SAMEER B. SRIVASTAVA

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Haas School of Business, University of California, Berkeley
2220 Piedmont Ave, Berkeley, CA 94720-1900

ACADEMIC APPOINTMENTS
University of California, Berkeley

Professor, Haas School of Business	2022 –
Ewald T. Grether Chair in Business Administration and Public Policy	2021 –
Associate Professor (with tenure), Haas School of Business	2018 – 2022
Harold Furst Chair in Management Philosophy and Values	2016 – 2021
Assistant Professor, Haas School of Business	2012 – 2018
Faculty Affiliate, Berkeley Institute for Data Science (BIDS)	2020 –
Faculty Affiliate, Department of Sociology	2016 –

Visiting Positions

Visiting Senior Research Scholar, Management Division, Columbia Business School	2022 – 2023

EDUCATION

PhD, Organizational Behavior / Sociology, Harvard University	2012
AM, Sociology, Harvard University	2009
MBA, Harvard Business School	1999
AB, Economics, *magna cum laude*, Harvard College	1993

PUBLICATIONS
Refereed Articles:

Yang, Lara, Sarayu Anshuman, Amir Goldberg, and Sameer B. Srivastava. 2025. "Locally Ensconced and Globally Integrated: How Network Cohesion and Range Relate to a Language-Based Model of Organizational Identification." *American Journal of Sociology* 131(1): 149-199.

Reschke, Brian P., Julia A. Minson, Hannah Riley Bowles, Mathijs de Vaan, and Sameer B. Srivastava. 2025. "Friends on the Other Side: Receptiveness to Opposing Views Predicts Formation of Politically Heterogeneous Relationships." *Personality and Social Psychology Bulletin*. First published online June 30, 2025.

van Loon, Austin, Amir Goldberg, and Sameer B. Srivastava. 2024. "Imagined Otherness: Outgroup Dehumanization Arises from Perceived Schematic Difference." *Communications Psychology* 2(39): 1-14.

Lu, Richard, Jennifer A. Chatman, Amir Goldberg, and Sameer B. Srivastava. 2024. "Two-Sided Cultural Fit: The Differing Behavioral Consequences of Cultural Congruence Based on Values Versus Perceptions." *Organization Science* 35(1): 71-91.

Guilbeault, Douglas, Austin van Loon, Katharina Lix, Amir Goldberg, and Sameer B. Srivastava. 2023. "Exposure to the Views of Opposing Others with Latent Cognitive Differences Results in Social Influence—But Only When Those Differences Remain Obscured." *Management Science* 70(10): 6669-6684.

Gouvard, Paul, Amir Goldberg, and Sameer B. Srivastava. 2023. "Doing Organizational Identity: Earnings Surprises and the Performative Atypicality Premium." *Administrative Science Quarterly* 68(3): 781-823.
  – Feigenbaum Second Best Strategy Paper Award, Israel Strategy Conference, 2022.

Vicinanza, Paul, Amir Goldberg, and Sameer B. Srivastava. 2023. "A Deep Learning Model of Prescient Ideas Demonstrates that They Emerge from the Periphery." *PNAS Nexus* 2(1): 1-11.

Lix, Katharina, Amir Goldberg, Sameer B. Srivastava, and Melissa A. Valentine. 2022. "Aligning Differences: Discursive Diversity and Team Performance." *Management Science* 68(11): 8430-8448.
  – Finalist, Best Paper Award, 2020 Wharton People Analytics Conference.

Bhatt, Anjali, Amir Goldberg, and Sameer B. Srivastava. 2022. "A Language-Based Method for Assessing Symbolic Boundary Maintenance between Social Groups." *Sociological Methods & Research* 51(4): 1681-1720.

de Vaan, Mathijs, Saqib Mumtaz, Abhishek Nagaraj, and Sameer B. Srivastava. 2021. "Social Learning in the COVID-19 Pandemic: Community Establishments' Closure Decisions Follow Those of Nearby Chain Establishments." *Management Science* 67(7): 4446-4454.

Mobasseri, Sanaz, Sameer B. Srivastava, and Laura J. Kray. 2021. "A Brief Social-Belonging Intervention in the Workplace: Evidence from a Field Experiment." *Academy of Management Discoveries* 7(1): 85-103.

