

SANAZ MOBASSERI

s.mobasseri@ucl.ac.uk

ACADEMIC APPOINTMENTS

Associate Professor, Organisations & Innovation, UCL School of Management	2025-present
Assistant Professor, Questrom School of Business, Boston University	2018-2025
Assistant Professor, Sociology (by courtesy)	
Isabel Anderson Career Development Professorship	2019-21

EDUCATION

University of California, Berkeley, Haas School of Business <i>PhD in Management of Organizations</i>	2018
University of California, Berkeley, Goldman School of Public Policy <i>Master of Public Policy</i>	2012
University of Illinois at Urbana-Champaign, College of Business <i>Bachelor of Science Degree in Finance, magna cum laude</i>	2006

PUBLICATIONS

- [†]Linos, Elizabeth, [†]**Sanaz Mobasseri**, and Nina Roussille. 2024. "Intersectional Peer Effects at Work: The Effect of White Coworkers on Black Women's Careers." *Management Science*, forthcoming.
Media: Forbes, Huffington Post, Marie Claire, Black Enterprise, Essence
- [†]Onyeador, Ivuoma N., [†]**Sanaz Mobasseri**, Hannah L. McKinney, and Ashley E. Martin. 2024. "A Future for Diversity Training: Mobilizing Diversity Science to Improve Effectiveness." *Academy of Management Perspectives* 38(3): 392-414.
- Mobasseri, Sanaz**, William Kahn, and Robin J. Ely. 2024. "Racial Inequality in Organizations: A Systems Psychodynamic Perspective." *Academy of Management Review* 49(4): 718-745.
Media: AOM Insights 2023, "White Male Leaders Hold the Keys to Racial Equality"
- Mobasseri, Sanaz**, Daniel Stein, and Dana R. Carney. 2022. "The Accurate Judgment of Social Network Characteristics in the Lab and Field Using Thin Slices of the Behavioral Stream." *Organizational Behavior and Human Decision Processes* 168.
- Mobasseri, Sanaz**, Sameer B. Srivastava, and Laura J. Kray. 2021. "A Brief Social-Belonging Intervention in the Workplace: Evidence from a Field Experiment." *Academy of Management Discoveries* 7(1): 85-103.
- Mobasseri, Sanaz**. 2019. "Race, Place, and Crime: How Violent Crime Events Affect Employment Discrimination." *American Journal of Sociology* 125(1): 63-104.
* Winner, Best Student Paper Award, American Sociological Association Crime, Law, and Deviance Section
Media: Bloomberg, American Sociological Association Work-in-Progress

[†]indicates shared first authorship.

WORK IN PROGRESS

- [†]**Mobasseri, Sanaz**, [†]Mabel Abraham, and [†]Elizabeth Linos. "Who Gets Connected? Network Drivers of Racial Inequality in Tie Formation." R&R at *Administrative Science Quarterly*
* Finalist, Wharton People Analytics White Paper Competition
- Mobasseri, Sanaz**. "The Gender Dynamics of Emotional Susceptibility."
* Runner-up for Louis Pondy Best Dissertation Paper Award for the Academy of Management Organization and Management Theory Section.

OTHER PUBLICATIONS

Mobasseri, Sanaz, Amir Goldberg, and Sameer B. Srivastava. 2019. "What is Cultural Fit? From Cognition to Behavior (And Back)." *The Oxford Handbook of Cognitive Sociology*, edited by Wayne Brekhus and Gabe Ignatow, Oxford University Press.

AWARDS & GRANTS

♦ Best Symposium Award for AOM's OMT Division <i>New Approaches to Understanding Organizational Networks, Inequality, and Inclusion</i>	2023
♦ ABCD Reviewing Award for AOM's OMT Division	2023
♦ <i>Organization Science</i> Best Reviewer Award	2023
♦ Junior Faculty Fellow at the Hariri Institute for Computing, 2019-2021	\$10,000
♦ Human Resources Policy Institute Research Award	\$9,000
♦ Summer Institute in Computational Social Science, Russell Sage, & Alfred P. Sloan Foundation with David Holtz, Janet Xu, and Zanele Munyikwa	\$7,482
♦ Runner-up Louis Pondy Best Dissertation Paper Award, Academy of Management OMT Section	2018
♦ Best Student Paper Award, American Sociological Association Crime, Law, and Deviance Section	2017
♦ David Eckles Fund for Diversity and Social Impact, 2017	\$5,000
♦ Institute for Research on Labor and Employment, Graduate Research Fellowship, 2016-2017	\$15,000
♦ Haas School of Business, Research Assistant Fellowship, 2015-2016	\$15,000
♦ Greater Good Science Center, Graduate Research Fellowship, 2015-2016	\$5,000
♦ Xlab Research Grant, Fall 2014	\$1,000
♦ Behavioral Lab Grant, Spring 2014	\$350
♦ Haas School of Business, Crawford Research Fellowship, 2013	\$15,000
♦ Haas Travel Grant, 2012-2017	\$650
♦ UC Berkeley Academic Senate Research Enabling Grant, 2012-2013	\$1,500

