

Poulomi Bhadra

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PROFESSIONAL SUMMARY

11+ years of experience in administrative leadership, student mentoring, teaching and research roles in academia across multiple premier institutions. Proven excellence in curriculum development, student centric academic ecosystems focused on excellence and enhancing well-being, student mentoring towards retention and career mapping, institution building, international higher education partnerships and collaborations, academic governance and stakeholder management. Experienced in leading teams and fostering inclusive, high-performing campus environments aligned with global standards and adapted to stakeholder expectations and institutional goals.

EDUCATION

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| 2020-22 | P.G. Dip. Criminology & Criminal Psychology
University of Essex, United Kingdom |
| 2012-13 | M.Sc. in Forensic Science
King's College London, United Kingdom |
| 2007-2012 | Integrated B.Sc. & M.Sc. in Biotechnology
St. Xavier's College, Kolkata, India |

ADMINISTRATIVE APPOINTMENT

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| 2024– present | Head- Programmes , BITS Law School, Mumbai, India
Work closely with the Dean, faculty and other departments towards shaping the School's academic vision and driving evidence-based academic policies and culture, with a consistent focus on holistic growth and graduate outcomes. |
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Academic Operations:

- Overview of programme planning and academic delivery via LMS systems.
- Facilitating student/faculty/external reviewer feedback mechanisms and actionable implementation strategies.
- Student onboarding & orientation, parents and other stakeholder management and compliance readiness.
- Co-curricular and extra-curricular student engagement programs and preparedness for law school learning.
- Oversee academic & assessment schedules, faculty coordination, programme framework, and BCI regulatory compliance for coursework structure and delivery.
- Establish operational processes and efficient systems for routine tasks in academic delivery.
- Work with admissions and recruitment teams in student and industry outreach and towards student retention; facilitate faculty engagement strategies for the same.

- Fostering internationalization strategy and external partnerships.
- Organizing academic events & managing logistics, including guest lectures, workshops, visiting faculty courses, Foundation day, Orientation program, Dean's dinner, Clubs carnival, socio-cultural events etc.
- Designing and implementing data-driven academic policies and strategy with intended academic quality, graduate outcomes, and student experience.

Student Affairs:

- Student welfare and campus engagement strategies and initiatives
- Implementation of student well-being programs, mentorship programs, buddy systems and support frameworks to identify mental health concerns, risks and activate escalation & assistance protocols. Primary point of contact for the external mental wellbeing support team.
- Overseeing student residential life and campus experience, leading an inclusive, driven and resilient student culture, implementing disciplinary and statutory policies.
- Overseeing Student Welfare, Integration & Success – establishing extracurricular initiatives and frameworks for student clubs & societies, student council, student committees and academic representation.
- Planning for scalability of processes and systems.

Other responsibilities

- Academic budget planning and management
- Facilities alignment and allocation of resources
- Academic governance committee & Chair
- Cross-collaborating with internal departments and external stakeholders.
- Developing digital governance and support systems, regulatory compliance and policy frameworks.
- Database management for compliance related information sharing; in alignment with data privacy and intentional strategy of information sharing.
- Building alumni cell and facilitating relationships with alumni network.
- Leading and managing the deliverables of an excellent team of program associates, student welfare associates, wardens as well as being the SPoC for the mental wellbeing external team.

KEY ACHIEVEMENTS:

Academic: Evidence based recommendation for change of grade scale from 8.0 to 7.0; grades mapping dashboards and analysis of learning outcomes, grading patterns and feedback scores. Introduction of supportive academic policies such as On-Duty Leave, Alternative Assignment policy, Disability support policy. Proposed revisions to the READ (Remedial Education for Academically Adrift) & Promotion Policy. Implementation of Small Group Feedback (Stanford) model. Course manual guidelines, Faculty Handbook.

Non-Academic: Student Council Structure and Student Election handbook, Student Clubs & Societies Framework, Event organization policy for Faculty and Students, Mental Health framework, reporting mechanism, action structure, academic accommodation & support initiatives. Improving Mentor-mentee program with student-level buddy system.

