

# Anusuya Banerjee

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## EDUCATION

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**University of Washington, Foster School of Business** *Seattle, WA*  
Doctor of Philosophy (Ph.D.) in Organizational Behavior

Expected 2025

*Dissertation: When & Why Advantaged Group Members Respond Poorly to DEI Voice and What Organizations Can Do To Improve Response*

*Committee: Andrew Hafenbrack (Co-Chair), Michael Johnson (Co-Chair), Hillary A. Elfenbein, Elizabeth Umphress, Clara Wilkins*

*Proposed January 2023, Defense Expected June 2025*

**Harvard University** *Cambridge, MA*

Master of Education (M.Ed.) in International Education Policy

*Concentration: Policy Analysis & Research (50% HKS/50% HGSE)*

**University of Oxford** *Oxford, UK*

Master of Science (M.Sc.) in Comparative Social Policy

*Concentration: Poverty & Social Exclusion*

**University of Washington** *Seattle, WA*

Bachelor of Science (B.S.) in Psychology (Honors)

Bachelor of Arts (B.A.) in Women Studies (Honors)

*Honors Thesis: The Effects of Acculturation and Ethnic Identity on Trauma Disclosure & PTSD*

## RESEARCH INTERESTS

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emotion regulation, self threat, equity & inclusion, the biological basis of behavior

## MANUSCRIPTS IN PREPARATION

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**Banerjee, A.** *Causes & consequences of discrimination denial by advantaged and disadvantaged group members in organizations* (invited to resubmit proposal for *Academy of Management Annals* in 2024-2025).

**Banerjee, A.,** Elfenbein, H.A., & Jang, D. *Hormone fluctuations and women's experiences of, and at, work: how changes in the levels and balance of estrogen and progesterone throughout the menstrual cycle impact emotion, cognition and behavior.*  
(ESM data collection ongoing, targeting completion in Fall 2024).

**Banerjee, A.** *The empathic difference: why advantaged racial group members respond worse*

*to DEI voice regardless of voicer racial identity*. Dissertation paper. Target: *Journal of Personality & Social Psychology* (preparing manuscript).

**Banerjee, A.** & Johnson, M. *Moderating the effects of reward structure on team creative performance: team emotional intelligence and reductions in novelty bias* (revising manuscript for submission).

**Banerjee, A.** & Hafenbrack, A. *The impact of organizational inequity framing on advantaged group member response to DEI voice*. Dissertation Paper. Target: *Organizational Behavior and Human Decisionmaking Processes* (data analysis).

Middlebrook, B., Barnes, C., Leavitt, K. & **Banerjee, A.** *Non-deceptive lies? CIA officers and the management of secrets at home and at work*. Target: *Administrative Science Quarterly* (data analysis).

**Banerjee, A.** *How perceptions of self-discrepancy, physiological threat, and growth beliefs shape response to moral feedback*. Dissertation Paper (data collection).

## CONFERENCE PRESENTATIONS

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**Banerjee, A.** & Hafenbrack, A. (2024). *Inequity framing in organization DEI messages & the response of advantaged group members to DEI voice*. Presenter in/Chair of *New Perspectives on Allyship Promotion: Risks & Opportunities*. Academy of Management Annual Conference.

**Banerjee, A.** (2024). *Advantaged vs. disadvantaged group member response to DEI voice*. Presenter in *Speaking up: In, And About, Groups*. Academy of Management Annual Conference.

**Banerjee, A.** & Johnson, M (2024). *Team emotional intelligence, reward structure and the mitigation of novelty bias in creative tasks*. Presenter in *Easier Said Than Done: Exploring the Complexities of Emotion at Work*. Academy of Management Annual Conference.

**Banerjee, A.** (2023). Chair of *Overcoming defensiveness in response to DEI-related challenging feedback*. Academy of Management Annual Conference.

**Banerjee, A.** (2023). Panelist in *Menstruation Matters*. Academy of Management Annual Conference .

**Banerjee, A.** & Hafenbrack, A. (2023). Presenter of *Managing Dominant Group Defensiveness in Response to DEI-Related Challenging Feedback*. Academy of Management Annual Conference.

