

**APARNA JOSHI**

Professor of Management and Organizations  
Stephen M. Ross School of Business  
University of Michigan  
Ann Arbor, Michigan

**ACADEMIC POSITIONS**

**Professor of Management and Organizations**

Michigan Ross, July 2024 -

**Arnold Family Professor of Management**

Pennsylvania State University, 2016-2024

**Professor**

Pennsylvania State University, 2015-2016

**Associate Professor (with Tenure)**

Pennsylvania State University, 2012-2015

**Associate Professor (with Tenure)**

University of Illinois at Champaign-Urbana, 2009-2012

**Assistant Professor**

University of Illinois at Champaign-Urbana, 2002-2009

**Visiting Fellow**

Faculty of Business & Economics, Work & Org. Studies Dept., University of Sydney, Fall, 2010

**Visiting Faculty**

Indian School of Business, Hyderabad, India, 2011

**PROFESSIONAL SERVICE ROLES**

**Associate Editor**

Administrative Science Quarterly, 2021-2024

**Board of Governors, Representative-at-large**

Academy of Management, 2016-2019

**Associate Editor**

Academy of Management Journal, 2013-2016

## EDUCATION

### Rutgers University

Ph.D. School of Management & Labor Relations, 2002  
Dissertation Advisor: Susan E. Jackson

### Indian Institute of Technology, Mumbai, India

M.Phil., Industrial Relations, 1996

### Jawaharlal Nehru University, New Delhi, India

M.S. Political Science, 1995

### Elphinstone College, Mumbai, India

B.A. Political Science, 1993

## HONORS /AWARDS/GRANTS

**2025 Nominated for AMJ Impact Award.** The goal of this award is to recognize one article each year that makes the greatest impact by answering research questions that are important for society.

Dwivedi\*, P., **Joshi, A.** & Misangyi V.F. 2018. Gender-inclusive gate-keeping: How (mostly) male predecessors can influence the success of female CEOs. *Academy of Management Journal*. 61(2), 379-404.

**2025 Dean's Distinguished Fellow, Jones School of Business, Rice University**

**2019 Fellow of the Academy of Management**

**2014 The Cummings Award for Early- to Mid-career Scholarly Achievement, Organizational Behavior Division of the Academy of Management.**

**2010 National Science Foundation (NSF) Grant #0964963 \$281,835.00**  
Joshi, A. Unpacking the Effects of Demographic Diversity in Multidisciplinary Groups (*sole PI*), Innovations and Organizational Sciences Program, Division of Social and Economic Sciences

**2010 Saroj Parasuraman Award for Best Published Paper in the Area of Diversity,** Academy of Management Meeting, Montreal, Canada.

**Joshi, A., & Roh, H.** 2009. The role of context in work team diversity research: A meta-analytic review. *Academy of Management Journal*. 52: 599-628.

**2008 Dorothy Harlow Distinguished Paper Award,** Academy of Management Meeting, Anaheim, CA.

**Joshi A., & Roh., H.** 2008. Considering context in work team diversity research: A meta-analytic review.

---

\*Student co-authors at the time the project was initiated

**2007 OB Division's Making Connections Award**, Annual Academy of Management Meeting, Philadelphia, PA. **Joshi A.** 2007. How, where, and why diversity matters: A contextualized agenda for future research. Chair, organizer and presenter of panel symposium.

**2006 Dorothy Harlow Distinguished Paper Award**, Academy of Management Meeting, Atlanta.  
Liao, H., Chuang, A., & **Joshi, A.** 2006. In the eye of the beholder: Understanding perceived dissimilarity.

**2001 Gender and Diversity in Organization's Best Paper Based on a Dissertation Award**, Academy of Management.  
**Joshi, A.** 2001. The context in which some differences make a difference: The influence of organizational demography on the outcomes of team diversity.

## ADDITIONAL EDITORIAL/PROFESSIONAL SERVICE

**Guest Editor**, Special Issue on Diversity at a Critical Juncture, *Academy of Management Review*, 2017

**Editorial Board**, *Academy of Management Journal*, 2010-2013

**Editorial Board**, *Organizational Behavior and Human Decision Processes*, 2010-2013

**Co-Editor**, *Research in Personnel and Human Resource Management*, 2009-2013

## PUBLICATIONS

*Google Scholar Citations: 21,478, h-index 42, i-10 index: 59*

### Refereed Journal Articles

1. Dwivedi, P., Basuthakur, Y., Polineni, S.\*, Paruchuri, S., & **Joshi, A.** (2025). A Stakeholder Perspective on Diversity Within Organizations. *Journal of Management*, 51(1), 383-426.
2. Johnson, T. D., & **Joshi, A.** (2025). A stigma perspective on neurodiversity research: Lessons from autistic workers. *Current Opinion in Psychology*, 62, 101959.
3. **Joshi, A.** Oh S.\*, DesJardine, M. 2024. A New Perspective on Gender Bias in the Upper Echelons: Why Stakeholder Variability Matters, *Academy of Management Review*, 49(2), 322-343.
4. Chen, A\*, Treviño, L. K., **Joshi, A.**, & Caligiuri, M. D. 2024. "Hireability" prospects for known bystander reporters of sexual harassment: Moral character, agreeableness, and gender effects. *Journal of Organizational Behavior*, 45(7), 1047-1069.
5. Dang, C, & **Joshi., A.** 2023. On The Politics and Plurality of Ally Work: Liberalism and self, relational, and organizational ally work. *Academy of Management Journal*, 66 (5), 1554-1585

