

CURRICULUM VITAE: RUCHI SINHA

Current & Previous Appointments

Year	Position	Location
August 2005 till Present	Senior Lecturer, Centre for Workplace Excellence Organizational Behaviour Area, UniSA Business	Adelaide, SA, Australia
August 2010- 2015	Assistant Professor; Tenure Track Position; India School of Business -(AACSB & EQUIS accredited)	Hyderabad, India

Academic Qualifications

Formal qualifications

Year	Qualification	University
2010	Industrial-Organizational Psychology PhD	MICHIGAN STATE UNIVERSITY, USA
2004	Industrial-Organizational Psychology Masters	DELHI UNIVERSITY, INDIA
2002	Industrial-Organizational Psychology Bachelors	DELHI UNIVERSITY, INDIA

Professional Awards & Distinctions

Year	Award Type	Granting Body
2020	<ul style="list-style-type: none"> ▪ Top Mid-Career Teacher Award: Teaching & Learning Excellence ▪ Teaching & Learning Excellence – Commendation for outstanding teaching (top 10%) 	UniSA Business
2019	<ul style="list-style-type: none"> ▪ Research Excellence – Commendation for outstanding research contribution (top 10%) ▪ Teaching & Learning Excellence – Commendation for outstanding teaching (top 10%) 	UniSA Business
2018	<ul style="list-style-type: none"> ▪ Student Voice Teaching & Learning Award: Voted by Post Graduate students as the top teacher ▪ Top Research Team. Commendation for Development of Research Education Seminar Series program for HDR students 	UniSA Business
2017	<ul style="list-style-type: none"> ▪ Best Conference Paper Award – Hierarchy and team learning. Research published in 2020 in a journal. 	Australian Psychological Society
2016	<ul style="list-style-type: none"> ▪ Top Mid-Career Teacher Award: Teaching & Learning Excellence ▪ Research Excellence Commendation: <i>EARLY CAREER (Top 10%)</i> 	UniSA Business
Pre- UniSA	<ul style="list-style-type: none"> ▪ Dissertation Fellowship Award 2010: Top PhD dissertation in College of Social Science, Michigan State University (USD 6000) ▪ Graduate Student Fellowship Award 2008: Outstanding PhD student performance (USD 12,000); Psychology department at Michigan State University ▪ Best PhD Paper Award (2007 and in 2008): Michigan Association of Industrial/Organizational Psychologists. 	Michigan State University, USA

