

YASHODHARA BASUTHAKUR

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EDUCATION

Ph.D.	Mays Business School, Texas A&M University <i>Ph.D. in Strategic Management</i>	College Station, TX Jan 2021 – May 2026 (Expected)
MBA	Indian School of Business <i>Postgraduate Program in Management</i>	Hyderabad, India 2017
B.E. (Hons.)	University of Burdwan <i>Bachelor of Engineering (Computer Science)</i>	India 2003

DISSERTATION

In sync or out of tune? Antecedents and consequences of (in)congruence in intra-dimensional language attributes across organizational communication.

Committee: Srikanth Paruchuri (Chair), Michael C. Withers, Priyanka Dwivedi, Cynthia E. Devers, and Rajiv Mukherjee

RESEARCH INTERESTS

Organizational Events, Strategic Leadership & Corporate Governance, Diversity in Upper Echelons, Social Networks

PUBLICATIONS

Dwivedi, P., **Basuthakur, Y.**, Polineni, S., Paruchuri, S., & Joshi, A. (2025). A Stakeholder Perspective on Diversity Within Organizations. *Journal of Management*.

WORK UNDER REVIEW

Dwivedi, P.^{*}, **Basuthakur, Y.**^{*}, Devers, C.E., & Karri, R. Title Removed. 3rd round R&R at *Journal of Applied Psychology*. (Special Issue on Social Impact).

^{*} Equal author contributions.

WORK IN PROGRESS

Basuthakur, Y., Bement, D., Howard, M.D., & Dwivedi, P. Trading Up: How Women CEOs Leverage Board Network Changes to Gain Prestigious Board Appointments. Preparing to submit to the *Academy of Management Journal*.

- Runner-Up 2025 AOM DEI Division Dorothy Harlow/McGraw Hill Best (Conference) Paper Award
- Best Paper Proceedings of the Annual Meeting of the Academy of Management 2025.

Withers, M.C., **Basuthakur, Y.**, Dwivedi, P., & Hillman, A.J. Conditional Screening: How Gender Interacts with Organizational Characteristics in First-Time Director Appointments. Preparing to submit to the *Academy of Management Journal*.

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

Basuthakur, Y., Paruchuri, S., & Withers, M.C. Gender Quotas in Firm Governance: The Extent of Family Control and Response Heterogeneity. *Analysis*.

Basuthakur, Y. How you say it matters. Gendered evaluation of CEO language and investor reactions. *Analysis*.

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

PUBLICATIONS IN PROCEEDINGS

Basuthakur, Y., Bement, D., & Howard, M.D. 2025. Trading Up: How Female CEOs Leverage Directorship Ties to Gain Prestigious Board Appointments. Paper selected for *Academy of Management Best Papers Proceedings*.

- Runner-Up 2025 AOM DEI Division Dorothy Harlow/McGraw Hill Best (Conference) Paper Award.

CONFERENCE PRESENTATIONS AND SYMPOSIA (*Presenter)

Basuthakur, Y. * (2025, October). How you say it matters. Gendered evaluation of CEO language and investor reactions. To be presented at the 45th *Strategic Management Society Annual Conference, San Francisco, CA*.

Basuthakur, Y. *, Bement, D., Dwivedi, P., & Howard, M.D. (2025, October). Trading Up: How Women CEOs Leverage Directorship Ties to Gain Prestigious Board Appointments. To be presented at the 45th *Strategic Management Society Annual Conference, San Francisco, CA*.

Basuthakur, Y. * (2025, July). How you say it matters. Gendered evaluation of CEO language and investor reactions. Presented at the 85th *Annual Meeting of the Academy of Management Conference, Copenhagen, Denmark*.

Basuthakur, Y. *, Bement, D., & Howard, M.D. (2025, July). Trading Up: How Women CEOs Leverage Directorship Ties to Gain Prestigious Board Appointments. Presented at the 85th *Annual Meeting of the Academy of Management Conference, Copenhagen, Denmark*.

- Runner-Up 2025 AOM DEI Division Dorothy Harlow/McGraw Hill Best (Conference) Paper Award
- Best Paper Proceedings of the Annual Meeting of the Academy of Management 2025.

Dwivedi, P., **Basuthakur, Y.** *, & Devers, C.E. (2025, July). How Gender Quota Enables Marginalized Women Director's Access to Multiple Corporate Boards in India. In Song, E.Y. & Chae, H. Gender as a Social Status and its Intersection with Other Status-Laden Categories. Presenter Symposium (OMT). Presented at the 85th *Annual Meeting of the Academy of Management Conference, Copenhagen, Denmark*.

Basuthakur, Y. * (2025, May). In sync or out of tune? Consequences of (in)congruence in intra-dimensional language attributes across organizational communication. Roundtable at the 3rd *Strategic Leadership Idea Development Event (SLIDE), Texas Christian University, Fort Worth, Texas*.

Dwivedi, P., **Basuthakur, Y.** *, Devers, C.E. (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. Presented at the 10th *Annual ICGS Conference, Arizona State University, Tempe*.

Dwivedi, P., **Basuthakur, Y.** *, Devers, C.E. (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.D. (2024, August). Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. 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*.

- “**Showcase Symposium**” by Organization and Management Theory (OMT).
- Nominated for the *Best Symposium Award* by Organization and Management Theory (OMT), *listed as a Top 4 symposium*.

Dwivedi, P., **Basuthakur, Y.** *, & Devers, C.E. (2024, August). 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. 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.C., Dwivedi, P., Hillman, A.J. (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.D., & Dwivedi, P. (2023, September). Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. Presented at the 43rd *Strategic Management Society Annual Conference, Toronto*.

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

Basuthakur, Y. *, Bement, D., Howard, M.D., & Dwivedi, P. (2023, August). Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. 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. (2023, August). Interorganizational Spillover: Institutional Investor Reactions to #MeToo Executive Misconduct. 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.C. (2023, August). Gender Quotas in Firm Governance: The Extent of Family Control and Response Heterogeneity. Presented at the 83rd *Annual Meeting of the Academy of Management Conference, Boston, MA*.

Basuthakur, Y.* (2023, June). Can I Get an Upgrade? How Female CEOs Leverage Their Scarcity to Gain Prestigious Board Appointment. 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.E. (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.C., Hillman, A.J. (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 2025 Section Evaluation: 4.5/5
- Spring 2024 Section Evaluation: 4.4/5
- Spring 2023 Section Evaluation: 4.2/5

HONOURS & REWARDS

Dr. Michael Hitt Ph.D. Scholarship in Management	2025
Dean's Award for Outstanding Research by a Doctoral Student	2025
Albert A. Cannella, Jr. Scholarship in Management	2024
ICGS Travel Grant (Harold S. Geneen Charitable Trust) - \$2000	2024
Ph.D. Enhancement Fellowship	2021-2025

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

Ad hoc Reviewer	2025
The Leadership Quarterly	
Corporate Governance: An International Review	
Conference Reviewer	2021-Present
Academy of Management Annual Meetings	
Strategic Management Society Annual Conferences	
International Corporate Governance Social Annual Conference	
Consortium for the Advancement of Research Methods and Analysis (CARMA) Ph.D. Representative (Texas A&M)	2023-2025
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	2024-2025
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

Dr. Srikanth Paruchuri

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