

# 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 (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

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

## WORKING PAPERS

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**Yang, Lara,** Amir Goldberg, and Sameer Srivastava. "[Locally Ensnoced 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.** "[Contextualizing Homophily: How Similarity in Enacted Identity Shapes Social Ties.](#)" *Job Market Paper.*

## WORK IN PROGRESS

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

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

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

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

## CONFERENCE PRESENTATIONS AND PROCEEDINGS

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Yang, Lara, Amir Goldberg, and Sameer Srivastava. 2023. Locally Ensnoced and Globally Integrated: How Positions in Network Structure Relate to a Language-Based Model of Group Identification. *People and Organizations Conference, Philadelphia, Pennsylvania.*

- 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 Ensnoced 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 Ensnoced 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 Ensnoced 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 Ensnoced 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**

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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**

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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**

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

## **PROFESSIONAL EXPERIENCE**

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

## **SKILLS**

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

## **ADDITIONAL INFORMATION**

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Citizenship: Canadian

## **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)