Grants & Funding		
Year	Grant Details	Amount
2019-2023	Defence Science & Technology Group, Australian Defence Forces Scheme: Research Network for Under-Sea Decision-Making Superiority <ul style="list-style-type: none"> ▪ Grant 1: \$250,000 (2020-2022) Lead investigator for a team of four university scholars from ANU, UWA, Uni Melbourne, and Australian Catholic University <ul style="list-style-type: none"> ▪ Grant 2: \$500,000 (2020-2023) Co-investigator in Business on a multi-disciplinary team of four UniSA researchers from STEM and Neuroscience.	\$750,000
2018-2021	State Government: DoE SA Department for Education CAT II <ul style="list-style-type: none"> ▪ <i>School improvement and School Climate: \$90,825 + GST</i> ▪ <i>The impact of school climate on school improvement; \$29,900 + GST</i> ▪ <i>School Climate Survey: A theoretical and empirical development; \$17,395 + GST</i> 	\$138,120
2021	Industry funding: BAE Systems Research Partnership for a project on Flexible Work	\$20,000
2010	SHRM Society for Human Resource Management Foundation. Funded research project on Work-Life Balance	\$82,082
2016/2017	UniSA funding <ul style="list-style-type: none"> ▪ Research Themes Investment Scheme (RTIS): 2016 - 2017 ▪ UniSA Business School's Mentorship Program Experiences 2017 	\$38,626
Research Publications		
Year	Journal articles & Scholarly Peer-Reviewed Book Chapters	Journal Ranking
2021	1. Sinha, R. , Chiu, C. Y., & Srinivas, S. B†. Shared Leadership and Relationship Conflict in Teams: The Moderating Role of Team Power Base Diversity. Journal of Organizational Behaviour. Published March 2020.	A* ; Q1, ERAA A*
2021	2. Sinha, R. , Kyriaki, L. †, Cross, Z. †, Weigall, I† & Chatburn, A. Combining neurophysiological and psychological indicators of team cognition and decision-making. Accepted in March 2020 for New Horizons in Managerial and Organizational Cognition. Emerald Publishing.	Handbook Chapter A* Publishers
2020	3. Sinha, R. , & Stothard, C. † Power asymmetry, egalitarianism, and team learning– Part 1: conceptualizing the moderating role of environmental hardship. The Learning Organization.	Journal especially for team learning – Military data
2020	4. Sinha, R. , & Stothard, C. † Power asymmetry, egalitarianism, and team learning– Part II: An empirical examination of the moderating role of environmental hardship. The Learning Organization	
2020	5. Sharma, S., Elfenbein, H. A., Sinha, R. , & Bottom, W. P. (2020). The Effects of Emotional Expressions in Negotiation: A Meta-Analysis and Future Directions for Research. Human Performance, 33(4), 331-353.	A* ; Q1, ERAA A*
2020	6. Köhler, T., González-Morales, M. G., Banks, G. C., O'Boyle, E. H., Allen, J. A., Sinha, R. Supporting robust, rigorous, and reliable reviewing as the cornerstone of our profession: Introducing a competency framework for peer review. Industrial and Organizational Psychology, 13(1), 1-27.	Niche I/O Psychology Journal by SIOP International
2020	7. Luckman, S., Anderson, H., Sinha, R. , Rentschler, R., & Chalklen, C † 'The devil is in the level': understanding inequality in Australia's Film, TV and Radio industries. Media International Australia, 176(1), 3-18.	A; Q1 Field: Cultural Studies

2020	8. Kulik, C. T., Sinha, R. , & Olekalns, M. Women-focused negotiation training: a gendered solution to a gendered problem. In Research Handbook on Gender and Negotiation. Edward Elgar Publishing.	Handbook Chapter A* Publishers
2019	9. Olekalns, M, Sinha, R. , & Kulik, C. T. Three of the Most Common Challenges Women Face in Negotiations. Harvard Business Review Digital Article	A* UniSA Quality Publication
2018	10. Sherf, E. N., Sinha, R. , Tangirala, S & Awasty, N †. Centralization of Member Voice in Teams: Its Effects on Expertise Utilization and Team Performance. Journal of Applied Psychology, 103(8):813- 827	A* ; Q1, FT50 & ERAA A*
2016	11. Sinha, R. , Greer, L., † Janardhanan, N., Conlon, D., & Edwards, J. Skewed Task Conflicts in Teams: What Happens When A Few Members See More Conflict than the Rest? Journal of Applied Psychology, vol. 101	A* ; Q1, FT50 & ERAA A*
2016	12. Merritt, S. M., Sinha, R. , Curran., P. & Ilgen, D. Attitudinal Predictors of Trust and Reliance on Human vs. Automated Advisors. International Journal of Human Factors and Ergonomics, vol. 3, 327-345.	Niche Engineering Journal
2015	13. Poposki, E. M., Keeney, J., Sinha, R. , & Ryan, A. M. A Qualitative Exploration of Reactions to Work-Life Conflict Events. In the Research in Careers series, Volume 3. Information Age Publishing.	Book Chapter A* Publishers
2013	14. J. Keeney, L. Poposki, Sinha, R. , A. Ryan. Work-life Interference: Expanding our Conceptualization and Improving our Measurement. Journal of Vocational Behavior, 82(3),155-266.	A* ; Q1, ABDC A*
2011	15. Sinha, R. , Oswald, F., Imus, A., & Schmitt, N. Criterion-focused approach to reducing adverse impact in college admissions. Applied Measurement in Education, 24 (2), 137-161.	Niche Educational Journal
2010	16. Schmitt, N., & Sinha, R. Validation Support for Selection Procedures. In the APA Handbook of Industrial and Organizational Psychology.	Handbook Chapter A* Publishers
2009	17. Schmitt, N., Sinha, R. , Fandre, J., Quinn, A., Oswald, F. L., Pleskac, T., & Zorzie, M. Prediction of Four-Year College Student Performance using Cognitive and Non-cognitive Predictors. Journal of Applied Psychology, 94(6), 1479	A* ; Q1, FT50 & ERAA A*
2008	18. Ford, J.K., & Sinha, R. Advances in the research and practice of training evaluation. In C. Cooper (Ed.). Handbook of Personnel Psychology.	Handbook Chapter A* Publishers