\*Student co-authors at the time the project was initiated

6. Rheinhardt, A\*. Briscoe, F., **Joshi, A.** 2023. Organization-as-Platform Activism: Theory and Evidence from the National Football League 'Take a Knee' Movement. *Administrative Science Quarterly*, 68 (2), 395-428.
7. Johnson, J.\*, **Joshi, A.**, & Kreiner, G. 2023. Bridgework: A Model of Brokering Relationships Across Social Boundaries in Organizations, *Organization Science*, 34 (4), 1458-1468.
8. Yoon, M.Y\*. **Joshi, A.**, Dang., C. 2023. Male privilege awareness and relational well-being at work: An allyship pathway. *Psychology of Men & Masculinities*, 24(2), 149-161.
9. Dwivedi, P., Misangyi, V. F., & **Joshi, A.** 2021. "Burnt by the spotlight": How leadership endorsements impact the longevity of female leaders. *Journal of Applied Psychology*. Vol 106(12), Dec 2021, 1885-1906.
10. **Joshi, A.**, Hambrick, D., & Kang J\*. 2021. The generativity mindsets of Chief Executive Officers: A new perspective on succession outcomes, *Academy of Management Review*, 46(2), 385-405.  
(Runner up for Best Paper Award, Academy of Management Review 2022)
11. Johnson, T., **Joshi, A.**, & Hogan, T. 2020. On the front lines of disclosure: A conceptual framework of stigma disclosure events, *Organizational Psychology Review*, 10 (3-4), 201-222.
12. Dwivedi\*, P., **Joshi, A.** & Misangyi V.F. 2018. Gender-inclusive gate-keeping: How (mostly) male predecessors can influence the success of female CEOs. *Academy of Management Journal*. 61(2), 379-404.  
  
(Nominated for the **2025 AMJ Impact Award**. The goal of this award is to recognize one article each year that makes the greatest impact by answering research questions that are important for society)
13. Nielsen, M. W., Alegria, S., Börjeson, L., Etzkowitz, H., Falk-Krzesinski, H. J., **Joshi, A.**, ... & Schiebinger, L. (2017). Gender diversity leads to better science. *Proceedings of the National Academy of Sciences*, 114(8), 1740-1742.
14. Briscoe, F., & **Joshi, A.** 2017. Bringing the boss's politics in: Supervisor political ideology and the gender gap in earnings. *Academy of Management Journal*, 60 (4), 1415-1441.
15. Johnson\*, J., & **Joshi, A.** 2016. Dark clouds or silver linings? A stigma threat perspective on the implications of an autism diagnosis for workplace well-being. *Journal of Applied Psychology*. 101(3):430-449.
16. **Joshi, A.**, Son\*, J., & Roh\*, H. 2015. When can women close the gap? A meta-analytic test of sex differences in performance and rewards. *Academy of Management Journal*. 58(5):1516-1545.

---

\*Student co-authors at the time the project was initiated

17. **Joshi A., & Knight A.** 2015. Who defers to whom and why? Dual mechanisms linking demographic differences to dyadic deference and team effectiveness. *Academy of Management Journal*. 58: 59-84.
18. **Joshi A.** 2014. By whom and when is women's expertise recognized? The interactive effects of gender and education in science and engineering teams. *Administrative Science Quarterly*. 59: 202-239
19. Gajendran, R., & **Joshi, A.** 2012. Innovation in globally distributed teams: The role of LMX, communication frequency, and member influence on team decisions. *Journal of Applied Psychology*, 97:1252-1261
20. **Joshi, A., Liao, H., & Roh, H\*.** 2011. Bridging domains in workplace demography research: A review and reconceptualization. *Journal of Management*. 37: 521-552.  
*Special Issue on Bridging Micro and Macro Domains in Organizational Research*
21. **Joshi, A., Dencker, J., Franz, G.\*, & Martocchio, J.** 2010. Unpacking generational identities in organizations. *Academy of Management Review*. Vol. 35, 392-414.  
*Runner up for the Saroj Parusaraman Award, Best Published Paper in the area of Diversity, GDO Division*
22. **Joshi, A., Pandey, N.\*, & Han G.\*** 2009. Bracketing team boundary spanning: An examination of task-based, team-level, and contextual moderators. *Journal of Organizational Behavior*. 30: 731-759.
23. **Joshi, A., & Roh\* , H.** 2009. The role of context in work team diversity research: A meta-analytic review. *Academy of Management Journal*. 52: 599-628.
24. **Joshi, A., Lazarova, M., & Liao, H.** 2009. Getting everyone on board: The role of inspirational leadership in geographically dispersed teams. *Organization Science*. 20: 240-252.
25. Liao, H., Chuang A., & **Joshi A.** 2008. Perceived deep level dissimilarity: Personality antecedents and impact on overall job attitudes, helping, work withdrawal and turnover. *Organizational Behavior and Human Decision Processes*. 106:106-124.
26. **Joshi, A.** 2006. The influence of organizational demography on the external networking behavior of teams. *Academy of Management Review*. 31: 583-597.
27. **Joshi, A., Liao, H., & Jackson, S.E.** 2006. Cross-level effects of workplace diversity on sales performance and pay. *Academy of Management Journal*, 49: 459-481.
28. Liao, H., **Joshi A., & Chuang, A.** 2004. Sticking out like a sore thumb: Employee dissimilarity and deviance. *Personnel Psychology*. 57: 969-1000.
29. Jackson, S.E. & **Joshi A.** 2004. Diversity in social context: A multi-attribute, multi-level analysis of team diversity and performance in a sales organization. *Journal of Organizational Behavior*, 25: 675-702.

