

MUKTA KULKARNI

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ACADEMIC AFFILIATION

01-17 – current Professor, Indian Institute of Management Bangalore
01-12 to 01-17 Associate Professor, Indian Institute of Management Bangalore
03-07 to 01-12 Assistant Professor, Indian Institute of Management Bangalore

EDUCATION

PhD Organization and Management Studies, University of Texas at San Antonio
MS Industrial-Organizational Psychology, Baruch College, City University of New York
BA Mumbai University

RESEARCH AWARDS AND RECOGNITION

- *Academy of Management Journal* - best paper award (2008)
- *Personnel Review* - outstanding paper, Emerald literati network awards for excellence (2016)
- *Human Relations* - among the top papers (2017)
- Mphasis Chair for Digital Accessibility and Inclusion (2016 -2021)
- *Academy of Management*, Saroj Parasuraman Award runner-up (2020)
- *Academy of Management*, Best International Paper Award (2020)
- *Academy of Management*, Runner up for Best Paper Award, OMT (2020)
- *Academy of Management*, Carolyn B. Dexter Award (2020)
- IIMB Chair of Excellence (2023-2026)

PUBLICATIONS

- Dwertmann, D., Boehm, S., McAlpine, K., & **Kulkarni, M.** Organizational burden or catalyst for ideas? Disability as a driver of cognitive flexibility and creativity. **Administrative Science Quarterly**. Forthcoming
- Pazzaglia, F., Sonpar, K., **Kulkarni, M.**, & Maheshwari, N. Tokens or Trailblazers: Identity Construction of Occupants of New Inclusion-Driven Roles. **Journal of Management**. Forthcoming

Selected as one of the shortlisted papers by the judging panel of the Oxford University Reputation Symposium Best Paper Awards 2025.

- Hennekam, S. & **Kulkarni, M.** 2025. Indirectly Disabled yet Empowered by Revealing Vulnerability. **Work, Employment and Society**. 39(4) 1022 –1031.
- Hennekam, S., **Kulkarni, M.**, & Beatty, J. 2025. Neurodivergence and the Persistence of Neurotypical Norms and Inequalities in Educational and Occupational Settings. **Work, Employment and Society**. 39 (2): 449-469.
- Ng, E., Fitzsimmons, T., Kulkarni, M., Ozturk, M.B., April, K., Banerjee, R., & Muhr, S. L. 2025. Navigating the Impact of Trump’s Second Term on Diversity, Equity, and Inclusion. **Equality, Diversity and Inclusion: An International Journal**. 44(2): 137-150.
- **Kulkarni, M.** 2024. Becoming who I always was: The role of holding environments in maintaining identity narratives. **IIMB Management Review**, 36(3): 191-201.
- **Kulkarni, M.**, Mantere, S., Vaara, E., van den Broek, E., Pachidi, S., Glaser, V. L., Gehman, J., Petriglieri, G., Lindebaum, D., Cameron, L., Rahman, H., Islam, G., & Greenwood, M. (2024). The future of research in an artificial intelligence-driven world. **Journal of Management Inquiry**, 33(3) 207–229.
- Vijay, D., **Kulkarni, M.**, Gopakumar, K.V., & Friedner, M. 2024. Disability Inclusion in Indian Workplaces: Mapping the Research Landscape and Exploring New Terrains. **IIMB Management Review**. 36(1): 39-47.
- **Kulkarni, M.** 2024. The role of moral anger in social change efforts. **Organization Studies**. 45(2): 223–245.
- **Kulkarni, M.** 2024. Narrating a Prototypical Disabled Employee. **Journal of Business Ethics**. 189:781–796.
- Sonpar, K., Pazzaglia, F., **Kulkarni, M.**, & Agarwal, H. 2022. “Running away is easy; it’s the leaving that’s hard”: Career enactment by former military officers. **Journal of Vocational Behavior**. 138.

An earlier version of this paper won the ‘Best Overall Paper Award’ (Careers Division) at the 2020 Academy of Management Conference. A shortened version of this paper was published in the Academy of Management Best Paper Proceedings.

- Vijay, D., Monin, P., & **Kulkarni, M.** 2023. Strangers at the bedside: Solidarity-making to address institutionalized infrastructural inequalities. **Organization Studies**. 44(8): 1281-1308.

An earlier version of this paper won the Academy of Management Best International Paper Award (OMT division), Runner up for the Best Paper Award (OMT division), and the all Academy Carolyn B. Dexter Award for 2020.

Selected as a Finalist for the 2024 Responsible Research in Management Award, co-sponsored by the Fellows of the Academy of Management and the Community for Responsible Research in Business and Management.

- **Kulkarni, M.,** Baldrige, D., & Swift, M. 2023. Conceptualizing disability accommodation device acceptance by workgroups through a sociomaterial lens. **Equality, Diversity and Inclusion: An International Journal.** 42(2): 285-299.
- Yang, Y., **Kulkarni, M.,** Baldrige, D., & Konrad, A. 2022. Earnings of Persons with Disabilities: Who Earns More (Less) from Entrepreneurial Pursuit? **Equality, Diversity and Inclusion: An International Journal.** 41(6): 847-865.
- **Kulkarni, M.** 2022. Hiding but hoping to be found: Workplace disclosure dilemmas of individuals with hidden disabilities. **Equality, Diversity and Inclusion: An International Journal.** 41(3): 491-507.
- **Kulkarni, M.** 2020. Holding on to let go: Identity work in discontinuous and involuntary career transitions. **Human Relations.** 73(10): 1415–1438.
- **Kulkarni, M.** 2020. Rituals and institutional maintenance: The case of the Beating Retreat ceremony. **Journal of Management Inquiry.** 29(2): 159-173.
- Baldrige, D. C., **Kulkarni, M.,** Eugster, B., & Dirmeyer, R. 2019. Disability, gender and race: Does educational attainment reduce earning disparity for all or just some? **Personnel Assessment and Decisions.** 5(2): 91-99.
- **Kulkarni, M.** 2019. Digital accessibility: Challenges and opportunities. **IIMB Management Review.** 31 (1): 91–98.
- Beatty, J.E., Baldrige, D., Boehm, S., **Kulkarni, M.** & Colella, A.* 2019. On the treatment of persons with disabilities in organizations: A review and research agenda. **Human Resource Management.** 58(2): 119-137.
*Equal contribution by Baldrige, Boehm, and Kulkarni.

