

Sanaz Mobasseri
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EDUCATION

University of California, Berkeley, Haas School of Business Aug 2012 – present
PhD in Management of Organizations, expected May 2018

Dissertation: “Emotions At Work: Norms of Emotional Expression and Gender Dynamics in Workplace Communication.”

Committee: Sameer B. Srivastava (Chair), Dana R. Carney, Heather A. Haveman, Dacher Keltner, and Toby E. Stuart

Research Areas: culture, emotion, cognition, social networks, labor market inequality, race, gender

University of California, Berkeley, Goldman School of Public Policy Aug 2010 – May 2012
Master of Public Policy

University of Illinois at Urbana-Champaign, College of Business Aug 2002 – May 2006
Bachelor of Science Degree in Finance, Magna Cum Laude

RESEARCH PAPERS

Mobasseri, Sanaz. “Gender and the Give and Take of Emotions in the Workplace.”

In preparation

** Job market paper*

Mobasseri, Sanaz. “Race, Place, and Crime: How Violent Crime Events Affect Employment Discrimination.”

Revise and resubmit at American Journal of Sociology

** Winner of Best Student Paper Award for the American Sociological Association Crime, Law, and Deviance Section*

Mobasseri, Sanaz, Sameer B. Srivastava, and Dana R. Carney. “Seeing Social Structure: Assessing the Accuracy of Interpersonal Judgments about Social Networks.” *Under review*

OTHER PUBLICATIONS

Mobasseri, Sanaz, Amir Goldberg, and Sameer B. Srivastava. Forthcoming. “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.

WORKS IN PROGRESS

Mobasseri, Sanaz, Sameer B. Srivastava, and Laura J. Kray. “The Limits of Brief Social Psychological Interventions: Evidence from a Field Experiment on Social Belonging, Networks, and Attainment in a Global Technology Firm.” *Data collection and analysis complete, manuscript in preparation*

AWARDS & GRANTS

♦ 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

PRESENTATIONS & INVITED TALKS

Psychology and Economics Seminar, Haas School of Business, <i>Berkeley, CA</i>	Nov 2017
Economic Sociology Conference, Georgetown University, <i>Washington D.C.</i> "Emotional Alignment: Gender and the Give and Take of Emotions in the Workplace."	Oct 2017
People and Organizations Conference, the Wharton School, <i>Philadelphia, PA</i> "Race, Place, and Crime: How Violent Crime Events Affect Employment Discrimination."	Oct 2017
Berkeley-Haas, Management of Organizations Colloquium, <i>Berkeley, CA</i> "Emotional Alignment: Gender and the Give and Take of Emotions in the Workplace."	Oct 2017
UC Berkeley Center for Culture, Organizations, and Politics, Sociology Department, <i>Berkeley, CA</i> "Emotional Alignment: Gender and the Give and Take of Emotions in the Workplace."	Oct 2017
Towards Inclusive Tech, UC Berkeley School of Information, <i>Berkeley, CA</i> "Investigating Gender Discrimination in Technology Firms."	Sep 2017
Academy of Management Annual Meeting, <i>Anaheim, CA</i> Organization and Management Theory: <i>Gender, Perceptions, and Consequences</i> "Seeing Social Structure: Assessing the Accuracy of Interpersonal Judgments About Social Networks." (with Sameer B. Srivastava and Dana R. Carney) Organization and Management Theory: <i>Selection and Socialization</i> "Race, Place, and Crime: How Violent Crime Events Affect Employment Discrimination."	Aug 2016
American Sociological Association Annual Meeting, <i>Seattle, WA</i> Session on Race and Ethnicity in Organizations and Markets "Race, Place, and Crime: How Violent Crime Events Affect Employment Discrimination."	Aug 2016
International Network of Analytical Sociologists, <i>Utrecht, Netherlands</i> "Seeing Social Structure: Assessing the Accuracy of Interpersonal Judgments About Social Networks." (with Sameer B. Srivastava and Dana R. Carney)	June 2016
Berkeley-Haas, Management of Organizations Colloquium "Fear or Familiarity? Neighborhood Effects on Employers' Perceptions of Race and Criminality."	Apr 2016
Berkeley Mathematical, Analytical, and Experimental Sociology Graduate Working Group "Fear or Familiarity? Neighborhood Effects on Employers' Perceptions of Race and Criminality."	Feb 2016

- Berkeley Stanford Doctoral Student Conference, *Palo Alto, CA* Feb 2016
 “Seeing Social Structure: Assessing the Accuracy of Interpersonal Judgments about Social Networks.”
 (with Sameer B. Srivastava and Dana R. Carney)
- Berkeley-Haas, Management of Organizations Colloquium Mar 2015
 “Fear or Familiarity: Neighborhood Effects and Employers' Perceptions of a Criminal Record.”
- American Sociological Association Annual Meeting, *San Francisco, CA* Aug 2014
 Roundtable Session on Cognition and the Economy (Presider)
- Berkeley Stanford Doctoral Student Conference, *Palo Alto, CA* Feb 2014
 “Stigma, Sympathy, and the Double Edge of Strong Ties: Social Capital Activation in Job Searches.”
 (with Sameer B. Srivastava and András Tilcsik)
- INFORMS Annual Meeting, Session on Entrepreneurship and Social Capital, *Minneapolis, MN* Oct 2013
 “Stigma, Sympathy, and the Double Edge of Strong Ties: Social Capital Activation in Job Searches.”
 (with Sameer B. Srivastava and András Tilcsik)