FACULTY APPOINTMENTS

2018– 2024	Assistant Professor , O. P. Jindal Global University, India Assistant Dean (International Collaborations) , Jindal Institute of Behavioural Sciences Assistant Director (Founding), Centre for Criminology and Forensic Studies, Jindal Institute of Behavioural Sciences Assistant Director (Research Development, Institutional Partnerships & International Collaborations) & Research Fellow , Office of Interdisciplinary Studies (IDEAS) Program Director (M.A./M.Sc. in Applied Psychology-Forensic & Investigative Psychology Specialization) , Jindal Institute of Behavioural Sciences Research Fellow , Centre for India-Australia Studies (CIAS), Jindal Global Law School
2017 – 2018	Senior Research Associate , Jindal Institute of Behavioural Sciences
2016 – 2017	Research Associate , Jindal Institute of Behavioural Sciences
2015 – 2016	Senior Research Fellow , Jindal Institute of Behavioural Sciences

TEACHING

2026	Crime Scene Investigation and Forensic Evidence
2024	Society, Psychology, Science & Law (seminar course)
2023-2024	Applied Forensic Psychology in the Criminal Justice System
2021-2024	Scene to Screen: Crimes in the Media
2018	Blood Antiquities & Archaeopolitics (co-instructor w/ Dr. Chris Hales)
2018 – 2019	Cultural Law & Policies in Art Markets
2017-2019	Fundamentals of Forensics Advanced Forensic Science
2015-2017, 2019-2024	Forensic Science

Short-Term Study Programmes (taught and lead):

2022	Investigative & Forensic Psychology (2 weeks JIBS Summer School)
2021	Psychology and Crime (2 weeks JIBS Summer School)
2020	Legal Psychology and Forensic Sciences (5 days JIBS Winter School)
2020	Understanding Psychology & Its Interdisciplinarity (2 weeks JIBS Summer School)
2019	Forensics & Legal Science (5 days JIBS Winter School)
2020	QMUL Summer Study - Business & Politics of Art World (co-lead with Dr. Amy F.W. Corocan - cancelled due to COVID)

Short-Term Study Programmes (taught only):

2024	Evidence and the Criminal Justice System in JGU Winter School Program for Sydney Law students on Comparative Perspectives on Law and Society in India and Australia
2023	Victims in Media: The Cultural Politics of Victimization in 12 th Asian Post-Graduate Certificate Course in Victimology, India
2023	Social Constructionism of Crime and Media in JIBS Summer School 2023 (1-day workshop)
2021-2022	Sociology and Psychology of Crime in Murdoch Criminology Internship via Challenges Abroad, Australia (three cohorts)
2019,2020	Workshop on Crime Scene Investigation in India Immersion Programme, Centre for India Australia Studies

RESEARCH PORTFOLIO

SCHOLAR PROFILE

Google Scholar ID: et2jfRgAAAAJ

Research Impact Score: Citations - 122, h-index – 5, i10 index - 2

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AREAS OF RESEARCH EXPERTISE

Criminalistics

Forensic entomology

Scientific evidence and Criminal Law

Cognitive bias in forensic examinations

Criminal Psychology

Gender Violence

Crime, media & society

Technology facilitated gender based violence & hate speech

Solidarity networks in sexual gender based violence

PUBLICATIONS

Peer Reviewed Publications

Journals

1. **Bhadra, P.**, (2024) Fredrick Schauer, The Proof: Uses of Evidence in Law, Politics and Everything Else. *Jindal Global Law Review*. 14(2), 393-399. DOI: 10.1007/s41020-023-00212-0
2. **Bhadra P.**, Agarwal K. (2021) Judicial Gatekeeping of Scientific Evidence and Experts in Criminal Adjudication. *Delhi Law Review*, 36, 19-40
3. **Bhadra P.**, Hall M. J., Hart A. J. (2014) Factors affecting accessibility to blowflies of bodies disposed in suitcases. *Forensic Science International*. 239, 62-72. DOI: 10.1016/j.forsciint.2014.03.020
4. Ray S., Datta R., **Bhadra P.**, Chaudhuri B., Mitra A. K. (2012) *Bacillus aryabhatai* found in the Indian subcontinent. *Bioscience Discovery* 3(1), 138-145

Edited Books

1. Sahni S. P., **Bhadra P.** (2023) Kriminalpsychologie und das Strafrechtssystem in Indien und darüber hinaus. Springer Singapore. DOI: 10.1007/978-981-99-4316-6
2. Sahni S. P., **Bhadra P.** (2021) *Criminal Psychology and the Criminal Justice System in India and Beyond*. Springer Publications, Singapore. DOI: 10.1007/978-981-16-4570-9

