

SHUBHA SHARMA

EDUCATION

Ph.D.	University of Georgia	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	
	<i>Committee:</i> Dr. Marie S. Mitchell (Chair), Dr. Laura M. Little, and Dr. Fadel K. Matta	
M.B.A.	Washington University in St. Louis	2016
B.Comm.	University of Delhi , New Delhi, India	2005

ACADEMIC EMPLOYMENT

Assistant Professor of Management, University of Tulsa

Fall 2023—present

RESEARCH INTERESTS

Workplace Humor, Social Exclusion, and Interpersonal Processes

REFEREED PUBLICATIONS

Mitchell, M. S., **Sharma, S.**, Zipay, K., Bies, R. J., & Croitoru, N. (2025). Considering personal needs in misdeeds: The role of compassion in shaping observer reactions to leader leniency. *Journal of Applied Psychology*, 110(4), 512-535. <https://doi.org/10.1037/apl0001246>

MANUSCRIPTS UNDER REVIEW

Sharma, S., Colquitt, J. A., & Torres, C. C. (under 2nd round review). The Role of Leader Humor in Influencing Employee Trust. *Organizational Behavior and Human Decision Processes*.

Sharma, S., & Mitchell, M. S. (1st round revise & resubmit). Employees' Use of Humor to Cope with Exclusion Risk. *Journal of Management*.

Awasty, N., & **Sharma, S.** (under 1st round review). Intersectionality in Mentorship and Scholarship. *Organizational Behavior and Human Decision Processes*.

MANUSCRIPTS IN PREPARATION

- Sharma, S., Fleri, A., Mitchell, M. S., Frank, E. L., & Matta, F. K.** Even “leveling up” has its downs: Unpacking the coping processes of benign envy. [Status: writing stage]. In preparation for: *Academy of Management Journal*.
- Lynch, J. W., **Sharma, S.**, & Mitchell, M. S. Seeing Pariahs or Prospects? Why Leaders Mistreat or Develop Poor Performers. [Status: writing stage]. In preparation for: *Academy of Management Journal*.
- Mitchell, M. S., **Sharma, S.**, Dang, C., Chen, M., & Huai, M. The “Hero” and “Heel” Effects of Observing Coworker Cheating Behavior. [Status: writing stage]. In preparation for: *Journal of Applied Psychology*.
- Sharma, S.**, Cohen, S. L., & Matusik, J. The Serious Business of Humor: How Entrepreneurs’ Humor Shapes Investor Interest. [Status: data analysis]. In preparation for: *Journal of Management*.
- Sharma, S.**, & Mitchell, M. S. My Image is No Joking Matter! The Implications of Leader Humor on Employee Image Management. [Status: data collection]. In preparation for: *Academy of Management Journal*.

SELECTED WORKS IN PROGRESS

- Pathki, C. S. R., **Sharma, S.**, & Awasty, N. Impact of Macro Institutionalized Regimes. [Status: ideation stage]. In preparation for: *Academy of Management Review*.
- Sharma, S.**, & Khatija, P. Productive Procrastination. [Status: theory development stage]. In preparation for: *Journal of Management Inquiry*.
- Sharma, S.**, Khatija, P., & Pathki, C. S. R. Stigmatization and humor. [Status: theory development stage]. In preparation for: *Administrative Science Quarterly*.

REVIEWER SERVICE

Peer Reviews

Journal of Applied Psychology	2025—present
Journal of Management	2025—present
European Journal of Work and Organizational Psychology	2025—present
Journal of Business Ethics	2025—present
Journal of Management Studies	2024—present

Ad Hoc Reviews

Academy of Management Journal
Management Science
British Journal of Management

CONFERENCE PRESENTATIONS

- Sharma, S.,** Colquitt, J. A., & Torres, C. C. (2026). *How Jokes Beget Trust: Building and Testing Theory About Leader Humor and Employee Trust in Leaders*. Paper Presentation. Academy of Management, Philadelphia, PA.
- Sharma, S.,** & Mitchell, M. S. (2026). *Proving Before Improving: A Theoretical Framework of Identity-Contingent Leader Reactions*. Poster Presentation. Academy of Management, Philadelphia, PA.
- Sharma, S.,** & Mitchell, M. S. (2025). *The Implications of Leader Humor on Employee Image Management*. Presenter Symposium. Academy of Management, Copenhagen, Denmark.
- Sharma, S.,** Cohen, S. L., & Matusik, J. (2025). *Humor and Entrepreneurship*. Presenter Symposium. Academy of Management, Copenhagen, Denmark.
- Lynch, J., Mitchell, M. S., & **Sharma, S.** (2024). *Motivational Influences for Supervisors' Mistreatment of Poor Performers*. Presenter Symposium. Academy of Management, Chicago, IL.
- Mitchell, M. S., **Sharma, S.,** Chen, M., & Huai, M. (2022). *Are There Benefits or Detriments (or Both) to Observing Coworker Cheating Behavior?* Presenter Symposium. 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*. Presenter Symposium. 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*. Presenter Symposium. Academy of Management. Virtual.
- Mitchell, M. S., **Sharma, S.,** Zipay, K., & Bies, R. J. (2020). *Observer reactions to supervisor leniency to coworker misconduct*. Paper accepted for presentation at the Academy of Management.

ORGANIZED CONFERENCE SYMPOSIA

- 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.

TEACHING EXPERIENCE

AVG INSTRUCTOR RATINGS

Spring 2026	Organizational Behavior (MGT 3063); <i>Univ. of Tulsa</i>	5.0 / 5.0
Fall 2025	Principles of Management (MGT 3003); <i>Univ. of Tulsa</i>	4.8 / 5.0
Fall 2025	Organizational Behavior (MGT 3063); <i>Univ. of Tulsa</i>	4.7 / 5.0
Spring 2025	Leading and Managing (MBA 7023); <i>Univ. of Tulsa</i>	4.7 / 5.0
Spring 2025	Organizational Behavior (MGT 3063); <i>Univ. of Tulsa</i>	4.7 / 5.0
Spring 2024	Organizational Behavior (MGT 3063); <i>Univ. of Tulsa</i>	4.8 / 5.0
Fall 2023	Leading and Managing (MBA 7023); <i>Univ. of Tulsa</i>	4.8 / 5.0

Fall 2021	Organizational Behavior (MGMT 5820); <i>Univ. of Georgia</i>	4.7 / 5.0
Fall 2020	Human Resource Management (MGMT 5920); <i>Univ. of Georgia</i>	4.8 / 5.0

PROFESSIONAL SERVICE

Department of Management, Innovation, & Entrepreneurship, University of Tulsa

Chair, Committee on Committees	Spring 2026—present
Member, Department Strategic Planning and Societal Impact Committee	Spring 2026—present
Member, Department Review Committee	Fall 2023—present

Conference Service

Conference Reviewer, Academy of Management (Divisions: Conflict Management, Social Issues in Management, and Organizational Behavior)	2019—present
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Co-founder and member

Virtual support group for South Asian Ph.D. students in Organizational Behavior	2020—present
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HONORS & AWARDS

Knox Doctoral Scholar, Fellowship recipient, University of Georgia	2019—2023
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