Also published in the virtual issue on Inclusion, Diversity, and Discrimination, available at: [https://onlinelibrary.wiley.com/doi/toc/10.1002/\(ISSN\)1099-050x.inclusion-diversity-and-discrimination](https://onlinelibrary.wiley.com/doi/toc/10.1002/(ISSN)1099-050x.inclusion-diversity-and-discrimination)

- **Kulkarni, M.** 2018. Discursive work within weak field mandate events: The case of a conference on assistive technologies for persons with disabilities. **IIMB Management Review.** 30(4): 291–304.

- **Kulkarni, M.,** Gopakumar, K. V., & Patel, S. 2018. How effective are disability sensitization workshops? **Employee Relations**, 40 (1): 58-74.
- **Kulkarni, M.,** K. V. Gopakumar, & Vijay, D. 2017. Institutional discourses and ascribed disability identities. **IIMB Management Review**, 29 (3): 160-169.
- Baldrige, D., & **Kulkarni, M.** 2017. The shaping of sustainable careers post hearing loss: Toward greater understanding of adult onset disability, disability identity, and career transitions. **Human Relations**, 70(10) 1217–1236.

Academy of Management Saroj Parasuraman Award nomination and among the top papers published in Human Relations in 2017

<https://journals.sagepub.com/page/hum/videos/vodcasts>

Published in the virtual issue on Workplace Experiences of Persons with Disabilities, available at: <https://journals.sagepub.com/page/hum/collections/virtual-special-issues/persons-with-disabilities>

- **Kulkarni, M.** 2017. Meaning-making through research. **Equality, Diversity and Inclusion: An International Journal**, 36(3): 277-282.
- **Kulkarni, M.,** Böhm, S., & Basu, S. 2016. Workplace inclusion of persons with a disability: Comparison of Indian and German multinationals. **Equality, Diversity and Inclusion: An International Journal**, 35 (7/8): 397-414.
- **Kulkarni, M.** 2016. Organizational career development initiatives for employees with a disability. **International Journal of Human Resource Management**, 27 (13-14): 1662-1679.
- **Kulkarni, M.** & Sommer, K. 2015. Language-based exclusion and prosocial behaviors in organizations. **Human Resource Management**, 54 (4): 637–652.
- **Kulkarni, M.,** Lengnick-Hall, M., & Martinez, P. 2015. Overqualification, mismatched qualification, and hiring decisions: Perceptions of employers. **Personnel Review**, 44(4): 529 - 549.

This paper was recognized as an Outstanding Paper in the Emerald Literati Network Awards for Excellence.

- **Kulkarni, M.,** & Scullion, H. 2015. Talent management activities of disability training and placement agencies in India. **International Journal of Human Resource Management**, 26 (9): 1169-1181.
- **Kulkarni, M.** 2015. Language-based diversity and faultlines in organizations. **Journal of Organizational Behavior**, 36 (1): 128-146.

- Martinez, P., Lengnick-Hall, M., & **Kulkarni, M.** 2014. Overqualified? A conceptual model of managers' perceptions of overqualification in selection decisions. **Personnel Review**, 43(6): 957-974.
- **Kulkarni, M.**, & Kote, J. 2014. Increasing employment of people with disabilities: The role and views of disability training and placement agencies. **Employee Responsibilities and Rights Journal**, 26 (3): 177-193
- **Kulkarni, M.**, & K. V. Gopakumar. 2014. Career management strategies of people with disabilities. **Human Resource Management**, 53(3): 445–466.
- **Kulkarni, M.**, & Lengnick-Hall, M. L. 2014. Obstacles to success in the workplace for people with disabilities: A review and research agenda. **Human Resource Development Review**, 13(2): 157 - 179.
- **Kulkarni, M.** & Rodrigues, C. 2014. Engagement with disability: Analysis of annual reports of Indian organizations. **International Journal of Human Resource Management**, 25 (11): 1547-1566
- Langford, C., Lengnick-Hall, M. L., & **Kulkarni, M.** 2013. How do social networks influence the employment of people with disabilities? **Employee Responsibilities and Rights Journal**, 25(4): 295-310.
- **Kulkarni, M.** 2013. Help-seeking behaviors of people with disabilities in the workplace. **Employee Responsibilities and Rights Journal**, 25 (1): 41-57.
- **Kulkarni, M.**, & Nithyanand, S. 2013. Social influence and job choice decisions. **Employee Relations**, 35 (2): 139 – 156.
- Sommer, K., & **Kulkarni, M.** 2012. Does constructive performance feedback improve citizenship intentions and job satisfaction? The roles of perceived opportunities for advancement, respect, and mood. **Human Resource Development Quarterly**, 23 (2): 177–201.
- **Kulkarni, M.** 2012. Social networks and career advancement of people with disabilities. **Human Resource Development Review**, 11 (2), 138-155.
- Vijay, D. & **Kulkarni, M.** 2012. Frame changes in social movements: A case study. **Public Management Review**, 14, 1-24.
- **Kulkarni, M.** 2012. Contextual factors and help seeking behaviors of people with disabilities. **Human Resource Development Review**, 11, 77-96.
- **Kulkarni, M.**, & Lengnick-Hall, M. L. 2011. Socialization of people with disabilities in the workplace. **Human Resource Management**, 50, 521 – 540.