Cvencek, Dario, Andrew N. Meltzoff, Craig D. Maddox, Brian A. Nosek, Laurie A. Rudman, Thierry Devos, Yarrow Dunham, Andrew S. Baron, Melanie C. Steffens, Kristen Lane, Javier Horcajo, Leslie Ashburn-Nardo, Amanda Quinby, Sameer B. Srivastava, Kathleen Schmidt, Eugene Aidman, Emilie Tang, Shelly Farnham, Deborah S. Mellott, Mahzarin R. Banaji, Anthony G. Greenwald. 2021. "Meta-Analytic Use of Balanced Identity Theory to Validate the Implicit Association Test." *Personality and Social Psychology Bulletin* 47(2): 185-200.

Corritore, Matthew, Amir Goldberg, and Sameer B. Srivastava. 2020. "Duality in Diversity: How Intrapersonal and Interpersonal Cultural Heterogeneity Relate to Firm Performance." *Administrative Science Quarterly* 65(2): 359-394.

Liu, Christopher C. and Sameer B. Srivastava. 2019. "Efficacy or Rigidity? Power, Influence, and Social Learning in the U.S. Senate, 1973-2005." *Academy of Management Discoveries* 5(3): 251-265.
  – Runner Up, Best Paper Award, Academy of Management OMT Division, 2015.
  – Best Paper Proceedings of the 2015 Academy of Management Annual Meeting.

Srivastava, Sameer B., Amir Goldberg, V. Govind Manian, and Christopher Potts. 2018. "Enculturation Trajectories: Language, Cultural Adaptation, and Individual Outcomes in Organizations." *Management Science* 64(3): 1348-1364.
  – Best Paper Award, 2016 Wharton People Analytics Conference.

Doyle, Gabriel, Amir Goldberg, Sameer B. Srivastava, and Michael C. Frank. 2017. "Alignment at Work: Using Language to Distinguish the Internalization and Self-Regulation Components of Cultural Fit

in Organizations." In *Proceedings of the 55th Annual Meeting of the Association for Computational Linguistics*.

Goldberg, Amir, Sameer B. Srivastava, V. Govind Manian, William Monroe, and Christopher Potts. 2016. "Fitting In or Standing Out? The Tradeoffs of Structural and Cultural Embeddedness." *American Sociological Review* 81(6): 1190-1222.
  – Best Paper Award, 2015 Wharton People Analytics Conference.
  – Best Paper Award, 2015 Kellogg Computational Social Science Summit.

Liu, Christopher C., Sameer B. Srivastava, and Toby E. Stuart. 2016. "An Intra-Organizational Ecology of Individual Attainment." *Organization Science* 27(1): 90-105.

ten Brinke, Leanne, Christopher C. Liu, Dacher Keltner, and Sameer B. Srivastava. 2016. "Virtues, Vices, and Political Influence in the U.S. Senate." *Psychological Science* 27(1): 85-93.

Srivastava, Sameer B. and Eliot Sherman. 2015. "Agents of Change or Cogs in the Machine? Reexamining the Influence of Female Managers on the Gender Wage Gap." *American Journal of Sociology* 120(6): 1778-1808.

Liu, Christopher C. and Sameer B. Srivastava. 2015. "Pulling Closer and Moving Apart: Interaction, Identity, and Influence in the U.S. Senate, 1973-2009." *American Sociological Review* 80(1): 192-217.

Srivastava, Sameer B. 2015. "Intraorganizational Network Dynamics in Times of Ambiguity." *Organization Science* 26(5): 1365-1380.
  – Best Paper Award, Organizational Behavior, Trans-Atlantic Doctoral Conference at London Business School.

Srivastava, Sameer B. 2015. "Network Intervention: A Field Experiment to Assess the Effects of Formal Mentoring on Workplace Networks." *Social Forces* 94(1): 427-452.

Srivastava, Sameer B. 2015. "Threat, Opportunity, and Network Interaction in Organizations." *Social Psychology Quarterly* 78(3): 246-262.

Srivastava, Sameer B. and Mahzarin R. Banaji. 2011. "Culture, Cognition, and Collaborative Networks in Organizations." *American Sociological Review* 76(2): 207-233.

Other Publications:
Goldberg, Amir and Sameer B. Srivastava. 2024. "How Can AI Enrich Our Understanding of Organizational Culture?" *Management and Business Review* 4(2): 32-37.

