

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

University of California, Berkeley

Graduated May 2016

Bachelor of Arts: Computer Science, Psychology

High Distinction in General Scholarship

RESEARCH INTERESTS

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

WORKING PAPERS

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.](#)" *Revise & Resubmit, American Journal of Sociology.*

Yang, Lara. "[Dynamics of Homophily: How Similarity in Enacted Identity Shapes Social Ties.](#)" *Job Market Paper.*

WORK IN PROGRESS

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

Yang, Lara. Grace Cormier, Paul Green, and Sameer Srivastava. "Unpacking Relational Energy in the Workplace."

Yang, Lara. "A Large-Scale Computational Study of Glassdoor Reviews Shows the Performance (Dis)advantages of Organizational Identification."

Carroll, Glenn, and **Lara Yang.** "Gender and Culture in Organizations: Perceptions, Beliefs, and Experiences."

Carroll, Glenn, and **Lara Yang.** "Culture in Large and Small Organizations."

OTHER PUBLICATIONS

Carroll, Glenn, and **Lara Yang.** "Enlist Women as Informal Leaders for Cultural Change." *Management and Business Review. Forthcoming.*

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. Culture in Large and Small Organizations: 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, 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

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

REFERENCES

Amir Goldberg
Associate Professor of Organizational Behavior at Stanford Graduate School of Business
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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
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