

Aparna Pasumarthy

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EDUCATION

- 2024 PhD Business and Management (Pass, No corrections)**
Queen Mary, University of London
Department of People and Organisations, School of Business and Management
Thesis title: Striving to thrive? Gender, careers, and navigation strategies of Indian professional women
Advisors: Professor Gill Kirton, Dr. Andromachi Athanasopoulou
Examiners: Professor Jennifer Tomlinson, Dr. Mustafa Ozturk
- 2018 MSc. International Management (Distinction, 72.6%)**
University of Bath
- 2017 Bachelor of Commerce, International Business (Distinction, 92%)**
St. Francis College for Women, Osmania University

RESEARCH EXPERIENCE

- 2024 Researcher, University of Pennsylvania Institute for Advanced Study of India**
Leading an independent post-doctoral research project on sustainable careers in India.
- 2023 Research Associate, Queen Mary, University of London**
Authored a literature review on sexual harassment of Black and ethnic minority women at the workplace in the UK commissioned by the Trade Union Congress.
- 2022 Research Associate, Queen Mary, University of London / Harvard University**
Collaborator on an ethical decision making research project started at Edmond. J. Safra Centre for Ethics. Conducted the analysis of data (qualitative interviews, photo elicitation data) and writing up of research publications.
- 2022 Research Associate, University of Surrey**
Research Associate on a project on women returners and returnship programmes. Completed qualitative data analysis of 60 interviews with stakeholders including employers, consultants and returners to understand the development and efficacy of returnship programmes in health, education, finance, IT, and legal sectors in the UK.
- 2019 Doctoral Researcher, Queen Mary, University of London**
Embarked on a qualitative research project exploring the career advancement strategies of Indian professional in MNCs in India. Designed the research project, conducted data collection, and analysed data following a thematic analysis approach utilising NVivo. Wrote up the analysis and contributions culminating in a 100,000 word monograph.

TEACHING EXPERIENCE

Queen Mary, University of London

Taught 800+ postgraduate and undergraduate business and management students. Designed course material and delivered teaching in person and online (MS Teams and Zoom). Evaluated coursework (including essays and presentations) and provided pastoral care to students.

Postgraduate

2023 Entrepreneurship (7 cohorts, 220 students).

Undergraduate

2021, 2022 Fundamentals of Management Studies (14 cohorts, 450+ students).

2022 Employment Relations (4 cohorts, 120 students).

AWARDS AND RECOGNITION

Grants and scholarships

2022	Collaborative Writing Project Grant, Queen Mary, University of London	£4000
2019	Principal's Research Studentship (fee waiver and stipend), QMUL	£130000
2017	MSc School of Management Scholarship, University of Bath	£5000

Other awards and recognition

- 2021** Course Representative Contribution Award
- 2018** Bath Award, University of Bath
- 2018** Global Skills Award, University of Bath
- 2018** Gold Medal for Academic Excellence, St. Francis College for Women
- 2017** Winner, Big Team Consulting Challenge, University of Bath
- 2017** Proficiency Prize for Academic Excellence, St. Francis College for Women
- 2016** Proficiency Prize for Academic Excellence, St. Francis College for Women
- 2015** Proficiency Prize for Academic Excellence, St. Francis College for Women

CONFERENCES AND PRESENTATIONS

2023 Pasumarthy, A., Kirton, G. and Athanasopoulou, A., (2023) Striving to thrive? A qualitative study exploring success, sustainable careers and navigation strategies of Indian professional/managerial women in pursuit of the good life. 39th European Group for Organization Studies Colloquium (sub-theme 21).

2023 Athanasopoulou, A., Bao, L., Pasumarthy, A. and Stitilyte, G. (2023) Moral-dilemmas-as-practice: Delineating the linkages between context, emotions, and cognitive processes. 39th European Group for Organization Studies Colloquium (sub-theme 68).