Chatman, Jennifer A. and Sameer B. Srivastava. 2021. "A Psychologist and Sociologist Join Strategists for Breakfast: Building a Framework to Understand Culture and its Relationship to Strategy." *Strategy Science* (introductory essay for special issue on organizational culture and strategy) 6(2): 119-123.

Brown, N. Derek, Yixi Chen, Hope Harrington, Paul Vicinanza, Jennifer A. Chatman, Amir Goldberg, and Sameer B. Srivastava. 2021. "How Have Organizational Cultures Shifted During the COVID-19 Pandemic…And How Might They Need to Change Back?" *California Management Review Insights*.

Corritore, Matthew, Amir Goldberg, and Sameer B. Srivastava. 2020. "The New Analytics of Culture." *Harvard Business Review* 98(1): 76-83.

Schowalter, Kirsten, Amir Goldberg, and Sameer B. Srivastava. 2020. "Bridging Perspectives on Bridging: A Framework of Social Contexts that Integrates Structural and Cultural Bridging." *Social Networks at Work*, edited by D. J. Brass and S. P. Borgatti. New York: Routledge.

Mobasseri, Sanaz, Amir Goldberg, and Sameer B. Srivastava. 2019. "What is Cultural Fit? From Cognition to Behavior (and Back)." *Oxford Handbook of Cognitive Sociology*, edited by W. Brekhus and G. Ignatow, Oxford University Press.

Srivastava, Sameer B. and Amir Goldberg. 2017. "Language as a Window into Culture." *California Management Review* 60(1): 56-69.

Liu, Christopher C. and Sameer B. Srivastava. 2015. "Stamps of Power and Conflict: Imprinting and Influence in the U.S. Senate, 1973-2009." In John Humphries (Ed.), *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*: 2151-6561.

Gulati, Ranjay and Sameer B. Srivastava. 2014. "Bringing Agency Back into Network Research: Constrained Agency and Network Action." Pp. 73-93 in *Research in the Sociology of Organizations*, vol. 40, edited by D. J. Brass, G. Labianca, A. Mehra, D. S. Halgin, and S. P. Borgatti: Emerald Group Publishing Ltd.

Marsden, Peter V. and Sameer B. Srivastava. 2012. "Trends in Informal Social Participation, 1974-2008." Pp. 240-266 in *Social Trends in American Life: Findings from the General Social Survey Since 1972*, edited by P. V. Marsden. Princeton, NJ: Princeton University Press.
  – 2015 American Association for Public Opinion Research Book Award.

WORKING PAPERS

Yeaton, Matthew, Sarayu Anshuman, and Sameer B. Srivastava. "From Conflict to Cohesion: Structural Similarity Dampens Uncivil Discourse in Polarized Social Groups." Revise and Resubmit: *American Journal of Sociology*.

Bhatia, Nandil, Wei Cai, and Sameer B. Srivastava. "Throwing Curveballs: Unpacking Surprising Questions in Evaluative Settings and Probing their Origins." Revise and Resubmit: *Strategic Management Journal*.

Chu, James, and Sameer B. Srivastava. Conditionally Accepted. "The Promise and Peril of Generative AI for Organizational Selection and Socialization." *Journal of Organization Design*.

Green, Paul, Matthew Yeaton, Grace Cormier, Lara Yang, and Sameer B. Srivastava. "Consonance Versus Dissonance: How Exposure to Unfamiliar Colleagues Within and Across Network Communities Affects Social Belonging and Network Change."
  – Finalist (2nd prize), Best Paper Award, 2025 Wharton People Analytics Conference.

Li, Danyang, Julien Clement, and Sameer B. Srivastava. "Where are Managers Needed? How Culture and Coordinative Complexity Predict the Evolution of Reporting Relationships in Organizations."
  – Finalist (3rd prize), Best Paper Award, 2024 Wharton People Analytics Conference.