---

\*Student co-authors at the time the project was initiated

30. Leonard, J., Levine, D., & **Joshi A.** 2004. Do birds of a feather shop together? The effects on performance of employees' similarity with one another and with customers. *Journal of Organizational Behavior*, 25:731-754.
31. Jackson, S. E., **Joshi, A.**, & Erhardt, N. L. 2003. Recent research on team and organizational diversity: Analysis and implications. *Journal of Management*. 29: 801-830.  
*Cited among the top 25 most highly read papers in the Journal of Management*
32. Kochan, T., Bezrukova, K., Ely, R., Jackson, S., **Joshi, A.**, Jehn, K., Leonard, J., Levine, D., and Thomas, D. 2003. The effects of diversity on business performance: Report of a feasibility study of the diversity research network. *Human Resource Management Journal*, 42: 3-21.
33. Gully, S., Incalcaterra, K., **Joshi, A.**, & Beaubin, J. 2002. A meta-analysis of team-efficacy, potency, and performance: Interdependence and level of analysis as moderators of observed relationships. *Journal of Applied Psychology*, 87: 819-832.
34. **Joshi, A.**, Labianca, G., & Caligiuri P. 2002. Getting along long distance: Understanding conflict in a multinational team through social network analysis. *Journal of World Business*. 37:277-284
35. Caligiuri, P.M., **Joshi, A.**, & Lazarova M. 1999. Factors affecting the success of women on global assignments. *International Journal of Human Resource Management*, 10: 163-179.
36. Caligiuri, P., Hyland, M., **Joshi A.**, & Bross, A. 1998. Testing a theoretical model for examining the relationship between family adjustment and expatriates' work adjustment. *Journal of Applied Psychology*, 83: 598-614.

#### **Editorials, Book Chapters, Other Publications**

37. Kreiner, G. E., & **Joshi, A.** 2020. The Liminal Researcher: Being Not Quite the Center of Attention. *Academy of Management Perspectives*, (ja).
38. Nkomo, S. M., Bell, M. P., Roberts, L. M., **Joshi, A.**, & Thatcher, S. M. 2019. Diversity at a critical juncture: New theories for a complex phenomenon. *Academy of Management Review*, Introduction to Special Topics Forum 44(3), 498-517.
39. **Joshi. A.** & Neely\*, B. A 2017 Structural-Emergence Model of Team Diversity. In the *Annual Review of Organizational Psychology and Organizational Behavior* vol. 5.
40. Kreiner, G.E., Bishop, D.G. & **Joshi. A.** 2016 "Seeing the light" or "blinded by the light"? Journeys of positivist scholars into qualitative inquiry. In Mir, R. & Jain, S. (Eds.), *The Routledge Handbook of Qualitative Research*, Routledge.
41. **Joshi, A.** Neely\*, B, Emrich, C., Griffiths, D., & George, G. 2015. Gender Research in AMJ: AN Overview of Five Decades of Empirical Research and Calls to Action. *Academy of Management Journal*, 58(5), 1459-1475.

\*Student co-authors at the time the project was initiated

42. **Joshi, A., & Roh., H.** 2014 Context in Work Team Diversity Research. In Roberson, Q. (Ed) *Oxford Handbook of Diversity*, Oxford University Press. Forthcoming.
43. **Joshi, A., Dencker, J., & Franz, G.** 2011 Generations in organizations. In Brief A. & Staw, B (Eds) *Research in Organizational Behavior*. 3:177-205
44. Jackson S.E & **Joshi, A.** 2011. Work team diversity. In S.Zedeck (Ed.) *APA Handbook of IO Psychology* (Vol. 1: Building and developing the organization: 651-686). APA: Washington DC, US.
45. **Joshi, A., & Roh, H.** 2008. A contextual examination of work team diversity research: A review and future agenda. In E. Mannix and M. Neale (Eds.) *Research on Managing Groups and Teams*. (Vol. 11: 27-53). Emerald Publishing:UK.
46. **Joshi, A., & Roh, H.** 2007. Context matters: Multilevel considerations in diversity research. In J. Martocchio (Ed) *Research in Personnel and Human Resource Management*. (Vol. 26: 1-48). Elsevier, JAI: Oxford.
47. **Joshi, A., & Lazarova, M. B.** 2006. Do “global” teams need “global” leaders?: Identifying leadership competencies in multinational teams. In D. L. Shapiro, M.A. Von Glinow, and J. Cheng (Eds.), *Managing Multinational Teams: Cultural, Organizational, and National Influences*. Elsevier Press.
48. **Joshi, A., & Martocchio, J.J.** Compensation and reward systems in a multicultural context. In Eugene Stone and Ed Salas (Eds.) *Cultural Diversity and Human Resources Practices*. Lawrence Erlbaum. Forthcoming.
49. **Joshi, A. & Jackson S. E.** 2003. Understanding work team diversity: Challenges and opportunities. In M. West, D.Tjosvold and K.Smith, (Eds.) *The International Handbook of Organizational Teamwork and Cooperative Working* (pg. 277-296). John Wiley & Sons Ltd.
50. Jackson, S.E., & **Joshi A.** 2001. Research on domestic and international diversity in organizations: A merger that works? In N. Anderson, D. Ones, H. Sinangil, & C. Visweswaran, (Eds.) *Handbook of Industrial, Work and Organizational Psychology* (pg. 206-231). Sage Publications.
51. **Joshi, A.** 1999. Networking employees for success in global teams: A case study. *International Journal of Human Resource Information Management*, December,1999: 34-39.
52. Caligiuri, P., Hyland, M., & **Joshi A.** 1998. Families on global assignments: Applying work family theories abroad. In A. Rahim (Ed.) *Current Topics in Management* (Vol.3): 313-328. Greenwich, CT: JAI Press.

