

CURRICULUM VITAE ASHA RAO

College of Business
California State University
25800 Carlos Bee Blvd.
Hayward, CA 94542-3069
Asha.Rao@csueastbay.edu

EDUCATION

- Ph.D. Organizational Behavior/International Business
Temple University, Philadelphia, 1993.
- M.A. Psychology, **Bangalore University**, India, 1985.
- B.A. Psychology & Economics, **Bangalore University**, India, 1983.

WORK EXPERIENCE

Academic:

- Professor, **California State University – East Bay**, Sept 2009 – date
- Associate Chair, Department of Management Fall 2018 - date
- Associate Professor of Management, **California State University – East Bay**, Sept 2001 – 2009
- Adjunct Professor teaching in EMBA programs Rutgers University, Temple University - (US, Singapore, China)
- Visiting Professor, **Indian Institute of Management**, Bangalore India 2003 -.
- Assistant Professor, **Rutgers University**, 1995-2001.
- Assistant Professor, **McGill University**, Canada, 1992-1995.
- Visiting Professor, Philadelphia College of Textiles and Science, 1991.

Industrial – Including consulting and professional services to institutions

- CSUEB – Leadership Development Program for MPPs
- Epilepsy Foundation
- NAMI (National Alliance on Mental Illness)
- Burlingame School District, strategic planning advisor
- Burlingame Community for Education, development of assessment tools
- Verizon, Inc., leadership training programs, diversity programs.
- Wipro Inc., India, cross-cultural training

- G.E. Consumer Products, India, diversity management
- Indian Administrative Service (IAS) corps, conflict resolution
- Workforce Diversity Initiatives (Consortium of Technology firms including Intel, HP, Agilent, Motorola, Texas Instruments)
- Organizational Resource Counselors
- Canadian International Development Agency,
- Advertising associate, R.K. Swamy and Associates, India (affiliated with BBDO)

HONORS AND AWARDS

- Marvin Remmich Outstanding Faculty Award for Teaching, 2016-2017
- Marvin Remmich Outstanding Faculty Award for Service, 2015-2016
- Senior Fulbright Fellow, 2003-2004. The Fulbright committee has showcased my work in their annual report 2003-2004 and on their website http://www.cies.org/stories/s_arao.htm
- Presidential Fellowship, Temple University, 1986-88. [Awarded to a single student across all schools]
- National Merit Scholarship, Bangalore University, India, 1983-85.
- University Rank, 5th, M.A., Bangalore University, 1985.
- University Rank, 10th, B.A., Bangalore University, 1983. [out of over 30,000 students]
(Ranks are the university's highest award for academic excellence in India)

INVITED LECTURES, CONFERENCE CHAIR at industry and academic research venues

Industry:

Chair: "Women on the Rise: Secrets to Success" panel, CSUEB Hayward 2017

Speaker: Managing religion in the global workplace, Upwardly Global Annual Conference, San Francisco, 2005

Speaker: WCan (Women of Color Action Network) Annual Meetings, Palo Alto, 2004.

Panelist, India; Past, present and future, Fulbright Symposium hosted at CSUH, May 6, 2003

Panelist, Inclusivity & diversity: Are they a must do or nice to do? July 30-31, 2003. National Conference on Leveraging Diversity and Managing Inclusion, Confederation of Indian Industry.

Organizer, Chair, Women in Management in the Informational Technology Industry, Bangalore, India, September 2003.

Organizer, Speaker, Doing business in India, for CIBER, Rutgers University, 1997.

Academic:

Invited Panelist. Women in IB. 2017 Academy of International Business-U.S. West Chapter Conference, San Jose (SJSU), February.

Panel Chair, Academy of Management, 2016. 25 years after the ADA: How can organizations meaningfully impact people with disabilities? Anaheim, August.

Panel Chair, Academy of Management, 2008. How do we teach management: Using Blogs, Youtube and Opensource software

Panel Chair, From both sides now: HRM issues for foreign MNC's in India and Indian firms over seas, Academy of International Business, Stockholm, 2004

Discussant, Academy of International Business, Stockholm, 2004

Panel chair, Influence Strategies in International Business: Micro and Macro Perspectives, at the Academy of International Business Annual Meetings, Florida, October 17-20, 1991.