Media Coverage (partial list):
- New York Times
- The Economist
- Wall Street Journal
- Financial Times
- Fortune
- Fast Company
- Business Insider

HONORS AND AWARDS
- International Research Fellow, Centre for Corporate Reputation, Oxford University, 2023 –.
- UC Berkeley, Center for Equity, Gender, and Leadership (EGAL) Research Grant ($10,000), 2022.
- Elected to Macro Organizational Behavior Society (MOBS), 2020. MOBS is a group of about 100 scholars whose interests lie in organizational theory and the behavioral aspects of strategy. Every two years, the active membership of MOBS elects new members.
- Barbara and Gerson Bakar Faculty Fellowship (Recognition for faculty members "with a record of accomplishment and a very bright future"), Haas School of Business, University of California, Berkeley, 2015.
- Schwabacher Fellowship (Highest honor for Assistant Professors), Haas School of Business, University of California, Berkeley, 2014.
- "Club 6" (Recognition for teaching excellence), Haas School of Business, University of California, Berkeley, 2012-present.
- UC Berkeley Institute for Research on Labor and Employment Faculty Researcher Award ($14,520), 2020.
- UC Berkeley, Haas School of Business, Fisher Center for Business Analytics Research Award ($6,000), 2020.
- UC Berkeley, Haas School of Business, Fisher Center for Business Analytics Research Award ($7,500), 2018.
- UC Berkeley, Haas School of Business, Fisher Center for Business Analytics Research Award ($5,000), 2017.
- UC Berkeley Institute for Research on Labor and Employment Award to Support Graduate Student Research ($15,126), 2016.
- Best Paper Award, Research Paper Competition, 2016 Wharton People Analytics Conference.
- Best Paper Award, Research Paper Competition, 2015 Wharton People Analytics Conference.
- Best Paper Award, 2015 Kellogg Computational Social Science Summit.
- Garwood Center for Corporate Innovation Research Award ($15,000), Haas School of Business, University of California, Berkeley, 2012.
- State Farm Companies Foundation Doctoral Dissertation Award, 2011.
- Best Paper Award, Organizational Behavior, Trans-Atlantic Doctoral Conference, London Business School, 2011.
- Certificate of Distinction in Teaching, Harvard University, 1998, 2010.
- Finalist, Aage B. Sorensen Memorial Award for the Most Outstanding Research Paper, Department of Sociology, Harvard University, 2009.
- John Harvard Scholarship, Academic Achievement of Highest Distinction, Harvard College, 1990-93.
- Phi Beta Kappa, Harvard College, 1993.
- IBM Thomas J. Watson Scholarship, 1989.

TEACHING

- Power and Politics in Organizations (MBA Elective Course), Haas School of Business, University of California, Berkeley.
- Business Communication in Diverse Environments (MBA Core Course), Haas School of Business, University of California, Berkeley.
- PhD Seminar, Research in Macro-Organizational Behavior.
- Faculty Director, Technology Leadership Program, Berkeley Executive Education.
- Co-Faculty Director, Chief Technology Officer Program, Berkeley Executive Education.
- Co-Faculty Director, Digital Transformation Online Program, Berkeley Executive Education.
- AI / Machine Learning Program, Berkeley Executive Education.
- Chief Executive Officer Program, Berkeley Executive Education.
- Strategy in Competitive Markets Program, Berkeley Executive Education.
- Boot Camp for Experienced Managers, Berkeley Executive Education.
- Women's Executive Leadership Program, Berkeley Executive Education.
- Berkeley Executive Leadership Program, Berkeley Executive Education.

INVITED TALKS (including scheduled talks)

- 2026:
  - INSEAD, Strategy Seminar
  - NYU Shanghai, Research Seminar
  - HKU (The University of Hong Kong) Business School, Research Seminar
- 2025
  - MIT Sloan School of Management, System Dynamics Seminar Series
  - University of Chicago, Computational Social Science Workshop
  - New York University, Stern School of Business, Management and Organizations Group Seminar
  - UC Irvine, Paul Merage School of Business, Organization & Management Group Seminar
  - Invited Keynote Address, Lattice AI + Work Virtual Summit
- 2024
  - Stanford Work, Technology, and Organizations (WTO) Colloquium
  - UC Santa Barbara, Technology Management Department Distinguished Speaker Series
  - Northwestern University, Kellogg School of Management, Summer Institute in Computational Social Science (SICCS)
  - Invited Panelist, Strategic Management Society Conference, Strategic Human Capital Interest Group session: "Re-booting strategic human capital research with new data and methods."
  - Invited Panelist, NY Federal Reserve Culture Conference
- 2023
  - INSEAD, Organizational Behavior Seminar
  - Northeastern University, Network Science Institute Seminar
  - Keynote Speaker, Hi! Paris Summer Summer School on AI and Data Science for Science, Business, and Society (jointly sponsored by HEC Paris and Institut Polytechnique de Paris)
  - Imperial College Business School, Management & Entrepreneurship Department Seminar
  - Organizational Design Community (ODC) Webinar Series
  - DYSTENA Workshop on Network Research and Computational Text Analysis, jointly organized by Stockholm School of Business, Bocconi University, Sciences Po, and CEU
- 2022
  - Yale University, School of Management, Organizational Behavior Seminar
  - Cornell University, Innovation, Entrepreneurship, and Technology Speaker Series
  - University of Pennsylvania, Wharton School, Management Department Seminar