Book Chapters

1. **Bhadra, P.** (2025). Fentanyl in India. In Rosen, J. D., & Cutrona, S. A. (Eds.). (2025). *Fentanyl: From the labs to the streets*. Routledge. <https://www.routledge.com/Fentanyl-From-the-Labs-to-the-Streets/Rosen-Cutrona/p/book/9781041052319>

2. **Bhadra P.** (2021). Is Forensic Evidence Impartial? Cognitive Biases in Investigation and Analysis In S. P. Sahni, P. Bhadra (Eds.) *Criminal Psychology and the Criminal Justice System in India and Beyond* (pp 215-227) Springer Publications, Singapore. DOI:10.1007/978-981-16-4570-9_14
3. **Bhadra P.**, Nair V.V. (2021). Investigative Psychology through a Forensic Victimology. In S. P. Sahni, P. Bhadra (Eds.) *Criminal Psychology and the Criminal Justice System in India & Beyond* (pp 185-201) Springer Publications, Singapore. DOI: 10.1007/978-981-16-4570-9_12

Non-Peer Reviewed Publications

Edited Books

1. Sahni S. P., **Bhadra P.** (2020) *Refugee Jurisprudence and Criminal Justice*. Har-Anand Publications, New Delhi, India.
2. Sahni S. P., **Bhadra P.** (2019) *Crime and Criminal Law Perspectives on Global Migration*. Har-Anand Publications, New Delhi, India.

Book Chapters

1. **Bhadra P.**, Sahni S. P. (2020) *Status of Asylum Seekers in the Criminal Justice System: Case Study from India* In S. P. Sahni, P. Bhadra (Eds.) *Refugee Jurisprudence and Criminal Justice* (pp 175-184). Har-Anand Publications, New Delhi, India
2. Nair V.V., **Bhadra P.**, Sahni S. P. (2019). Status of Migrants, Refugees and Criminal Law in India In S. P. Sahni, P. Bhadra (Eds.) *Crime and Criminal Law Perspectives on Global Migration* (pp17-36). Har-Anand Publications, New Delhi, India

Reports & Datasets

1. **Bhadra, P.**, (2024) Report on the Training of Prison Officials Program Samvad 2.0: Understanding Needs and Way Forward. India Vision Foundation, Delhi, India.
2. **Bhadra, P.**, Chakrabarty, I. (2023) States and International Criminal Justice: COST CA18228 Scoping Survey (version 2), 2020-2023. University of Edinburgh. School of Law. [DOI: 10.7488/ds/7536](https://doi.org/10.7488/ds/7536).

INTERNATIONAL RESEARCH COLLABORATIONS

1. Solidarity Networks in Cases of Sexual Violence to Reduce Victimization: New Feminist Imaginaries (In collaboration with Florencia Valentina Maldonado, Lawyer and Faculty, University of Buenos Aires, & Putri Widi Saraswati (MD, M.Sc.), Independent Consultant and advocate on Sexual Reproductive Health & Rights (SRHR) – Funded by Raise Global Health)
2. EU Cost Action Project CA18228 - Global Atrocity Justice Constellations (Justice-360) – completed in October 2023

SUPERVISORY SERVICE

Doctoral Advisory Committee

1. Research Advisory Committee member – Probative Value of Forensic Evidence: Study of Legal Inhibitions and Limitations (Kanika Agarwal, awarded 2024)

Postgraduate Dissertation Supervision (2023-25)

2024-25

1. Experience of Sexual and Gender Based Violence amongst Queer Individuals in India (Immaculate Damascus, Masters in Applied Psychology)

