

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
Associate Professor (with Tenure), Haas School of Business 2018 –
Harold Furst Chair in Management Philosophy and Values 2016 –
Faculty Affiliate, Department of Sociology 2016 –
Assistant Professor, Haas School of Business 2012 – 2018

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:

de Vaan, Mathijs, Saqib Mumtaz, Abhishek Nagaraj, and Sameer B. Srivastava. In Press. “Social Learning in the COVID-19 Pandemic: Community Establishments’ Closure Decisions Follow Those of Nearby Chain Establishments.” *Management Science*.

Mobasserri, 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* 7(1): 85-103.

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.

Updated as of March 2021

- 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:

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.

Mobasserri, 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*. Online ISSN: 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.

Media Coverage (partial list):

- New York Times
- The Economist
- Wall Street Journal
- Financial Times
- Fortune
- Fast Company
- Business Insider
- Huffington Post
- KCBS Radio

WORKING PAPERS

- Gouvard, Paul, Amir Goldberg, and Sameer B. Srivastava. “Doing Organizational Identity: Earnings Surprises and the Performative Atypicality Premium.” Revise and Resubmit: *Administrative Science Quarterly*.
- Lix, Katharina, Amir Goldberg, Sameer B. Srivastava, and Melissa A. Valentine. “Aligning Differences: Discursive Diversity and Team Performance.” Revise and Resubmit: *Management Science*.
- Reschke, Brian P., Julia A. Minson, Hannah Riley Bowles, Mathijs de Vaan, and Sameer B. Srivastava. “Mutual Receptiveness to Opposing Views Bridges Ideological Divides in Network Formation.” Revise and Resubmit: *Journal of Applied Psychology*.
- Lu, Richard, Jennifer A. Chatman, Amir Goldberg, and Sameer B. Srivastava. “Deciphering the Cultural Code: Perceptual Congruence, Behavioral Conformity, and the Interpersonal Transmission of Culture.”
- Vicinanza, Paul, Amir Goldberg, and Sameer B. Srivastava. “Who Sees the Future? A Deep Learning Model Demonstrates the Vision Advantage of Being Small.”
- van Loon, Austin, Amir Goldberg, and Sameer B. Srivastava. “Differences Beyond Identity: Perceived Construal Distance and Interparty Animosity in the United States.”
- Bhatt, Anjali, Amir Goldberg, and Sameer B. Srivastava. “A Language-Based Method for Assessing Symbolic Boundaries Between Social Groups.”

HONORS AND AWARDS

- 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 Graduate Student Researcher Award (\$15,126), 2016.
- 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
- “Club 6” (Recognition for teaching excellence), Haas School of Business, University of California, Berkeley, 2012-present.
- 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.
- Schwabacher Fellowship (Highest honor for Assistant Professors), Haas School of Business, University of California, Berkeley, 2014.
- 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.
- Digital Transformation Online Program, Berkeley Executive Education.
- Chief Technology Officer Program, Berkeley Executive Education.
- AI / Machine Learning 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.
- PhD Seminar, Research in Macro-Organizational Behavior.

INVITED TALKS (including scheduled talks)

- 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 Series
 - University of Lugano (Switzerland), Faculty of Economics Seminar
 - Invited Panel Organizer and Presenter, Harvard Business School, Conference on AI, Technology, and Negotiations

- University of Ljubljana (Slovenia), School of Economics and Business
- Invited Presenter, 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)
- Invited Presenter, University of Pennsylvania, Wharton People Analytics Conference (cancelled because of COVID-19)
- UC Berkeley Information School, DataEDGE Conference (cancelled because of COVID-19)
- 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, Invited Presenter
 - UN Secretary-General's High-Level Panel on Digital Cooperation, Joint Working Session at UC Berkeley, Invited Panelist
 - Airbnb Research Workshop
 - UC Berkeley, University Health Services, Invited Presenter
- 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
 - Lugano Conference on Organizations, Invited Presenter, Lugano, Switzerland
 - Stanford Conference on Networks and Culture, Invited Presenter
 - UC Berkeley Information School, Research Exchange
 - Glassdoor.com Research Symposium
 - Golden Gate University Braden Leadership Speaker Series
- 2016
 - Stanford University Sociology Department Colloquium
 - Harvard University, Invited Presenter, Conference on Ego Networks in the Era of Network Science
 - National University of Singapore Business School, Strategy and Policy Seminar
 - Hong Kong University of Science and Technology Business School, Management Department Seminar
 - University of California, Berkeley Sociology Department Colloquium