- Columbia University, Columbia Business School, Management Division
- London Business School, Organizational Behavior Speaker Seminar
- Oxford University, Saïd Business School, Organisation Studies Seminar
- Bocconi University, Department of Management & Technology Seminar
- UC Berkeley Information School, DataEDGE Conference
- NY Federal Reserve, Governance and Culture Reform Panel Discussion

- 2021
  - Harvard-MIT Economic Sociology Seminar
  - Rice University, Jones Graduate School of Business, Organizational Behavior Seminar
  - University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS) Seminar

- 2020
  - Yale University, Computational Social Science Seminar
  - University of Maryland, Smith School of Business, Cross-Disciplinary Seminar
  - University of Lugano (Switzerland), Faculty of Economics Seminar
  - Panel Organizer and Presenter, Harvard Business School, Conference on AI, Technology, and Negotiations
  - University of Ljubljana (Slovenia), School of Economics and Business
  - Bay Area Summer Institute in Computational Social Science
  - UC Berkeley, Haas School of Business, Marketing Group Research Colloquium
  - UC Berkeley, Haas School of Business, Open Innovation Seminar
  - University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS) Seminar (postponed because of COVID-19 and rescheduled to 2021)
  - University of Pennsylvania, Wharton People Analytics Conference (cancelled because of COVID-19)
  - UC Berkeley Information School, DataEDGE Conference (postponed because of COVID-19 and rescheduled to 2022)

- 2019
  - Cornell University, Joint Seminar Series: ILR School and SC Johnson College of Business, Management and Organizations
  - University of Texas, Austin, McCombs School of Business, Management Department
  - HEC Paris, Management and Human Resources Research Seminar

- 2018
  - University of Toronto, Rotman School of Management, Strategic Management
  - Northwestern University, Wednesdays@NICO Research Seminar
  - San Diego State University, Linguistics Department Seminar
  - ESSEC Business School Research Seminar
  - INSEAD Women at Work Conference
  - UN Secretary-General's High-Level Panel on Digital Cooperation, Joint Working Session at UC Berkeley
  - Airbnb Research Workshop
  - UC Berkeley, University Health Services (Workshop on Influencing without Formal Authority)

- 2017
  - Columbia University, Columbia Business School, Management Division
  - University of Chicago, Booth School of Business, Organizations and Strategy
  - Duke University, Fuqua School of Business, Strategy Group Seminar
  - University of Illinois, Urbana-Champaign, School of Labor and Employment Relations
  - IESE Business School, Barcelona, Spain