**Banerjee, A. & Johnson, M. (2023).** *The moderating role of team emotional intelligence on the relationship between reward structure and creative performance.* INGroup Annual Conference.

## **TEACHING EXPERIENCE**

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*University of Washington Foster School of Business – Seattle, WA*

FGBUS 250 Organizational Behavior Module (Certificate Program - International), Instructor

Taught: Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024

MGMT 300 Intro to Organizational Behavior (Undergraduate - Business Major Core), Instructor

Taught: Spring 2023, Winter 2022

MGMT 305 Intro to Organizational Behavior (Undergraduate - Business Minor Core), Instructor

Taught: Spring 2024

TMMBA 524 Leading Organizational Change (MBA core), Teaching Assistant (Quiz Sections)

Taught: Spring 2020

*Colin Powell School of Civic & Global Leadership, CCNY - New York, NY*

PSMB1600 Strategic Management (MPA Core), Adjunct Lecturer

Taught: Winter 2018

*Abdul Latif Jameel Poverty Action Lab (J-PAL) – Bangladesh, India, Indonesia*

Introduction to Impact Evaluation, Executive Education Trainer

Taught: Multiple short courses 2012-2014

## **MANAGEMENT & RESEARCH EXPERIENCE**

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### **Social Impact Consultant & Coach**

**2017-2022**

*Artha (Own LLC) – New York, NY/Seattle, WA*

Worked with social entrepreneurs to develop products, services and monitoring & evaluation systems. Coached professionals around emotional intelligence assessments - including TMMBAs at Foster School of Business.

### **Social Affairs Officer**

**2010-2012, 2014-2016**

*United Nations (UN) Secretariat/UN-Habitat – Nairobi, Kenya*

Recruited through the globally competitive UN Young Professionals Program which accepts 3-5% of applicants annually, and secured a life long contract with the UN Secretariat. First placement was with UN-Habitat where I created a community resource center for a slum community of 70,000 and managed partnerships with government, private and non-profit donors and implementers.

### **Policy Manager**

**2012-2014**

*J-PAL South Asia – New Delhi, India*

Part of the first Policy Team in the JPAL organization. Promoted social programs based upon evidence generated through field experiments, including those for which founders Abhijit

Banerjee & Esther Duflo won the Nobel Prize in Economics. Led preparation for scale-up of tested livelihoods intervention across 3 Indian states, including securing an 1.4 million dollar USAID grant. Designed and pitched randomized evaluations of social programs in India to affiliate academics in top economics departments globally.

**Research Manager** **2010**  
*Save the Children, Bangladesh – Meherpur, Bangladesh*  
 Prepared for a randomized field experiment investigating the effect of a school micronutrient program. Included local data collector training and reliability testing (test-retest, inter-rater) in rural villages and schools.

**Program Evaluator** **2008**  
*Swarnivar West Bengal/Asha for Education – West Bengal, India*  
 Conducted program evaluation across 4 schools and prepared recommendations for the Founder.

**Undergraduate Research Assistant** **2003-2006**  
*UW Center for Anxiety & Traumatic Stress – Seattle, WA*  
 Received Mary Gates Research Scholarship to conduct study on trauma disclosure, acculturation, and PTSD development among survivors of trauma from ethnic/racial minority groups. Supported study on narrative fragmentation and PTSD for survivors of trauma.

**GRANTS & AWARDS**

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Foster Purpose Research Grant	2024
Foster Doctoral Student Dean’s Achievement Award	2022
United Nations NCRE/YPP Recruitte Roster Placement	2010
Harvard Graduate School of Education Impact Award/Scholarship	2009
Mary Gates Research Scholarship	2006

**SERVICE**

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Bradford Osborne Award Committee, Member	2023-Present
Harvard College Admissions, Volunteer Alumni Interviewer	2020-Present
International Humanitarian Network, Pro-bono Coach	2021-Present
Academy of Management Review, Ad-hoc Reviewer	2024
Academy of Management Annual Meeting, Reviewer	2021-2023
Foster DEI Grad Sub-committee, PhD Representative	2020-2022

**PROFESSIONAL MEMBERSHIPS**

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Academy of Management (AOM)	2019-Present
Interdisciplinary Network for Group Researchers (INGroup)	2022-Present