

SAMEER B. SRIVASTAVA

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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:**
- Goldberg, Amir* and Sameer B. Srivastava*. Forthcoming. "Language as a Window into Culture." *California Management Review*.
- 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.
- 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

Liu, Christopher C.* and Sameer B. Srivastava*. “Stamps of Power and Conflict: Imprinting and Influence in the U.S. Senate, 1973-2005.” Revise and Resubmit: *Academy of Management Journal*.

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

Mobasserri, Sanaz, Sameer B. Srivastava, and Dana R. Carney. “Seeing Social Structure: Assessing the Accuracy of Interpersonal Judgments about Social Networks.”

Corritore, Matthew, Amir Goldberg, and Sameer B. Srivastava. “Duality in Diversity: Cultural Heterogeneity, Language, and Firm Performance.”

* Equal co-authorship

† Joint first authorship

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; Spring 2013; Spring 2014; Spring 2015; Spring 2016; Fall 2016.
- Strategy in Competitive Markets (Executive Education Program), Haas School of Business, University of California, Berkeley; May 2014; May 2015; May 2016.
- Boot Camp for Experienced Managers (Executive Education Program), Haas School of Business, University of California, Berkeley; November 2015; April 2016; November 2016.
- Women's Executive Leadership Program (Executive Education Program), Haas School of Business, University of California, Berkeley, April 2013; October 2013; April 2014; October 2014; April 2015; October 2015; April 2016; December 2016; April 2017.
- Berkeley Executive Leadership Program (Executive Education Program), Haas School of Business, University of California, Berkeley; October 2014; May 2016; May 2017.
- PhD Seminar, Research in Macro-Organizational Behavior; 2015, 2016, 2017.
- Influencing without Authority Workshop for MBA Recruiters at Haas School of Business, University of California, Berkeley; May 2013.
- Facilitator, HBS Custom Executive Education Program, Prof. Rebecca Henderson, 2011.
- Facilitator, HBS Executive Education Course on Leading During Times of Uncertainty, Program on Leadership Development, Prof. Leslie Perlow, 2010-2011.
- Invited Lecturer, The Leadership Institute at Harvard College (Spring 2011).
- Invited Lecturer, Harvard-Radcliffe Women's Leadership Conference (Summer 2010).
- Teaching Fellow, Quantitative Methods (Sociology 202, Spring 2010); Certificate of Distinction in Teaching, Derek Bok Center, Harvard University.
- Teaching Fellow, Principles of Economics (Economics 10, Prof. Martin Feldstein, 1998-1999); Certificate of Distinction in Teaching, Derek Bok Center, Harvard University.
- Instructor, Monitor Executive Development (a unit of Monitor Group): Competitive Strategy (1995); Marketing Strategy (2005); Organizational Strategy (2004-2007)

INVITED PRESENTATIONS (including scheduled talks)

- 2018
 - University of Toronto, Rotman School of Management, Strategic Management
- 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
 - Glassdoor.com Research Symposium
- 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, “Flexible Opportunism or Relational Cohesion? Responses to Uncertainty during an Organizational Restructuring”

CONFERENCE PRESENTATIONS

- 2016
 - Discussant, Academy of Management Symposium, “It’s All In Your Mind: Understanding the Consequences of Perceptions in Social Networks.”
 - Academy of Management, “Enculturation Trajectories and Individual Attainment: An Interactional Language Use Model of Cultural Dynamics in Organizations.”
 - 2nd Annual International Conference on Computational Social Science, Northwestern University, “Enculturation Trajectories and Individual Attainment: An Interactional Language Use Model of Cultural Dynamics in Organizations.”
 - Kellogg Economic Sociology Conference, “Enculturation Trajectories: Language, Cultural Adaptation, and Individual Outcomes in Organizations.”
 - Network Evolution Conference, INSEAD, “Enculturation Trajectories: Language, Cultural Adaptation, and Individual Outcomes in Organizations.”
 - European Group for Organization Studies (EGOS), Naples, Italy, ““Enculturation Trajectories and Individual Attainment: An Interactional Language Use Model of Cultural Dynamics in Organizations.”
 - Intraorganizational Networks (ION) Conference, U. of Kentucky, LINKS Center
 - INFORMS Annual Meeting, Session on Organizational Theory in Formal Political Settings, “Stamps of Power and Conflict: Imprinting and Influence in the U.S. Senate, 1973-2005.”
- 2015
 - American Sociological Association, “Stamps of Power and Conflict: Imprinting and Influence in the U.S. Senate, 1973-2009”
 - Academy of Management, “Fitting In or Standing Out? The Tradeoffs of Structural and Cultural Embeddedness.”
 - Wharton People Analytics Conference, “Fitting In or Standing Out? The Tradeoffs of Structural and Cultural Embeddedness.”
 - Computational Social Science Summit, Northwestern University, “Fitting In or Standing Out? The Tradeoffs of Structural and Cultural Embeddedness.”

- 2014
 - Network Evolution Conference, INSEAD
 - Intraorganizational Networks (ION) Conference, U. of Kentucky, LINKS Center
 - American Sociological Association, “Pulling Closer and Moving Apart: Interaction, Identity, and Influence in the U.S. Senate, 1973-2009.”
 - Academy of Management, Philadelphia, “Crossing Boundaries: Individuals at the Organization and Labor Market Interface.”
 - Organization Theory Workshop for Junior Faculty, University of California, Berkeley
- 2013
 - Academy of Management, “Stigma, Sympathy, and Social Capital Activation in Job Searches.”
 - Organization Theory Workshop for Junior Faculty, University of Chicago
- 2012
 - Academy of Management, “Picturing Uncertainty: Shared Frames, Schemata, and Social Capital Activation.”
 - Academy of Management, “An Intraorganizational Ecology of Individual Attainment.”
 - Academy of Management, “Shadowing Networks: A Field Experiment to Assess the Effects of Cross-Training on Workplace Networks.”
- 2011
 - People and Organizations Conference, The Wharton School, “Stigma, Sympathy, and Social Capital Activation in Job Searches” (with András Tilcsik)
 - American Sociological Association, “Hunkering Down and Venturing Out: Network Activation in Response to the Uncertainty of Organizational Restructuring”
 - ASQ / HEC / OMT Conference on Coordination, “Work Foci: Toward an Intra-Organizational Ecology of Coordinating Activity.”
 - Trans-Atlantic Doctoral Conference, London Business School, “Hunkering Down and Venturing Out: Network Activation in Response to the Uncertainty of Organizational Restructuring”
- 2010: Academy of Management, “Network Activation in Response to the Uncertainty of Organizational Restructuring”
- 2009: Academy of Management, “Collaborative Imprints: Implicit Social Cognition and Organizational Networks”

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 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
- 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