- **Kulkarni, M.** & Valk, R. 2010. Don't ask, don't tell: Two views on human resource practices for people with disabilities. **IIMB Management Review**, 22, 137-146.
- **Kulkarni, M.**, Lengnick-Hall, M. L., & Valk, R. 2010. Employee perceptions of repatriation in an emerging economy: The Indian experience. **Human Resource Management**, 49, 529–546.
- Lengnick-Hall, M. L., Gaunt, P. M., & **Kulkarni, M.** 2008. Overlooked and underutilized: People with disabilities are an untapped human resource. **Human Resource Management**, 47, 255–273.
- Plowman, D., Baker, L., Beck, T., **Kulkarni, M.**, Thomas, S., Villarreal, D. 2007. Radical change accidentally: The emergence and amplification of small change. **Academy of Management Journal**, 50, 515-543.

This paper was recognized by the Academy of Management Journal through the best paper award.

- Plowman, D., Thomas, S., Beck, T., Baker, L., **Kulkarni, M.**, Travis, D. 2007. The role of leadership in emergent, self-organization. **Leadership Quarterly**, 18, 341-356.

POLICY AND MEDIA ARTICLES

- **Kulkarni, M.** (January 24, 2025). Shaping inclusive leaders: How B-schools are integrating DEI into education and practice
<https://www.thehindubusinessline.com/on-campus/shaping-inclusive-leaders-how-b-schools-are-integrating-dei-into-education-and-practice/article69133505.ece>
- **Kulkarni, M.** (December 6, 2024). IIM Bangalore: Building Values. Open Magazine. Accessible at: <https://openthemagazine.com/cover-stories/iim-bangalore-building-values/>
- **Kulkarni, M.** (August 21, 2024). Inclusive career growth: Supporting employees with disabilities. Accessible at: <https://hr.economictimes.indiatimes.com/news/workplace-4-0/diversity-and-inclusion/inclusive-career-growth-supporting-employees-with-disabilities/112672326>
- **Kulkarni, M.** & Raghavan, S. (February 5, 2024). Namma Yatri: Ways forward for accessible ride hailing. Accessible at: <https://www.udayavani.com/english-news/namma-yatri-ways-forward-for-accessible-ride-hailing>

- Raghavan, S. & **Kulkarni, M.** (May 20, 2022). Include purple to energize the economy. Deccan Herald. P 9. Also accessible at: <https://timesofindia.indiatimes.com/blogs/voices/strengthening-the-disability-inclusive-economy/?val=3728&source=app&frmapp=yes>
- Investing for impact: Disabilities, accessibility and inclusion. Impact Future Project. Released December 3, 2021.
- **Kulkarni, M.** (June 2, 2021). Why disability inclusion is good business. Accessible at: <https://www.deccanherald.com/opinion/panorama/why-disability-inclusion-is-good-business-992851.html>
- **Kulkarni, M.** & Ng. E. (December 3, 2019). Independence, interdependence, and the community. Accessible at: <https://www.emeraldgroupublishing.com/promo/independence-blog.htm>
- **Kulkarni, M.**, M. Shyama, & Tyagi, S. (June 28, 2018). Priority assistive devices. A report submitted to The National Trust, Ministry of Social Justice and Empowerment, Government of India.
- **Kulkarni, M.** (NOVEMBER 2, 2017). Namma Vaani: Lessons from an unusual social network. Accessible at: [HTTP://WWW.FORBESINDIA.COM/ARTICLE/IIM-BANGALORE/NAMMA-VAANI-LESSONS-FROM-AN-UNUSUAL-SOCIAL-NETWORK/48531/1](http://www.forbesindia.com/article/iim-bangalore/namma-vaani-lessons-from-an-unusual-social-network/48531/1)
- **Kulkarni, M.** (JULY 24, 2017). Labels we use, images we conjure, and policies we design. Forbes India. Accessible at: <http://www.forbesindia.com/article/iim-bangalore/labels-we-use-images-we-conjure-and-policies-we-design/47651/1>
- **Kulkarni, M.** (April 21, 2017). Classroom accommodations for teachers with a disability. A report for the Office of the State Commissioner for Persons with Disabilities in Karnataka.
- **Kulkarni, M.** (January 15, 2017). Assistive technologies for autism, cerebral palsy, multiple disabilities, and intellectual disabilities. A report submitted to The National Trust, Ministry of Social Justice and Empowerment, Government of India.

WORK FEATURED IN MEDIA

- Roundtable on Purple Economy. June 4, 2025. Accessible at: <https://www.apnnews.com/iim-bangalore-hosts-roundtable-on-purple-economy/> and <https://timesofindia.indiatimes.com/city/bengaluru/indias-purple-economy-is-gaining-ground-experts-at-iimb-event/articleshow/121606409.cms>
- How IIMB alumni and faculty are enabling disability inclusion at the corporate level. December 11, 2024. The Hindu. Page 9. Also accessible at:

<https://www.thehindu.com/news/cities/bangalore/how-iimb-alumni-and-faculty-are-pioneering-disability-inclusion-at-the-corporate-level/article68968359.ece>

- **Kulkarni, M.** 2019. Holding on to let go: Identity work in discontinuous and involuntary career transitions. **Human Relations**.
<https://www.thehindu.com/news/cities/bangalore/once-a-soldier-always-a-soldier/article29363875.ece>
- IIMB meet discusses barriers to societal inclusion faced by differently abled persons. December 6, 2018. The Hindu Business Line.
<https://www.thehindubusinessline.com/news/education/iimb-meet-discusses-barriers-to-societal-inclusion-faced-by-differently-abled-persons/article25679334.ece>
- Beatty, J.E., Baldrige, D., Boehm, S., **Kulkarni, M.** & Colella, A. 2019. On the treatment of persons with disabilities in organizations: A review and research agenda. **Human Resource Management**. 58(2): 119-137.
<https://www.humanresourcesonline.net/5-gaps-employers-need-to-plug-in-developing-workplaces-for-people-with-disabilities/>