Panel Chair, Towards a Paradigm of Influence: The Road Ahead, at the Academy of Management Annual Meetings, Dallas, 1994.

TEACHING ACTIVITIES

Courses taught and level:

California State University: 2001-date

MBA and Executive MBA

Mgmt. 609 Negotiations (Hayward, Oakland and San Ramon)

Mgmt. 320 Negotiations and Conflict Resolution

Mgmt. 624 Special Topics (Women in Leadership)

Mgmt. 620 Teams and Creativity
Mgmt. 622 Managing the Global Workplace
Mgmt. 6520 Negotiations
Mgmt. 6550 Research Methods
Mgmt. 6060 Organization and Management
Mgmt. 6617 Conflict Resolution
Mgmt. 6675 International Human Resource Management (distance education course)
Mgmt. 6613 Temba: Cross Cultural Negotiations & Management, Executive Leadership, Creativity And Team Building
Mgmt. 6612 Strategic Human Resource Management
Mgmt. 6225 Executive Leadership
Undergraduate
Mgmt. 4618 Training and Development
Mgmt. 4675 International Human Resource Management
Mgmt. 4520 Conflict Resolution
Mgmt 3614 Organizational Behavior
Mgmt. 3612 Special Topics
Mgmt. 3600 Theories of Management

Rutgers University – 1995-2000, adjunct - date

Organizational Behavior (MBA)
Cross-Cultural Management (MBA)
Negotiations (MBA)
Administrative Analysis (EMBA)
Leadership (EMBA)

Temple University – 2011

Managing Productive Work Teams
Training and Development

McGill University 1992-95

Research Methods (Undergraduate)
Organizational Behavior (MBA and undergraduate)
Cross-Cultural Management (MBA and Undergraduate)
Negotiations (MBA and Undergraduate)

Temple University 1989-92

Principles of Management (Undergraduate)
Human Resource Management (Undergraduate)

Philadelphia College of Textiles and Science 1991-92

International Management (Undergraduate)

Principles of Management (Undergraduate)
Organizational Behavior (Undergraduate)

Supervision of Students

California State University

- Supervising 8 Women in Leadership Social Impact projects, 2020
- Independent study Leah Buckley, 2020
- Independent study Wojciech Danek, 2020
- Independent study, Yvonne Sedlaczek, IHRM, 2010
- Thesis advisor, Hanka Jurk, Negotiating online, 2009
- Faculty sponsor and advisor, Esma Erison, received the Sally Cassanova predoctoral fellowship, and is currently a doctoral student in UC Irvine
- Independent study - Susan Lydick, Religion in management, Winter 2002, Spring 2002
- Independent study - Marina Spasenovska- Russian Influence strategies – Spring 2002

Rutgers University

- Doctoral committee, The influence of cultural differences on the performance of cross-cultural joint ventures, by Vijay Pothukuchi, Rutgers University. 1996-1999.
- Independent study supervisor, Managing across-cultures: A study of French expatriates in the U.S., Francoise Brinquin, Fall 1996.

McGill University

- Advisor, Masters thesis, Managing overseas subordinates: The impact of Japanese management on expatriate managers, by Keiji Hashimoto, McGill University, 1993-4.
- Advisor, Masters thesis, Negotiating Chinese-Canadian Joint Ventures, by Darcy Kieran, McGill University, 1994-5.
- Advisor, Masters thesis, Cultural differences in conflict styles, Laura Turek, McGill University, 1994-5

Development of innovative teaching material:

At CSUEB: some examples

- Women in Leadership seminar developed and co-taught with industry faculty – described as the best course in their program by MBA students (On LinkedIn)
- Creativity course – took 2 courses on creativity to prepare for teaching the course
- Leadership core course – embedded a social impact project so that students could practice leadership and contribute to their community
- QM - Quality Matters certification for Mgmt. 3614 online 2018
- Developed peer review process for classroom use based on research with students 2015
- Interviewed and video-taped senior executives including CEOs on women in leadership, International HRM & cross-cultural management topics to provide students with current and relevant material
- Developed new course on Negotiations for Management and Entrepreneurs for the MBA program at CSUEB that has now become a core course.
- Developed new core course on Leadership for the MBA program at CSUEB
- Taught large section of Mgmt 6060 through Distance Learning – the first time we have attempted to do so.
- Used online survey sites such as Zoomerang.com for student research for Mgmt. 6550
- Web conferencing delivery for distance learning class to Concord, online BSBA

At Rutgers University:

- Developed new course in Cross-cultural Management, which attracted student demand and became a core course.
- Early adopter of simulations – e.g. Capstone course consisted of a pure business simulation called Edgeworks in the MBA program

PUBLICATIONS

Book Chapters

Rao, A. and Schmidt, S.M. 2015. Impressing Up: Objectives, Tactics And Results Of Upward Influence, Contemporary OB in Action (Ed. Keyes, A & Elsbach, K.).

Rao, A., Schmidt, S.M. & Murray, L.M. 2003. Upward impression management: Goals, influence strategies and consequences, in Organizational Influence Processes, 2nd edition. Edited by Porter, L.M.; Angle, H.L. and Allen, R.W. Pgs. 462-480.

Rao, A. 2005. Religion in management, Understanding & managing diversity: Readings, cases and exercises.(Ed. C. Harvey & M.J. Allard), 2nd edition, Prentice Hall.

Refereed Journal Articles

Rao, A. Selvarajan, R., Haller, B. 2018. How can HRM meaningfully impact people with disabilities? Finding them a place at the table. *Academy of Business Research (Vol 1)*

Rao, A. 2017, Negotiator Cultural Intelligence (Cq): Impact In Virtual, Cross-Cultural Negotiations, *Journal of International Management Studies*

Chen. C. C, Rao, A and Yi Ren. 2013. Glass Ceiling for the Foreign Born: Perspectives from Asian Born American R&D Scientists. *Asian American Journal Of Psychology*. 4 (4), 249-257.

Rao, A. Managing diversity: Impact of Religion in the Global Workplace, *Journal of World Business*, 2012.

Rao, A. and Sedlakzek, Y. 2012. Calypso in the Caribbean: A musical metaphors for Barbados, *International Journal of Cross-Cultural Management (Sage)*.

Martin, D.E., Rao, A., Sloan, L. R. 2011. Ethnicity, Acculturation, and Plagiarism: A Criterion Study of Unethical Academic Conduct. *Human Organization*, Vol 70(1)

Martin, D and Rao, A. 2009, Plagiarism and Individual differences: A criterion study, *Ethics and Behavior*

Rao, A et al, 2007. Managing across cultures; Influence strategies of Indian and American managers, in *Review of Business Research*.

Rao, A and D. Martin, 2006. Intercultural managerial influence: The French experience in the U.S., *JIBstrategy*.

Rao, A. 2004. Managing the outsourcing interface; Training, trust and influence in US/Indian work groups. *Review of Business Research*.

Rao, A.2004. Interpreters In International Business Negotiations: Impact On Negotiator Influence Strategies, *International Journal of Business Research*.

Rao, A. and S.M. Schmidt, 1998. Negotiating Interfirm Alliances: A Behavioral Perspective, *Journal of International Business Studies*, 29 (4), 665-694.

Rao, A, Hashimoto, K., and Rao, A. 1997. Universal and culturally specific aspects of managerial influence: A study of Japanese managers, *Leadership Quarterly*.

Rao, A. and Hashimoto, K. 1996. Intercultural influence: A study of Japanese expatriates in Canada, *Journal of International Business Studies*, Vol 27 (3), 443-466.

Rao, A., Schmidt, S.M. & Murray, L.M. 1995. Influence Strategies in Impression Management: Goals, Strategies and Consequences, *Human Relations*, 48(2), 147-167.