### **Best Paper Proceedings**

53. **Joshi A., & Knight A.** 2014. Who defers to whom and why? The effects of demographic differences and dyadic deference on team effectiveness. OB Division, *Best Paper Proceedings*, Academy of Management Meetings, Philadelphia

\*Student co-authors at the time the project was initiated

54. Son, J., Joshi, A., & Roh, H. 2012. The Contingent Effects of Gender on Performance and Turnover, *GDO Division, Best Paper Proceedings* Academy of Management Meetings, Boston.
55. Gajendran, R., & Joshi, A. 2011. Inclusion and Identification in Virtual Teams: Does Leader-Member Virtual Communication Matter? *OCIS Division, Best Paper Proceedings, Academy of Management Meetings*. San Antonio, Texas.
56. Joshi A., & Roh., H. 2008. Considering context in work team diversity research: A meta-analytic review. *GDO Division, Best Paper Proceedings, Academy of Management Meetings*. Anaheim, CA.
57. Joshi, A., Lazarova, M., & Liao, H. 2006. A Cross-level study of identification in geographically dispersed settings: The role of leadership. *OB Division, Best Paper Proceedings, Academy of Management Meetings*. Atlanta, GA.
58. Liao, H., Chuang, A., & Joshi, A. 2006. In the eye of the beholder: Understanding perceived dissimilarity. *GDO Division, Best Paper Proceedings, Academy of Management Meetings*. Atlanta, GA.
59. Joshi, A., Liao, H., & Jackson, S.E. 2004. Do they practice what they preach? A cross-level investigation of pay inequities. *OB Division, Best Paper Proceedings, Academy of Management Meetings*. New Orleans, LA.

## INVITED PRESENTATIONS

### 1. *The Crosshairs Lens: A Stakeholder-First Approach to Gender Bias in Leadership*

- Wharton, University of Pennsylvania, April, 2025
- Ivey Business School, University of Western Ontario, April 2025
- Rice University, March, 2025
- Stanford, GSB, October, 2024
- INSEAD (virtual), May, 2024
- London Business School, January, 2024
- University of Texas at Austin, March, 2022

### 2. *New ways of thinking about gender and leadership effectiveness*

- University of Michigan, Ross School of Business, October, 2019
- The Ohio State University, Fisher College of Business, January, 2020
- Duke University, Fuqua School of Business, January, 2020
- Northwestern University, Kellogg School of Business, January 2020
- Harvard Business School, April 2018
- Mays School of Business, Texas A&M University, November, 2017
- Harvard Kennedy School, Women and Public Policy Speaker Series, September, 2017

### 3. *Applying 'think manager think male': Does masculinity predict male CEO's pay and firm performance? Interdisciplinary Perspectives on Women at Work Conference, Carey School of Business, Johns Hopkins University, Baltimore MD, October, 2017*

\*Student co-authors at the time the project was initiated

4. ***Pathways to legitimacy: How female leaders craft influence to implement change***
  - Michigan State University, March, 2017
  - University of Washington, May, 2017
5. ***Bringing the boss's politics in: Supervisor political ideology and the gender gap in earnings***
  - University of Texas at Austin, February, 2016
  - New York University, October, 2016
  - University of Cambridge, UK, October, 2016
  - SUNY, Buffalo, February, 2017
6. ***Emergent and Structural Perspectives on Gender Inequality at Work***
  - University of Maryland, October, 2014
  - University of California, Berkeley, February, 2015
  - Management Seminar, University of Arizona, March, 2015
  - Distinguished Speaker Series, Georgia Institute of Technology, September, 2015
7. ***Bounded Sociality***, Organizational Behavior Seminar, Washington University at St. Louis, October, 2014.
8. ***Diversity in Science and Engineering Teams, Invited Plenary Speaker at the University of California Team Science Retreat***, Santa Barbara, California, July, 2014.
9. ***Role of Gender in Career Transitions, Invited Guest Address at the Inaugural Catalyst Symposium, Career Pathways in Emerging and Mature Markets: Global Trends, Gender Gaps, and Game Changers***, Bangalore, India, April, 2013.
10. ***Gender Diversity in Science and Engineering Work Groups. Invited Guest Address at the "Transformations: Reconstructing Institutional Identity in an Age of Super Diversity"***, Purdue University, West Lafayette, Indiana, March, 2013.
11. ***Diversity and Inclusion: Looking Back, Moving Forward. Keynote Address, Chancellor's 25<sup>th</sup> Annual Diversity Celebration***, University of Illinois, November 10<sup>th</sup>, 2010
12. ***Diversity as a Competitive Advantage, Keynote Address, Third Annual Diversity Conference***, University of Sydney, Sydney, Australia, October 10<sup>th</sup> 2010
13. ***Differences, Dissimilarity, & Diversity in Organizations***. Presented at:
  - HSC Seminar, Management Department, Wharton School of Business, University of Pennsylvania, March 29<sup>th</sup>, 2010
  - ILR, Seminar Series, Cornell University, November 9<sup>th</sup>, 2009
  - Management Seminar Series, Mendoza School of Business, Notre Dame University, October 29<sup>th</sup>, 2009.

