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## AMBIKA PRASAD

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Updated CV: January, 2026

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### **EDUCATIONAL BACKGROUND:**

PHD (INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY), UNIVERSITY OF NORTH TEXAS, USA (2007)

MASTER OF SCIENCE (PSYCHOLOGY), UNIVERSITY OF MADRAS, INDIA (2001)

BACHELOR OF ARTS (PSYCHOLOGY & SOCIOLOGY), ISABELLA THOBURN COLLEGE, INDIA (1994)

### **ACADEMIC APPOINTMENTS:**

TULANE UNIVERSITY, SCHOOL OF PROFESSIONAL ADVANCEMENT

**Associate Director/ Professor of Practice, Business & Leadership Studies** (Jan 2024 – present)

TULANE UNIVERSITY, A. B. FREEMAN SCHOOL OF BUSINESS

**Adjunct Faculty, Department of Management** (Fall 2024, 2025)

**Lecturer** (July 2016 – December, 2023)

**Visiting Lecturer** (July 2012-June 2016)

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN, COLLEGE OF BUSINESS

**Post Doctoral Research Associate, Department of Management** (August 2011 - June 2012)

UNIVERSITY OF NORTH TEXAS, DEPARTMENTS OF PSYCHOLOGY

**Teaching Fellow** (Spring 2005); **Research and Teaching Assistant** (Fall 2003 – Spring 2004)

**Graduate Research Assistant, Center for Collaborative Organizations** (8/2003 – 06/2005)

### **PUBLICATIONS :**

Prasad, A., & Penanhoat, S. (2025). Re-evaluating Corporate Diversity Initiatives: Leveraging Social Identity Theory. *Journal of Human Resource and Leadership*, 10(3), 1–15.

<https://doi.org/10.47604/jhrl.3517>

Prasad, A., Sockbeson, C.S & O'Brien, L. (2022). Examining stereotypes in a dynamic social order: The Stereotype Content Model in India. *Journal of Social Psychology*, 164(3), 293-301.

Prasad, A., O'Brien, L. & Sockbeson, C.S. (2020). Caste at work: study of factors influencing attitudes towards Affirmative Action in India. *Equality, Diversity & Inclusion: An International Journal*, 39(6).

Prasad, A., DeRosa, D. & Beyerlein, M. (2017). Dispersion beyond miles: configuration and performance in virtual teams. *Team Performance Management: An International Journal*, 23(3).

Beyerlein, M., Han, S. J., & Prasad, A. (2017). A Multilevel Model of Collaboration and Creativity. *Team Creativity and Innovation* (Ed. Roni Reiter-Palmon); Oxford University Press.

Prasad, A. (2016). Entrepreneurship among rural Indian women: empowerment through enterprise (Book Chapter). *Indian women as entrepreneurs: An exploration of self-identity* (Ed. Payal Kumar); Palgrave-MacMillan.

Prasad, A. & Shivarajan, S. (2015). Understanding the Role of Technology in Reducing Corruption: A Transaction Cost Approach, *Journal of Public Affairs*, 15(1).

Beyerlein, M., Prasad, A., Cordas, J. & Shah, P. (2015). Virtual teamwork in project teams (Invited paper) *The Psychology and Management of Project Teams: An Interdisciplinary Perspective* (Eds. F. Chiochio, B. Hobbs & K. Kelloway); Oxford University Press.

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Prasad, A. (2011). Stereotype threat In India: Gender and leadership choices, *Journal of Psychological Issues in Organizational Culture*, 2(3).

### **RESEARCH PROJECTS :**

A Cognitive Analysis of Caste in the American Workplace: It's About Time (under review at the *International Journal of Interdisciplinary Organizational Studies*; co-author – Caitlin S. Sockbeson, Jacksonville University).

The Artful Leader: Teaching leadership through art, classical texts, and community. Selected for Twenty-First International Conference on Interdisciplinary Social Science (*July 2026*) – co-author Mallory M.Caterine (Tulane University).

AI in Higher-ed Teaching; research project in development stage (collaborators – Javier Pineda and Ilianna Kwaske, Tulane University).

### **CONFERENCES AND PROFESSIONAL DEVELOPMENT**

Entrepreneur Faculty Development Course – (Re)Design Summer Institute – Participated in a week-long intensive focused on applied entrepreneurship pedagogy (*May 2025*).

Center for Public Service Faculty Seminar – Completed a semester-long seminar on integrating service learning into curriculum design (*Spring 2025*).

