.*, Withers, M., & Boivie, S. CEO values and Executive Turnover. *Strategic Management Society Conference, 2020*. Virtual format due to Coronavirus.

Dwivedi, P., Yonish, L.*, Cannella, A., & Devers, C. Institutional Pressures & Gender Diversity in the C-Suite. *Strategic Management Society Conference, 2020*. Virtual format due to Coronavirus.

Dwivedi, P., Nadkarni, S., & Paoletta, L. The Paradox of Diversity at The Top. *Annual Conference 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. *Strategic Management Society Special Conference, Las Vegas, 2019*.

Dwivedi, P., Nadkarni, S., & Paoletta, L. The Paradox of Diversity at the Top. *Strategic Management Society Special Conference, India, 2018*.

Withers, M. & Dwivedi, P. Differential effects of human and social capital on board appointments for female executives. *Strategic Management Society Special Conference, India, 2018*.

Joshi, A., Humphrey, S., Houston, L. & Dwivedi, P. An Issue-selling Perspective on Women's Leadership. *Annual Conference 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. *Annual Conference 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. *Annual Conference of the Academy of Management, Vancouver, 2015*.

Dwivedi, P., Joshi, A., & Misangyi, V. Doomed to Fail or Poised to Succeed? *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)

Dwivedi, P. (Co-organizer), Paoletta, L., & Naaz, S*. Diversity, Equity, and Inclusion Practices: Unveiling the Unforeseen Outcomes. Presenter Symposium. Annual Conference of the Academy of Management. 2024.

*Designated 'Showcase Symposium' by the AOM OB Division
Nominated for the OB Best Symposium Award*

Basuthakur, Y*. Bement, D.*, & Dwivedi, P. (Co-organizer). How Women in Leadership are Influenced by and Influence Their Social Environments. Presenter Symposium. Annual Conference of the Academy of Management. 2024.

*Designated 'Showcase Symposium' by the AOM OMT Division
Nominated for the OMT Best Symposium Award*

HR Division Late-Stage Doctoral Student Consortium (Panelist). Professional Development Workshop. *Annual Conference of the Academy of Management, 2023, 2024.*

Dwivedi, P. (Co-organizer), Chawla, N., Hill, E., & Parke, M. (Rogers, B.) Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions. Professional Development Workshop. *Annual Conference of the Academy of Management, 2022- 2024.*

Dwivedi, P. (Co-organizer), Chawla, N. & Zipay, K. I'm Speaking. Professional Development Workshop. *Annual Conference 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. *PDW Annual Conference of the Academy of Management, 2019.*

Dwivedi, P. (Co-organizer), Lovelace, J. & Zhang, D. Micro-processes in the Upper Echelons: A Dialogue Between Micro-scholars and Macro-scholars. *Annual Conference of the Academy of Management, 2017.*

Dwivedi, P. (Organizer). Does Gender Really Matter in the Upper Echelons? A Debate. Panel symposium *Academy of Management. Annual Conference of the Academy of Management, 2016.*

*Designated 'Showcase Symposium' by the AOM OMT Division
Designated 'Showcase Symposium' by the AOM BPS Division*

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. Annual Conference of the Academy of Management, 2014.*

Designated 'Showcase Symposium' by the AOM BPS Division

TEACHING EXPERIENCE

MGMT 618 Strategic Management, Spring 2025 (MBA one section)
MGMT 466 Strategic Management, Fall 2024 (Undergraduate three sections)
MGMT 680 Strategic Management Spring 2024 (Masters' two sections)
MGMT 466 Strategic Management, Spring 2024 (Undergraduate one section)
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

- \$10,000: Mays Research Excellence Grant, 2024
- \$2000: Mays Business School Mini-Grant, 2024
- \$4000: Mays Business School Mini-Grant, 2020
- \$10,053: Social Sciences and Humanities Research Council (SSHRC) Explore - Major Collaborative Project Grant, 2018
- \$4000: Mays Business School Mini-Grant, 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

PRACTIONER PUBLICATIONS

Dwivedi, P. 2024. "How CEOs Keep Top Female Talent."

The Civilian (Stanford University School of Medicine Journal; invited contribution).

<https://www.thecivilian.co/all-articles/social-sciences-education/how-ceos-keep-top-female-talent>

Dwivedi, P. & Paoletta, L. 2024. "How Gender Diversity at the Top of Law Firms Can Mask Poor Diversity Practices Overall."

The Columbia Law School Blog (invited contribution).

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

SELECT MEDIA COVERAGE

Harvard Business manager magazine. 2024.

<https://www.manager-magazin.de/hbm/diversity-wenn-vielfalt-in-die-hierarchie-falle-tappt-a-607ff6be-ad3d-406a-b878-fd069d335904>

Harvard Business Review. 2024. July/ August (Print) Issue. Idea Watch: Firms with More Female Senior Leaders Hire Fewer Women.

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.

National Affairs. 2024. <https://www.nationalaffairs.com/blog/detail/findings-a-daily-roundup/opportunities-and-outcomes>

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

The National Tribune, 2021. Way new women CEOs are announced may shorten their tenure.

British Psychological Society, 2021. Readers Digest. 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.

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/>

The Strategy Set: Indian School of Business (ISB) Insight, 2019. Golden Skirts? Why Women Directors get Overboarded. <https://isbinsight.isb.edu/the-strategy-set/>

Medium, 2019. International Women's Day 2019: Four studies that challenge what we know about women in leadership. <https://jackdanger.medium.com/what-we-know-now-the-latest-research-on-women-in-leadership-2e3a8e546720>

AOM Insights, 2018. Three Recipes for Success for Female CEOs. <https://journals.aom.org/doi/abs/10.5465/amj.2015.1238.summary?journalCode=ami>

Inc. Magazine, 2018. What Female CEOs Need to Succeed. <https://www.inc.com/leigh-buchanan/what-female-ceos-need-to-succeed.html>

SERVICE

University

Invited Speaker: Women's Research on Women Symposium, 2023
TAMU College of Education and the Educational Leadership Research Center

College

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

Management Department

Member, Doctoral Program Committee (DPC), 2022- Present

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

Professional

Editorial Review Board

Academy of Management Journal 2021-2022, 2023-2025
Journal of Management, 2024-present

Reviewer, 2018- Present

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

Invited Reviewer, Strategic Management Society, Best Ph.D. Paper Prize, 2018-2022

PROFESSIONAL AFFILIATIONS

Member, Academy of Management, 2012-2023
Member, Strategic Management Society, 2018-2024
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*
The Pennsylvania State University, Smeal College of Business, MBA Office, State College, Pennsylvania, United States. 2007-2009 - *Research Assistant*
Ranbaxy Laboratories Limited. Gurgaon, India. 2005-2006 - *HR Officer*