

YASHA SPRIHA

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ACADEMIC APPOINTMENTS

W. P. Carey School of Business, Arizona State University **Tempe, AZ**
Assistant Professor, Department of Management and Entrepreneurship July 2025

EDUCATION

Robert H. Smith School of Business, University of Maryland **College Park, MD**
Ph.D. in Management (Organizational Behavior) May 2025
Advisor: Subra Tangirala (Chair)
Committee: Vijaya Venkataramani, Jennifer Marr, Rellie Rozin, Aneesh Rai, Ed Lemay.

London School of Economics and Political Science **London, UK**
MSc. in Human Resources and Organizations December 2019
Major: International Employment Relations
Distinction in Dissertation

Lady Shri Ram College for Women, University of Delhi **New Delhi, India**
Bachelor of Arts (Hons.) English Literature June 2017
Top 5% of the class

PUBLICATIONS

- **Spriha, Y.**, Tangirala, S., Shu, R., & Ekkirala, S. (2026). How Employees Who Have Made Upward Social Class Transitions Get Heard in the Workplace. *Academy of Management Journal*, 69(2), 243-274.

UNDER REVIEW AND INVITED FOR RESUBMISSION

- Liao, H.*, **Spriha, Y.***, Feng, Q., Zhu, L., & Zhao, Z. Visible from Afar: Remote Employees' Collaboration Responsiveness to Managerial Requests. *Conditionally accepted* at the *Academy of Management Journal*.
* Equal author contributions.
- **Spriha, Y.** & Venkataramani, V. Diverse Experiences and Idea Implementation [title redacted for review]. *1st Round Revise and Resubmit* at the *Academy of Management Journal*.
- **Spriha, Y.** & Foulk, T. Power and Challenging Behaviors [title redacted for review]. *Under review* at *Organizational Behavior and Human Decision Processes*.

PREPARING FOR SUBMISSION

- **Spriha, Y.**, Tangirala, S., Sanaria, A., & Ekkirala, S. Social Class and Second Chances [Writing Stage; Target: Journal of Applied Psychology]
- **Spriha Y.** & Marr, J. C. Dominance, Prestige, and Intergroup Dynamics [Writing Stage; Target: Organization Science]
- **Spriha, Y.***, Groissman, N. A.*[†], & Marr, J. C. Dominance, Prestige, and Well-Being [Writing Stage; Target: Academy of Management Journal]
* Equal author contributions.
[†] Doctoral student
- Park, H., Tangirala, S., & **Spriha Y.** Passing off as a Different Social Class [Writing Stage; Target: Academy of Management Journal]

SELECTED RESEARCH IN PROGRESS

- **Spriha, Y.**, Tangirala, S., Sanaria, A., & Ekkirala, S. Employee Objectification and Employee Voice [Studies in progress]
- **Spriha, Y.**, Lu, Y. †, & Venkataramani, V. Employee Creative Idea Sharing. [Studies in progress]
† Doctoral student
- **Spriha, Y.** & Kwon, E.†. Gender and Employee Voice. [Studies in progress]
† Doctoral student
- Marr, J. C., Lemay, E., Yu, S., & **Spriha, Y.** Status Mindsets: Scale Development and the Nomological Network [Studies in progress]
- Rai, A., **Spriha, Y.**, & Ren, Z. B. Use of AI at work [Studies in progress]

AWARDS, HONORS, AND GRANTS

University of Maryland

- Awarded the 2025 Allan N. Nash Award for Outstanding Doctoral Student by the R. H. Smith School of Business, University of Maryland.
- Awarded the Smith School Internal Grants Program Grant by the R. H. Smith School of Business, University of Maryland, a business school level \$8,000 grant to support rigorous and innovative academic research projects, for a project with Dr. Subra Tangirala.
- Awarded the Faculty Student Research Award (FSRA) 2024 by the University of Maryland, a university level award with a \$15,000 grant to support outstanding research proposals, for a project with Dr. Subra Tangirala.
- Awarded the Summer Research Fellowship 2023 by the University of Maryland, a university level award with a \$5,000 grant to support innovative and promising summer research proposals.

Academy of Management

- Winner of the AOM Meeting Best Paper Award, an award that recognized our paper for making the most significant contribution to the field among the 1079 submissions received by the Organizational Behavior Division (2024)
- Nominee from the OB Division for the Carolyn B. Dexter Award, an all-Academy award for the paper that best meets the objective of internationalizing the Academy of Management. (2024)
- Best Paper AOM Proceedings, Organizational Behavior Division (2024)
- Best Paper AOM Proceedings, Organizational Behavior Division (2023)

Society for Industrial and Organizational Psychology

- Awarded the Graduate Student Scholarship of \$3000 for my dissertation paper on the paradox of treating employees as resources (2025).

London School of Economics and Political Science

- Awarded the Commonwealth Masters Scholarship by the British Commonwealth Commission, a scholarship that covers tuition fee with a monthly stipend of £1,600 along with additional funding for travel and dissertation, awarded to students with outstanding talent and identifiable potential from all backgrounds whose work contributes to academic scholarship (2018-19)

University of Kansas

- Awarded the Study of US Institutes (SUSI) scholarship by the US State Department for a fully funded 4-week academic residency at the Kansas Women's Leadership for the study of women's leadership (2016).

