

Barnini Bhattacharyya

Doctoral Candidate | Sauder School of Business | University of British Columbia | Department of
Organizational Behaviour & Human Resources

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EDUCATION

University of British Columbia, Sauder School of Business 2016-present
PhD in Organizational Behaviour & Human Resources

Dissertation: *Do you see me?: An inductive study of women of color's experiences of positive visibility and allyship at work*

Committee: Dr. Jennifer L. Berdahl (Advisor)

Dr. Lingtao Yu

Dr Brent J. Lyons (external member, Schulich School of Business, York University)

Dr. Laura Morgan Roberts (external member, Darden School of Business, UVA)

Tata Institute of Social Sciences 2013-2015
MPhil in Management & Labour Studies 2009-2011

M.A.in Human Resource Management & Labour Relations

Shri Ram College of Commerce 2006-2009

B.A. (Honours) Economics

RESEARCH & TEACHING INTERESTS

- Intersectional identities
- Allyship
- Invisibility and visibility
- Stigma
- Teaching OB and Diversity

PUBLICATIONS

Berdahl, J., & **Bhattacharyya, B.** (2021). Four ways forward in studying sex-based harassment. *Equality, Diversity and Inclusion: An International Journal*.

PAPERS UNDER REVIEW OR REVISION

Bhattacharyya, B., & Berdahl, J. (1st round R&R submitted). Women of color's invisibility at work (Exact title removed to protect blind review process). *Journal of Applied Psychology*.

Bhattacharyya, B., Bryan, C., & Lyons, B. (under review). Stigma identity management of people of color at work (Exact title removed to protect blind review process). *Organizational Behaviour and Human Decision Processes*.

CURRENT RESEARCH PROJECTS

Bhattacharyya, B., & Berdahl, J. Free speech or hate speech? An experimental examination of the effects of gender identity on perceptions of speech. Target– *Journal of Business Ethics*. Status: In final preparation for submission.

Bhattacharyya, B., Daniels, M., Abbasy, R., Fricke, P. & Lyons, B. The Impact of Stigma Disclosure on Shame. *Target – Academy of Management Journal*. Status – data analysis.

Berdahl, J., Alonso, N., & **Bhattacharyya, B.** The blonde advantage in women’s leadership. *Target – Sex Roles*. Status: In final preparation for submission.

Roderique, H., Berdahl, J., & **Bhattacharyya, B.** From the maternal wall to the parental wall. *Target – Journal of Applied Psychology*. Status: In final preparation for submission.

REFERREED CONFERENCE PRESENTATIONS

Bhattacharyya, B., & Berdahl, J. (2020, August). When the oppressed becomes the oppressor: Perceptions of Prejudice and status conferral at work. Academy of Management (AOM) annual conference, Virtual.

Bhattacharyya, B., Bryan, C., & Lyons, B. (2019, August) The Burden of Emotional Labor and People of Color’s Identity Management Decisions. Academy of Management (AOM) annual conference, Boston.

Bhattacharyya, B., Bryan, C., & Lyons, B. (2019, April) The Burden of Emotional Labor and People of Color’s Identity Management Decisions. Society for Industrial and Organizational Psychology (SIOP) annual conference, Washington D.C.

Bhattacharyya, B., & Berdahl, J. (2018, August). Can You See Me? An Intersectional Study of Women of Colors’ Experiences of and Responses to Invisibility at Work. Academy of Management (AOM) annual conference, Chicago.

Bhattacharyya, B., & Berdahl, J. (2018, August). Can You See Me? An Intersectional Study of Women of Colors’ Experiences of and Responses to Invisibility at Work. Society for Industrial and Organizational Psychology (SIOP) annual conference, Chicago.

Bhattacharyya, B., & Berdahl, J. (2018, August). Can You See Me? An Intersectional Study of Women of Colors’ Experiences of and Responses to Invisibility at Work. 2017 Wharton People & Organizations Conference, Philadelphia.

SELECT AWARDS AND GRANTS

Dean Earle D MacPhee Memorial Fellowship (\$3,000)	2020
UBC Public Scholar’s Initiative Research Scholarship (\$6,000)	2017
UBC St. John’s College Itoko Muraoka Fellowship (\$3,000)	2017

TEACHING EXPERIENCE

Instructor COMM 292: Management and Organizational Behaviour	2020
Teaching Assistant BAHR 580A: Leading Diversity and Inclusion	2020

SERVICE TO THE UNIVERSITY AND THE FIELD

Sauder School of Business “ <i>Sauder Women Scholars</i> ” Co-founder and Organizer	2017-2020
Reviewer: Academy of Management GDO, OB, CMS Divisions	2018-2021
Reviewer: Academy of Management GDO Best Transnational Paper Award	2021
Reviewer: Group & Organization Management	2021

PROFESSIONAL EXPERIENCE

Research Associate and Advocacy, AWARE, Singapore	2015-2016
Management Associate, HR, Citibank, Mumbai, India	2011-2012