INVITED PRESENTATIONS & CONFERENCES

- 2025** UCLA Anderson School of Management, Management and Organizations; Northwestern University, Kellogg School of Management; Boston College, Identity Research Gathering; Harvard Business School, Race, Gender & Equity at Work Research Symposium; Columbia Business School, Inequality in Evaluations
- 2024** McGill University, Desautels Faculty of Management, Organizational Behavior; Boston Women's Workforce Council; USC Marshall School of Business, Management and Organizations; Columbia Business School, Management Division; NBER Working Group on Race and Stratification; University of Pennsylvania, Wharton, Relationships Across Differences Roundtable; Academy of Management
- 2023** Cornell University, SC Johnson College of Business & ILR School, Macro Seminar; Harvard Business School, Race, Gender & Equity at Work Research Symposium; Federal Reserve Bank of St. Louis, Institute for Economic Equity; Boston College, Center for Work and Family; Oxford University, Business Economics; Google; Data & Society Institute, Race & Gig-Work Micro-Convening; Systems Psychodynamic Gathering; Academy of Management; European Group for Organizational Studies; Boston University, Khodadad Lecture on the Narrative of Racial Progress, Panelist
- 2022** ESMT, Research Seminar; Boston University, Center for Computing and Data Sciences, Panelist; Google; Boston Museum of Science, Encode Justice Panel Discussion, Moderator
- 2021** University of Pennsylvania, Wharton, Management Department; McGill University, Desautels Faculty of Management, Organizational Behavior; Harvard Business School, Nerd Lab; Northeastern University, Management and Organizational Development Seminar; Google; Academy of Management
- 2020** NYU-Abu Dhabi, Social Research and Public Policy; Harvard University, Economic Sociology Seminar;

- Stanford University, Conference on Computational Sociology; IC2S2; Google; Academy of Management
- 2019** Harvard University, Weatherhead Center for International Affairs; Academy of Management; Eastern Sociological Society; Google
- 2018** University of Pennsylvania, Wharton, People and Organizations Conference; Economic Sociology Conference, UNC Chapel Hill; Junior Faculty Organizational Theory Conference, Columbia Business School; Academy of Management; American Sociological Association
- 2017** IESE Business School, Strategic Management; University of Toronto, Rotman School of Management, Organizational Behavior; MIT Sloan School of Management, Work and Organization Studies; Dartmouth College, Tuck School of Business, Strategy and Management Group; UC Berkeley, Haas School of Business, Psychology and Economics Seminar; Boston University, Questrom School of Business, Management & Organizations; University of Pennsylvania, Wharton, People and Organizations Conference; UC Berkeley, Center for Culture, Organizations, and Politics, Sociology Department; UC Berkeley, School of Information, Towards Inclusive Tech Conference; Economic Sociology Conference, Georgetown University; Academy of Management.
- 2016** International Network of Analytical Sociology; Academy of Management; Berkeley Stanford Doctoral Student Conference
- 2014** Berkeley Stanford Doctoral Student Conference
- 2013** INFORMS Annual Meeting

TEACHING EXPERIENCE

PhD Students

- ◆ Eileen Suh, Questrom School of Business, Dissertation Committee Member 2022-24
- ◆ Audrey Holm, Questrom School of Business, Dissertation Committee Member 2020-22
- ◆ Kelsey Harris, Sociology, Dissertation Committee Member 2022

MO 842: Power and Politics in Organizations 2024

MO 221: The Dynamics of Leading Organizations and People 2019-22

Harvard Business School Publishing Executive Education 2023-present

Mars, May 2024, March 2025, May 2025, “Building Talent for the Future”
Capital Group, June 2023, “Leading with Courage and Resilience”

Exec MBA Course: Women’s 21st Century Leadership 2017-22

Taught “Navigating Your Social Network” class in Professor Laura Kray’s intensive course

Head Graduate Student Instructor, UC Berkeley’s Haas School of Business 2016-18

MBA 254: Power and Politics in Organizations 2014-17

Professors Sameer Srivastava and Cameron Anderson

- ◆ Nominated for 2015-2016 Outstanding GSI Award

UGBA 107: The Social, Political, and Ethical Environment of Business 2011-12

Professor Alan Ross

- ◆ Recipient of 2011-2012 Outstanding GSI Award

SERVICE

- ◆ Editorial Board Member, *Organization Science* 2023-present
- ◆ Editorial Board Member, *American Sociological Review* 2022-present
- ◆ Ad Hoc Reviewer for *Administrative Science Quarterly*, *American Sociological Review*, *American Journal of Sociology*, *Management Science*, *Academy of Management Journal*, *Strategic Management Journal*, *Social Forces*, *Research in the Sociology of Work*, *Emotion*

- ◆ Faculty Lead, People, Organizations, and Power Lab 2023-25
- ◆ Faculty Lead, Antiracist Tech Initiative, Center for Antiracist Research 2021-23
- ◆ Summer Institute in Computational Social Science, Boston Partner Site, Co-Organizer 2019
- ◆ Membership: Academy of Management, American Sociological Association, Eastern Sociological Society
- ◆ Conference Co-Organizer, Berkeley Stanford Doctoral Conference 2015
- ◆ Graduate Assembly Campus Affairs Vice President 2014-15
- ◆ PhD Recruitment Coordinator & Peer Advisor, Haas School of Business 2013-14
- ◆ Graduate Assembly Treasurer 2012-13

OTHER WORK EXPERIENCE

- Consulting**, business development and strategy 2008-10
- UBS Investment Bank**, *Chicago, IL and London, UK* 2006-08