- o Lugano Conference on Organizations, Lugano, Switzerland
  - o Stanford Conference on Networks and Culture
  - o UC Berkeley Information School, Research Exchange
  - o Glassdoor.com Research Symposium
  - o Golden Gate University Braden Leadership Speaker Series
- 2016
  - o Stanford University Sociology Department Colloquium
  - o Harvard University, Conference on Ego Networks in the Era of Network Science
  - o National University of Singapore Business School, Strategy and Policy Seminar
  - o Hong Kong University of Science and Technology Business School, Management Department Seminar
  - o University of California, Berkeley Sociology Department Colloquium
  - o "New Directions in Culture and Cognition," Eastern Sociological Society Annual Meeting
- 2015
  - o Stanford Graduate School of Business, Organizational Behavior Seminar
  - o Boston University, Questrom School of Business, Strategy and Innovation Seminar
  - o Golden Gate University Braden Leadership Speaker Series
- 2014
  - o Harvard Business School, Organizational Behavior Unit
  - o National Science Foundation Knowledge Conference, U. of Pennsylvania, Wharton School; co-organizer of panel discussion on "Meta-Knowledge and Cognition."
- 2013
  - o Stanford Network Forum (student-led venue for integrating cross-disciplinary research on social networks, structure, and computational social science)
  - o Institute of Personality and Social Research, University of California, Berkeley
  - o Economy and Society Conference, NYU Stern School of Business
  - o "Boundaries as Barriers and Enablers," National Science Foundation Knowledge Conference, University of Pennsylvania, Wharton School
  - o Brigham Young University / University of Utah Winter Conference
- 2012
  - o Dartmouth College, Tuck School of Business, Organizational Behavior
  - o INSEAD, Organizational Behavior
  - o London Business School, Strategy and Entrepreneurship
  - o New York University, Stern School of Business, Management and Organizations
  - o University of Pennsylvania, Wharton School, Management Department
  - o University of Toronto, Rotman School of Management, Strategic Management
  - o Northwestern University, Kellogg School of Management, Management & Organizations
- 2011
  - o Boston College, Carroll School of Management, Management and Organizations
  - o University of California at Berkeley, Haas School of Business, Management of Organizations
  - o University of Chicago, Booth School of Business, Organizations and Strategy
  - o Cornell University, Joint Seminar: The Johnson School, Management and Organizations, and ILR, Organizational Behavior
  - o Harvard Business School, Organizational Behavior
  - o University of Michigan, Ross School of Business, Mgmt. and Organizations
  - o Yale University, School of Management, Organizational Behavior

CONFERENCE PRESENTATIONS (partial list)
- American Sociological Association Annual Meeting

- Academy of Management Annual Meeting
- Economic Sociology Conference
- INSEAD Network Evolution Conference
- Stanford Graduate School of Business, Hiring Conference
- Intraorganizational Networks (ION) Conference
- Wharton People Analytics Conference
- Wharton People and Organizations Conference
- International Conference on Computational Social Science
- European Group for Organization Studies (EGOS) Conference
- Eastern Sociological Society Annual Meeting
- INFORMS Annual Meeting
- Organization Theory Workshop for Junior Faculty
- London Business School Trans-Atlantic Doctoral Conference

SERVICE—UNIVERSITY OF CALIFORNIA, BERKELEY
- Chair, Management of Organizations Group, Haas School of Business, 2024-.
- Member, Berkeley Haas CFO Search Committee, 2025.
- Member, Graduate Group, Designated Emphasis in Folklore, 2024-.
- UC Berkeley Committee on Research (COR) (campus-wide committee that advises on the university's research mission and policy), 2023-2024.
- Faculty Director, Institute for Business Innovation, Haas School of Business, 2023-2024.
- Co-Chair, Leadership Development Task Force, Haas School of Business, 2023-Present.
- Member, Graduate Group, Designated Emphasis in the Sociology of Organizations and Markets, 2019-.
- Co-Founder and Co-Faculty Director, Berkeley Center for Workplace Culture and Innovation, Haas School of Business, 2017-Present.
- Co-Faculty Leader, Center for Cultural Analytics, Berkeley Institute for Data Science, 2023-Present.
- UC Berkeley Representative, UC Board of Admissions and Relations with Schools (BOARS) Committee (University of California system-wide committee on undergraduate admissions), 2020-2021.
- UC Berkeley Admissions, Enrollment, and Preparatory Education (AEPE) Committee (campus-wide committee on undergraduate admissions), 2018-2021.
- Organizing Committee, UC Berkeley Institute for Data Science (BIDS), TextXD (Text Analysis across Domains) Symposium, 2019.
- UC Berkeley Campus Ad Hoc Review Committee for Tenure Case, 2020.
- Chair, Faculty Recruiting Committee, MORS Group, Haas School of Business, 2019-2020.
- Faculty Recruiting Committee, Entrepreneurship Haas School of Business, 2019-2020.
- Elected Member, Policy and Planning (P2) Committee, Haas School of Business, 2018-2020.
- Interview Committee for Chief Diversity and Inclusion Officer Position, Haas School of Business, 2019.
- Faculty Recruiting Committee, Institute for Business & Social Impact, Haas School of Business, 2018-2019.
- Faculty Advisory Committee, Haas School of Business, Center for Equity, Gender, and Leadership, 2018-Present.
- Workshop on Influencing without Formal Authority, UC Berkeley University Health Services Leadership Team, 2018.
- Haas School of Business, Evening / Weekend MBA Program Committee (Ladder Faculty Representative), 2016-2019.