Lady Shri Ram College for Women, University of Delhi

- Awarded the N. K. Mehta Award for Meritorious Contribution, an award that recognizes overall academic and service contributions to the institute awarded to one student every year (2017)

INVITED PRESENTATIONS

- Durham University, Department of Psychology, Spring 2026
- University of Wisconsin-Madison, Wisconsin School of Business, Fall 2024 (Did not attend)
- Indiana University, Kelley School of Business, Fall 2024
- Arizona State University, W. P. Carey School of Business, Fall 2024

CONFERENCE PRESENTATIONS

- **Spriha, Y.**, Lu, Y.[†], & Venkataramani, V. (2026) Matching Managerial Motives While Pitching Creative Ideas Gets Ideas Implemented. Symposium, The Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
† Doctoral student
- **Spriha, Y.***, Groissman, N. A.*[†], & Marr, J. C. (2026) The Psychological Costs and Benefits of the Dual Pathways to Social Rank. The Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
* Equal author contributions.
† Doctoral student
- **Spriha, Y.** & Marr, J. C. (2025) Decoding Dominance and Prestige: How Leader Behaviors Within and Beyond the Team Impacts Status. Symposium, The Annual Meeting of the Academy of Management, Copenhagen, Denmark.
- **Spriha, Y.** & Foulk, T. (2025) Powerless Not Passive: The Role of Loyalty in Predicting Powerless Employees' Activism and Voice. Symposium, The Annual Meeting of the Academy of Management, Copenhagen, Denmark.
- Liao, H.*, **Spriha, Y.***, Feng, Q., Zhu, L., & Zhao, Z. Visible from Afar: Remote Employees' Collaboration Responsiveness to Managerial Requests (2024) the Annual Meeting of the Academy of Management, Chicago, IL.
[Winner of the AOM Meeting Best Paper Award by the OB Division]
[Nominee for the Carolyn B. Dexter Award by the OB Division]
[Selected as Best Paper in OB by the Academy of Management Proceedings]
* Equal author contributions.
- **Spriha, Y.** & Venkataramani, V. (2024) The Penalty of Experiences in Diverse Domains in Endorsement of Novel Ideas. Symposium, The Annual Meeting of the Academy of Management, Chicago, IL.
- Janardhanan N. S., Reaney R., Sonal R., Hollensbe E. C., & **Spriha, Y.** (2024) The Art of Stenciling: Agency in Work Identity Construction amidst Sudden Change. Symposium, The Annual Meeting of the Academy of Management, Chicago, IL.
[Nominee for the Best Symposium Award by the MOC Division]
- **Spriha, Y.**, Tangirala, S., Rui, S., Ekkirala, S. (2023) The Craft of Voicing to the Powerful: How Employees Who Have Made Upward Social Class Transitions Gain Endorsement for Their Voice. The Annual Meeting of the Academy of Management Boston, MA.
[Selected as Best Paper in OB by the Academy of Management Proceedings]

- **Spriha, Y.** & Venkataramani, V. (2022) Creative Idea Communication: The Role of Agency and Communalism. Symposium, The Annual Meeting of the Academy of Management, Seattle, WA.
- **Spriha, Y.**, Janardhanan, N., & Howell, T. (2022) Recognizing Silence is Golden: The Role of Managerial Power in Silence Detection. Symposium, The Annual Meeting of the Academy of Management, Seattle, WA.
- **Spriha, Y.** & Janardhanan, N. (2020) Benefactor or Beneficiary? Impact of identity on participation of women in organizational inclusion initiatives. InGroup Conference, Virtual.
- **Spriha, Y.** & Howell, T. (2020) Absence of Voice and Its Impacts on Managerial Perceptions and Behaviors. Symposium, The Annual Meeting of the Academy of Management, Virtual.

PROFESSIONAL SERVICE

Arizona State University

- Member, OB Hiring Committee (2025-2026)

Ad Hoc Reviewer

- Academy of Management Journal
- Organization Science
- Personnel Psychology
- Organizational Behavior and Human Decision Processes

University of Maryland

- President, Association of Doctoral Students (2022-23; 2023-24)

Academy of Management Annual Meetings

- Evaluation Committee Member, 2026 OB Division Most Innovative Student Paper Award (2026 – present)
- Ad Hoc Reviewer (2020 - present)

London School of Economics and Political Science

- University Representative, LSE, Commonwealth Scholars and Fellows (2018-19)

Lady Shri Ram College for Women, University of Delhi

- General Secretary, LSR Students' Union (2015-16)

TEACHING EXPERIENCE

Arizona State University

- MGT320 Organizational Behavior (Undergraduate)
 Spring 2026 Rating: 6.52/7; 6.43/7
 Fall 2025 Rating: 6.55/7

University of Maryland

- BMGT364 Introduction to Management and Organizations (Undergraduate)
 Fall 2023 Rating: 3.43/4
 Spring 2023 Rating: 3.37/4

OTHER PROFESSIONAL EXPERIENCE

SNC Lavalin Atkins

London, UK

- Graduate Researcher (Summer 2019)
Led an interview-based research study on organizational practices and its impact on women's felt inclusion in engineering domain.

D. E. Shaw and Co.

Hyderabad, India

- Associate, Talent Acquisition (2017 - 2018)
Focused on university recruitment initiatives and strategic sourcing of early career graduates from diverse backgrounds for positions in STEM.

PROFESSIONAL AFFILIATIONS

American Psychology Association (APA) | Academy of Management (AOM) | The Society of Industrial and Organizational Psychology (SIOP)