

# SAMEER B. SRIVASTAVA

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## 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, <i>magna cum laude</i> , Harvard College      | 1993 |

## PUBLICATIONS

### Refereed Articles:

Liu, Christopher C. and Sameer B. Srivastava. In Press. “Efficacy or Rigidity? Power, Influence, and Social Learning in the U.S. Senate, 1973-2005.” *Academy of Management Discoveries*.  
– 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:**
- Mobasser, 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.

### **Media Coverage (partial list):**

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

### **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*.

Lu, Richard, Jennifer A. Chatman, Amir Goldberg, and Sameer B. Srivastava. "Deciphering the Cultural Code: Cognition, Behavior, and the Interpersonal Transmission of Culture."

Reschke, Brian P., Julia A. Minson, Hannah Riley Bowles, Mathijs de Vaan, and Sameer B. Srivastava. "Dampening the Echo: Receptiveness to Opposing Views, Majority-Minority Distance, and Network Homogeneity."

Mobasserri, Sanaz, Sameer B. Srivastava, and Laura J. Kray. "The Limits of Brief Social Psychological Interventions: Evidence from a Field Experiment."

### **HONORS AND AWARDS**

- 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.
- 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)**

- 2019
  - Cornell University, Joint Seminar Series: ILR School and SC Johnson College of Business, Management and Organizations
  - 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
- Airbnb Research Workshop
- 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, 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
- 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—UNIVERSITY OF CALIFORNIA, BERKELEY**

- Admissions, Enrollment, and Preparatory Education Committee (campus-wide committee on undergraduate admissions), 2018-2019.
- Haas School of Business, Policy and Planning (P2) Committee (elected member), 2018-2020.
- Faculty Recruiting Committee, Institute for Business & Social Impact, Haas School of Business, 2018-2019.
- 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, Haas School of Business, 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**

- Selection Committee: 2018 *Administrative Science Quarterly* Award for Scholarly Contribution.
- 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*; *Sociological Forum*.
- Article Editor: *Sage Open*
- Faculty Participant, 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**

- Dissertation Committee Chair, Sanaz Mobasseri, Haas School of Business, UC Berkeley. *Initial Placement: Assistant Professor, Boston University.*
- 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.*
- Dissertation Committee Chair, Richard Lu, 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.
- 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*