Invited Research Talks; Public Lectures & Presentations

Public lectures

- **TEDx speaker** at TEDx UniSA 2021; delivered a talk to 100 audience members at Allan Scot Auditorium, UniSA.
- **HR leadership Summit:** Invited speaker for the 2-day event for 200+ HR professionals at Adelaide Convention Centre; Delivered a talk on workplace flexibility.
- **SA Government Digital Women's Forum:** Invited sole speaker at the forum organized by Digital Health SA, in partnership with the *Department of Premier and Cabinet*; Participants: 30+ senior women working in Tech, Digital, Cyber, Data or other related SA Government roles.
- **SACOME (South Australia Chamber of Mines and Energy):** Invited Guest Lecture on the role of trust and negotiation for building relationships between Mining/Energy companies and the larger Australian community.

National & International Presentations

- **Australian National University Business School:** Invited research talk delivered as part of the Management Area expert seminar series. In-person. *Flight & Accommodation - Funded by ANU*
- **University of Western Australia Business School:** Invited research talk delivered UWA management department. In-person. *Flight & Accommodation - Funded by UWA*
- **London School of Economics:** Invited Seminar for PhD students on Work-Life Balance + Delivered a Grant writing workshop for Junior Faculty at LSE Management Department in 2020 via Zoom.

Executive Education & Management Consulting

Negotiation Skills Executive Education Programs

- 2021 - UniSA **Centre for Business Growth:** Invited presentation on Negotiating Merger & Acquisitions; Participants: CEO and Senior Management group of medium to large enterprises.
- 2020 & 2019 - Advanced Negotiation Skills for **Senior Academic Women at UniSA** – two-day workshop conducted for senior women staff members at UniSA; organized by PTC
- 2018 & 2019: Taught Negotiation Skills in the **Wine MBA program** in Marketing at UniSA Business
- 2018-2021 - Advanced Negotiation Skills Workshop: A two-day Executive Education Program for senior executives delivered every year for **UniSA Strategic Partnership Group**.
- 2018 - Invited to deliver a 2-day workshop on Negotiations Skills for **Women Leaders by Vedica** Scholars in India. *Flight & Accommodation - Funded by Vedica*
- 2016 - Invited 4-hour training workshop for Academic Women- invited by the "Women in Economics" group part of the **Economic Society of Australia** Incorporated

Trust & Team Leadership Development Executive Education Programs

- 2019 – Invited trainer for a 1-day workshop on Managing Team Dynamics in Space Exploration Teams for the **Southern Hemisphere Space Studies Program at UniSA**, Mawson Lakes.
- 2019-2021 - Emerging Leaders Program- **SA Local Government Professionals**; 3-year training on Leadership Development to over 180 local council members from SA.
- 2020 – Invited to facilitate a 4-hour trust-building workshop for the Senior Leadership Group (CEO and Executive Directors) – **SA Department of Education**.
- 2020 & 2021- Trust Building for **UniSA Academics & Professional Staff**: Two workshops in 2020 and 2021 delivered for PTC UniSA as part of the professional development program
- 2017 - Invited 2-hour advisory session for Senior Women in Leadership Committee at **SA Health**, HQ.
- 2017 - Invited a 1-day Guest Lecture on Trust building for the Senior Management Team (15 directors and 1 CEO) of a **multi-national financial organization** based in Adelaide.