2023 Athanasopoulou, A., and Pasumarthy, A. Invited talk: Coping with moral dilemmas at work: Managers vs business school academics. Kings Business School, Kings College London.

2022 Pasumarthy, A. Invited talk: Analysis Paralysis: Structuring the thesis. PhD Forum, Centre for Research on Equality and Diversity, Queen Mary, University of London

2021 Pasumarthy, A. Poster Presentation. A qualitative study of lived experiences, career trajectories, and adaptive strategies of Indian professional women. School of Business and Management, Queen Mary, University of London.

2021 Pasumarthy, A. (2021). Striving to thrive: An exploratory qualitative study of the lived experiences, career trajectories and adaptive strategies of Indian professional women. BSA Work, Employment and Society Conference 2021.

2021 Pasumarthy, A. Accepted Presentation: Careers Round Table. 37th European Group for Organization Studies Colloquium (Pre-Colloquium PhD Workshop, Amsterdam).

2020 Pasumarthy, A. Accepted Presentation: Diversity Management. PhD Research Day in Organisational Behaviour. London Business School.

PAPERS IN PROGRESS

In pursuit of the illusive or the achievable? Redefining what success means to Indian women
Status: Writing, with a view to submit to Work, Employment, Society

Careers as harbingers for identity & independence: The lives of professional women in India
Status: Writing, with a view to submit to Gender, Work and Organization

Structure, agency, and career management strategies of Indian professional women
Status: Writing, with a view to submit to Human Relations

Gender regimes in 'inclusive' MNCs in India: Encounters with apathy and incompetence
Status: Writing, with a view to submit to Work, Employment, Society

Superstar executives or exemplary housewives? The role models of Indian professional women
Status: Writing, with a view to submit to Gender in Management

ADVANCED COURSES AND CERTIFICATIONS

2024 Queen Mary Diploma in Researcher Development

2022 Associate Fellowship of the Higher Education Academy (AFHEA), UK

2022 Postgraduate Certificate in Learning and Teaching, Queen Mary, University of London

2022 UNIQUE women's development programme for researchers. QMUL.

2020 Discourse Analysis. QMUL.

2020 NVivo – Advanced Qualitative Data Analysis. LISS DTP.

- 2020** Who am I when I write? Voice in academic writing. LISS DTP.
2020 Applied Economics: Empirical Methods. QMUL.
2019 Managing Diversity. QMUL.
2019 Philosophy of Social Sciences. LISS DTP.
2017 Corporate and Organisational Strategy. LSE.
2017 Marketing. LSE
2016 Diploma in Intellectual Property Rights. Osmania University.

OTHER WORK AND ADVOCACY

- 2021-23** Athena Swan Self-Assessment Committee – PGR Representative, School of Business and Management, Queen Mary, University of London
2021-22 Staff Communications and Transparency Committee – PGR Representative, School of Business and Management, Queen Mary, University of London
2020-21 PhD Course Representative, Queen Mary, University of London
2020-21 Volunteer Mentor, Reach Out UK.
2018-19 Programme Manager, Surge Impact Foundation. Developed a social enterprise experiential learning programme (market research, curriculum development, and operations management) aimed at undergraduate students.
2017-18 Student Ambassador, University of Bath. Supported marketing and outreach campaigns. Mentored 600 international PG students undertaking pre-sessional courses and organised their social/immersion programme.

SKILLS AND EXPERTISE

General: MS Office Suite: Excel, PowerPoint, Word, Outlook, Teams; Zoom
Qualitative Methods: Grounded theory, Thematic analysis, Ethnography, Interviews
Quantitative Methods: Questionnaire Design, Conducting Surveys
Technical Software: NVivo, Qualtrics, SPSS
Languages: English, Hindi, Telugu

REFERENCES

Professor Gill Kirton, Professor of Employment Relations, Queen Mary, University of London
Dr. Andromachi Athanassopoulou, Reader in Organisational Behaviour, QMUL
Dr. Mustafa Ozturk, Reader in Human Resource Management, QMUL