Rao, A. and Schmidt, S.M. 1995. Intercultural Influence: The view from Asia, in the *Advances in International Comparative Management*, Vol 10, 79-98.

Refereed Proceedings

Rao, A. 2017 Managing Disability: How Can Organizations Meaningfully Impact People with Disabilities?, Proceedings of the Academy of Business Research, San Antonio
*Best paper award

Rao, A. & Ngo, M. 2014. Impact of electronic peer review on student communications: An empirical study in a business college. Proceedings of the Allied Academies, Las Vegas, October 16.

Jurk, H and Rao A, 2010, How should I type it? The impact of translation on virtual cross cultural negotiations, Proceedings of International Academy of Management and Business.

Rao, A et al. 2007. Global careers: Where in the world do CSU MBA students want to go and why? Proceedings of the IABE conference, Las Vegas 2007.

Rao, A. Religion, culture and the Indian workplace, in the proceedings of the Academy of International Business, 2006

Martin, D and Rao, A. 2006, Plagiarism and Individual differences: A criterion Study, Proceedings of the IABE conference, Las Vegas, 2006.

Rao, A. International Business Negotiations: Counterpart Nationality, Cultural Familiarity and Negotiator Influence Strategies, Proceedings of the Eastern Academy of Management Conference, Berlin, June 6-10, 1993.

Rao, A. The Global Division of Labor in High Technology Firms: Emerging Trends and Human Resource Management Implications, proceedings of the Third Biennial High Technology Management Conference, Boulder, Colorado, June 16-18, 1993.

Book reviews

Avoiding War: Problems of Crisis Management, edited by George, A. L. in the **International Journal of Conflict Management**, 1992.

Access Nippon: Business Handbook, How to Succeed in Japan.(1994 ed.)
Journal of Asian Business, 1996.

Electronic publications

Her India -- An Expert's Ten Travel Rules, at www.Journeywoman.com, 2001.

YouTube in management education, <http://www.oresund.org/entrepreneurship/for-educators/teaching-material/files>, 2008

YouTube in education, Proceedings of the CSU Online education conference, 2009

CONFERENCE PRESENTATIONS

Rao, A. 2017 Managing Disability: How Can Organizations Meaningfully Impact People with Disabilities? Academy of Business Research, San Antonio (Nov)

*received the best paper award

Rao, A. 2017, Negotiator Cultural Intelligence (Cq): Impact In Virtual, Cross-Cultural Negotiations, IABE, Las Vegas (Dec)

Rao, A. 2016. 25 years after the ADA: How can organizations meaningfully impact people with disabilities? Academy of Management, Anaheim.

Rao, A. & Iorns, Jody. 2016. Managing epilepsy in the workplace: Eliminating the fear factor. Academy of Management, Anaheim.

Rao, A. 2016. *Jugaad*: Creativity and frugal innovation in India, Academy of Management, Anaheim.

Rao, A. & Ngo, M. 2014. Impact of electronic peer review on student communications: An empirical study in a business college. Allied Academies Conference, Las Vegas

Rao, A, Sedlaczek, Y and Beldona, S. 2011. Reggae: A Musical Metaphor for Jamaica, Academy of International Business, Nagoya, Japan.

Jurk, H and Rao A, 2010, How should I type it? The impact of translation on virtual cross cultural negotiations, International Academy of Management and Business, Madrid, Spain.

Rao, A. 2009, Lost in translation: Interpreters in international business negotiations, AIB , San Diego.

Rao, A. YouTube in management education, CSU conference on online education, 2009

Rao, A. 2008. Youtube in teaching international management, presented at the AIB annual meetings, Milan.

Rao, A. & Martin D. 2008. Culture and Unethical Conduct: Understanding the Impact of Individualism and Collectivism on Plagiarism, presented at the AIB meetings, Milan.

Rao, A, 2008. Using Youtube in management education, presented at the Academy of Management meetings, Anaheim.