<https://www.sciencedaily.com/releases/2018/12/181210164953.htm>
- International Day of Disabled Persons 2018: Differently-abled stuck with plateauing career graph. December 03, 2018, The Hindu.
<https://www.thehindu.com/news/cities/bangalore/international-day-of-disabled-persons-2018differently-abled-stuck-with-plateauing-career-graph/article25648802.ece>
- Technology-enabled support systems for persons with a visual impairment. By Deepika Burli. April 25, 2017, Times of India.
<https://timesofindia.indiatimes.com/city/bengaluru/disability-no-deterrent-for-these-business-school-teachers-study/articleshow/58354270.cms>
- **Featured across Texas radio stations**
Langford, C., Lengnick-Hall, M. L., & **Kulkarni, M.** 2013. How do social networks influence the employment of people with disabilities? **Employee Responsibilities and Rights Journal**, 25(4): 295-310.

EDITED BOOK

- Beatty, J., Hennekam, S., & **Kulkarni, M.** (Eds.). 2023. *De Gruyter Handbook of Disability and Management*. Walter de Gruyter GmbH, Berlin.

BOOK CHAPTERS AND REVIEWS

- **Kulkarni, M.** 2025. Awareness of disability: Lessons from an immersive workshop course. In O. Holmes (Ed.), *Championing diversity, equity and inclusion: Effective strategies for management education* (pp. 141–154). Palgrave Macmillan.
- Samosh, D., **Kulkarni, M.**, Santuzzi, A., & Lyons, B. 2023. Disability as an enabler of career success and inclusion. In S. Robinson & K. Fisher (Eds.), *Research handbook on disability policy* (pp. 756–771). Edward Elgar.
- **Kulkarni, M.**, & Pongener, Y. 2022. The making of a (dis)abled entrepreneur: An entrepreneurial identity perspective. In Yousafzai, S., Coogan, T., Sheikh, S., & Ng, W. (Eds.), *Research Handbook on Disability and Entrepreneurship*: 247-261. Edward Elgar Publishing, UK.
- **Kulkarni, M.**, Atkins, W. S., & Baldrige, D. A. 2020. Breaking barriers by patterning employment success. In S. Fielden, M. Moore, & G. Bend (Eds.), *The Palgrave Handbook of Disability at Work*: 219-235. Palgrave Macmillan, Cham.
- Baldrige, D. A., Beatty, J. E., Böhm, S., **Kulkarni, M.**, & Moore, M. 2018. Persons with (dis)Abilities. In A.J. Colella & E.B. King (Eds.), *The Oxford handbook of workplace discrimination*: 111-127. New York: Oxford University Press.
- **Kulkarni, M.**, & Osicki, M. 2010. Recruiting a global workforce. In Lundby, K. & Jolton, J. (Eds.), *Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace*: 113-142. Society for Industrial and Organizational Psychology (SIOP) Professional Practice Series book.
- **Kulkarni, M.** 2010. Book review: *Research in Personnel and Human Resources Management: Volume 28*. Joseph J. Martocchio and Hui Liao (Eds). **Human Resource Management**, 49, 805–807.
- Lengnick-Hall, M. L., & **Kulkarni, M.** 2005. Book review: The social costs of underemployment: Inadequate employment as disguised unemployment. By David Dooley and Joann Prause. **Personnel Psychology**, 58, 250-253.

CONFERENCE ACTIVITY

- Yarram, S., Adapa, S., & **Kulkarni, M.** Board Gender diversity and Organizational Financial Performance: Global Insights and Implications. **Academy of Management**, 25-29 July 2025, Copenhagen, Denmark.
- Beatty, J. & **Kulkarni, M.** Presenter Symposium: Strategies, Practices, and Systems for Transforming Disability Inclusion. **Academy of Management**, 25-29 July 2025, Copenhagen, Denmark.
- **Kulkarni, M.**, Dachner, A., Beatty, J., & Lyons, B. Job Design for Neurodiversity in the Workplace: A Review and a Roadmap for Future Research. **Academy of Management**, 25-29 July 2025, Copenhagen, Denmark.

- Sonpar, K., **Kulkarni, M.**, Pazzaglia, F., & Bathla, A. 2025. Professionals' experiences and response to moral outrage in times of crisis. EGOS Colloquium, July 3-5, Greece.
- **Kulkarni, M.** 2023. Plenary speaker. Publishing DEI research. Sir Cary Cooper Woxsen Inclusion Conference. Woxsen University. 15 December.
- **Kulkarni, M.**, 2023. Plenary speaker and Panel Chair. National Conference on enabling inclusive spaces for children with disabilities a national conference hosted by the **Indian Institute of Management Bangalore and Fourth Wave Foundation**. 6 - 7 October, Bangalore.
- **Kulkarni, M.**, 2023. Speaker at the Research Workshop, University College Dublin. 7-8 September, Dublin Ireland.
- **Kulkarni, M.** & Baldrige, D. 2023. Presenter Symposium. Advancing Research on Workplace Experiences of Persons with a Disability. **Academy of Management**, 4-8 August, Boston.
- **Kulkarni, M.** 2023. Discussant, Theoretical and Empirical Advancements in Research on Disability and Leadership (Chaired by Gulseren, D. & Samosh, D.). **Academy of Management**, 4-8 August, Boston.
- **Kulkarni, M.** & Baldrige, D. 2023. The ethics of assistive devices and the shifting boundaries of disability. (Chaired by Ameri, M. & Kurtzberg, T.) **Academy of Management**, 4-8 August, Boston.
- Sonpar, K., Pazzaglia, F., **Kulkarni, M.**, & Maheshwari, N. 2022. Negotiating a new role identity: The experiences of first batches of female military officers. **Academy of Management**, 5-9 August, Seattle.
- **Kulkarni, M.** 2022. Mentor, OMT Global Consortium: Doing Organizational Research around the World. **Academy of Management**, 5-9 August, Seattle.
- **Kulkarni, M.** 2022. Co-Chair, GDO Doctoral Student Consortium. **Academy of Management**, 5-9 August, Seattle.
- **Kulkarni, M.** & Baldrige, D. 2022. Presenter Symposium. Rethinking workplace inclusion of persons with disabilities through multiple levels and lenses. **Academy of Management**, 5-9 August, Seattle.
- **Kulkarni, M.** 2022. Discussant, Work and Collaboration across and between the Global South and Global North (Chaired by Thomason, B.). **Academy of Management**, 5-9 August, Seattle.
- Sommer, K., Pinkhasik, E.*, Sidibe, S.*, & **Kulkarni, M.**, 2022. Perspective differences in attributions for linguistic ostracism. **Society for Personality and Social Psychology** Annual Convention, February 16-19, San Francisco, CA.

