

LARA YANG

Stanford Graduate School of Business

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EDUCATION

Stanford Graduate School of Business

Expected June 2024

Ph. D. Candidate in Macro Organizational Behavior

Dissertation Committee: Amir Goldberg (Primary Advisor), Glenn Carroll, Dale Miller

San Francisco State University

Graduated May 2018

Master of Science: Industrial/Organizational Psychology

Thesis: An analysis of the relationship between Schwartz cultural values and average job tenure

University of California, Berkeley

Graduated May 2016

Bachelor of Arts: Computer Science, Psychology

High Distinction in General Scholarship

RESEARCH INTERESTS

Identity, Identification, Organizational Culture, and Computational Social Science

WORK IN PROGRESS

Yang, Lara, Amir Goldberg, and Sameer Srivastava. “[Locally Ensnared and Globally Integrated: How Positions in Network Structure Relate to a Language-Based Model of Group Identification.](#)” *Revise & Resubmit, American Journal of Sociology.*

Yang, Lara. “It’s a feather: How Similarity in Expressed Identity Relate to the Strength of Social Ties.” *Job Market Paper.*

Yang, Lara. Grace Cormier, Paul Green, and Sameer Srivastava. “The Effects of A Network-Based Learning Intervention on Belongingness and Inclusion in the Workplace.” *Analyzing Data.*

Yang, Lara. Grace Cormier, Paul Green, and Sameer Srivastava. “Unpacking Relational Energy in the Workplace.” *Analyzing Data.*

Yang, Lara. “A Large-Scale Computational Study of Glassdoor Reviews Shows the Performance (Dis)advantages of Organizational Identification.” *Analyzing Data.*

Carroll, Glenn, and **Lara Yang.** “Gender and Culture in Organizations: Perceptions, beliefs, and experiences.” *Analyzing Data.*

CONFERENCE PRESENTATIONS AND PROCEEDINGS

Yang, Lara, Grace Cormier, Paul Green, Sameer Srivastava. 2023. A Structural Framework of Inclusion at Work. *Academy of Management, Boston, MA.*

- Presented as a part of a symposium titled “New Approaches to Understanding Organizational Networks, Inequality, and Inclusion,” co-organized with Mabel Abraham and Sanaz Mobasseri.
- *Winner: OMT Division Best Symposium Proposal Award*

- Carroll, Glenn, and Lara Yang. 2023. Gender and Culture in the Organization: Perceptions, Beliefs, and Experiences. *Academy of Management, Boston, MA*.
- Carroll, Glenn, and Lara Yang. 2023. Gender and Culture in the Organization: Perceptions, Beliefs, and Experiences. *Berkeley Culture Conference, Berkeley, CA*.
- Yang, Lara, Amir Goldberg, and Sameer Srivastava. 2023. Locally Ensconced and Globally Integrated: How Positions in Network Structure Relate to a Language-Based Model of Group Identification. *Nagymaros Conference, Amsterdam, The Netherlands*.
- Yang, Lara, Amir Goldberg, and Sameer Srivastava. 2023. Locally Ensconced and Globally Integrated: How Positions in Network Structure Relate to a Language-Based Model of Group Identification. *Management, Analytics, and Data (MAD) Conference, New York, NY*.
- Yang, Lara, Amir Goldberg, and Sameer Srivastava. 2023. Locally Ensconced and Globally Integrated: How Positions in Network Structure Relate to a Language-Based Model of Group Identification. *ION Conference, Lexington, KY*.
- Carroll, Glenn, and Lara Yang. 2023. Gender and Culture in the Organization: Perceptions, Beliefs, and Experiences. *Berkeley Culture Conference, Berkeley, CA*.
- Yang, Lara, Amir Goldberg, and Sameer Srivastava. 2022. Locally Ensconced and Globally Integrated: How Positions in Network Structure Relate to a Language-Based Model of Group Identification. *Oxford Reputation Symposium, Oxford, U.K.*
- Yang, Lara. 2022. Language as a Window into the Mind: A Large-Scale Computational Study of Organizational Identification via Glassdoor Reviews. *Academy of Management, Seattle, WA. International Conference of Computational Social Science, Chicago, IL*.
- Yang Lara, Amir Goldberg, and Sameer Srivastava. 2021. Language as a Window into the Mind: A Computational Approach to Organizational Identification. *Academy of Management, Virtual*.
- Yang Lara, Amir Goldberg, and Sameer Srivastava. 2021. Language as a Window into the Mind: A Computational Approach to Organizational Identification. *International Association for Conflict Management, Virtual*.
- Yang Lara, Amir Goldberg, and Sameer Srivastava. 2021. Language as a Window into the Mind: A Computational Approach to Organizational Identification. *Berkeley Culture Conference, Virtual*.

RESEARCH ASSISTANTSHIPS

RA for Amir Goldberg and Sameer Srivastava, Computational Culture Lab	2017 – 2018
RA for Chris Wright, San Francisco State University	2016 – 2018
RA for Mark D’Esposito, Helen Wills Neuroscience Institute, University of California, Berkeley	2015 – 2016
RA for Joseph J. Campos, University of California, Berkeley	2015 – 2016

TEACHING EXPERIENCE

People Analytics Teaching Assistant for Amir Goldberg	2022
Organizational Culture Teaching Assistant for Glenn Carroll	2021-2022
Org 2.0: The Analytics of Organization Design Teaching Assistant for Julien Clement	2021
Acting with Power Teaching Assistant for Benoît Monin	2021

FELLOWSHIPS

The Robert J. and Doreen D. Marshall Scholarship Fund	2021-2022
The Hank McKinnell PhD Fellowship Fund	2020-2021
The John and Barbara Packard Fellowship Fund in the Graduate School of Business	2019-2020
The Robert H. Litzenger PhD Fellowship Fund	2018-2019
The Robert J. and Doreen D. Marshall Scholarship Fund	2018-2019

SERVICE

Administrative Science Quarterly Student Blog Board Member (2023-2024)
Ad Hoc Reviewer, Organization Science

PROFESSIONAL EXPERIENCE

<i>Research Associate Intern, Competition Economics LLC</i>	2017
<i>Software Engineering Intern, Ancestry.com Inc.</i>	2014

SKILLS

Python, R, LaTeX, Stata, SQL, HTML, CSS, JavaScript, SPSS

ADDITIONAL INFORMATION

Citizenship: Canadian
Languages: English (Fluent), Chinese (Fluent), French (Intermediate)

REFERENCES

Amir Goldberg
Associate Professor of Organizational Behavior at Stanford Graduate School of Business
amirgo@stanford.edu

Glenn Carroll
The Adams Distinguished Professor of Management at Stanford Graduate School of Business
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Sameer B. Srivastava
Ewald T. Grether Professor of Business Administration and Public Policy at UC Berkeley's Haas School of Business
sameersriv@berkeley.edu