Rao, A et al. 2007. Global careers: Where in the world do CSU MBA students want to go and why? , presented at the IABE conference, Las Vegas, October 2007

Rao, A et al, 2007. Managing across cultures; Influence strategies of Indian and American managers, IABE conference, Las Vegas, October 2007

Martin D and Rao A., 2007 Culture, Acculturation and Plagiarism, presented at the Academy of Management, Philadelphia.

Rao, A. 2006. Religion, culture and the Indian workplace, presented at the Academy of International Business Annual meetings, (competitive paper), Beijing.

Rao, A and D. Martin, 2006. Intercultural managerial influence: The French experience in the U.S. presented at the IABE conference, Las Vegas, 2006.

Martin, D and Rao, A. 2006, Plagiarism and Individual differences: A criterion Study, presented at the IABE conference, Las Vegas, 2006.

Rao, A, & Wiley, D. Religion, culture and managing diversity in international organizations. Academy of Management Annual meetings, New Orleans, 2004. (nominated for Dexter award)

Rao, A. Managing the outsourcing interface; Training, trust and influence in US/Indian work groups. International Academy of Business and Economics, Las Vegas, 2004.

Rao, A. From both sides now: HRM issues for MNCs in India and Indian MNCs abroad, Academy of International Business Annual meetings, Stockholm, 2004.

Rao, A. Managing cultural and religious diversity in the global workplace, National Conference on leveraging diversity and managing inclusion, Confederation of Indian Industry, July, 2003, Bangalore, India.

Rao, A. Religion, culture and managing diversity, presented at Workforce Diversity Initiatives, Palo Alto, September 2002. (Invited speaker to the national consortium of technology firms).

Rao, A. Managing foreigners: trust, experience and managerial influence, presented at the Academy of Management Meetings, Toronto, August 2000.

Rao, A. Managing cultural diversity: Religion in organizations, Workforce Opportunity Network, June 2000.

Rao, A. Something old, something new: Religion, culture and management in Y2K, accepted for presentation at SASE meetings, London, U.K., July 2000.

Rao, A. Negotiating international alliances, presented at the Academy of International Business Meetings, Monterrey, Mexico, 1997

Chen, C. and Rao, A. On being foreign: The career dilemma of Asian born scientists in a changed R&D environment. Presented at the Academy of Management meetings, Boston, 1997.

Rao, A. Goals, strategies and effectiveness in influence across cultures, presented at the Academy of International Business Annual Meetings, Banff, Canada, 1996.

Rao, A. and S.M. Schmidt, Negotiating Interfirm Alliances: A Behavioral Perspective, presented at the Academy of International Business Annual Meetings, Seoul, 1995.

Rao, A. and Hashimoto, K. Intercultural influence: A study of Japanese expatriate managers in Canada, presented at the Academy of International Business Annual Meetings, Boston, 1994.

Rao, A. and Hashimoto, K. Influence across Cultures: A Review and Methodological Extension, presented at the Academy of Management Annual Meetings, Dallas, 1994.

Rao, A. A Cultural Dissection of Negotiator Influence Strategies in International Business Negotiations, presented at the Academy of Management Annual Meetings, Dallas, 1994.

Rao, A. Conflict Frames and Influence Strategies in Negotiating International Collaborations, presented at the International Association of Conflict Management Meetings, Eugene, 1994.

Rao, A., Chandran, R. and Phatak, A.V., Do Interpreters Aid in International Business Negotiations? An Empirical Analysis of Joint Venture Negotiations, presented at the Conference on Joint Ventures in East Asia, Bangkok, 1993.

Rao, A. Negotiator Influence Strategies in International Negotiations: Power, Dependence and Culture Distance, presented at the Academy of Management Annual Meetings, Atlanta, 1993.

Rao, A. International Business Negotiations: Counterpart Nationality, Cultural Familiarity and Negotiator Influence Strategies, presented at the Eastern Academy of Management Conference, Berlin, 1993.

Rao, A. The Global Division of Labor in High Technology Firms: Emerging Trends and Human Resource Management Implications, presented at the Third Biennial High Technology Management Conference, Boulder, Colorado, 1993.