- **Kulkarni, M.** 2021. Organizational narratives and the construction of a prototypical disabled employee. **Academy of Management**, 29 July - 4 August (author and session chair).
- **Kulkarni, M.** & Baldrige, D. 2021. Showcase Presenter Symposium. Allies and detractors: Insights on disability inclusion in organizations. **Academy of Management**, 29 July - 4 August.
- Beatty, J., & **Kulkarni, M.** 2021. Presenter Symposium. Advancing research on workplace disclosure of disabling conditions. **Academy of Management**, 29 July - 4 August.
- **Kulkarni, M.** & Beatty, J. 2021. Composing self-conceptions and disability disclosure strategies in the face of ongoing identity threats. **Academy of Management**, 29 July - 4 August.
- **Kulkarni, M.** 2021. OMT Doctoral Student Consortium (Chaired by Furnari, S & Anteby, M.) **Academy of Management**, 29 July - 4 August.
- Pongener, Y., & **Kulkarni, M.** 2021. Identity work of individuals in disparate professions. EGOS Colloquium, July 8-10, Amsterdam.
- **Kulkarni, M.** 2021. Panel member, Disability sector as an engine for economic growth. **Catalyzing Change webinar** (Catalyst 2030) May 5, Bangalore.
- **Kulkarni, M.** 2021. Speaker, Accessibility and inclusion in progressive organizations. **Winter School of the Centre for Accessibility in the Global South**, January 9, Bangalore.
- **Kulkarni, M.** 2021. Panel member, **Imperatives and initiatives to make India an assistive technology innovation hub**. A U.K. India Tech Hub Initiative. January 8, Bangalore.
- **Kulkarni, M.** 2021. Thirty years of the ADA: Current state and way forward (mashup session chaired by Bonaccio, S. and Fisher, S.) **Society for Industrial and Organizational Psychology (SIOP)**. April 15-17, New Orleans, Louisiana.
- **Kulkarni, M.** 2021. Keynote address: Engaging with qualitative research. IIMB Management Review Doctoral Conference. February 6, Bangalore, India.
- **Kulkarni, M.** 2020. Chair, panel on Technology tools and solutions in reaching out to persons with disabilities during the pandemic. **EMPOWER Conclave 2020**, IIIT Bangalore. October 17, 2020.

- Baldrige, D., & **Kulkarni, M.** 2020. Symposium on Broadening our sight: New directions in disability research. **Academy of Management**, August 7-11, Vancouver, Canada.
- Sommer, K., Kern, M., **Kulkarni, M.**, & Mugayar-Baldocchi, M. 2020. Language-based exclusion increases workplace deviance among the morally disengaged. (Symposium chaired by Zhong, R. & Robinson, S). **Academy of Management**, August 7-11, Vancouver, Canada.
- Vijay, D., Monin, P., & **Kulkarni, M.** 2020. Strangers at the bedside: Subaltern solidarities and new form institutionalization. **Academy of Management**, August 7-11, Vancouver, Canada.
- **Kulkarni, M.** 2020. Disabilities in the classroom: Best practices for improving accessibility and learning. (PDW Chaired by Beatty, J.E). **Academy of Management**, August 7-11, Vancouver, Canada.
- **Kulkarni, M.** 2020. OMT Doctoral Student Consortium (Chaired by Furnari, S & Cohen, L.) **Academy of Management**, August 7-11, Vancouver, Canada.
- **Kulkarni, M.** 2020. Panel member. Bridging social divides in india and beyond. Scheme for Promotion of Academic and Research Collaboration, Ministry of Human Resource Development (MHRD), Government of India, July 11-12, IIT Hyderabad.
- Vijay, D., Monin, P., & **Kulkarni, M.** 2020. Subaltern solidarities and new form institutionalization: Community form for palliative care in Kerala, India. EGOS Colloquium, July 2–4, Hamburg, Germany.
- **Kulkarni, M.** 2020. Speaker, **International HRD Seminar in Asia**. Korea University,. January 10, Seoul, South Korea.
- **Kulkarni, M.** 2019. Symposium on international intersectionalities: Challenges and opportunities for diversity and inclusion in IB (Chaired by Fitzsimmons, S. & Martin, L.). **Academy of Management**. August 9-13, Boston, Massachusetts.
- **Kulkarni, M.** 2019. GDO Junior Faculty Consortium, panel on Becoming Impactful Scholars (Chaired by Ng, E. & Baldrige, D.). **Academy of Management**. August 9-13, Boston, Massachusetts.
- Baldrige, D., & **Kulkarni, M.** 2019. Symposium on Advances in disability research: Toward greater understanding of inclusive organizations. **Academy of Management**. August 9-13, Boston, Massachusetts.
- **Kulkarni, M.** & Jammaers, E. 2019. The making of a (dis)abled entrepreneur. **Critical Management Studies Conference**. June 27-29, Milton Keynes, UK.