2023-24

2. Understanding the Effect of Positive Peer influence on Bystander Reporting: A Case Study on Hate Speech & Theft (Ishita Gupta, Masters in Applied Psychology)
3. Understanding Perceptions of Image-Based Sexual Abuse: A Quasi Experimental Study (Anvitha Reddy, Masters in Applied Psychology)
4. Understanding Cybertrolling Patterns of Attacking Public Figures who Opine on Social Justice Issues and Victims' Responses towards this Behaviour (Juveria Haque, Masters in Applied Psychology)
5. Understanding The Relationship Between Online Misogynistic Speech And Author Profile Demograph (Nistha Negi, Masters in Applied Psychology)
6. The Intricacies of Work-Family Enrichment: An Exploratory Mix-Method Study of Police Officers in Delhi NCT (Swasti Jain, Masters in Applied Psychology)
7. The Influence of Social Media on Public Perception in Sexual Assault Cases: Examining the Dynamics of Online Platforms in Shaping Perspectives and Discourse (Tanu Shokeen, Masters in Applied Psychology)
8. Understanding Gender-Based Violence in the Digital Space Against Men (Siddhi Bhasin, 3rd year JSLH student)

Undergraduate Research Mentorship

2024

1. Understanding the Influence of Gender and Consent on Judicial Decision Making in Cases of Image Base Sexual Abuse – Dhairya Vikram Sampath, JGLS, 5th year student

2023

2. Exploring the Relationship Between Childhood Trauma and Criminal Behaviour: A Psychological Analysis – Sushma R, JGLS 5th year student
3. Artificial Intelligence in Forensic Investigations: A Comparative Analysis of Legal Frameworks in India and the United States – Rushali, JGLS 4th year student
4. Typology of Hate Speech on Social Media against Women in Bollywood – Chandramauli Mishra, JGLS 3rd year student
5. Understanding the Obsession in Popular Culture Media with Serial Killers – Kaushiki Vatsa, JGLS 4th year law student

2020

6. Admissibility of Bitemark Evidence in Indian Criminal Trials - Arjun Sangwan, JGLS 3rd year student
7. The relationship between online gaming and cyberbullying behaviour – Shivangi Vipul Pradhan, JGLS 3rd year student

2016

8. Regulation of Guidelines regarding Post-Mortem Examinations in India - Eshani Singh, JGLS 2nd year student

External Supervision

1. Halo Effect in Guilt Perception in Sexual Assault Cases: A Quasi Experimental Study (Shraddaa Ramesh, Ashoka University)
2. Pre-Menstrual Syndrome as a Defense Plea: Case Study from India – Saisha Singh, Jagiellonian University, Poland

EDITORIAL SERVICE

2024	Reviewer, Forensic Science International (Elsevier) Reviewer, Jindal Global Law Review (Springer)
2023	Reviewer, International Journal of Evidence & Proof (Sage)
2022	Reviewer, Journal of Forensic Psychology Research & Practice (Routledge)
2017- present	International Advisory Board Member, Criminology and Criminal Law Review, International Society for Projects in Education and Research [ISSN 2573-3222 (print), ISSN 2573-3230 (online)]

PROFESSIONAL AFFILIATIONS

Chartered Society of Forensic Science, UK
European Society of Criminology
World Society of Victimology
South Asian Society of Criminology and Victimology
Academic Council of United Nations Systems

PROFESSIONAL SERVICE (External)

2025	Consultant on crime documentaries
2024- present	Membership & Advancement Committee, World Society of Victimology
2023	Director, ACUNS-UN General Workshop 2023
2023-present	Mentor, Project EduAccess (international higher education admissions and scholarship mentorship for minority students from India, Pakistan, Afghanistan)
2021-2023	Mentor, Challenges Abroad Programme (UK & Australia) – organizing short term research internships and study abroad programmes in India

ACADEMIC SERVICE (Internal)

2025-present	Member Secretary, Review of Curriculum, Planning & Execution Committee (Academic Review & Governance Committee), BITS Law School Member, Honour Code Committee, BITS Law School Member, Scholarship Renewal & Revocation Committee, BITS Law School Member, Examination Committee Member, Advanced and Inclusive Approaches to Learning (Disability Support Committee), BITS Law School Chair, Committee for Holistic Internal Assessments, BITS Law School Member Secretary, BITSAA Awards Committee, BITS Law School Member, Promotion & Structured Advancement Committee, BITS Law School Member, Anti-Ragging Committee, BITS Mumbai Campus
2024	Faculty Coordinator, Website and Social Media Management, IDEAS

2018 – 20 JIBS Recruitment & Interview Committee Member
2016- 2021 Faculty Coordinator, Website and Social Media Management, JIBS

