

Anwesha Choudhury, ABD

Binghamton University, State University of New York
Academic A Building, 307
4400 Vestal Pkwy E,
Binghamton, NY, 13902
Email: achoudh6@binghamton.edu

Education

Ph.D., Binghamton University, anticipated Spring 2023

Major: Leadership & Organizational Sciences

Dissertation: *Individual effects of shared leadership: Stress and its impact on the leadership network**

*Dissertation proposal defended

*Winner of the Graen Grant for Student Research on Leaders and Teams

Committee: Shelley D. Dionne (Chair), Binghamton University

Cynthia K. Maupin (Co-Chair), The University of Mississippi

Francis J. Yammarino (Member), Binghamton University

M.A., Tata Institute of Social Sciences, Mumbai, India, May 2017, *top 10% in class*

Major: Human Resource Management & Labor Relations

Thesis: *Line manager's transformational leadership and enactment of human resource practices: Evidence of interaction through survey and experiment*

B.Tech., National Institute of Technology, Silchar, India, June 2012

Major: Computer Science & Engineering

Thesis: *Language recognition using neural networks*

Research Interests

Leadership, Teamwork, Employee Wellbeing, Human Resource Management, Future of Work

Refereed Publications

Tsai, C.Y., Marshall, J., **Choudhury, A.**, Serban, A., Hou, Y.T., Jung, M.F., Dionne, S. & Yammarino, F.J. (2022). Human-robot collaboration: A multilevel and integrated leadership framework. *The Leadership Quarterly*.

Revise and Resubmit Status Publications

Maupin, C.K., Mohan, G., **Choudhury, A.**, Deepak, P., & Jin, F. (2nd round R&R). Topic: Review of social network applications in leadership. Revise and resubmit status at *The Leadership Quarterly*.

Working Papers

7. **Choudhury, A.**, Maupin, C.K., Jin, F., Resnick, S., Jun, M.J., Yammarino, F.J. Integrated review of collectivistic forms of leadership. Preparation for Journal Submission (Target: *Journal of Management*).
6. Margolis, J., Maupin, C.K., **Choudhury, A.**, Resick, C. , & D’Innocenzo, L. Knowledge sharing network, leader centrality, and team performance. Writing Stage (Target: *Organizational Behavior and Human Decision Processes*).
5. **Choudhury, A.**, Zhu, Y., Wang, Y., Marshall, J., Tsai, C.Y., & Dionne, S.D. The effect of individualized leadership on employee creativity. Writing Stage (Target: *Journal of Managerial Psychology*).
4. Marshall, J., Zhu, Y., Wang, Y., **Choudhury, A.**, Tsai, C.Y., & Yammarino, F. J. Leader-follower affective congruence and follower outcomes: The mediating role of leader-member exchange. Data Analysis Stage (Target: *Leadership*).
3. Bentley, F.S., **Choudhury, A.** & Han, J.H. Resource orchestration by HR executives. Data Analysis Stage (Target: *Academy of Management Journal*).
2. **Choudhury, A.**, Awasty, N., & Maupin C.K. Employer branding through leadership. Data Analysis Stage (Target: *Academy of Management Journal*).
1. **Choudhury, A.**, Khatija, P., & Bilimoria, D. Review of diversity management practices. Conceptualization Stage (Target: *Journal of Management*).

Chapters in Edited Volumes

- Dubrow, S., Resnick, S. & **Choudhury, A.** (Forthcoming). Teamwork and Taskwork. In Blacksmith, N. & McCusker M. (Ed.s). *Data Driven Decision-making in the Entrepreneurial Ecosystem: Novel Analytic Techniques to Understand and Enhance Business Performance*.

Conference Submissions and Presentations

17. **Choudhury, A.** & Maupin C.K. (2022). *Sharing can be stressful: The double-edged sword of shared leadership in self-managing teams*. Presented at the 2022 INGroup Conference.
16. **Choudhury, A.**, Margolis, J., Maupin, C. K., Resick, C., & D’Innocenzo, L. (2022). *Knowledge [sharing] is power: How leveraging the strategic core facilitates team performance*. Presented at the 2022 INGroup Conference.
15. **Choudhury, A.** & Maupin C.K. (2022). Demands of informal leadership in self-managing teams: Stress and well-being in team members. In Hanna A. (Chair). *Burgeoning research in emergent leadership*. Symposium proposal accepted for presentation at the 82nd Annual Meeting of the Academy of Management Conference.

