

SAMEER B. SRIVASTAVA

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Haas School of Business, University of California, Berkeley
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ACADEMIC APPOINTMENTS

University of California, Berkeley

Harold Furst Chair in Management Philosophy and Values 2016 –

Assistant Professor, Management of Organizations, Haas School of Business 2012 –

Faculty Affiliate, Department of Sociology 2016 –

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:

Srivastava, Sameer B., Amir Goldberg, V. Govind Manian, and Christopher Potts. 2017.

“Enculturation Trajectories: Language, Cultural Adaptation, and Individual Outcomes in Organizations.” *Management Science*. Published online in Articles in Advance 02 Mar 2017.

- Best Paper Award, 2016 Wharton People Analytics Conference.
- Media Coverage: Wall Street Journal, Financial Times

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.
- Media Coverage: Financial Times

Liu, Christopher C., Sameer B. Srivastava, and Toby E. Stuart. 2016. “An Intra-Organizational Ecology of Individual Attainment.” *Organization Science* 27: 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: 85-93.
- Media Coverage (partial list): Wall Street Journal Market Watch, KCBS Radio, Pacific Standard
- 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: 1778-1808.
- Media Coverage (partial list): Fortune, Fast Company, Business Insider, Canadian Business, Mashable, KCBS Radio
- 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: 192-217.
- Media Coverage (partial list): Huffington Post, Mother Jones, UK Progressive
- Srivastava, Sameer B. 2015. "Intraorganizational Network Dynamics in Times of Ambiguity." *Organization Science* 26: 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: 427-452.
- Media Coverage (partial list): TheStreet, Times of India
- Srivastava, Sameer B. 2015. "Threat, Opportunity, and Network Interaction in Organizations." *Social Psychology Quarterly* 78: 246-262.
- Srivastava, Sameer B. and Mahzarin R. Banaji. 2011. "Culture, Cognition, and Collaborative Networks in Organizations." *American Sociological Review* 76: 207-233.
- Other Publications:**
- Mobasseri, Sanaz, Amir Goldberg, and Sameer B. Srivastava. Forthcoming. "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.

WORKING PAPERS

Corritore, Matthew, Amir Goldberg, and Sameer B. Srivastava. "Duality in Diversity: Cultural Heterogeneity, Language, and Firm Performance." Revise and Resubmit: *Administrative Science Quarterly*.

Liu, Christopher C. and Sameer B. Srivastava. "Rigidity and Acuity: Power, Socialization, and Cooperation in the U.S. Senate, 1973-2009."

- Runner Up, Best Paper Award, Academy of Management OMT Division, 2015.
- Best Paper Proceedings of the 2015 Academy of Management Annual Meeting.

Mobasser, Sanaz, Sameer B. Srivastava, and Dana R. Carney. "Assessing the Accuracy of Interpersonal Judgments about Social Networks."

Lu, Richard, Jennifer A. Chatman, Amir Goldberg, and Sameer B. Srivastava. "Lifting the Curtain: Backstage Cognition, Frontstage Behavior, and the Interpersonal Transmission of Culture."

Stein, Sarah K., Amir Goldberg, and Sameer B. Srivastava. "Distinguishing Round from Square Pegs: Predicting Hiring Based on Pre-hire Language Use."

HONORS AND AWARDS

- 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.
- Strategy in Competitive Markets (Executive Education Program), Haas School of Business, University of California, Berkeley.
- Boot Camp for Experienced Managers (Executive Education Program), Haas School of Business, University of California, Berkeley.
- Women's Executive Leadership Program (Executive Education Program), Haas School of Business, University of California, Berkeley.
- Berkeley Executive Leadership Program (Executive Education Program), Haas School of Business, University of California, Berkeley.
- PhD Seminar, Research in Macro-Organizational Behavior.

INVITED TALKS (including scheduled talks)

- 2018
 - University of Toronto, Rotman School of Management, Strategic Management
 - Northwestern University, Wednesdays@NICO Research Seminar
 - San Diego State University, Linguistics Department Seminar
- 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
- 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, The Johnson School, Management and Organizations

- Cornell University, 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
- 2009
 - MIT-Harvard Economic Sociology Seminar

CONFERENCE PRESENTATIONS (partial list)

- American Sociological Association Annual Meeting
- Academy of Management Annual Meeting
- Economic Sociology Conference
- INSEAD Network Evolution 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
- BYU-University of Utah Winter Strategy Conference
- LBS Trans-Atlantic Doctoral Conference

SERVICE—HAAS SCHOOL OF BUSINESS, UNIVERSITY OF CALIFORNIA, BERKELEY

- Evening Weekend MBA Program Committee (Ladder Faculty Representative), 2016-2017; 2017-2018
- Faculty Advisory Committee, Berkeley-Haas Institute for Business and Social Impact, 2017-
- Webinar for Prospective MBA Students on Management Consulting, 2016
- Designed and Led Workshop for Haas Faculty on Effective Case Method Teaching (through the Haas Center for Teaching Excellence), 2016
- Faculty Recruiting Committee, MORS Group, 2014-2015; 2015-2016
- Assistant Professor Representative, Haas Personnel Committee and Dean's Executive Committee, 2015-2016
- Workshop for MBA Recruiters on Influencing without Authority, May 2013
- MBA Program Admit Day, April 2013

OTHER PROFESSIONAL SERVICE

- Judge: 2016 INFORMS/*Organization Science* Dissertation Proposal Competition.
- Editorial Boards:
 - *Administrative Science Quarterly*, 2015 –.
 - *American Sociological Review*, 2018 –.
 - *Academy of Management Review*, 2017 –.

- Ad Hoc Reviewer: *American Journal of Sociology*; *American Sociological Review*; *Administrative Science Quarterly*; *Management Science*; *Organization Science*; *Academy of Management Journal*; *Academy of Management Review*; *Social Forces*; *Social Networks*; *California Management Review*
- Article Editor: *Sage Open*
- Faculty Participant, OMT Doctoral Consortium, Academy of Management Annual Meeting, 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

- Dissertation Committee Member and Orals Committee Chair, Eliot Sherman, PhD Candidate, Haas School of Business, UC Berkeley. Initial Placement: Assistant Professor, London Business School.
- Dissertation Committee Chair and Orals Committee Member, Sanaz Mobasseri, Haas School of Business, UC Berkeley. Initial Placement, Assistant Professor, Boston University.
- Dissertation Committee Chair and Orals Committee Member, Richard Lu, Haas School of Business, UC Berkeley
- Dissertation Committee Member, Fabiana Silva, PhD Candidate, Berkeley Sociology. Initial Placement: Assistant Professor, Ford School of Public Policy, University of Michigan.
- Dissertation Committee Member, Michael Schultz, PhD Candidate, Berkeley Sociology. Initial Placement: Post-Doc, Northwestern Institute on Complex Systems (NICO).
- Dissertation Committee Member, Liana Prescott, PhD Candidate, Berkeley Sociology.
- Dissertation Committee Member, Eric Giannella, PhD Candidate, Berkeley Sociology.
- Dissertation Committee Member, Pete Aceves, PhD Candidate, University of Chicago Sociology.
- Qualifying Exam Committee Member, Matthew Stimpson, PhD Student, Berkeley Sociology.
- Orals Committee Member, Carl Nadler, PhD Student, Berkeley Economics.
- Master's Thesis Reader, Adam Storer, PhD Student, Berkeley Sociology.
- 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

1998

Summer Associate

IBM Corporation

1990-1991

Thomas J. Watson Scholarship – Summer Intern