HONOURS & AWARDS

2026 Top Downloaded Book Award in Social Sciences books published in 2021-2025 (India) at Springer Nature Books Summit 2026
2024 Nominated for DFAT Maitri Fellowship by IPRC, Murdoch University (not awarded)
2013 Best Dissertation Award by the Directorate of Metropolitan Police, London, UK
2012 British Council Jubilee Scholarship

PROFESSIONAL CERTIFICATIONS & TRAINING

2026 Capacity Building Workshop on ‘Service Excellence as we Scale’
2026 Diversity & Inclusion in Education, University of Glasgow (Coursera)
Organizational Leadership in Diversity, Equity & Inclusion (Rice University)
2026 Agentic AI and AI Agents for Leaders Specialization, Vanderbilt University (Coursera)
2025 Faculty Development Workshop on Teaching Criminal Law: Curriculum, Syllabus and Pedagogy, NLSIU Bangalore
2025 Faculty Development Workshop on Internal Assessments and Teaching Learning Feedback delivered by Dr. Arun Pereira, BITS Law School
2023 Backward Design for Effective Course Planning by the Centre for Learning and Innovative Pedagogies, O. P. Jindal Global University
2018 & 2019 Professional Advancement Course in Art Law and Asian Art Business, Sotheby’s Institute of Art, London
2012 Certification in Crime Scene Examination from Metropolitan Police Crime Academy, London, United Kingdom

ACADEMIC EVENTS ORGANIZATION

2020 – 2024 Series Chair, Conversations in Research & Access Strategies (CIRAS)
2019-20 Curator, India-Chinese Artists Dialogue & Exhibition (on behalf of Centre for India-China Studies & the Embassy of China)

Conferences & Workshops

2020-2022 Convenor, International Symposium on Crime Studies (CCFS)
2017 Convenor, 9th International Forum on Crime and Criminal Law in the Global Era (IFCCLGE)
2016 Conference Secretary, 18th World Congress on Criminology (ISC)
2016 Conference Secretary, 1st International Summit on Political Psychology in South East Asia (ISPP)

Courses & Certificate Programmes

2026 Readiness at Work Course titled Practice Ready: Skills, Internships & Career Strategy for the Modern Lawyer

2025-26	Learning Beyond Curriculum courses: e.g. AI Governance, Ethics & Law, Legal Drafting for Beginners and others
2019 – 22	Course Co-ordinator, JIBS Summer School and other short study programs/certificate courses at JGU - Forensics & Legal Science (2019), Legal Psychology and Forensic Sciences (2020), Understanding Psychology & Its Interdisciplinarity (2020), Applied Psychology (2021-22)
2015 – 16	Course Co-ordinator, Executive Training of Officers from Bangladesh Medical Board (in collaboration with JILDEE)

INVITED TALKS (*first authored talks only*)

September 2024	Rountable Panelist, 108 th Rajgiri Discussion on Rooted Learning: AI
September 2023	Discussant, Second Faculty Research Seminar Fall 2023, Jindal Global Law School, Sonapat, India
September 2023	Guest Speaker, Centre for Victimological Research and Victim Assistance, R V University, Bangalore, India
August 2023	Closed-Door Consultation Panel, Forensic Science India Report – A Study of Forensic Science Laboratories (2013-17), Project 39A, National Law University Delhi
March 2023	Guest lecture on Criminal Profiling, Gargi College, Delhi University
March 2023	Guest Speaker, School of Law, Manav Rachna University, Delhi NCR
February 2020	Keynote Speaker, International Conference on Spectrum of Opportunities 2020 – Legal and Management Era, School of Legal Studies, K.R. Mangalam University, Gurgaon, India
February 2019	Panel Chair, Emerging Perspectives in Victimology in South Asia, Delhi, India
March 2017	Academic Consultant, XVIII All India Conference of Directors of Fingerprint Bureau
October 2015	Discussant, Panel Discussion on Sexual Crimes and Response to Victims, Centre for Victimology and Psychological Studies, Jindal Global University, Delhi, India

