

2023 Berkeley Culture Conference - January 10, 2023

Timing	Session Details		
8:30 – 9:00	Welcome and Introduction		
9:00 – 10:30	Plenary Research Session 1		
	1	Heather Haveman, UC Berkeley	Shades of masculinity in the tech sector
	2	Wei Cai, Columbia Business School	The spillover effect of adopting a formalized culture-fit measurement system in the employee selection process
	3	Laura Fritsch, Saïd Business School, University of Oxford	Culture, cognition, and organizational identity: an experimental approach
	4	Mandy O'Neill, George Mason University School of Business	Examining organizational cultures of gratitude
10:30 – 10:45	Break		
10:45 – 12:15	Concurrent Research Session 1		
	5	Paul Gouvard, USI Lugano	A computational text analysis of the positive effect of cultural misalignment on the obtention of social benefits
	6	Jennifer Dannals, Yale School of Management	The nail that sticks out: The role of feedback in learning organizational culture
	7	Arianna Marchetti, London Business School	Organizational cultural strength: A new dataset and a machine learning based measure
	8	Giselle Antoine, Olin Business School, Washington University	Organizational cultures of guilt & shame: Moral emotional systems of social control
	Concurrent Research Session 2		
	9	Paul Vicinanza, Stanford Graduate School of Business	Online conspiracy groups: Micro-bloggers, bots, and coronavirus conspiracy talk on Twitter
	1	Sunita Sah, Johnson Graduate School of Management, Cornell University	Conflict of interest disclosure as a reminder of professional norms: Clients first!
	11	Jillian Grennan, Haas School of Business, UC Berkeley	Do diverse directors influence DEI outcomes?
	12	Xin (Lucy) Liu, Columbia Business School	To stay or to leave? Gender differences in cultural adaptation
	12:15 – 1:15	Lunch	
	1:15 – 3:00	Concurrent Research Session 3	
13		Özgecan Koçak, Goizueta Business School, Emory University	Decoding culture to resolve conflicts
14		Charlie Townsend, Haas School of Business, UC Berkeley	Homogenous hiring: Similar job candidates are ironically perceived as improving diversity
15		Christopher Law, Kenan-Flagler Business School, UNC Chapel Hill	Culture creation in new organizations
	16	Ariel de Fauconberg, Judge Business School, University of Cambridge	The "real deal": Cofounder authentication processes during team formation in early-stage ventures

	Concurrent Research Session 4	
17	Shi Tang, City University of Hong Kong	Trait v/s social learning perspectives on middle management: The influences of personality and prior culture in organizational change
18	Arianna Marchetti, London Business School	Where you sit affects what you see: Examining perspectives on organizational culture across hierarchical levels
19	Xina Li, INSEAD	Love amid terror: Terrorist attacks and firms' employee treatment
20	Courtney Chandler, Haas School of Business, UC Berkeley	University culture and faculty governance: How the interrelationship impacts institutional performance during crisis
21	Sebastian Koch, Goethe University Frankfurt	Culture BERT: Fine-tuning transformer-based language models for corporate culture
3:00 – 3:15	Break	
3:15 – 4:45	Plenary Research Session 2	
22	Joseph Pacelli, Harvard Business School	Communicating corporate culture in labor markets: Evidence from job postings
23	Glenn Carroll, Stanford Graduate School of Business	Gender and culture in organizations: Perceptions, beliefs and experiences
24	Victoria Zhang, Sloan School of Management, MIT	Class and organizational culture
25	Insiya Hussain, McCombs School of Business, UT Austin	What makes you shut up as you go up? The effect of hierarchical status on different topics of employee voice
4:45 – 5:00	Break	
5:00 – 5:45	Table Discussion	
5:45 – 6:00	Schein Best Student Paper Prize	
6:00 – 7:00	Cocktails and Welcome Dinner	