

GRUSHA AGARWAL

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EDUCATION

University of Toronto, Rotman School of Management

Ph.D., Organizational Behavior and Human Resource Management

Toronto, Canada

Expected 2026

Dissertation: Seeking Creative Explorers: How Dispelling Genius Myths Enhances Organizational Recruiting

Committee: Sonia Kang (Chair), Rachel Ruttan, George Newman, Katherine DeCelles

University of Minnesota, Twin Cities

B.S., Psychology Honors, *Summa Cum Laude*

Minneapolis, MN

May 2018

PUBLICATIONS

*denotes equal first authorship

He, J. C., **Agarwal, G.**, & Kang, S. K. Performing Diversity: How Applicants Navigate Self-Presentation Tensions in Diversity Statements. *In-press at Academy of Management Discoveries*.

Galinsky, A. D.*, Turek, A., **Agarwal, G.**, Anicich, E. M., Rucker, D. D., Bowles, H. R., Liberman, N., Levin, C., & Magee, J. C.* (2024). Are Many Sex/Gender Differences Really Power Differences?. *PNAS Nexus*, 3(2). [[LINK](#)]

- *Featured in Globe and Mail, 2024*
- *Interviewed for Insights Hub, Rotman Management Magazine*

SELECTED RESEARCH IN PREPARATION & PROGRESS

Agarwal, G., Newman, G. E., & Ruttan, R. L. Seeking Creative Explorers: How Dispelling Genius Myths Enhances Organizational Recruiting. [*Finalizing for submission to Administrative Science Quarterly*]

Agarwal, G., Kovacheff, C., Ruttan, R. L., Adams, G., & DeCelles, K. A. How Severity Shapes Reporting Decisions and Institutional Action in Women's Discrimination Claims. [*Manuscript in preparation for submission to Journal of Applied Psychology*]

Agarwal, G., He, J. C., & Kang, S. K. Naming and Framing of Racial Labels: Identity Management During Racial Disclosure. [*Manuscript in preparation for submission*]

Agarwal, G., Kang, S. K., & DeCelles, K. A. Passive Penalty: Gender, Voice, and Accountability in Workplace Complaints. [*Data collection in progress, target: Academy of Management Journal*]

Agarwal, G., & Kang, S. K. Choosing vs Rejecting Minority Applicants in Hiring. *Initial data collection*.

BOOK CHAPTERS

He, J. C., **Agarwal, G.**, & Kang, S. K. (2022). Applying Behavioral Insights to Cultivate Diversity and Inclusion. In D. Soman & N. Mazar (Eds.), *Behavioral Science in the Wild*. Toronto, ON: University of Toronto Press. [[Infographic](#)]

PRACTITIONER-ORIENTED PUBLICATIONS

Agarwal, G., He, J. C., & Kang, S. K. (2021). Naming and Framing of Racial Labels: Identity Management During Racial Disclosure. In Hinojosa, C. & Nesterak, E. *Special Collection: Examining the Intersection of Behavioral Science and Advocacy at Behavioral Scientist*. <https://behavioralscientist.org/special-collection-examining-the-intersection-of-behavioral-science-and-advocacy/>

Agarwal, G. (2024). Power Play: How Positions of Power Contribute to Gendered Behaviour. *Insights Hub, Rotman Management Magazine*. <https://www-2.rotman.utoronto.ca/insightshub/talent-management-inclusion/gender-and-power>.

HONORS, AWARDS, AND FELLOWSHIPS

2025	University of Toronto Fellowship [\$35,000]
2025	AOM Organizational Behavior Doctoral Consortium Fellow
2023	Jane Beattie Memorial Scholarship, Society for Judgment and Decision-Making [\$750]
2022 - 2025	PhD Research Fellow, Institute for Gender and the Economy
2020	Director's Fellowship, University of Toronto, Rotman School of Management
2020 – 2025	Joseph L. Rotman School of Management Tuition Fellowship
2016	Juanita J. Mortensen Academic Scholarship, University of Minnesota Twin Cities [\$1,000]
2016	Undergraduate Research Opportunities Program Grant, University of Minnesota Twin Cities [\$1,400]
2014 – 2018	Dean's List, College of Liberal Arts, University of Minnesota Twin Cities (Received in all semesters)
2014 – 2018	Gold Global Excellence Scholarship, University of Minnesota Twin Cities [\$20,000]

