

## Lara Yang

Stanford Graduate School of Business  
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## EDUCATION

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**Stanford Graduate School of Business** Expected June 2024  
Ph. D. Candidate in Macro Organizational Behavior  
Dissertation Committee: Amir Goldberg, 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

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Identity, Group Identification, Organizational Culture, and Computational Social Science

## WORK IN PROGRESS

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**Yang, Lara,** Amir Goldberg, and Sameer Srivastava. "Locally Ensconced and Globally Integrated: How Positions in Network Structure Relate to a Language-Based Model of Group Identification". *R&R, American Journal of Sociology*.

**Yang, Lara.** "It's of a feather: How Observable and Unobservable 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

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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 of the OMT Division Best Symposium Proposal Award.

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. Management, Analytics, and Data (MAD) Conference, New York, NY. Nagymaros Conference, Amsterdam, The Netherlands.*

Carroll, Glenn, and Lara Yang. 2023. Gender and Culture in the Organization: Perceptions, Beliefs, and Experiences. *Berkeley Culture Conference, Berkeley, CA. Academy of Management, Boston, MA.*

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. International Association for Conflict Management, Virtual. Berkeley Culture Conference, Berkeley, CA.*

#### RESEARCH ASSISTANTSHIPS

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RA for Amir Goldberg, Associate Professor of Organizational Behavior at Stanford University and Sameer Srivastava, Associate Professor and Harold Furst Chair in Management Philosophy and Values at University of California, Berkeley 2017 – 2018

RA for Chris Wright, Professor and Chair of Department of Psychology at San Francisco State University 2016 – 2018

RA for Mark D'Esposito, Professor of Neuroscience and Psychology and Director of the Henry H. Wheeler, Jr. Brain Imaging Center at University of California, Berkeley 2015 – 2016

RA for Joseph J. Campos, Professor of the Graduate School of at University of California, Berkeley 2015 – 2016

#### TEACHING EXPERIENCE

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People Analytics 2022  
Teaching Assistant for Amir Goldberg

Organizational Culture 2021-2022  
Teaching Assistant for Glenn Carroll

Org 2.0: The Analytics of Organization Design 2021  
Teaching Assistant for Julien Clement

Acting with Power 2021  
Teaching Assistant for Benoît Monin

#### FELLOWSHIPS

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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

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## SERVICE

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

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## PROFESSIONAL EXPERIENCE

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

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## SKILLS

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

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## ADDITIONAL INFORMATION

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Citizenship: Canadian  
Work Status: F1 Student Visa in the U.S  
Languages: English (Fluent), Chinese (Fluent), French (Intermediate)

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## REFERENCES

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Amir Goldberg  
Associate Professor of Organizational Behavior at Stanford Graduate School of Business  
[amirgo@stanford.edu](mailto:amirgo@stanford.edu)

Glenn Carroll  
The Adams Distinguished Professor of Management at Stanford Graduate School of Business  
[gcarroll@stanford.edu](mailto:gcarroll@stanford.edu)

Sameer B. Srivastava  
Ewald T. Grether Professor of Business Administration and Public Policy at UC Berkeley's Haas School of Business  
[sameersriv@berkeley.edu](mailto:sameersriv@berkeley.edu)