Murray, L.H., Schmidt, S.M. & Rao, A. Gender Differences in Upward Impression Management: A Tale of Two Sexes, presented at the Southern Management Conference, New Orleans, 1992.

Rao, A., Murray, L. H., Schmidt, S. M., & Swaffin-Smith, S. Upward Influence in Impression Management: Goals, Strategies and Consequences, presented at the Academy of Management Annual Conference, Miami, 1991.

Schmidt, S. M. & Rao, A. Influence Training for Cross-cultural Teams, presented at the II Regional Conference of the American Society of Training and Development, Philadelphia, 1991.

Rao, A. Influence Among Equals: Strategies in Intercultural Interaction, presented at the Academy of International Business Annual Meetings, Miami, 1991.

Rao, A. & Schmidt, S.M. Influence Strategies in Intercultural Interaction: Impact on Intercultural Competence, presented at the Academy of International Business Annual Meeting, Toronto, 1990.

Rao, A. International Cooperative Alliances: A Power-Dependence Framework, presented at the Academy of Management Conference, Washington D.C., 1989.

WORK IN PROGRESS

Under review

Innovative and Experiential Approaches to teaching HRM, submitted to the Academy of Management, 2020

Negotiating the Sari Ceiling: Developing South Asian Women in Leadership, submitted to the Academy of Management, 2020

Ongoing projects

Managing disability: Accommodations, perceived discrimination and industry best practices

Improving pedagogy with structured electronic peer review (data collected from 150+ students through a CSUEB funded project)

Virtual negotiations (data collected from 700 negotiation dyads)

Managing disability (papers plus an edited book with Emerald Press)

Intercultural influence: A Study of French expatriates in the U.S., Russian managers (data collected)

Influence across nations across cultures, with Stuart Schmidt, Temple University (review paper)

Religion in Management: HRM implications (collected data from interviews with HR managers).

Women in management in the IT industry in India (collected data with Vasanthi Srinivasan IIM - Bangalore)

Canadian-Japanese business negotiations, David Saunders, University of Calgary. (data collected)

Managing disability at work

GRANTS

- CSUEB – FSG 2020
- CBE - Summer grant 2019
- CBE – Women in Leadership Fellowship Grant 2019-2020
- CSUEB – QM development of Mgmt. 3614, 2015
- PEIL grant, CSUEB Electronic peer review, 2014

- CBE grant to develop Leadership course, 2013
- CSUEB: Hybrid course development, 2011
- Fulbright award – for research on cross-cultural management and conflict resolution in India 2003-2004.
- CSUEB – 2002. For project on Religion in Management
- CIBER, Rutgers University, 1996, for development of materials for teaching Cross-cultural Management.
- CIBER, Rutgers University, 1996, for study of French expatriates in the U.S.
- Canadian International Development Agency (CIDA) and McGill University, 1995, for project on Chinese Canadian joint venture negotiations.
- McGill University, April 1993, 1994, for project on influence strategies of Japanese expatriate managers.
- Mitsui Canada Foundation, September 1993, for project on influence strategies of expatriate managers.

REVIEWER

- Ad hoc reviewer for the following journals in my field.

Journal of Management Studies

Journal of International Business Studies

IEEE - Transactions on Engineering Management

Human Relations

Journal of Management Inquiry

Journal of International Management

Management International Review

Group Decision & Negotiation

Group and Organization Management

Organizational Science

Career Development International

- Ad hoc reviewer for the two main conferences in my field

Academy of Management – primarily for three divisions – International Business, Management, Organizational Behavior or TIMS Divisions 1990-date

Academy of International Business Annual meetings, 1991-date

- Reviewer for an Organizational Behavior textbook published by McGraw-Hill, cross-cultural management texts by Sage 2006,2007

CONSORTIA

- Nominated to participate at the Doctoral Consortium, Organizational Behavior/ Organizational Theory, Academy of Management Meetings, San Francisco, August 11-13, 1990.
- Nominated to participate at the Junior Faculty Consortium, International Management, Academy of Management Meetings, Dallas, August, 1994