Re-evaluating Corporate Diversity Initiatives: Leveraging Social Identity Theory. *Poster presented at the Tulane Research, Innovation, and Creativity Summit (TRICS), (April, 2025), New Orleans, LA.*

A cognitive analysis of caste in the workplace in the US – It's about time. *Poster presented at the Tulane Research, Innovation, and Creativity Summit (TRICS), (April, 2024), New Orleans, LA.*

A Cognitive Analysis of Caste in the Workplace in the US- *Its about time* (Poster presentation at the annual *Society for Industrial & Organizational Psychology (SIOP) Conference*, April, 2024).

Low caste entrepreneurship in India – can I come in? *Proceedings of the Academy of Business Research Conference, New Orleans, 126-127 (2023).*

Examining stereotypes in a dynamic social order: The Stereotype Content Model in India. Presented at *38th Standing Conference on Organizational Symbolism (SCOS)* (virtual), Copenhagen Business School, July 2021.

Primordial identity at work: Caste and attitudes towards affirmative action. *Proceedings of the International Conference on Human Resource Development and Professional Development in Digital Age, 100-109, Singapore (2016).* Winner of the 'Best Research Paper' award.

### **ACADEMIC ENGAGEMENT AT TULANE:**

SCHOOL OF PROFESSIONAL ADVANCEMENT

#### ***Courses Developed***

*Leadership: Navigating for Success (BSLS 3800)*

Designed an applied leadership course that helps students connect theory to real-world practice. Learners assess their leadership styles, analyze real and fictional leaders, and explore how emotional intelligence, ethics, and diversity influence effective leadership. Through reflection, case discussions, and practical projects, students develop the confidence and skills to lead teams and manage change in today's complex organizations.

*Advanced Perspectives in Human Resource Management (BSLS 4750)*

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Developed a hands-on HR course focused on applying HR strategies to real organizational settings. Students work with local nonprofits on live HR projects while studying recruitment, performance management, compensation, and employment law. The course bridges classroom learning with workplace application, preparing students to address everyday HR challenges and strengthen readiness for SHRM certification and leadership roles.

*Innovative Leadership: Leveraging Diversity for Organizational Success (BSLS 3850)*

Developed a course integrating leadership theory with real-world diversity management. Students learn to lead inclusive teams, mitigate bias, and design equitable workplace strategies. Through case studies, reflection, and applied projects, the course equips emerging leaders to translate cultural competence and ethical decision-making into measurable organizational success.

***SHRM (Society of Human Resource Management) Engagement***

*SHRM National Conference, Chicago (June 2024)*

Participated in sessions on HR innovation and strategy, networked with professionals nationwide, and explored marketing approaches to enhance SoPA's BSLS program visibility.

*SHRM–New Orleans Chapter Events (2024-2025)*

Attended annual and chapter meetings to promote the BSLS program, connect with practitioners, assess local workforce needs, and identify partnership opportunities.

*Faculty Advisor, LeSHRM Student Chapter (2024-2025)*

Supported the founding of Tulane's SHRM-affiliated student organization; advised student leaders, helped generate campus interest in HR, and facilitated engagement with industry professionals.

INTERNAL SERVICE

***Chair, Committee on Social Issues, Tulane University (Fall 2024 onwards)***

Assumed the role of Chair in the Fall 2025; in this role we mobilized to clarify the committee's mandate and establish clear processes for reviewing petitions and addressing social issues with university leadership.

***Member, SoPA Grievance Committee, Tulane University (Fall 2024 onwards)***

I review academic and non-academic cases to ensure fair, impartial hearings that uphold integrity, support students, and maintain academic standards.

***Advisor, Registered Student Organization (RSO), Tulane University (2025 onwards)***

As Faculty Advisor for LeSHRM, a registered student organization at Tulane, I guided and mentored its founding as a platform for students to engage in leadership and human resource management. Under my advisement, the group became a recognized student chapter of SHRM, fostered a strong campus-wide community, built professional networking opportunities, and drew significant interest through its successful participation in the Fall 2025 Student Organizations Expo.

ACADEMIC/MENTORING ROLES

***Adjunct Professor, SoPA's College in Prison(CIP) program (Summer, 2023, 2024 & 2025)***

The CIP program works with the *Louisiana Correctional Institute for Women* (LCIW), Baker, LA and *Operation Restorartin* to provide post secondary education to incarcerated women. Tulane faculty associated with the program teaches for-credit classes required for the completion of a BA in Social Sciences. I teach courses in Leadership and HRM.

