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# SHUBHA SHARMA

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## EDUCATION

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<b>Ph.D.</b>	<b>University of Georgia</b>	Expected May 2023
	<i>Major:</i> Management, Organizational Behavior	
	<i>Dissertation:</i> My Image is No Joking Matter! The Implications of Leader Humor on Employee Image Management	
	My dissertation focuses on the implications of leader humor on employees' image perceptions and reactions. I argue that leader humor is a critical interaction that signals to employees their value in the workplace, which then influences employees' image perceptions. I suggest that leader humor engages an image management process since employees are motivated to maintain a strong professional image—of being competent and committed experts in their work domain. Leader affiliative humor (positively valenced humor) enhances employee image whereas leader aggressive humor (negatively valenced humor) threatens employee image. My theory also explains how employees' gender shapes their image perceptions, and how employee resilience motivates employees to manage their image constructively rather than destructively to the image threat of leader aggressive humor.	
	<b>Proposed:</b> June 9, 2022	
	<i>Committee:</i> Marie S. Mitchell (Chair), Laura M. Little, and Fadel K. Matta	
<b>M.B.A.</b>	<b>Washington University in St. Louis</b>	2016
<b>B.Comm.</b>	<b>University of Delhi</b> , New Delhi, India	2005
	<i>Major:</i> Economics (Honors)	

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## RESEARCH INTERESTS

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Workplace humor  
Exclusion and inclusion dynamics at work  
Stigmas, minority status, and diversity

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## UNDER REVIEW AND WITH REVISIONS

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Mitchell, M. S., **Sharma, S.**, Zipay, K., & Bies, R. J. (1<sup>st</sup> round revise & resubmit). Supporting those in need or doing it for me: Explaining observer support behavior after leader leniency of misconduct. *Journal of Applied Psychology*.

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## IN PREPARATION FOR SUBMISSION

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**Sharma, S.**, & Mitchell, M. S. Keeping up with the Joneses with humor: How employees use humor to cope with the risk of exclusion and the moderating role of desire for status. In preparation for: *Organizational Behavior and Human Decision Processes*.

Mitchell, M. S., **Sharma, S.**, Chen, M., & Huai, M. Is there wisdom or detriments to experiencing anger from observed cheating behavior? A self-protective perspective of observed cheating behavior to employees. In preparation for: *Journal of Applied Psychology*.

Lynch, J. W., Mitchell, M. S., **Sharma, S.**, Vogel, R. M., Tepper, B. J., & Palmer, N. F. Seeing pariahs or prospects? Why leaders mistreat or develop poor performers. In preparation for: *Academy of Management Journal*.

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## SELECTED WORK IN PROGRESS

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### WORKPLACE HUMOR

**Sharma, S.**, Cohen, S. L., & Mitchell, M. S. [Humor and entrepreneurship].

**Sharma, S.**, & Colquitt, J. A. [Leader humor].

**Sharma, S.**, & Awasty, N. [Humor and workplace relationships].

### EXCLUSION / INCLUSION / DIVERSITY

**Sharma, S.**, Mitchell, M. S., Frank, E. L., & Matta, F. K. [Workplace envy]

Mitchell, M. S., Lynch, J. W., & **Sharma S.** [Stigmas and allyship].

Thau, S., **Sharma, S.**, & Mitchell, M. S. [Inclusion-exclusion].

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## CONFERENCE PRESENTATIONS

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Mitchell, M. S., **Sharma, S.**, Chen, M., & Huai, M. (2022). *Are there benefits or detriments (or both) to observing coworker cheating behavior?* Academy of Management, Seattle, WA.

Mitchell, M. S., **Sharma, S.**, Zipay, K., & Bies, R. J. (2022). *Supporting those in need or doing it for me? Explaining observer support behavior after leader leniency of misconduct.* Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.

**Sharma, S.**, & Mitchell, M. S. (2021). *It's no joke! Coping with the risk of exclusion with humor.* Academy of Management.

Mitchell, M. S., **Sharma, S.**, Zipay, K., & Bies, R. J. (2020). *Observer reactions to supervisor leniency to coworker misconduct.* Paper accepted for presentation at Academy of Management.

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## CONFERENCE SYMPOSIA

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**Sharma, S.** (2021). *Knock knock... who's there: New research on workplace humor*. Symposium, Academy of Management.

**Sharma, S., & Mitchell, M. S.** (2020). *Taking the "high road": Theoretical and empirical advances on kindhearted reactions to wrongdoing*. Symposium, Academy of Management.

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## PROFESSIONAL SERVICE

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### **Ad Hoc Reviewer**

*Academy of Management Journal*

*Management Science*

*British Journal of Management*

*Social Justice Research*

### **Conference Service**

2019–present, Conference Reviewer, Academy of Management

Conflict Management Division

Organizational Behavior Division

Social Issues in Management Division

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## HONORS & AWARDS

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2019–present, Knox Doctoral Scholar, Fellowship recipient

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## TEACHING INTERESTS

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My teaching interests complement my managerial work experience in multi-national organizations and my research expertise to include topics such as organizational behavior (and related topics: i.e., diversity/equity/inclusion/minority status, leadership, conflict management/negotiation) and human resources management.

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## TEACHING EXPERIENCE

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### **Instructor of Record**

Fall 2021            Organizational Behavior (MGMT 5820)  
*Teaching Average: 4.7 / 5.0 scale*

Fall 2020            Human Resource Management (MGMT 5920S)  
*Teaching Average: 4.8 / 5.0 scale*

## Graduate Teaching Assistant

Spring 2019	Principles of Management (MGMT 3000) Instructors: James Hopkins and Charles Lyons
Fall 2019	Principles of Management (MGMT 3000) Instructors: James Hopkins and Charles Lyons
Spring 2018	Principles of Management (MGMT 3000) Instructors: James Hopkins and Charles Lyons
Fall 2018	Principles of Management (MGMT 3000) Instructors: James Hopkins and Charles Lyons

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## WORK EXPERIENCE

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### Brand Manager

2016–2017, *Vi-Jon Inc.*, St. Louis, MO

### Senior Account Manager

2011–2014, *Federation of Indian Chambers of Commerce and Industry*, New Delhi, India

### Account Manager

2007–2011, *ICICI Bank*, Bangalore, India

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## RECOMMENDATIONS

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Marie S. Mitchell (Advisor)  
Professor of Organizational Behavior  
Kenan-Flagler Business School  
The University of North Carolina at Chapel Hill  
Chapel Hill, NC 27599-3490  
[marie\\_mitchell@kenan-flagler.unc.edu](mailto:marie_mitchell@kenan-flagler.unc.edu)

Robert J. Bies  
Professor of Management  
McDonough School of Business  
Georgetown University  
Washington, DC 20057  
[biesr@georgetown.edu](mailto:biesr@georgetown.edu)

Laura M. Little  
Synovus Director of the Institute for Leadership  
Advancement & Professor of Management  
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Fadel K. Matta  
Terry Dean's Advisory Council Distinguished  
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