- Baldridge, D., & **Kulkarni, M.** 2018. Symposium on New directions in disability research: Work contexts, inclusivity, and wellbeing interactions. **Academy of Management**. August 10-14, Chicago, Illinois.
- Baldridge, D., & **Kulkarni, M.**, Eugster, B., & Dirmyer, R. 2018. Disability, educational attainment, and earnings equality. **EURAM**, June 19-22 Reykjavik, Iceland.
- Mishra, S., & **Kulkarni, M.** 2018. Managing dirty work: The case of waste pickers. **EGOS** Colloquium, July 5-7 Tallinn, Estonia.
- K. V. Gopakumar, & **Kulkarni, M.** 2018. Identity claims of social enterprises. **EGOS** Colloquium, July 5-7 Tallinn, Estonia.
- **Kulkarni, M.**, & Pongener, Y. 2017. Navigating the multilingual subsidiary environment: Strategies of expatriate managers in India. **Academy of Management**, August 4-8, Atlanta, Georgia.
- Baldridge, D., & **Kulkarni, M.**, 2017. Career adaptation and success after adult onset hearing loss. **Academy of Management**, August 4-8, Atlanta, Georgia.
- Baldridge, D., & **Kulkarni, M.**, 2017. Symposium on Removing barriers and supporting success for workers with disabilities (Chaired by Santuzzi, A.). **Society for Industrial and Organizational Psychology (SIOP)**. April 27-29, Orlando, Florida.
- **Kulkarni, M.**, K. V. Gopakumar, & Vijay, D. 2017. Symposium on Diversity and inclusion (Chaired by Vohra, N.) **PAN IIM World Management Conference**, December 13-15, 2016, Ahmedabad
- Beatty, J., Baldridge, D., **Kulkarni, M.**, Böhm, S., & Colella, A. 2016. Taking Stock: Reviewing research on the treatment of persons with disabilities in organizations. **Academy of Management**, August 5-9, Anaheim, California.
- K. V. Gopakumar, & **Kulkarni, M.** 2016. Discursive strategies and the construction of opportunity: The case of Goonj. **EGOS** Colloquium, July 7-9 Naples, Italy.
- **Kulkarni, M.**, 2016. Speaker, **Roundtable on Information Accessibility** | NCPEDP, Mphasis, DEPwD, MSJE and NASSCOM Foundation, July 1, Bangalore.
- **Kulkarni, M.**, K. V. Gopakumar, & Vijay, D. 2015. Institutional discourses and ascribed disability identities. **Academy of Management**, August 7-11, Vancouver, BC, Canada.
- Vijay, D., **Kulkarni, M.**, & Monin, P. 2015. Construction of a community-based form of organizing. **Academy of Management**, August 7-11, Vancouver, BC, Canada.

- Sidibe, S., Pinkhasik, E., Sommer, K., Dotan-Eliaz, O. & **Kulkarni, M.**, 2015. Using language to exclude others: Motives for and emotional reactions to linguistic ostracism. **Association for Psychological Science** Annual Convention, May 21-24, New York, New York.
- Martinez, P., & Lengnick-Hall, M., & **Kulkarni, M.**, 2015. Unpacking perceptions of overqualification: When excess education or experience hinders (or helps?) interview selection. **Western Academy of Management**, March 12-14, Kauai, Hawaii.
- Baldrige, D., Beatty, J., Böhm, S., **Kulkarni, M.**, & Moore, M. 2014. Advancing research on discrimination: The contextual meanings and effects of the word "disability" (All Academy Theme program). **Academy of Management**, August 1-5, Philadelphia, Pennsylvania.
- **Kulkarni, M.**, & Scullion, H. 2013. Talent management activities of disability training and placement agencies in India. European Institute for Advanced Studies in Management (EIASM) 2nd workshop on talent management, October 7-8, 2013, Brussels, Belgium.
- **Kulkarni, M.**, 2014. Speaker, **Social Media Research Workshop organized by UK Science & Innovation Network** | British Deputy High Commission, Feb 5 - 6, IIT Bangalore.
- Rodrigues, C., & **Kulkarni, M.** 2013. Indian organizations and their CSR disclosures: Interesting patterns and their implications. **Academy of Management**, August 9-13, Orlando, Florida.
- Vijay, D., & **Kulkarni, M.** 2013. Distributed agency and emergence of an organizational field. **Academy of Management**, August 9-13, Orlando, Florida.
- **Kulkarni, M.** 2013. Disability inclusion. **Kalam scholars conference for Indian business and economic research** at the Gatton College of Business and Economics, May 6, University of Kentucky, USA.
- **Kulkarni, M.** 2013. International panel on disability and employment. (Chaired by Adrienne Colella). **Society for Industrial and Organizational Psychology**, April 11-14, Houston, USA.
- **Kulkarni, M.**, Martinez, P., & Lengnick-Hall, M. 2013. Overqualification, mismatched qualification and hiring decisions: Perceptions of employers. **Western Academy of Management**, March 13-16, Santa Fe, New Mexico.
- Martinez, P., Lengnick-Hall, M., & **Kulkarni, M.** 2013. Overqualification: An asset or liability in securing an employment interview? **Western Academy of Management**, March 13-16, Santa Fe, New Mexico.

