

BHAVNA SHARMA

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[Executive Officer - Florida Society of the Social Sciences \(F3S\)](#) | [Bhavna Sharma \[linkedin.com\]](#)

RESEARCH INTERESTS

Cross-cultural mixed methods research in the areas of Wise Organizations, Wise Leadership, Social Psychology, Aging & the life course, studies of inner life and spirituality, and human resources.

FULL-TIME ACADEMIC PREPARATION

- Doctor in Philosophy (Ph.D.): University of Florida, USA, CGPA – 3.89/4, 2019 – 2024
 - Dissertation Title:* Constructing a prototype for wise organizations and wise leadership through a cross-cultural, mixed methods study.
 - Advisors:* Dr. Ardelt, Monika (chair), Dr. Gattone, Charles, Dr. Navot, Edo, Dr. Bluck, Susan Barbara (Psychology-external member), University of Florida
 - Ph.D. Candidacy:* Passed Doctoral comprehensive exams in March 2023, Primary area- Social Psychology, Secondary area - Aging & the life course, Methods, and Theory exams.
 - All But Dissertation (ABD):* Awarded in April 2023.
 - Dissertation Proposal Defense:* Forthcoming in Fall 2023
 - Coursework:* Three Quantitative methods seminars (up to advanced level), Two Qualitative methods seminars (up to advanced level), Research Design, Three Sociological Theory seminars (Classical, Contemporary, Applied), Two Philosophy (Aristotelian Ethics, Epistemology), Social Psychology, Wisdom & human flourishing, Aging & the life course, Population, and demography, writing seminar.
- Masters in social work (MSW): Tata Institute of Social Sciences, Mumbai, India.
CGPA – 4.69/6, 1994 – 1996
- Bachelor's in social work (BSW): Jamia Millia Islamia, New Delhi, India.
Ist Division, Rank-II, 1991–1994

UNDERGRADUATE TEACHING APPOINTMENTS AT THE UNIVERSITY OF FLORIDA

- Designed and introduced the upper-division undergraduate course titled Work and Occupations (SYA 4930), Fall 2023.
- TA & Discussion leader for the Quest for Wisdom & Human Flourishing (IDS 2935), under Dr. Monika Ardelt, Spring 2023. Received very high faculty and student evaluations.
- Instructor for Principles of Sociology (SYG 2000) for four semesters from Fall 2020 - Fall 2022. Received very high student evaluations.
- The Graduate Teaching Assistant for two semesters from Fall 2019 to Spring 2020, Received very high faculty and student evaluations.

PROFESSIONAL APPOINTMENTS (1995 – 2019)

- Executive Vice President- Consulting & Executive Education and later served as an Associate: School of Inspired Leadership (SOIL), Gurgaon, India, 2016 – 2019.
- Vice President & Head: HR & Administration, Intec Capital, Delhi, India, 2014 – 2016.
- Head of Business Transformation & Excellence, Head of HR for Global Product Supply, HR Lead for Lean Manufacturing: S C Johnson Products Pvt. Ltd, Gurgaon, India, 2011-2014.
- General Manager- Human Resources: Diageo India, Delhi & Bangalore, India, 2009-2011.
- Regional Head -Human Resources: Genpact Headstrong, Bangalore, India, 2006-2007
- Regional Head-HR: PricewaterhouseCoopers Ltd., Consulting Services, India, USA, 2001-2006
- Training Head, Lead- Quality Circles: Samsung India Electronics, Noida, Korea, 1998-2001.
- Lead Process Innovation & Industrial Relations: Daewoo Motors, Noida, Korea, 1996-1998
- Executive Trainee, Worker's Welfare: Mahindra & Mahindra, Mumbai, India, 1995-1996

AWARD(S) & SELECTIONS

1. Pat Primeaux Best Paper Award for “The Benefits of Wise Organizations for Employee Well-Being” (Monika Ardel and Bhavna Sharma) at the International Vincentian Business Ethics Conference, DePaul University, Chicago, IL (online), October 21-23, 2021.
2. University of Florida Institute for Early Career Scholars, prestigious Women Lead Leadership development program, Fall 2023 cohort. [Link to UF Women Lead Leadership Development Program.](#)
3. Department of Sociology, Travel Award, University of Florida, Fall 2023, \$300.

PUBLICATIONS

1. Ardel, M., & **Sharma, B.** (2021). Linking Wise Organizations to Wise Leadership, Job Satisfaction, and Well-Being [Original Research]. *Frontiers in Communication*, 6(235). <https://doi.org/10.3389/fcomm.2021.685850>
2. Spännäri, Ardel, Paakkanen, **Sharma**; Chapter on Wisdom and compassion at work and beyond; *The International Handbook of Adult Development and Wisdom*; Judith Stevens-Long & Eeva K. Kallio (Eds), Oxford University Press.
3. Ardel, M., & **Sharma, B.** (2023). The Benefits of Wise Organizations for Employee Well-Being. *Business and Professional Ethics Journal*, 42(2), 171-204.
4. Upcoming projects
 - a. Wise organizations, wise leadership, and employees’ commitment
 - b. The Role of Ethics and Agency during work-life as Predictors of Satisfaction in old age

CONFERENCES AND PRESENTATIONS

1. **Sharma Bhavna.** “Role of Women in Management”. International Conference organized by Pakistan, National HRD Network, and Delhi Management Association, Islamabad, Pakistan, September 2005.
2. **Sharma, Bhavna,** and Ravindra Patil. “Status of Sports Infrastructure and Promotion in Tribal Ashram Schools in Nashik District in the State of Maharashtra, India”. National Seminar on Status Tribal Ashram Schools, Jamila Millia Islamia, and Bhartiya Vidyapeeth universities, India, December 28-29, 2018.
3. **Sharma, Bhavna.** “Diversity and Inclusion as a Business Strategy”. Regional Conference of National Institute of Personnel Management (NIPM) held on HR- Making the Business future-ready. New Delhi, India. 8-9th March 2019.
4. Ardel, Monika and **Sharma, Bhavna.** “The Benefits of Wise Organizations for Employee Well-Being.” 28th Annual International Vincentian Business Ethics Conference, DePaul University, Chicago, IL (online), October 21-23, 2021.
5. Ardel, Monika and **Sharma, Bhavna.** “Benefits of Wise Organizations on Employees’ Well-Being: A Comparison of Younger and Older Workers.” The Gerontological Society of America Annual Meetings (online), November 10-13, 2021.
6. **Sharma, Bhavna,** “The Role of Ethics and Agency during work-life as Predictors of Satisfaction in old age”. The Society for the Study of Human Development, Philadelphia, PA, October 13-15th, 2023 (Forthcoming).

PROFESSIONAL MEMBERSHIPS & VOLUNTEERING

1. American Sociological Association (ASA), USA
2. Southern Sociological Society (SSS), USA
3. National HRD Network (NHRDN), India
4. Serving as an Executive Officer-Florida Society of Social Sciences ([Link to F3S](#)) at the University of Florida, USA
5. Serving the Emerging Scholar Committee of the Society for the Study of Human Development (SSHD), USA
6. Past elected member of the Executive committee and life member of Delhi Management Association (DMA), India