Conference Presentations

September 2024	18 th International Symposium of the World Society of Victimology
June 2024	ACUNS General Meeting 2024, Tokyo, Japan
June 2023	12 th Annual Forensic Science Symposium, Florida State University
June 2022	17th International Symposium of the World Society of Victimology
March 2020	National Conference on Recent Advancements in Forensic Science, Kerala, India
February 2020	All India Forensic Science Meet 2020 – National Colloquium for the Sustainable Development of Forensic Science, Delhi, India
April 2019	SelectBio Forensic Research and Analysis, Delhi, India
January 2016	9th Biennial and 5th International Conference of the Indian Society of Victimology, Kolkata, India
June 2016	18th International Conference on Sociology and Criminology, Paris, France
September 2013	Directorate of Forensic Science, Metropolitan Police, London, UK
May 2012	Cell Biology and Physiology Research Festival, CSIR Indian Institute of Chemical Biology, Kolkata, India

MEDIA ACTIVITIES

Featured

Subject expert (invited) in documentary 'Temple Raiders – When Gods are Stolen' produced by Riverland Entertainment, in collaboration with Tudip Entertainment and Ashutosh Gowariker Productions <https://theprint.in/feature/ashutosh-gowarikers-temple-raiders-india-idol-theft/2925011/>

The Week. (2025, December 30). *Education in 2026: After AI shook classrooms, rules and skills take centrestage*. <https://www.theweek.in/news/sci-tech/2025/12/30/education-india-2026-after-ai-shook-classrooms-rules-skills-take-centrestage.html>

India Today. (2025, October 12). *NEET and JEE aspirants moving towards law: Here's why it's happening*. <https://www.indiatoday.in/education-today/featureophilia/story/neet-and-jee-aspirants-moving-towards-law-heres-why-its-happening-2801853-2025-10-12>

The Education Observer (2024, September 25) *Experiential Learning and its Relevance in the AI Era* [video]. Youtube <https://www.youtube.com/watch?v=k0YUZw15rp8>

JIBS Infotainment. (2023, September 28) *Centre for Criminology & Forensic Studies (CCFS) at JIBS* [video]. Youtube <https://www.youtube.com/watch?v=Ue92x1BpwAw>

ANI. (2022, March 28). *Conference on forensic studies focuses on intersection of criminology, law, psychology*. *Business Standard*. https://www.business-standard.com/content/press-releases-ani/conference-on-forensic-studies-focuses-on-intersection-of-criminology-law-psychology-122032800614_1.html

JIBS Infotainment. (2023, August 10) *ACUNS at JIBS: Bridging Global Research-Policy Gap* [video]. Youtube https://www.youtube.com/watch?v=pFryX_8znc0&t=3s

Jindal Global Law School. (2018, December 17) Poulomi Bhadra on the role of Forensic Science in the criminal justice system [video]. Youtube <https://www.youtube.com/watch?v=vYSCookZz1M>

BBC News. (2013, August 7). *Maggots help police solve murder cases*. BBC News. <https://www.bbc.com/news/uk-england-london-23610192>

McKie, R. (2013, August 10). *Lords of the flies: How scientists are using maggots to help solve murders*. *The Independent*. <https://www.independent.co.uk/news/science/lords-of-the-flies-how-scientists-are-using-maggots-to-help-solve-murders-8751009.html>

Banerjee, A. (2015, April 14). *There are no takers for forensic entomology in India*. *Hindustan Times*. <https://www.hindustantimes.com/education/there-are-no-takers-for-forensic-entomology-in-india/story-OGj758HiKUUKrRBtW4bTmL.html>

Authored

Bhadra, P., & Seth, M. (2020, July 30). *The Indian stray dog: Caught between the pandemic and elitism*. LiveWire/The Wire. <https://livewire.thewire.in/livewire/the-indian-stray-dog-caught-between-the-pandemic-and-elitism/>

PROFESSIONAL SKILLS

Administrative skills: vision aligned planning and resource management, data driven decision making, crisis management, AI integration and automation, operational efficiency, design and systems thinking.

Research Skills: Quantitative & Qualitative methods, survey design and administration, Interviewing Techniques, Focus Group Facilitation, Ethnographic Observation, Social Media Research Ethics & Methodology; Statistical Analysis (foundational), Thematic Analysis, Content Analysis; Editing and Peer Review; Ethics Review & Compliance, Curriculum and Research Development, Research Mentorship, Monitoring and Evaluation (M&E)

Software Skills: atlas.ti

Digital Tools Exposure: MsTeams, Zoom, Moodle, Academia, Darwinbox, Digiicampus, Brightspace LMS