- Invited Panelist, “New Directions in Culture and Cognition,” Eastern Sociological Society Annual Meeting
- 2015
 - Stanford Graduate School of Business, Organizational Behavior Seminar
 - Boston University, Questrom School of Business, Strategy and Innovation Seminar
 - Golden Gate University Braden Leadership Speaker Series
- 2014
 - Harvard Business School, Organizational Behavior Unit
 - National Science Foundation Knowledge Conference, Wharton School; co-organizer (with Elizabeth Pontikes) of panel discussion on “Meta-Knowledge and Cognition.”
- 2013
 - Stanford Network Forum (student-led venue for integrating cross-disciplinary research on social networks, structure, and computational social science)
 - Institute of Personality and Social Research, University of California, Berkeley
 - Invited Panelist, Economy and Society Conference, NYU Stern School of Business
 - Invited Panelist, “Boundaries as Barriers and Enablers,” National Science Foundation Knowledge Conference, Wharton School
 - BYU / University of Utah Winter Conference
- 2012
 - Dartmouth College, Tuck School of Business, Organizational Behavior
 - INSEAD, Organizational Behavior
 - London Business School, Strategy and Entrepreneurship
 - New York University, Stern School of Business, Management and Organizations
 - University of Pennsylvania, Wharton School, Management Department
 - University of Toronto, Rotman School of Management, Strategic Management
 - Northwestern University, Kellogg School of Management, Management & Organizations
- 2011
 - Boston College, Carroll School of Management, Management and Organizations
 - University of California at Berkeley, Haas School of Business, Management of Organizations
 - University of Chicago, Booth School of Business, Organizations and Strategy
 - Cornell University, Joint Seminar: The Johnson School, Management and Organizations, and ILR, Organizational Behavior
 - Harvard Business School, Organizational Behavior
 - University of Michigan, Ross School of Business, Mgmt. and Organizations
 - 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

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- 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
- BYU-University of Utah Winter Strategy Conference
- LBS Trans-Atlantic Doctoral Conference

SERVICE—UNIVERSITY OF CALIFORNIA, BERKELEY

- UC Berkeley Representative, UC Board of Admissions and Relations with Schools (BOARS) Committee (University of California system-wide committee on undergraduate admissions), 2020-Present.
- UC Berkeley Admissions, Enrollment, and Preparatory Education (AEPE) Committee (campus-wide committee on undergraduate admissions), 2018-Present.
- Haas School of Business, Co-Director (with Jenny Chatman), Berkeley Culture Initiative, 2017-Present.
- UC Berkeley Institute for Data Science (BIDS), TextXD (Text Analysis Across Domains) Symposium Organizing Committee, 2019.
- Haas School of Business, Chair, Faculty Recruiting Committee, MORS Group, 2019-2020.
- Haas School of Business, Faculty Recruiting Committee, Entrepreneurship Search, 2019-2020.
- Haas School of Business, Policy and Planning (P2) Committee (elected member), 2018-2020.
- Haas School of Business, Interview Committee for Chief Diversity and Inclusion Officer Position, 2019.
- Haas School of Business, Faculty Recruiting Committee, Institute for Business & Social Impact, 2018-2019.
- Haas School of Business, Center for Equity, Gender, and Leadership, Faculty Advisory Committee, 2018-Present.
- Haas School of Business, Evening Weekend MBA Program Committee (Ladder Faculty Representative), 2016-2019.
- Haas School of Business, Institute for Business and Social Impact, Faculty Advisory Committee, 2017-Present.
- Haas School of Business, Webinar for Prospective MBA Students on Management Consulting, 2016
- Haas School of Business, Designed and Led Workshop for Haas Faculty on Effective Case Method Teaching (through the Center for Teaching Excellence), 2016
- Haas School of Business, Member, Faculty Recruiting Committee, MORS Group, 2014-2015; 2015-2016
- Haas School of Business, Assistant Professor Representative, Haas Personnel Committee and Dean's Executive Committee, 2015-2016
- Haas School of Business, Workshop for MBA Recruiters on Influencing without Authority, May 2013

OTHER PROFESSIONAL SERVICE

- Senior Editor, *Organization Science*, 2019 –.
- Consulting Editor, *American Journal of Sociology*, 2020 –.
- Methods Advisory Panel, *Administrative Science Quarterly*, 2019 –.
- Editorial Boards:
 - *Administrative Science Quarterly*, 2015 –.
 - *American Sociological Review*, 2018–2021.
 - *Academy of Management Review*, 2017–2019.
- Guest Editor (with Jenny Chatman, Bob Gibbons, Amir Goldberg, Mandy 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*
- Co-organizer (with Jenny Chatman): Berkeley Haas 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).
- 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, HBS, 2011; 2012
- Student Advisory Committee, HBS Doctoral Programs, 2009-2011
- PhD Student Representative, HBS 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, Andrew Choi, PhD Candidate, Haas School of Business, UC Berkeley.
- Dissertation Committee Member, Stephen Walker, PhD Candidate, Haas School of Business, UC Berkeley.
- Dissertation Committee Member, Liana Prescott, PhD Candidate, Berkeley Sociology.
- Dissertation Committee Member, Eric Giannella, PhD Candidate, Berkeley Sociology.
- Dissertation Committee Member, Matthew Stimpson, PhD Candidate, Berkeley Sociology.

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- Dissertation Committee Member, Matthew Yeaton, PhD Candidate, Columbia Business School.
- Dissertation Committee Member, Yingjian Liang, PhD Candidate, Indiana University Bloomington
- Master’s Committee Member, Jasmine Wu, Master’s Candidate, Northwestern University, Media, Technology, and Society Program

Past Students:

- Dissertation Committee Member, Anjali Bhatt, PhD Candidate, Stanford Graduate School of Business. *Initial Placement: Harvard Business School.*
- Dissertation Committee Member, Paul Gouvard, PhD Candidate, HEC Paris. *Initial Placement: 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: Post-Doc, 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, Department of Management and Technology, Bocconi University.*
- Senior Honors Thesis Advisor, Vivian Lo, Berkeley Psychology.

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

Family Independence Initiative (Oakland-based non-profit focused on poverty alleviation)

Board of Directors 2018-

Piedmont Education Foundation

Board of Directors and Co-Chair of Grants Committee 2016-2018