- Faculty Advisory Committee, Institute for Business and Social Impact, Haas School of Business, 2017-Present.
- Designed and Led Workshop for Haas Faculty on Effective Case Method Teaching (through the Center for Teaching Excellence), Haas School of Business, 2016
- Faculty Recruiting Committee, MORS Group, Haas School of Business, 2014-2015; 2015-2016; 2020-2021.
- Assistant Professor Representative, Haas Personnel Committee and Dean's Executive Committee Haas School of Business, 2015-2016

OTHER PROFESSIONAL SERVICE
- Department Editor (Organizations), *Management Science*, 2022 –.
- Senior Editor, *Organization Science*, 2019 –.
- Consulting Editor, *American Journal of Sociology*, 2020 – 2022.
- Methods Advisory Panel, *Administrative Science Quarterly*, 2019 –.
- Editorial Boards:
  - *Administrative Science Quarterly*, 2015 – 2021.
  - *American Sociological Review,* 2018 – 2021.
  - *Academy of Management Review,* 2017 – 2019.
  - *Social Network Mechanisms*, Oxford University Press Book Series, 2021 –.
- Guest Editor (with Jennifer Chatman, Robert Gibbons, Amir Goldberg, Olivia O'Neill, Lauren Rivera, Jordan Siegal, Roberto Weber, and Todd Zenger), Special Issue of *Strategy Science*: Reinvigorating Research on Organizational Culture and its Link to Strategy, 2021.
- Co-organizer, Berkeley Culture Conference (annual conference that brings together leading scholars and business leaders to develop a shared research agenda and initiate new research collaborations related to organizational culture), 2019 –.
- Mentor: 2022 The Tenure Project Conference (inaugural conference of cross-university initiative that has a singular purpose: to increase the chances that underrepresented junior faculty receive tenure at research universities).
- Moderator: 2022 Oxford Reputation Symposium Session on AI-Based Approaches to Assessing Cultural Alignment
- Invited Panelist: 2021 *Administrative Science Quarterly* Panel Discussion on Research Methods.
- Co-organizer: 2020 Harvard Business School Working Conference on AI, Technology, and Negotiation.
- Chair, Selection Committee: 2019 *Administrative Science Quarterly* Award for Scholarly Contribution.
- Member, Selection Committee: 2018 *Administrative Science Quarterly* Award for Scholarly Contribution.
- Judge: 2016 and 2020 INFORMS/*Organization Science* Dissertation Proposal Competition.
- Faculty Mentor: OMT Junior Faculty Consortium, Academy of Management, 2020
- Faculty Mentor: OMT Doctoral Consortium, Academy of Management, 2016
- Co-organizer: Academy of Management Professional Development Workshop, New Directions for Research on the Mechanisms of Career Mobility, 2015
- Co-organizer: Organization Theory Workshop for Junior Faculty, University of California, Berkeley, November 2014
- Faculty Mentorship Award Committee, Harvard Business School, 2011; 2012
- Student Advisory Committee, Harvard Business School Doctoral Programs, 2009 – 2011
- PhD Student Representative, Harvard Business School Dean Search, 2010
- Co-organizer: Work, Organizations, and Markets Seminar (2009-2011)

- Co-editor and Contributor, *Accounts: Official Newsletter of the Economic Sociology Section of the American Sociological Association.* (2009 – 2010)

STUDENT ADVISING

Current Students:
- Dissertation Committee Member, Danyang Li, PhD Candidate, Berkeley Sociology (Designated Emphasis in the Sociology of Organizations and Markets).
- Dissertation Committee Member, Daniel Lobo, PhD Candidate, Berkeley Sociology (Designated Emphasis in the Sociology of Organizations and Markets).
- Dissertation Committee Member, Liana Prescott, PhD Candidate, Berkeley Sociology.
- Dissertation Committee Member, Ziwen Chen, PhD Candidate, Stanford Graduate School of Business.