- Lengnick-Hall, M., Martinez, P., & **Kulkarni, M.** 2012. An integrative model for the study of overqualification in organizations. **Academy of Management**, Boston, Massachusetts.
- **Kulkarni, M.**, & Lengnick-Hall, M. 2012. Obstacles to success in the workplace for people with disabilities: A review and research agenda. **Academy of Management**, Boston, Massachusetts.
- Vijay, D., & **Kulkarni, M.**, Sarasvathy, S. 2012. Emergence of an organizational field: Divergent and convergent mechanisms in distributed agency. **Academy of Management**, Boston, Massachusetts.
- **Kulkarni, M., 2012.** Panel member, 'Enabling access for persons with disabilities to higher education and the workplace: Role of ICT and assistive technologies', a national conference hosted by the **Indian Institute of Management Bangalore and Fourth Wave Foundation**. January 20-21.
- Langford, C., Lengnick-Hall, M., & **Kulkarni, M.** 2011. How do social networks influence the employment of people with physical disabilities? **Academy of Management**, San Antonio, Texas.
- Vijay, D., & **Kulkarni, M.** 2011. Frame changes in social movements: A case study. **Academy of Management**, San Antonio, Texas.

Academy of Management, Carlo Masini Award nomination

- **Kulkarni, M.**, & Vijay, D. 2011. The influence of pre-entry knowledge on self-definition of incoming MBA students. **Academy of Management**, San Antonio, Texas.
- **Kulkarni, M.**, Lengnick-Hall, C., & Vijay, D. 2011. Human resource practices and knowledge flows in organizations: The role of citizenship behavior. **Eastern Academy of Management: Managing in a Global Economy XIV**. Bangalore, India.
- Vijay, D., & **Kulkarni, M.** 2010. Emergence and evolution of frames of the palliative care movement in Kerala. **Strategic Management Society Workshop** on Emerging India: Strategic Entrepreneurship, Bangalore, India.
- Vijay, D., & **Kulkarni, M.** 2010. Community mobilization and palliative care: A social movement perspective. Fifth **Organization Studies Summer Workshop** on Social Movements, Civil Societies and Corporations, Margaux, France.
- **Kulkarni, M.**, & Dorantes, C. A. 2009. Performance feedback and organizational citizenship. **Midwest Academy of Management**, Chicago, Illinois.

- Pant, A., **Kulkarni, M.**, & Ramachandran, J. 2009. For whose sake - the nation, the corporation or the self? agency theory and the country manager. **Academy of Management**, Chicago, Illinois.
- **Kulkarni, M.** 2009. Building reputation through organizational structure. Ensuring business continuity through impactful reputation management, **Reputation Institute**. Amsterdam, The Netherlands.
- **Kulkarni, M.**, & George, R. 2008. Forms of deregulation, governance structures, and organizational performance. **Academy of Management**, Anaheim, California. PDW participation.
- Martinez , P. **Kulkarni, M.**, & Lengnick-Hall, M. 2008. The effects of overqualification on hiring decisions within the Iberoamerican context. **Academy of Management**, Anaheim, California.
- **Kulkarni, M.**, & Plowman, D. 2007. Organizational structure as signal. Annual **Academy of Management**, Organization and Management theory division, Philadelphia, Pennsylvania.
- **Kulkarni, M.**, Lengnick-Hall, M., & Martinez , P. 2007. Overqualification: Liability or asset for interview selection? Annual **Society for Industrial and Organizational Psychology** Conference, New York, New York.
- Kim, B., Prescott , J. E., & **Kulkarni, M.** 2006. CEO duality, firm performance, and the moderating role of deregulation. Annual meeting of the **Decision Sciences Institute**, Strategy and Policy, San Antonio, Texas
- **Kulkarni, M.**, Lengnick-Hall, M., & Martinez , P. 2006. What does it mean to be overqualified: Employer and employee perceptions. Annual **Academy of Management**, Human Resources division, Atlanta, Georgia
- Plowman, D., Thomas, S., Beck, T., Baker, L., **Kulkarni, M.**, Travis, D. 2006. The role of leadership in the emergence of order. Annual **Academy of Management**, Organization and Management theory division, Atlanta, Georgia
- **Kulkarni, M.** & Duchon, D. 2006. Leader influence tactics under conditions of external environmental uncertainty. Annual **Southwest Academy of Management**, Organizational Behavior track, Oklahoma City
- **Kulkarni, M.** 2006. "Like me" bias in organizations: It's not all bad. Annual **Industrial-Organizational Psychology and Organizational Behavior Meeting**, Fairfax , Virginia

- Kim, B., & **Kulkarni, M.** 2005. Effective board configurations for multinational enterprises: A strategic perspective. Second **Annual Journal of International Business Studies**, Paper Development Workshop, Quebec City, Canada
- Plowman, D., Baker, L., Beck, T., **Kulkarni, M.**, Thomas, S., Villarreal, D. 2005. Radical change accidentally: A qualitative analysis of emergent change. **Academy of Management**, Organization and Management theory division, Hawaii

RESEARCH CHAIRS AND GRANTS

- IIMB Excellence Chair (2024-)
- Mphasis Chair for Digital Accessibility and Inclusion (July 1, 2016 - June 30, 2021)
- Young Faculty Research Chair, Indian Institute of Management Bangalore, 2009-2012
- Presidential Dissertation Fellowship for Outstanding Dissertation Research, University of Texas at San Antonio, 2006
- International Programs Research Funding for Research Recognition, University of Texas at San Antonio, 2006

DOCTORAL DISSERTATIONS CHAIRED

- DEVI VIJAY (2012). Collective action frame and organizational field emergence in the context of palliative care in Kerala, India.
- JANHAVI KOTE (2016). Disability and workplace outcomes.
- CAREN RODRIGUES (2016). The effects of country-level factors on expatriate outcomes.
- KV GOPAKUMAR (2017). Discursive legitimization of hybrid organizations: A study of a social enterprise in India.
- SHAIWI MISHRA (2020). Dealing with the Stigma of Dirty Work: The coping strategies of waste pickers.
- YANGERJUNGLA PONGENER (2021). Identity work of individuals with disparate work identities.
- NITESH BHAT (2024). The making and evolution of individuals' work meanings.