\*Student co-authors at the time the project was initiated

- OB/OT Seminar Series, Tepper Business School, Carnegie Mellon University, October 21<sup>st</sup>, 2009

- 14. *Unpacking generational identities in organizations.*** Presented at the OB seminar, College of Business, University of Illinois, Urbana-Champaign, IL.
- 15. *Cat's in the cradle...: A generational theory for the workplace.*** Presented at the IWER Brown bag series, Massachusetts Institute of Technology, Cambridge, MA.
- 16. *Organizational diversity as a competitive advantage: Four sides of the same coin.*** Presented at the annual National Center for Women in Information Technology Conference (NCWIT), Microsoft Research Center, Redmond, WA.
- 17. *A contextualized agenda for understanding the outcomes of work team diversity.*** Presented at the 11<sup>th</sup> Annual Research on Groups and Team Conference, Cornell University, Ithaca, NY.
- 18. *Assessing the economic effects of diversity: A SWOT analysis.*** Presented at the Citigroup Diversity Conference, Chicago, IL.
- 19. *Cross-level effects of workplace diversity on sales performance and pay: Evidence from Company Goodheart.*** Presented at the Conference: Diversity as a Competitive Advantage in the Global Economy Whitman School of Management, Syracuse University, NY.
- 20. *Crossing levels in diversity research: Recent evidence.*** Presented at the Management and Organizations Department, Robert H. Smith Business School, University of Maryland, College Park, MD.
- 21. *Studying international teams: Going behind the scenes.*** Ph.D. workshop, School of Management & Labor Relations, Rutgers University, Piscataway, NJ.
- 22. *Cross-level effects of workplace diversity on sales performance and pay.*** Presented at the SPIO seminar, Department of Psychology, University of Illinois, Urbana-Champaign, IL.
- 23. *A contextualized investigation of the effects of work team diversity.*** Presented at the OB seminar, College of Business, University of Illinois, Urbana-Champaign, IL.

## SELECTED PROFESSIONAL DEVELOPMENT WORKSHOPS/SHOWCASE SYMPOSIA

1. Joshi, A. & Emrich, C. 2016. *Five Decades of Gender Research in the Academy, Four Calls to Action, Two Hours to Get Moving. Sponsored by OB, GDO, D&I.* Academy of Management Meetings, Anaheim, CA.
2. Johnson, T., & Joshi A., 2015. *Uncovering the Root Causes of Gender Inequality: An Actionable Agenda for Future Research. Sponsored by BPS, OMT, GDO.* Academy of Management Meetings, Vancouver, Canada.

\*Student co-authors at the time the project was initiated

3. Dwivedi, P., Joshi , A., Misangyi, V. 2014 ***Breaking into the Upper Echelons: How Women Get There, Succeed, and Pave the Way for Others, Showcase Symposium, Sponsored by BPS, OMT, GDO.*** Academy of Management Meetings, Philadelphia, PA.
4. Johnson, T., Kreiner, G., & Joshi A. 2014. ***Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy Showcase Symposium, Sponsored by MOC, OMT, OB.*** Academy of Management Meetings, Philadelphia, PA.
5. Joshi A. & Contractor, N. 2012. ***The Science of Team Science***, Organizer and Presenter Professional Development Workshop, Sponsored by OB, OCIS, MOC Divisions.
6. Joshi, A. 2010-2012, 2014. ***Coalition for faculty diversity publishing workshop.*** Discussant Professional Development Workshop, sponsored by GDO division. Academy of Management Meetings, Montreal, Canada.
7. Joshi, A. 2009 ***Getting published.*** Discussant doctoral consortium, sponsored by OB division. Academy of Management Meetings, Chicago, IL.
8. Joshi, A. 2009. ***Coalition for faculty diversity publishing workshop.*** Discussant Professional Development Workshop, sponsored by GDO division. Academy of Management Meetings, Chicago, IL.
9. Joshi, A. 2008. ***Coalition for faculty diversity publishing workshop.*** Discussant Professional Development Workshop, sponsored by GDO division. Academy of Management Meetings, Anaheim, CA.
10. Joshi, A. 2005. ***That certain global something...: Defining and measuring multicultural competency.*** Presenter, Professional Development Workshop, sponsored by IM/HR/OB divisions. Academy of Management Meetings, Honolulu, Hawaii.
11. Joshi, A. 2004. ***Meeting researchers in multi-level analysis.*** Presenter, Professional Development Workshop, sponsored by HR/RM divisions. Academy of Management Meetings, New Orleans, LA.
12. Joshi, A. 2004. ***Statistical methods for assessing faultlines in teams: Directions for research on team composition.*** Presenter, Professional Development Workshop, sponsored by RM/OB/HR/GDO divisions. Academy of Management Meetings, New Orleans, LA.

## REPREENATIVE CONFERENCE PRESENTATIONS

1. Joshi, A., Misangyi, V. F., Rizzi, G. A., & Neely. 2019. ***The Manliness Advantage: A New Perspective on CEO Gender.*** Strategic Management Society Special Conference on Strategic Leadership. Las Vegas, NV. March, 2019.