Past Students:
- Dissertation Committee Member, Saqib Mumtaz, Haas School of Business, UC Berkeley. *Initial Placement, Assistant Professor, Scheller College of Business, Georgia Tech.*
- Dissertation Committee Member, Austin van Loon, Stanford Sociology. *Initial Placements: Postdoc, Duke University and Assistant Professor, MIT Sloan School of Management.*
- Dissertation Committee Member, Yingjian Liang, Indiana University Sociology. *Initial Placement: Postdoc, Johns Hopkins University, Poverty and Inequality Research Lab.*
- Dissertation Committee Member, Andrew Choi, PhD Candidate, Haas School of Business, UC Berkeley. *Initial Placement: Postdoc, University College London.*
- Dissertation Committee Member, Matthew Stimpson, Berkeley Sociology. *Initial Placement: Data Scientist, Kaiser Permanente.*
- Dissertation Committee Member, Matthew Yeaton, Columbia Business School. *Initial Placement: Assistant Professor, HEC Paris.*
- Dissertation Committee Member, Eric Giannella, Berkeley Sociology. *Initial Placement: Research Data Fellow at OpenJustice, California Department of Justice.*
- Dissertation Committee Member, Anjali Bhatt, Stanford Graduate School of Business. *Initial Placements: Postdoc, Santa Fe Institute and Assistant Professor, Harvard Business School.*
- Dissertation Committee Member, Paul Gouvard, HEC Paris. *Initial Placement: Assistant Professor, University of Lugano.*
- Dissertation Committee Chair, Sanaz Mobasseri, Haas School of Business, UC Berkeley. *Initial Placement: Assistant Professor, Boston University.*
- Dissertation Committee Chair, Richard Lu, Haas School of Business, UC Berkeley. *Initial Placement: Insight Data Science Fellowship Program.*
- Dissertation Committee Member and Orals Committee Chair, Eliot Sherman, Haas School of Business, UC Berkeley. *Initial Placement: Assistant Professor, London Business School.*
- Dissertation Committee Member, Fabiana Silva, Berkeley Sociology. *Initial Placement: Assistant Professor, Ford School of Public Policy, University of Michigan.*
- Dissertation Committee Member, Michael Schultz, Berkeley Sociology. *Initial Placement: Postdoc, Northwestern Institute on Complex Systems (NICO).*
- Dissertation Committee Member, Yoonjin Choi, Columbia Business School. *Initial Placement: Assistant Professor, London Business School.*
- Dissertation Committee Member, Pedro (Pete) Aceves, University of Chicago Sociology. *Initial Placement: Assistant Professor, Bocconi University.*
- External Examiner, Laura Fritsch, PhD Candidate, Saïd Business School, University of Oxford. *Initial Placement: Postdoc, Oxford University Centre for Corporate Reputation.*

- Master's Committee Member, Jasmine Wu, Master's Candidate, Northwestern University, Media, Technology, and Society Program

PRIOR WORK EXPERIENCE
Monitor Group, global management consulting firm

Partner and Practice Leader, Organizational Strategy	2002 – 2007
Case Team Leader	1999 – 2002
Strategy Consultant	1993 – 1997

McKinsey & Company, global management consulting firm

Summer Associate	1998

IBM Corporation

Thomas J. Watson Scholarship – Summer Intern	1990 – 1991

OTHER SERVICE EXPERIENCE
UpTogether (non-profit focused on poverty alleviation)

Board of Directors	2018 – 2022

- Chair, Evaluation Committee
- Member, Strategy and Development Committee
- Member, Technology and Systems Committee

Piedmont Education Foundation (non-profit focused on fundraising to support the Piedmont Unified School District)

Board of Directors	2016 – 2018

- Co-Chair, Grants Committee 2018 –

Piedmont Advanced Learners Program Support (non-profit focused on promoting differentiated instruction in the Piedmont Unified School District)

President	2015
Co-President	2014
Board of Directors	2013

CORPORATE ACADEMIC ADVISORY BOARDS

Mattermore (mattermore.ai): AI co-pilot for sales managers	2023 –
Cultivate.com (acquired by Perceptyx): AI platform for leadership and culture development	2020 – 2022
Motive Software (acquired by BetterUp): AI platform for emotion detection	2020 – 2021
Poised (acquired by Deepgram): AI platform for communications coaching	2021 – 2024