Research Reports for Government & Industry

- 1) **British Aerospace Engineering (BAE Systems, Australia)**- Sinha, R., (2021). Workplace Flexibility: Evaluation Report for the 9-day fortnight pilot program for BAE and ASC shipbuilding Employees Across Australia.
- 2) **Defence Science Technology Group, Maritime Division, Perth, Australia** – Sinha (2021). The role of adaptive leadership on voice and trust in extreme action teams within Submarines- an interview study of 10 ex-submarine commanding officers
- 3) **South Australia Department for Education**
 - Sinha, R., & Kyriaki, L (2020). A two-year analysis of the School Climate Perspective Data: How does school climate influence engagement, well-being and academic performance of all public schools in South Australia. *Submitted to Senior Leadership Team and CEO of the Department*.
 - Sinha, R., (2019). How does organizational climate influence performance? A literature review reports on the effects of school climate on school improvement. *Available on the Department Internal Employee Resource Website*.
- 4) **College Board, New York, USA**
 - Sinha, R., Schmitt, N., Oswald, F., Quinn, A., & Fandre, J. (2008). *Biodata parallel forms, reactions of multiple constituents and applicant-student differences*.
 - Sinha, R., A., Imus, A., Schmitt, N., & Oswald, F. (2007). *Reactions to the LEAD and ALEQ: A Multiple-Stakeholder Perspective*. Part 1 & 2

Media Engagement & Practitioner Publications

****Individual article links can be found on my website: www.ruchisinha.life**

- **Media Statements & Interviews between 2019 – 2021:** Quoted as an EXPERT by media outlets such as **New York Times**; Harvard Business Review, The Advertiser, Channel News Asia; 7 News, The Sydney Morning Herald; Seattle Times, The Economic Times, Business Standard.
- **Podcast and Radio Invited Research Expert:** The Conversation Weekly, UK, Sputnik, UK; ABC's This Working Life; ABC Canberra Radio; ABC Sydney; ABC Adelaide

Practitioner Publications at reputed outlets – Engagement & Readership

- **Conversation Articles** (99,805 readers) <https://theconversation.com/profiles/ruchi-sinha-417989>
 1. **20,800 reads:** Article March 2020: 6 strategies to juggle work and young kids at home: it's about flexibility and boundaries
 2. **70,500 reads:** Article July 2020: Three ways working from home could be good or bad for your health
- **Harvard Business Review Ascend Digital Articles:** https://hbr.org/search?search_type=&term=ruchi+sinha
 1. Upcoming May 2021 How to Get that Next Promotion?
 2. **33,000+ reads** Mar 2021: New to the Team? Here's How to Build Trust (Remotely)
 3. **26,000+ reads** Feb 2021 How to Deal with a Jealous Manager
 4. **15,000+ reads** June 2020- How to Negotiate Remote and Flexible Work Arrangements with Your Boss
 5. **18,000+ reads** Apr 2020- How to Be Alone Without Being Lonely.
 6. **5,000+ reads:** Jan 2020 How to Network Your Way to Success
 7. **8,000+ reads** Nov 2019: Speak Up: 4 Strategies to Make Yourself Heard During Team Meetings
 8. **10,000+ reads** Sep 2019: 3 of the Most Common Challenges Women Face in Negotiations
- **Australian Housing and Urban Research Institute** - Rental Insights: A COVID-19 Collection (https://www.ahuri.edu.au/_data/assets/pdf_file/0027/66078/Rental-Insights-A-COVID-19-Collection.pdf)
- **Australian Human Resources Institute** HRM Online 2020 article: The downside of a generation of flexible workers
- **Society for Human Resource Management, USA, People & Strategy Blog** (2019)- Forge a Deeper Level of Diversity in Teams

International Disciplinary Leadership & Engagement

- **2020-2022: Elected Leadership Position at the Conflict management division** of the International Academy of Management. Representative-at-Large for a 2-year term – voted in among international scholars
- **Founding Member of COSI (Community of Organizational Science Scholars in India).** Our aim is to advance the vision of "Promoting the use of evidence-based organizational practices in India". Please refer to the recent SIOP TIP article: <http://www.siop.org/tip/jan15/523/files/76.html>
- **2019-2021: Invited Panel Member for the Doctoral Consortium at Academy of Management Conference Session.** This invite is given to the top 20 scholars in the field who have a reputation for teaching, research, and mentoring.
- **Active Member of Academic Associations:** Academy of Management (AOM); International Association of Conflict Management (IACM) and Society for Industrial and Organizational Psychology (SIOP)
- **Professional Associations:** AHRI: Professional member of the Australian Human Resources Institute & AIBC: Australia-India Business Council (AIBC)

