



**Curriculum Vita  
July 2025**

**Instructor:** Sarah T. Rana  
**Academic Department:** College of Innovation and Design  
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**East Texas A&M University Addresses:**

Main Campus: PO Box 3011, Commerce, TX 75429-3011

Dallas Site: 8750 North Central Expressway, Suite 1900, Box 30, Dallas, TX 76231

**College of Innovation and Design Office Phone:** 214.954.3615 & 903.886.5878

<b>EDUCATION</b>
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Ph.D., Business Administration – Management  
University of South Alabama, Anticipated May 2026

Masters of Business Administration – Management  
Pepperdine University, 2022

Bachelor of Sciences, Business Administration – Accounting  
California State University, Fresno, 2017

<b>TEACHING EXPERIENCE</b>
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Current – Lecturer, California State University, Fresno

<b>PROFESSIONAL EXPERIENCE</b>
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Medical Spa Owner – Renew Wellness Spa, LLC (2020-2023)

Senior External Auditor – PwC (2017-2020)

## PUBLICATIONS

**Rana, S.**, Robb, D., & Jackson, O. (2025). A Commentary on Desjardins et al. (2024): A Double Penalty, but now What? *Group & Organization Management*, 0(0). <https://doi.org/10.1177/10596011251321700>

Robb, D., & **Rana, S.** (2024). Cutting the cord: Good riddance to ineffective DEI programs. *Industrial and Organizational Psychology*, 17(4), 507–510. doi:10.1017/iop.2024.38

Robb, D., **Rana, S.**, & Stroud, M. (2024). A Commentary on Santuzzi et al. (2024): The Undisclosed Story of Disclosure Statements. *Group & Organization Management*, 10596011241308336.

Hair, J., **Rana, S.**, Robb, D., & Stroud, M. The Emergence of Artificial Intelligence and Social Robots in Higher Education. (Accepted Book Chapter awaiting print)

## RESEARCH GRANTS AND AWARDS

2024 – Southern Management Academy Conference (\$1,000)