TEACHING EXPERIENCE

Head Graduate Student Instructor

Fall 2016 – present

- ♦ Selected by Senior Assistant Dean for Instruction to train and oversee 105 graduate student instructors (GSIs) at Haas across five degree programs
- ♦ Lead instructor for MBA 375 and PHDBA 375, required pedagogy classes for MBA and first year PhD students serving as graduate student instructors
- ♦ Liaise between GSIs, Readers, Faculty, and Assistant Dean to resolve any problems that arise (e.g., work with underperforming GSIs to improve teaching)

Executive MBA Course: Women’s 21st Century Leadership

Summer 2017

Professor Laura Kray

- ♦ Assisted with course design, syllabus construction, grading, and facilitated class sessions
- ♦ Designed and delivered content for session on "Navigating Your Social Network" to 30 participants from various global executive MBA programs

MBA 254: Power and Politics in Organizations

(2 sections), *Professors Sameer Srivastava and Cameron Anderson*

- ♦ Assist with course design, manage interactive and online simulations, and grading
- ♦ Overall effectiveness scores of 6.38, 5.50, 5.73, 6.20, 6.67, and 6.20 (/7.00)
- ♦ Nominated for 2015-2016 Outstanding GSI Award

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

(2 sections), *Professor Alan Ross*

- ♦ Responsibilities included one hour of instruction for two sections per week, maintaining weekly office hours, grading student work, evaluating student section participation, and creating weekly lesson plans
- ♦ Overall effectiveness scores of 6.35, 6.40, and 6.50 (/7.00)
- ♦ Recipient of 2011-2012 Outstanding GSI Award

SKILLS & LANGUAGES

- ♦ R, Stata, GIS, Python
- ♦ Languages: Fluent in *Azeri*; Proficient in *Farsi*; Beginner in *Arabic*

SERVICE

- ♦ Ad Hoc Reviewer for *American Sociological Review*, *Research in the Sociology of Work*, *Emotion*
- ♦ Professional Membership: Academy of Management, American Sociological Association
- ♦ Conference Co-Organizer, Berkeley Stanford Doctoral Conference 2015
- ♦ Graduate Assembly Campus Affairs Vice President 2014-2015
- ♦ PhD Recruitment Coordinator 2014
- ♦ Peer Advisor, Haas School of Business 2013-2014
- ♦ Graduate Assembly Treasurer 2012-2013

OTHER WORK EXPERIENCE

Independent Consulting, Business Development and Strategy 2008-2010

- ♦ Worked alongside entrepreneurs of primarily technology-focused start-up companies to oversee, manage and consult on business development related projects including roll-up acquisitions, new market entries, and strategic planning

UBS Investment Bank, Chicago, IL and London, United Kingdom 2006-2008

- ♦ Participated in transactions including mergers and acquisitions, equity offerings and debt financings across global industrial goods and consumer industries
- ♦ Analyzed potential mergers, acquisitions, business line divestitures, joint ventures and a range of financing transactions including equity and debt for Midwest and European clients, utilizing analyses such as merger consequences, accretion/dilution, discounted cash flow analysis, synergy, contribution, sum-of-the-parts, financing, capital structure impact, strategic rationale, industry landscape, comparable companies and precedent transaction
- ♦ Interacted with client executives, bankers, and financial sponsors on due diligence calls, compiled data room and authored industry research for offering memorandums and ratings agencies presentations
- ♦ Awarded an international assignment on European industrials team with sub sector focus on capital goods; international transfers were reserved for selected junior talent

Selected transactions:

Navistar International Corp — Advised Company on \$5 billion joint venture with strategic partner. Worked to build financial model, developed business plan, daily client interaction while preparing materials for management and Board, determined views on valuation in order to propose appropriate equalization payment, assisted investor relations team in structuring key market messages and reactions to transaction impact, and analyzed operational and integration issues (September 2009)

NACCO Industries — Advised NACCO Industries on their ultimately unsuccessful hostile equity and debt tender offer for Applica Inc as well as provided committed debt financing for \$400 million anticipated transaction. Worked closely with Company to evaluate strategic plan, prepared materials for Board of Directors, fairness opinion committee and internal financing commitment committee (abandoned)

Hamilton Beach, Inc — Advised on NACCO Industries' spin-off of Hamilton Beach and provided committed debt financing for \$110 million dividend to NACCO. Developed operating model, prepared materials for ratings agency and lender's presentation, and aided in drafting SEC filings (April 2007)

AECOM Technology Corp — Joint bookrunner for \$808 million IPO of engineering and design services firm. Performed IPO valuation, prepared internal commitment committee memorandum, participated in drafting SEC filings and worked with Company and joint bookrunners to complete successful launch and marketing (May 2007)