RESEARCH GRANTS

Year	Source	Project [Award Amount]
2025	TD-Management Data & Analytics Lab (TD-MDAL)	Passive Penalty: Gender, Voice, and Accountability in Workplace Complaints [\$4,200]
2023	Institute for Gender and the Economy (GATE)	Seeking Creative Explorers: How Dispelling Genius Myths Enhances Organizational Recruiting [\$3,500]
2022	Behavioral Economics in Action at Rotman (BEAR/BI-Org)	Choosing vs Rejecting Minority Applicants in Hiring [\$5,160]
2022	Institute for Gender and the Economy (GATE)	How Severity Shapes Reporting Decisions and Institutional Action in Women's Discrimination Claims [\$12,270]
2021	Institute for Gender and the Economy (GATE)	Naming and Framing of Racial Labels: Identity Management During Racial Disclosure [\$10,750]
2021	Black, Indigenous, and Racialized Scholar Research Program	Naming and Framing of Racial Labels: Identity Management During Racial Disclosure [\$10,000]

CONFERENCE PRESENTATIONS & ORGANIZED SYMPOSIA

Naming and Framing of Racial Labels: Identity Management During Racial Disclosure

- Academy of Management Annual Conference, Boston, MA, 2023
- DEI expertise in Racialized Organizations Inaugural Workshop, New York, NY, 2023
- SPSP Annual Convention, Atlanta, GA, 2023
- Behavioral Insights into Business for Social Good Conference, Vancouver, Canada, 2022
- SPSP Annual Convention, Virtual, 2022 (Poster)

How Severity Shapes Reporting Decisions and Institutional Action in Women's Discrimination Claims

- Trans-Atlantic Doctoral Conference, London, UK, 2025
- Academy of Management Annual Conference, Chicago, 2024 (Symposium Organizer)
- Society for Judgment and Decision Making, San Francisco, CA 2023
- East Coast Doctoral Conference, New York, NY, 2023

Performing Diversity: How Applicants Navigate Self-Presentation Tensions in Diversity Statements

- Academy of Management Annual Conference, Copenhagen, Denmark, 2025
- Academy of Management Annual Conference, Seattle, WA, 2022

Seeking Creative Explorers: How Dispelling Genius Myths Enhances Organizational Recruiting

- 10th Annual Research Roundtable on Gender and the Economy, Toronto, Canada, 2025

Passive Penalty: Gender, Voice, and Accountability in Workplace Complaints

- Academy of Management, Copenhagen, Denmark, 2025

Behavioral Approaches to Diversity: A Review

- Behavioral Insights into Business for Social Good Conference, Vancouver, June 2022 (*Competitive presentation*)

INVITED PRESENTATIONS

- “Conversations on Social Inclusion” series focused on “Moving beyond Labels” and hosted by Vaughan Public Libraries (October 25, 2023: [Eventbrite link](#))
- Behavioral Science and Police Association (May 2022)

TEACHING EXPERIENCE

The Socially Intelligent Manager, Undergraduate

Teaching Assistant, University of Toronto

2022–Present
Toronto, Canada

Leading People in Organizations, MBA

Teaching Assistant, University of Toronto

2025
Toronto, Canada

Leveraging Diverse Teams, MBA

Teaching Assistant, University of Toronto

2025
Toronto, Canada

Peer Learning Consultant, Undergraduate

Calculus, Statistics, Psychology, Sociology and Writing, University of Toronto

2017–2018
Minneapolis, MN

Introduction to Psychology, Undergraduate
Teaching Assistant, University of Toronto

2016–2017
Minneapolis, MN

SERVICE AND MENTORING

PhD Research Fellow, Institute for Gender and the Economy	2022–Present
G-Lab Organizer and Coordinator, Institute for Gender and the Economy	2022–Present
Organizer and Mentor, Identity Diversity Inclusion (IDI) Lab	2020–Present
Member, MAPELab (Morality, Affect, Politics, and Environmentalism Lab)	2020–Present
Graduate Student Mentor, Canada Student Research Opportunities Program	2020–2022
Peer Research Consultant, University of Minnesota, Twin Cities	2016–2018

PROFESSIONAL AFFILIATIONS

- Society for Judgement and Decision Making
- Society for Personality and Social Psychology
- Academy of Management
- Behavioral Science and Policy Association

ADDITIONAL RESEARCH EXPERIENCE

Columbia Business School	New York, NY
Research Associate (Full-Time), PI: Dr. Adam Galinsky	2018–2020
Research Assistant, PI: Dr. Malia Mason	2019–2020
University of Minnesota, Twin Cities	Minneapolis, MN
Research Assistant, PI: Dr. Deniz Ones	2015–2018
The Wharton School	Philadelphia, PA
Summer Research Intern, PI: Dr. Sigal Barsade	2017
University of Minnesota, Twin Cities	Minneapolis, MN
Research Assistant, PI: Dr. Connie Wanberg	2016–2017
Columbia Business School	New York, NY
Summer Research Intern, PI: Dr. Kathy Phillips	2016