Journal Editorial Boards & Peer Reviewing

- **Consulting Editor:** Journal of Applied Psychology (**Q1, FT50, A***); Nominated 2-year term
- **Editorial Reviewer Board Member:** Journal of Organizational Behaviour (**Q1, FT50, A***)
- **Ad-hoc Reviewer** for the following journals: Academy of Management Journal (**Q1, FT50, A***), Journal of Business and Psychology; Applied Psychology: An International Review; Academy of Management (AOM); Society for Industrial and Organizational Psychology (SIOP); International Association of Conflict Management (IACM)

SELECTED REFEREED INTERNATIONAL CONFERENCE PRESENTATIONS

1. **Sinha R., (2020).** What Did I Just Hear? An Exploration of Responses to Voice Across Multiple Levels of Analysis; Academy of Management Proceedings, USA.
2. **Sinha R., (2020).** The Role of Individual Differences in Negotiation and Conflict Outcomes; Academy of Management Proceedings, USA.
3. **Sinha R., (2019)** How to Be a Good Reviewer? A Competency Framework for Reviewer Development. Academy of Management Proceedings, USA.
4. **Sinha R., & Stothard, C (2017; Best Paper Award).** 'When can hierarchy in teams help team learning? The moderating effect of a shared threat'. Presented at the Industrial & Organizational Psychology Conference, Sydney, Australia.
5. **Sinha R., & Chiu, C (2017; Showcase Symposium).** 'Does Shared Leadership Always Benefit Team Performance?'. Presented at the Academy of Management (AoM) Annual Meeting, Atlanta, USA.
6. **Sharma, S., & Sinha R. (2017; Symposium).** 'Personality Sub facets and Negotiation Outcomes: The Role of Talkativeness, Warmth, and Trust'. Presented at the Academy of Management (AoM) Annual Meeting, Atlanta, USA.
7. **Sherf, E; Sinha R.; Awasty, N, & Tangirala, S (2017; Symposium).** Centralization of Member Voice in Teams, Expertise Utilization, and Team'. Presented at the Academy of Management (AoM) Annual Meeting, Atlanta, USA.
8. **Sinha R., Awasty N. & Tangirala S. (2016)** Effectiveness of Promotive Voice within Teams is Contingent on the Pattern of Voicing and the Voicer Attributes. Presented at the Society for Industrial and Organizational Psychology (SIOP), USA.
9. **Sinha R., Greer, L & Nankeolyar, A. (2016)** Pattern of Dyadic Process Conflict Ties in Teams: Centralized Conflict is Good. Presented at the Society for Industrial and Organizational Psychology (SIOP), USA.
10. **Awasty N. & Sinha R. (August 2015)** Intragroup Conflict Transformation: How Task Conflicts Transform into Unproductive Conflicts. Academy of Management (AoM) Annual Meeting, Vancouver, Canada.
11. **Sinha R. & Awasty N. (2015)** Conflict Transformation in Teams. International Association of Conflict Management (IACM), Tampa, USA.
12. **Awasty N. & Sinha R. (2015)** The Role of Positive and Negative Emotions on Conflict Spillover in Teams. Positive Organizational Scholarship (POS) Conference, Orlando, USA.