OTHER RESEARCH ACTIVITY

- Invited speaker, Design for Employment Access Social Innovation Lab (IDEA SIL) series (Canada, online) for disability inclusion in organizations. October 25, 2024.

- Organizing committee member, **EMPOWER Assistive Technology Conference**, IIIT Bangalore. October 28 to 30, 2021.
- Organizing committee member, **EMPOWER Conclave 2020**, IIIT Bangalore. October 17, 2020.
- Co-convenor of stream on Ableism and Normality at the 11th **International Critical Management Studies** conference, Milton Keynes, UK. 27th – 29th June 2019. (co-conveners: Eline Jammaers; Jannine Williams; Mukta Kulkarni; Gemma Bend; Koen Van Laer)
- Co-organizer (with EnAble India) **Assistive Solutions Showcase: Made in India**, IIMB, December 6, 2018.
- Chair and organizer, **Roundtable on Digital Accessibility**, IIMB, December 19, 2016
- Organizational Theory and Behavior Track co-chair (along with Professors J. Ogilvie and S. Mukherji) for **Eastern Academy of Management** - International Conference on Managing in a Global Economy XIV: *Global Web of Knowledge*. June 26-30, 2011, Bangalore, India
- Conference Co-chair (along with Professors V. R. Anshuman and V. Srinivasan) for **IIMB Management Review Conference: Global Competitiveness through Human Resource Management**. July 22-24, 2010, Bangalore, India

TEACHING EXPERIENCE

PhD (Indian Institute of Management Bangalore)

- Qualitative Research Traditions
- Organizational Behavior

MBA (Indian Institute of Management Bangalore)

- Organization Design
- Decision Making
- Self-awareness for innovation

Undergraduate (University of Texas at San Antonio)

- Introduction to Management
- Human Resource Management
- Organizational Behavior
- Management Strategy and Policy (Capstone class)

IIMB SERVICE

- Dean (Programs), 2024-
- Chairperson, Office of International Affairs, 2024-
- Member, Canteen committee, 2025-
- Member, Executive Education Programmes Committee, 2023-2024
- Member, Board of Governors, 2020-2022
- Chairperson, Internal committee, 2020-2022
- Member, Design committee for the undergraduate liberal arts program, 2021
- Member, PhD program review committee, 2020
- Chairperson, OB-HR area, 2015-2019
- Chairperson, PhD program review committee, 2014-2015
- Member, Faculty development and evaluation committee, 2017-2019
- Member, Research and publications committee, 2008-2013; 2016-2020
- Member, Institutional review board, 2019-2020
- Member, MBA (PGP) committee, 2010-2012; 2015-2017; 2018-2021
- Member, IIMB Management Review, Editorial Review Panel, 2011- 2020
- Member, PhD committee, 2013- 2015
- Member, ad hoc committee for library databases, 2014-2015
- Member, peer evaluation / review system, 2014-2015
- Member, Executive MBA (EPGP) review committee, 2011
- Member, Crèche committee, 2009-2010

EXTERNAL SERVICE

Academy of Management

- Chair, Professional Development Workshops (PDW), DEI division, Academy of Management 2024
- Chair, DEI division awards, Academy of Management 2024
- Chair, Faculty Transnational Conference Paper, DEI division, Academy of Management 2024
- Outstanding reviewer recognition, DEI division, Academy of Management 2024
- Member, Janet Chusmir Service Award committee DEI division, Academy of Management 2023
- Member, Saroj Parasuraman Outstanding Publication award, DEI division, Academy of Management 2023
- Outstanding reviewer recognition, DEI division, Academy of Management 2023
- Co-chair, Junior Faculty Consortium, DEI division, Academy of Management 2023
- Co-organizer, Doctoral Student Mentor-Match, DEI division, Academy of Management 2023
- Co-organizer, AOM GDO writing mentoring workshop 2022
- Chair, Carolyn Dexter Award Committee, Academy of Management 2022
- Chair, Saroj Parasuraman Outstanding Publication award, GDO division, Academy of Management 2022
- Co-chair, doctoral student consortium, GDO division, Academy of Management 2022
- Elected Representative at large for the GDO division, Academy of Management 2020-2023

- Associate Editor, 2021, 2023 GDO/DEI Division, Academy of Management
- Chair, 2021 GDO Division Best Student Paper Award committee, GDO division, Academy of Management
- Member, 2021 Carolyn Dexter Best International Award Selection Committee, Academy of Management
- Member, 2015 International HRM Scholarly Award Committee, HR Division, Academy of Management

Other Professional Service

- Member, Academic Council of the Birla Global University, Bhubaneswar May 2025-
- External Expert on the Academic Council of Tata Institute of Social Sciences (TISS), 2022-2024
- Member, Journal of Organizational Behavior Best Paper (2021) Committee
- Member, Advisory Committee, Nanagu Shaale, 2021-2025
- Honorary Advisor, Enable India, 2016-2024
- Co-instructor, Accessibility and Inclusion in Organizations. The Centre for Accessibility in the Global South, IIIT-B. October 2021
- Member, Academic Council, Vidyashilp University, 2021-2023
- Member, Faculty development and evaluation committee, IIM Visakhapatnam, 2019-2024
- Member, Impact Future Project, 2020-2021
- Member, Confederation of Indian Industry (CII) National Committee on Special Abilities 2015-2016

Associate Editor and Editorial board memberships

- *Journal of Management Inquiry* (Associate Editor, March 2021-)
- *Human Relations* (Editorial Board, May 2016 -)
- *Equality, Diversity and Inclusion: An International Journal* (Editorial Board, February 2017-September 2019), Associate Editor (October 2019-December 2020; October 2022-)
- *Journal of Organizational Behavior* (Editorial Board, July 2017-)

OTHER WORK EXPERIENCE

- Human Resources Analyst, Information Technology Division, Lehman Brothers, New York, NY