***Adjunct Professor, TIDES, Honors Colloquium (Fall2025, 2024, Spring 2021, Fall 2018)***

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I developed and co-taught ‘Artful Leader’ (Tulane Interdisciplinary Studies) that merged leadership ideas with art; ‘Quest for Answers: An Introduction to Scholarly Research’ and ‘Diversity in Workplace’ to the Honors students. The former colloquium focused on understanding the nature of academic research questions, the latter discussed a mix of established as well as emerging themes in workplace diversity.  
***Adjunct Professor, AB Freeman School of Business, (Fall 2024, 2025)***

I continue my long-standing relationship with the Business School by teaching MGMT 4130 (Dimensions of Human Resource Management). This senior-level course integrates a service-learning focus, combining academic rigor with community engagement.

***Faculty Principal, College Scholars Program, Newcomb College (2022-24)***

The College Scholars Faculty Principal is responsible for coordinating educational programs, fostering academic engagement, and enriching intellectual culture for Tulane sophomores. As faculty principal, I worked with Tulane sophomores as they explored research and intellectual interests in topics such as workplace diversity and virtual teams.

***Posse Mentor for New Orleans Tulane Posse 6 (Fall 2017 – Spring 2023)***

I was selected by the Center of Academic Equity to be the mentor for the cohort of ten scholars selected by the Posse Foundation (New York) to attend Tulane University, as part of their national leadership program. As part of my mentor role, I have attended workshops in New York City, Baton Rouge and Tulane University.

### ***Service Learning***

Introduced service learning to TIDES 1088 (The Artful Leader, Fall 2025) – students worked with two community organizations to immerse in themes at intersection of art, leadership, youth engagement within the landscape of New Orleans. Integrated service learning in both my Human Resource Management (MGMT 4130) and Leadership (MGMT 4160) classes. Students work in areas relevant to the class (example, as part of the HR class, students worked on developing job descriptions for the partners). I work closely with the Center for Public Service towards the development of learning goals meaningful to the content of the class and the service learning experience.

### **EDITORIAL SERVICE**

**Editorial Board Member**, Journal of Human Resource Management (9/2025-9/2028)

**Ad hoc Reviewer** (different dates): Organizational Psychology Review, Small Business Economics, Society for Industrial & Organizational Psychology Annual Conference, Business & Society, Journal of International Business Studies, Team performance Management: An International Journal, Equality, Diversity and Inclusion: An International Journal

### **PAST PROFESSIONAL EXPERIENCE:**

PERFORMANCE GROWTH PARTNERS, INC., BLOOMINGTON, IL.

**Associate** (January 2008 – December 2010)

INDIAN REVENUE SERVICE, MINISTRY OF FINANCE, GOVERNMENT OF INDIA

**Deputy/Assistant Commissioner of Income Tax** (September 1996 - June 2005)

### **OTHER ACADEMIC, PUBLIC ENGAGEMENT:**

**New Orleans Museum of Art (NOMA), New Orleans** (2017- to date) – As a volunteer docent, I guide tours that inspire curiosity and critical thought, encouraging visitors from diverse backgrounds to connect with art through their own perspectives and stories. Since January 2024, I have also served on the Docent Advisory Committee.

**Society of Human Resource Management, New Orleans chapter (SHRM NOLA)** – Foundation Director (January 2025 to date)

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**Operation Restoration, New Orleans – Board Member** (June 2024 to date).

**American Red Cross (Capital West Chapter, Louisiana)** - Diversity, Equity and Inclusion Committee member (Fall 2022 onwards).

**Seema.com** (February, 2020) – ‘Pioneers: Ambika Prasad helps unravels stereotypes with research’ (<https://www.seema.com/article/ambika-prasad-helps-unravels-stereotypes-with-research>).

**Best Research Paper Award** for ‘Primordial identity at work: Caste and attitudes towards affirmative action’ at HRD & PD Conference, Singapore, 2016.

**Best Research Proposal Award** for ‘Effective Virtual Meetings’ at DAIOP (Dallas Area Industrial Organizational Psychologists), 2004.

**TI-CSWT (Texas Instruments - Center for the Study of Work Teams) Scholarship**, 2003-2007, University of North Texas.

**Robert B. Toulouse School of Graduate Studies Academic Achievement Scholarship**, 2003-2005, University of North Texas.

**Baccalaureate Award** for outstanding achievement in Psychology, 1994, Isabella Thoburn College, India.

**National Scholarship Award**, 1994 by Ministry of Human Resource Development (Department of Education, Government of India) for outstanding academic performance in BA.