

PRIYANKA DWIVEDI

Smeal College of Business, The Pennsylvania State University
418B Business Building, University Park, PA 16802
Tel: 215-779-9844 / Email: pzd110@smeal.psu.edu

EDUCATION

The Pennsylvania State University, Smeal College of Business

Ph.D. Management and Organization (expected 2017)
Committee: Aparna Joshi (Chair), Vilmos Misangyi, Donald Hambrick, Jonathan Bundy and Margaret Meloy

Master of Business Administration (2009)

University of Delhi, India

Master of Arts (Psychology) (2004)
Bachelor of Arts (Applied Psychology) (2001)

RESEARCH INTERESTS

My research takes a behavioral approach to strategic management and focuses on the social, psychological and organizational factors that shape the behavior of strategic leaders and influence firm outcomes. I am especially interested in examining the socio-cognitive and affective micro-processes / mechanisms that influence strategic decision-making and leadership among executives in the upper echelons. So far, I have examined these processes in the context of gender and diversity in the upper reaches of organizations. Broadly, my past and present projects span two areas: The first stream of my research focuses on socio-cognitive processes- imprinting, identity, issue-selling- that allow female executives to successfully impact firm performance and other outcomes. The second stream of research, and more specifically my dissertation, focuses on the affective mechanisms- particularly emotion regulation - that allow female CEOs and executives to bring about strategic change in the post-succession period. My dissertation has been recently selected as a finalist for this year's Organization Science/INFORMS Dissertation Proposal Competition.

TEACHING INTERESTS

Strategy, Organizational Theory and International Management at undergraduate and graduate levels.

MANUSCRIPT UNDER REVIEW

*Dwivedi, P., Joshi, A., & Misangyi, V. Doomed To Fail Or Poised To Succeed? How Predecessors Shape The Success Of Women CEOs. Second R&R at **Academy of Management Journal**.*

RESEARCH IN- PROGRESS

- Dwivedi, P.** She Who Keeps A Cool Head Prevails! Examining How Emotions Allow Female CEOs to Succeed in Executive Roles. Dissertation Paper.
- Joshi, A., **Dwivedi, P.**, & Misangyi, V. How Succession Events Shape The Claiming And Granting Of Leadership Identity For Female CEOs. Data analysis underway. *Target: Academy of Management Journal*.
- Joshi, A., Humphrey, S., **Dwivedi, P.**, & Houston, L. An Issue-selling Perspective on Women's Leadership in Male –Dominated Contexts. Data analysis and manuscript preparation underway. *Target: Administrative Science Quarterly*.
- Dwivedi, P.**, & Joshi, A. Regulating Self To Regulate The Firm: How CEO Self Regulation Helps Executives Impact Firm Performance- A Theoretical Framework. *Target: Academy of Management Review Special Topic Forum (Socio-cognitive Perspectives In Strategy And Strategic Management)*
- Dwivedi, P.** A Different Social Fishbowl ? Examining How The Social Context At Succession Impacts The Experiences And Post-Succession Outcomes For Female Chief Executives. Data collection underway. In-progress project.
- Joshi, A., & **Dwivedi, P.** Men are People Too: A Framework for Research on Men and Masculinity in Organizations. In-progress project.
- Dwivedi, P.**, & Johnson, T. The United States of Women: Examining How Social Movements Influence The Gender And Diversity Agenda At The Top In Organizations. In-progress project.

SYMPOSIA

- Dwivedi, P.** 2016. Sex in the Boardroom: 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. Anaheim, California.
- Dwivedi, P.** (Presenter), Joshi, A., & Misangyi, V. 2014. 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. Philadelphia.

CONFERENCE PRESENTATIONS

- Joshi, A., Humphrey, S., **Dwivedi, P.** (Presenter), & Houston, L. 2016. 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, California.

Dwivedi, P. (Presenter), Joshi, A., & Misangyi, V. 2015. 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*. Presenter Symposium. Annual Meeting of the Academy of Management. Vancouver, Canada.

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

Dwivedi, P. (Presenter), Joshi, A., & Misangyi, V. 2014. 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, HI.

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

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

OTHER REFEREED PUBLICATIONS

Pant, P., & **Dwivedi, P.** Factors affecting the psychosocial functioning of gay men in India. *Indian Psychological Review*. Special Edition, 2002.

TEACHING EXPERIENCE

MGMT 471 Strategic Management, Fall 2015 (Instructor Rating: 6.1 /7)

MGMT 326 Organizational Behavior & Design, Fall 2014, Fall 2013 (Instructor Rating: 5.9 & 4.1 / 7)

CORPORATE EXPERIENCE

VideoMining Corporation. State College, PA. 2010 - *Director, Consumer Insights*

Institute for the Study of Business Markets. University Park, PA. 2009-2010 - *Consultant*

Penn State Smeal MBA Office. University Park, PA. 2007-2009 - *Graduate Assistant*

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*

HONORS AND AWARDS

- Selected as a Finalist for the Organization Science/INFORMS Dissertation Proposal Competition 2016.
- Jeanne and Charles Rider Graduate Fellowship, Pennsylvania State University, 2016.
- Management and Organization Excellence fund scholarship, Pennsylvania State University, 2013- Present.
- Beta Gamma Sigma honoree, Pennsylvania State University, 2009.
- MBA full tuition scholarship, Pennsylvania State University, 2007- 2009.

PROFESSIONAL SERVICE & AFFILIATIONS

- Contributor to the Administrative Science Quarterly blog (asqblog.com), 2016.
- Reviewer for the Academy of Management annual meetings, 2012-present.
- Member, Academy of Management, 2012-Present.
 - OB, BPS, GDO Divisions
- Member, Society for Industrial and Organizational Psychology (SIOP), 2014.
- Vice-President- Smeal MBA Women's Association, 2008-2009.

REFERENCES

Aparna Joshi (Chair)

Arnold Family Professor of
Management
Smeal College of Business
The Pennsylvania State University
438 Business Building
University Park, PA 16802
Phone: 814-863-0099
Email: aparnajo@psu.edu

Vilmos Misangyi

Professor of Strategic Management
BNY Mellon Fellow
Chair, Management & Organization
Dpt
Smeal College of Business
The Pennsylvania State University
452 Business Building
University Park, PA 16802
Phone: 814-867-2675
Email: vfm10@psu.edu

Donald Hambrick

Evan Pugh Professor and
Smeal Chaired Professor of
Management
Smeal College of Business
The Pennsylvania State University
414 Business Building
University Park, PA 16802
Phone: 814-863-0917
Email: dch14@psu.edu

Jonathan Bundy

Assistant Professor of Management
W.P. Carey School of Business
Arizona State University
Tempe, AZ 85287
Phone: 480-965-6445
Email: Jonathan.Bundy@asu.edu