14. Maupin, C.K. (Chair and Panelist), Balkundi, P., Cullen-Lester, K., Emery, C., & Woehler, M. (Panelists), Mohan, G. (Moderator), **Choudhury, A.** (Organizer) & Resnick, S. (Organizer). (2022). *Exploring Leadership Through Social Networks: The Next Frontier*. Panel Symposium proposal accepted for presentation at the 82nd Annual Meeting of the Academy of Management Conference.
13. Tsai, C.Y., Marshall, J., **Choudhury, A.**, Serban, A., Hou, Y.T., Jung, M.F., Dionne, S. & Yammarino, F.J. (2022). Human-robot collaboration in organizations: A multilevel and complementary perspective. In *Examining individual and team phenomena in the context of robots and AI agents*. Symposium proposal accepted for presentation at the 82nd Annual Meeting of the Academy of Management Conference.
12. **Choudhury, A.**, Margolis, J., Maupin, C. K., Resick, C., & D’Innocenzo, L. (2022). Knowledge [sharing] is power: How knowledge sharing networks facilitate team performance In J. Chackoria & S. Bell (Chairs) *Novel applications of social network analysis in i-o psychology*. Symposium presented at the 36th Society for Industrial and Organizational Psychology Conference.
11. **Choudhury, A.**, & Maupin, C.K. (2021). *Sink or swim together: Team pay for performance and the role of the team manager*. Paper presented at the 81st Annual Meeting of the Academy of Management Conference.
10. Bentley, F.S. & Han, J.H., & **Choudhury, A.** (2021). When and how firms benefit from having an HR executive: A longitudinal analysis. In P. Wright (Chair). *Bringing the Manager Back in Strategic HRM: Redefined and Enhanced Roles of Managers in HRM*. Symposium presented at the 81st Annual Meeting of the Academy of Management.
9. **Choudhury, A.**, & Maupin, C.K. (2021) Sharing is Stressful: An Exploration of Individual Outcomes of Shared Leadership. In A. Choudhury & C.K. Maupin (Chairs) *Pushing the boundaries: antecedents, processes, and outcomes of shared leadership*. Symposium presented at the 36th Society for Industrial and Organizational Psychology Conference.
8. **Choudhury, A.** & Maupin, C.K. (Co-Chairs, 2021) *Pushing the boundaries: antecedents, processes, and outcomes of shared leadership*. Symposium presented at the 36th Society for Industrial and Organizational Psychology Conference.
7. **Choudhury, A.**, Zhu, Y., Wang, Y., Marshall, J., Tsai, C.Y., & Dionne, S. D. (2020). *Effect of individualized leadership on creative performance: A dual-stage moderated mediation approach*. Paper presented at the 2020 Southern Management Association Conference.
6. Marshall, J., Zhu, Y., Wang, Y., **Choudhury, A.**, Tsai, C.Y., & Yammarino, F. J. (2020). *Leader-follower affective congruence and follower outcomes: The mediating role of leader-member exchange*. Paper presented at the 2020 Southern Management Association Conference.
5. Bentley, F.S. & **Choudhury, A.** (2020). When and how firms benefit from having an HR executive: A longitudinal analysis. In S. Snell (Chair). *Understanding competitive advantage through HRM: Looking beyond the use of effective HR practices*. Selected as a Showcase Symposium at the 80th Annual Meeting of the Academy of Management.

4. Tsai, C.Y., Marshall, J., **Choudhury, A.**, Serban, A., Hou, Y.T., Jung, M.F., & Yammarino, F.J. (2020). *Robotic leadership: A systematic and multilevel framework*. Poster presentation accepted for the 35th Society for Industrial and Organizational Psychology Conference.
3. **Choudhury, A.**, & Mulla, Z.R. (2019). *Line manager's enactment of HR practices and transformational leadership: Impact on employee's perceived organizational support*. Paper presented at the 2019 Southern Management Association Conference..
2. **Choudhury, A.**, Kulkarni, A., Kurumathur, S., Mallampallayil, S., Pandey, S. (Alphabetical Order) (2019). *Leader emergence and collective action during crisis*. Poster presented at the 2nd Northeast Regional Conference on Complex Systems..
1. **Choudhury, A.**, & Mulla, Z.R. (2017). *Going beyond leadership: Why managers should focus on HR practices*. Paper presented at the 5th Biennial Indian Academy of Management Conference.

Invited Presentations

Choudhury, A. (2021) *Incorporating diversity and inclusion when teaching statistics*. Invited Presentation for the Diversity, Inclusion, & Belonging Committee, School of Management, Binghamton University.

Teaching Experience

Binghamton University, School of Management

Instructor, CQS112 – Statistics for Management (Fall, 2020, Spring 2021)

Instructor, LEAD553 – Strategic Leadership (Fall 2021)

Non-academic Employment

Associate Manager, Performance & Rewards, UAE Exchange, 2017 – 2018

Associate Engineer, Global Technology Center, Unisys, 2012 – 2014

Honors and Awards

Graduate School Travel Grant, Binghamton University, 2022, \$1000

Graen Grant for Student Research on Leaders and Teams, The Society for Industrial and Organizational Psychology, 2022, \$3000

Fall 2021 SOM Excellence in Teaching Award, Binghamton University, 2021

Deepa and Arindam Purkayastha Scholarship. Binghamton University, 2019 - 2020, \$3600

Graduate School Travel Grant, Binghamton University, 2019, \$1000

Service

Ad-Hoc Reviewer, Journal of Leadership and Organizational Studies

Ad-Hoc Reviewer, Journal of Occupational and Organizational Psychology

Ad-Hoc Reviewer, Employee Relations

Ad-Hoc Reviewer, Academy of Management Annual Meeting
Ad-Hoc Reviewer, Interdisciplinary Network for Group Research Conference

Academic References

For professional letters of recommendations, please contact:

Cynthia K. Maupin, Ph.D.

School of Business Administration
The University of Mississippi
P.O. Box 1848
Oxford, Mississippi 38677
cmaupin@bus.olemiss.edu

Francis J. Yammarino, Ph.D.

Bernard M. & Ruth R. Bass Center for
Leadership Studies
School of Management
Binghamton University
P.O. Box 6000
Binghamton, New York 13902-6000
fjyammo@binghamton.edu

Shelley D. Dionne, Ph.D.

Bernard M. & Ruth R. Bass Center for
Leadership Studies
School of Management
Binghamton University
P.O. Box 6000
Binghamton, New York 13902-6000
sdionne@binghamton.edu