\*Student co-authors at the time the project was initiated

2. Yoon, M., Joshi, A., Briscoe, F. 2018 Symposium Presenters. ***How Diversity Practices Can Lower the Gender Gap in Resource Allocation***, Academy of Management Annual Meeting, Chicago, IL.
3. Joshi, A. & Misangyi, V. 2017. Presenters in PDW, ***Micro-processes in the Upper Echelons: A Dialogue Between Micro-Scholars and Macro-Scholars***. Academy of Management Meetings, Atlanta, Georgia.
4. Joshi, A., Misangyi, V. F., Neely, B. & Rizzi, A. 2017. ***Rethinking 'Think Manager Think Male': Does the Masculinity of (Mostly) Male CEOs Predict CEO Pay and Firm Performance?*** Paper presented, Academy of Management Meetings, Atlanta, Georgia.
5. Johnson, T., Joshi, A., & Kreiner, G.E. 2017. ***Scaling Cliffs, Crossing Chasms: A Process of 'Localized De-stigmatization' in Organizations***. Paper presented, Academy of Management Meetings, Atlanta, Georgia.
6. Joshi, A., & Misangyi, V. 2016. Sex in the Boardroom: Does Gender Really Matter in the Upper Echelons? - A Debate. Sponsored by BPS, OMT, GDO. Academy of Management Meetings, Anaheim, CA.
7. Joshi A., & Knight A. 2014. ***Who defers to whom and why? Demographic differences and dyadic deference in teams***. OB Division, Academy of Management Meetings, Philadelphia, PA.
8. Johnson, J., & Joshi, A. 2013. ***Stigma on the spectrum: Disclosure strategies among autistic individuals***. Paper presented at the Annual Academy of Management Meetings, Orlando, Florida.
9. Joshi, A., & Knight A. 2013. ***Who defers to whom and why? Status and self-categorization effects on dyadic deference in teams***, INgroup Conference, Atlanta, Georgia.
10. Joshi A. 2012. ***Relational gender effects in science and engineering teams***, Presenter in Symposium, 20 Years of Relational Demography Research: Current Challenges and Future Directions sponsored by OB Division, Academy of Management Meetings, Boston, 2012.
11. Franz, G., Joshi, A., Cardador, T., Johnson, T. 2012. ***Talkin 'Bout My Generation: A Qualitative Study of Generations***, Paper presented at a Symposium on Its About Tie: New Developments in Temporality Research, sponsored by CM Division, Academy of Management Meetings, Boston, 2012.
12. Son, J., Joshi, A., & Roh, H. ***The Contingent Effects of Gender on Performance and Turnover***, Paper session sponsored by GDO division at Academy of Management Meetings, Boston, 2012.
13. Joshi, A., 2011. ***Bridging domains in workplace demography research: A review and reconceptualization***. Symposium for Authors of the JOM Special Issue, Annual SIOP Meeting, Chicago, 2011.
14. Joshi, A. ***One size does not fit all: Team composition effects on performance***, Symposium Discussant, Annual SIOP Meeting, Chicago, 2011.

\*Student co-authors at the time the project was initiated

15. Joshi, A. 2009. ***Crossing levels in workplace demography research: How can we learn from others?*** Presenter at a symposium sponsored by OB and HR divisions. Academy of Management Meetings, Chicago, IL.
16. Roh, H., & Joshi, A. 2009. ***TMT diversity and firm performance.*** Presenter at a symposium sponsored by BPS division. Academy of Management Meetings, Chicago, IL
17. Bezrukova K., & Joshi, A. 2009. ***Diversity training initiatives.*** Presenter at an interactive paper session sponsored by GDO division. Academy of Management Meetings, Chicago, IL
18. Joshi, A., & Roh, H. 2008. ***Making a case for context in team diversity research: Where do we go from here?*** Paper presented at the Academy of Management Meetings. Anaheim, CA.
19. Roh, H. & Joshi, A. 2008. ***TMT diversity and firm performance: A meta-analytic review of internal and external contingences.*** Paper presented at the Academy of Management Meetings. Anaheim, CA.
20. Roh, H., & Joshi A. 2008. ***Contextual re-examination of work team diversity research: A meta-analysis.*** Paper presented at the Society of Industrial and Organizational Psychology (SIOP) Annual Meeting, San Francisco, CA.
21. Joshi, A. 2008. ***Generational faultlines in the workplace: Directions for research and practice.*** Chair at a symposium for the Society of Industrial and Organizational Psychology (SIOP) Annual Meeting, San Francisco, CA.
22. Joshi, A., & Roh, H. 2007. ***Context matters: Multilevel considerations in diversity research.*** Paper presented at a *showcase symposium* sponsored by the OB, GDO, and Careers divisions at the Annual Academy of Management Meetings, Philadelphia, PA.
23. Joshi A. 2007. ***How, where, and why diversity matters: A contextualized agenda for future research.*** Chair, organizer and presenter at a panel symposium sponsored by the OB, HR, and GDO division at the Annual Academy of Management Meetings, Philadelphia, PA.
24. Dencker, J., Joshi, A., & Martocchio, J. 2007. ***Generational dynamics in the workplace: HR professionals' career paths.*** Paper to be presented at a *symposium* sponsored by the OB, HR, and SIM divisions at the Annual Academy of Management Meetings, Philadelphia, PA.
25. Joshi, A., Lazarova, M., & Liao, H. 2006. ***Culture and dispersion in global virtual teams: Do they influence identification and performance?*** Paper presented at a *showcase symposium* sponsored by the OB, IM, and HR divisions at the Annual Academy of Management Meetings, Atlanta, Georgia.
26. Liao, H., Chuang A., & Joshi A. 2006. ***Work outcomes and personality antecedents of perceived dissimilarity.*** Paper presented at a symposium sponsored by the OB division at the Annual Academy of Management Meetings, Atlanta, Georgia.
27. Joshi, A., Lazarova, M., & Liao, H. 2005. ***Leading global teams: Inspiring commitment and trust across distance and time zones.*** Co-Chair and presenter at a symposium sponsored by

\*Student co-authors at the time the project was initiated

the OB, OCIS, & IM divisions at the Annual Academy of Management Meetings, Honolulu, Hawaii.