Symposium Chair or Organizer at Top-tier Refereed International Conference

13. **Sinha, R. et al. (August 2021).** **Organizer & PDW Chair:** Professional Development Workshop (PDW): Negotiating your first Academic Job. Sponsored by Conflict Management Division; Academy of Management, 2021.
14. **Sinha, R. et al. (August 2021).** **Organizer & Consortium Chair:** Conflict Management Doctoral Consortium; Sponsored by Conflict Management Division; Academy of Management, 2021.
15. **Sinha, R. (August 2013).** **Organizer & Symposium Chair:** Symposium titled - "Intragroup Conflict: Unique Perspectives and New Questions". Academy of Management, *Lake Buena Vista, FL*.
16. **Sinha, R. (August 2013).** **Organizer & Symposium Co-Chair** with Scott Soltis. A symposium titled – "Real in Their Consequences: Studies of The Perceptions of Social Networks Academy of Management, *Lake Buena Vista, FL*.
17. **Sinha, R., & Deshon, R. P. (August 2009).** **Symposium Chair.** The role of perspective-taking in conflict resolution and interpersonal justice. Academy of Management, Annual Meeting, Chicago, IL.
18. **Sinha, R., & Deshon, R. P. (April 2009).** **Symposium Chair.** Injustice and Recovery: Understanding Forgiveness at the Workplace. Society for Industrial and Organizational Psychology, Annual Conference, New Orleans, LA.
19. **Sinha, R., & Keeney, J (2010, August).** **Symposium Co-Chair.** Challenging Assumptions and Extending Theory in Work-Family Research through Qualitative Methods. Academy of Management Annual Conference, Montreal, Canada.

Teaching & Learning Excellence

UniSA Business Teaching

<i>2015 - 2021</i>	<i>Average Rating</i>
<ul style="list-style-type: none"> BUSS 5355 Negotiations: An elective in 23 programs at UniSA. Designed and delivered this course for the past 5 years to over 300 post-graduate students. 	5-year Mean 91/100
<ul style="list-style-type: none"> BUSS 5438 Leadership for Growth: An MBA course I designed and delivered in 2020 and 2021. Invited over 23 industry guest speakers in the course over the years. Offered in Internal and External mode. 	2-year Mean 91/100

Previous Academic Teaching at Indian School of Business

<i>2011- 2014</i>	<i>Evaluation Mean & Mode</i>
<i>No. of MBA students taught: 883 students across offerings</i>	<i>(ISB average is 5.50/7.00)</i>
Negotiation Skills (MBA Elective)	Mean – 6.30/7 Mode – 6.50/7
Leadership Development Program– LEAD (Core Course):	Mean – 6.53/7 Mode – 7.00/7

University Leadership & Engagement

Research Education Portfolio Leader (REPL) 2017-2021

- Responsible for PhD/MBR selection, scholarship selection, performance management, administration, and development of over 40 HDR students within the School of Management, UniSA Business. Initiatives: 1) Developed a comprehensive handbook for HDR 2) Developed the UniSA Business Research Seminar Series Education program – closely involved in Strategic implementation of the UniSA transformed PHD model in Business.

HDR Mentoring, Feedback & Confirmation Panels (internal)

- Three PhD and three Master by Research Students under Supervision
- Chaired over 10 HDR confirmation of candidature panel meetings in three years
- Taught 10-week PhD seminar to over 20 HDR students for two years
- Conducted four 2-hour workshops for HDR on Research Methods and Philosophy of Science
- Presentations to HDR students across UniSA as part of the Early Career and HDR Professional Development Program developed by Pat Buckley.

UniSA, Business and School Level Committees & Working Groups (internal)

- 2020-2022: Elected member of the UniSA Academic Board
- 2019: EQUIS Research Faculty Panel member for Accreditation Interviews
- 2021 Member of the working group for the Defence MBA, UniSA
- 2017-2021 Research Education Working Group- UniSA Business
- 2018-2020: School Executive Committee
- 2017-2020: Business School Research Management Committee
- 2017: AACSB Research Faculty Panel member for Accreditation Interviews
- 2017- Coordinator for CWeX Voice Forums- Public lecture Series

Formal Mentoring Program: Mentored an ECR at UniSA Business for over 2 years as part of the formal BUE Mentorship Program.

Administrative Service at Previous Appointment at Indian School of Business (2010-2015)

- Committee Member:** Ethics/Institutional Review Board Committee, Committee Member; Honor Committee Member; Learning and Resource Center; Facility Users Committee.
- Advisor** to Academic Services & Administration department; Student Experiential Learning & Development; Marketing & Communication Initiatives; Sustainability Initiatives at ISB
- Organizational Behaviour Research Seminar Coordinator
- Served as a Performance Review Panel Member for "Experiential Learning Program"