Training expertise

- Leadership Development
- Cross-cultural training/managing diversity
- Country expertise – India (secondary China and Japan)
- Conflict management

SERVICE TO THE UNIVERSITY AND COMMUNITY

University level

Time Modules Committee 2018-2021

Retention Tenure & Promotion Committee 2017-2018

CIC Graduate Sub Committee – 2014-2016

Leadership Development 7 Week Training Program 2015 - 2016

Leadership Speaker Series @ CSUEB 2015

Leadership Retreat “Breaking frames” leadership retreat for all MPPs, 2015

Leadership Hackathon for all MPPs, 2015

COBRA sub-Committee on Facilities 2014-2016

Senate Executive Committee (ExCom) – 2009-2011

Academic Senate – 2009-2013

Faculty Learning Community – API (2012)

University Layoff Committee 2009-2010

CAPR 2004-2006 (committee secretary for part of this time period)

Publicity film “Possibilities” for recruitment at CSUH (2004)

University Committee on Research (2002-2004)

Research sub-committee for evaluating student proposals (2003)

Library focus group 2003

University Fulbright selection committee 2002-date

Speaker – Fulbright Association Symposium – India: Past, Present and Future, 2003

College Level

Associate Chair, Department of Management, 2018-date

Area Coordinator 2013-date

Founder of Women in Leadership Fellowship 2019-2020

Name reader for Commencement – 2017, 2019

Chair Advisory Committee (Chair) 2010, 2016, 2017

Society of Human Resource Management Faculty Advisor 2014-2017

Management Department Recruiting Committee Chair 2010, 2013-4, 2015-16

Management Department Recruiting Committee Member 2003, 2016-2017, 2019

Management Department Lecturer Review Committee 2014-2015

HR/OB advisor (MBA) 2009-date

Market Equity Committee 2011-2012, 2014-2015

Curriculum Committee 2007-2009

Management Department Market Based Equity Review Committee 2012, 2017

Management Department RTP committee 2009-2010, 2015-2017, 2019-2020

Economics Department RTP committee 2019-2020

Management Department post tenure review committee – 2009-2010, 2020

Chair, Management Department post tenure review committee – 2020

Chair, Search committee for Strategy and HRM TT searches 2006

Co-Chair, HRM area 2004-07

TEMBA faculty advisor for student consulting projects 2002-2003

Review of Part-time faculty - multiple years

Assigned time release committee 2005

Community Level

Volunteer – Shelly Masur Campaign for State Senate – 2020

Volunteer – Astha Lakshmi Temple, San Mateo – 2018-date

Volunteer – Indian Community Center, (Senior Services) – 2019-date

Volunteer, NAMI, National Alliance for Mental Illness 2016 -2019

Volunteer, Northern California Epilepsy Foundation 2016 – date

Founding Circle Member of Neythri – South Asian Women in Leadership, 2020

University of California, Berkeley. Member of the Charter Society and parent volunteer 2015

Burlingame Intermediate School – Member of School Site Council 2010-2011, leading diversity initiatives

Burlingame Intermediate School – Co-VP of Volunteers on PTA 2009-2011 managing over 200 volunteers

Burlingame School District – Parent Education Committee 2009-2010

Burlingame Green Street Fair – 2010, volunteer

Peninsula Soccer Club – Parent volunteer 2010

Multicultural Committee, Roosevelt Elementary School 2003-9

Volunteer, Vishwashanti (world peace) Children’s Academy, 2003-date

Volunteer – Library, Roosevelt Elementary School, 2003-4

Volunteer – “Bala Janagraha” Children’s wing of a Citizen’s Activism group, 2003

Established Co-op Preschool in San Francisco 2002

Academic Community

Member of the bylaws committee for the formation of the Indian AoM (affiliated with of AoM) 2010

Membership in Professional Associations

Academy of Management

Academy of International Business

International Association of Conflict Management

Society for Human Resource Management

NCHRA

Fulbright Alumni Association