28. Joshi, A., Pandey, N., & Han, G. 2005. *Where do a team's networks come from? Towards an integrative framework*. Paper presented at the Annual Academy of Management Meetings, Honolulu, Hawaii.
29. Joshi A., Liao, H., Jeong, D., & Kapinos, K. 2005. *Newcomers in academia: Does social capital matter?* Paper presented at the 20<sup>th</sup> Society of Industrial and Organizational Psychology Conference, Los Angeles, CA.
30. Joshi A., Rupp, D.E., Smith, S. 2005. *The Effects of Demographic and Justice Orientation Dissimilarity on Reward Allocation Behavior*. Presenter at a symposium titled Predicting Diversity-related Outcomes: Examining the Roles of Justice at the 20<sup>th</sup> Society of Industrial and Organizational Psychology Conference, Los Angeles, CA. (\* authorship alphabetic)
31. Joshi, A. 2004. *Meeting researchers in multi-level analysis*. Presenter, Professional Development Workshop, sponsored by HR/RM divisions. Academy of Management Meetings, New Orleans, LA.
32. Joshi, A. 2004. *Statistical methods for assessing faultlines in teams: Directions for research on team composition*. Presenter, Professional Development Workshop, sponsored by RM/OB/HR/GDO divisions. Academy of Management Meetings, New Orleans, LA.
33. Joshi, A., Liao, H., & Jackson, S.E. 2004. *A cross-level investigation of the effects of workplace diversity*. Chair and Presenter at a symposium titled *Managing diversity in turbulent times: A "SWOT" analysis*, at the 19<sup>th</sup> Society of Industrial and Organizational Psychology, Chicago, IL.
34. Joshi, A., & Martocchio, J. 2004. *Understanding reward systems in a multicultural context*. Paper presented at the 19<sup>th</sup> Society of Industrial and Organizational Psychology, Chicago, IL.
35. Liao, H., Joshi, A., & Chuang, A. 2003. *Sticking out like a sore thumb: Employee dissimilarity and deviance*. Co-Chair and presenter at a symposium sponsored by the Organizational Behavior Division. Paper to be presented at the Annual Academy of Management Meetings, Seattle, WA.
36. Joshi, A., & Jackson, S.E. 2002. *Does team member and manager distinctiveness influence team functioning? A cross-level analysis*. Paper presented at the Annual Academy of Management Meetings, Denver, CO.
37. Jackson, S.E., & Joshi, A. 2002. *Toward understanding the consequences of team diversity: A multi-level analysis*. Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
38. Joshi, A. 2001. *The context in which some differences make a difference: The influence of organizational demography on the outcomes of team diversity*. Paper presented at the

\*Student co-authors at the time the project was initiated

Academy of Management Meetings, Gender and Diversity in Organizations Division, Washington DC.

39. Joshi, A. 2001. ***Diversity as context vs. the context of diversity***. Chair and presenter of symposium sponsored by the Gender and Diversity in Organizations, Human Resources, and Organizational Behavior Divisions, Washington, DC.
40. Gully, S. M., Joshi, A., & Incalcaterra, K. 2001. ***Relationships among team-efficacy, self-efficacy, and performance: A meta-analysis***. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
41. Joshi, A. & Jackson, S.E. 2000. ***Managing multicultural organizations: A meeting of the minds***. Co-Chair of a *Showcase Symposium* presented at the Academy of Management Meetings, Toronto, Canada.
42. Gully, S. M., Beaubien, J. M., Incalcaterra, K. A., & Joshi, A. 2000. ***A meta-analytic investigation of the relationship between perceived collective capability and performance***. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
43. Joshi, A., & Caligiuri, P.M. 1999. ***Social contact in a geographically distributed team: A social network perspective***. Paper presented at the Academy of Management Meetings, Chicago, IL.
44. Joshi, A., & Caligiuri, P.M. 1999. ***Out of sight but not out of mind: Social networks in a geographically distributed team***. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
45. Caligiuri, P.M., & Joshi A. 1998. ***Women as expatriates***. Paper presented at a *Showcase Symposium*, A Critical Look at Current Topics in Diversity: What should matter? versus What does matter?, Academy of Management Meetings, San Diego, CA.
46. Caligiuri, P., Joshi A., & Lazarova M. 1997. ***Blazing trails on foreign soil: Women in global assignments***. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
47. Caligiuri, P., McCormick, M., & Joshi A. 1997. ***Predictors of family adjustment and expatriate performance in global assignments***. Paper presented at the Academy of Management Meetings, Boston, MA.
48. Caligiuri, P., McCormick, M., & Joshi A. 1997. ***A theoretical framework for examining the relationship between family adjustment and expatriate performance***. Paper presented at the IV Annual International Conference on Advances in Management, Toronto, Canada.

## **OTHER RESEARCH GRANTS**

2006-2007. Compensation systems in a multicultural context. Center for Human Resource Management Grant (\$8,000), University of Illinois.

2004-2005. Effectiveness of global teams. Center for International Business Education and Research (CIBER) Grant (\$2,000), University of Illinois.

2003-2004. The business effects of workplace diversity. Center for Human Resource Management Grant (\$7,500), University of Illinois.

2000-2001. The antecedents and outcomes of workplace diversity. George Harvey Program for Redefining Diversity Grant (\$5,000), University of Pennsylvania.

## **TEACHING**

### **At the Ross School of Business, University of Michigan**

- Leading Across Differences: Winter A (4.8/5.0)

### **At Pennsylvania State University**

- MGMT 845: Leading Diverse Organizations 2023 (6.5/7.0 on average)
- BA 801: MBA Core Leadership 2022-2024 (6.7/7.0 on average)
- MGMT 445: Managing Differences 2012-2021 (6.5/7 on average)
- MGMT 590: OB Ph.D. Seminar, Fall 2019, 2021 (7 on average)
- MGMT 597A: Multilevel Theory and Research (Ph.D. Seminar), Spring 2014, 2016, 2018. (7 average)

### **At the University of Illinois**

- Ph.D. Seminar: HR Theory Seminar. 557, Spring 2007, Spring 2009  
Listed on the Incomplete List of Teachers Rated as Excellent, University of Illinois
- Ph.D. Seminar: Micro-Methods, Fall 2011
- Managing Diversity in a Global Workplace. 490-L, Fall/Spring 2002; 2003; 2004; 2005; 2006; 2007; 2008; 2009, 2011
- Employee Motivation & Performance. 590-M, Fall/Spring 2003, Fall 2004; Fall 2005; 2006; 2007; 2008; 2009; 2011

\*Student co-authors at the time the project was initiated

- Training and Development. 464, Spring 2003; Fall 2005
- Human Resource Management Strategy. Fall, 1998, Summer 1999 (Rutgers University)

## PH.D. COMMITTEES

Wang, Peng, Ph.D., 2004, “The Relationship between Work-Family Conflicts, Individual Cultural orientation, Efficacy Beliefs and Work-related Outcomes in China and United States”, now at Miami University

Rockmann, Kevin, Ph.D., 2004, “Unpacking Dispersed Work: How Social Context Affects Social Networks, Learning, and Attachment”, now at George Mason University

Gupta, Naina, Ph.D., 2006, “Non-contributors to transactive memory: Team responses and team effectiveness”, now at Nanyang Technological University, Singapore

Cooper, Danielle Ph.D., 2007, “Effects of Social Category and Value Dissimilarity in Teams: The Role of Relational and Collective Identification”, now at University of North Texas

Jimeno-Ingrum, Diana, Ph.D., 2007, “Employee Communication and its Relation to Work Creativity: The Role of Relational Demography in Egocentric Networks”.

Han, Guohong, Ph.D., 2007, “Can the Tables be Turned? Linking Racioethnicity, Leader-member Exchange (LMX) and Career Satisfaction”, now at Youngstown State University

Chung Yunhyung, Ph.D., 2008, “Balancing the Internal and External Social Capital of Diverse R&D Teams”, now at Idaho State University

Pandey, Niti, Ph.D., 2008, “Examining the Impact of Demographic Characteristics on Employees' Benefits Preferences: The Study of a U.S. Manufacturing Corporation”, now at Purdue University

Tuncel, Ece, Ph.D., 2008, “Information Sharing in Negotiating Dyads: The Mediating Role of Fear”.

Roh, Hyuntak, 2010 (Chair), “Diversity in Law Firms”, now at Yonsei University, Seoul, S. Korea.

Franz, Gentz. 2014. “Role transitions and employee engagement”, University of Illinois

Son, Jooyeon. 2014. “Interdisciplinary collaboration in scientific teams”, now at Renmin University, China.

Johnson, Tiffany. 2016. (Chair) “Stigma and Disclosure on the Spectrum: Managing Autistic Identity at Work”, Pennsylvania State University, now at the Georgia Institute of Technology. (INFORMS Dissertation Award Finalist)

\*Student co-authors at the time the project was initiated

Dwivedi, Priyanka. 2017. (Chair) “She who has a cool head prevails: Emotion regulation in a CEO succession context”, Pennsylvania State University, now at Texas A&M University. (INFORMS Dissertation Award Finalist)

Rheinhardt, Alexandra, 2019 (Chair) “The NFL “Take a Knee” Movement: Examining the Multilevel Antecedents of Organization-as-Platform Activism, Pennsylvania State University, now at University of Connecticut.

Min Young Yoon. 2022 (Chair) “Formative Family Influences on Males and its Effects on their Female Partners: Evidence from Dual-Earner Couples”, now at Rider College.

Soojin Oh. 2023 (Chair) “Do They See What They Want to See? An Observer-Oriented Approach to The Female Leadership (Dis)Advantage”, now at Hong Kong University.

### **At the University of Michigan**

**Area level:** Doctoral Taskforce and Recruitment (2024-

**College level:** DEI Committee

Senior Planning Committee, Management Area, Tenure Project, 2025

### **At Penn State**

#### **UNIVERSITY LEVEL SERVICE**

**Promotion and Tenure Review Committee (2022 -24)**

#### **COLLEGE LEVEL SERVICE**

- 5-Year Dean Review Committee (2017)
- College Promotion and Tenure Committee (PATCOM, 2013-14)
- College Diversity Committee
- Faculty Advisory Committee

#### **DEPARTMENTAL SERVICE**

- Faculty Advisory Committee (2013, 2016)
- Faculty Recruiting Committee (2012,2016)

#### **ADDITIONAL PROFESSIONAL SERVICE**

Ad hoc reviewer for:

- Administrative Science Quarterly
- Academy of Management Review
- Organization Science
- Organizational Behavior and Human Decision Processes

\*Student co-authors at the time the project was initiated