

# Sanaz Mobasseri

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312.752.8849

## ACADEMIC APPOINTMENTS

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Assistant Professor, Questrom School of Business, Boston University July 2018 – present  
Assistant Professor, Sociology (by courtesy)  
Isabel Anderson Career Development Professorship, 2019-2021  
Faculty Lead, Antiracist Tech Initiative, Center for Antiracist Research Jan 2021 - present

## EDUCATION

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**University of California, Berkeley, Haas School of Business** 2018  
*PhD in Management of Organizations*

**University of California, Berkeley, Goldman School of Public Policy** 2012  
*Master of Public Policy*

**University of Illinois at Urbana-Champaign, College of Business** 2006  
*Bachelor of Science Degree in Finance, magna cum laude*

## RESEARCH PAPERS

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Mobasseri, Sanaz. "Catching Negativity: The Gendered Dynamics of Emotional Contagion in Email."  
*Second R&R at Administrative Science Quarterly*  
\* Runner-up for Louis Pondy Best Dissertation Paper Award for the Academy of Management Organization and Management Theory Section

Mobasseri, Sanaz, William Kahn, and Robin J. Ely. "A Systems Psychodynamic Perspective on the Persistence of Racial Inequality in Organizations." *Second R&R at Academy of Management Review*

Linos, Elizabeth, Sanaz Mobasseri, and Nina Roussille. "Asymmetric Peer Effects: How White Co-Workers Shape the Careers of 'People of Color'." *First R&R at Management Science*

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  
Press coverage: The Atlantic's CityLab, Real Change News, American Sociological Association Work-in-Progress

## OTHER PUBLICATIONS

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Martin, Ashley, Sanaz Mobasseri, and Ivuoma N. Onyeador. "A Psychological Perspective on Organizational Diversity Training." *Invited revision for Nature Reviews Psychology*.

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

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♦ Junior Faculty Fellow at the Hariri Institute for Computing	\$10,000
♦ Human Resources Policy Institute Research Award	\$9,000
♦ Summer Institute in Computational Social Science, Russell Sage, & Alfred P. Sloan Foundation with Dave Holtz, Janet Xu, and Zanele Munyikwa	\$7,482
♦ Runner-up Louis Pondy Best Dissertation Paper Award for the 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

## PRESENTATIONS & INVITED TALKS

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### **“A Systems Psychodynamic Perspective on the Persistence of Racial Inequality at Work”**

AOM Annual Meeting, Symposium, “Organizations’ Responses to Workplace Inequality,” Aug 2021, *Zoom*;  
HBS Nerd Lab, December 2021, *Zoom*.

### **“Asymmetric Peer Effects: How White Co-Workers Shape Non-White Careers”**

ESMT, February 2022, *Zoom*;  
University of Pennsylvania, Wharton Management Department, March 2021, *Zoom*;  
McGill University, Desautels Faculty of Management, Organizational Behavior Department, March 2021, *Zoom*;  
Northeastern University, Management and Organizational Development Seminar, February 2021, *Zoom*;  
Harvard University, Economic Sociology Seminar, December 2020, *Zoom*.

### **“The Analytics of Careers: New Frontiers in Micro-Interactions”**

Google, October 2019, *San Francisco, CA*;  
AOM Annual Meeting, CAR/HR/OB, “The Analytics of Careers,” Aug 2019, *Boston, MA*.

### **“Catching Negativity: The Gendered Dynamics of Emotional Contagion in Email”**

AOM Annual Meeting, Symposium, “Natural Language Processing in Organizations,” Aug 2020, *Zoom*;  
Stanford University, Conference on Computational Sociology, August 2020, *Zoom*;  
NYU-Abu Dhabi, Social Research and Public Policy, Feb 2020, *Abu Dhabi, UAE*;  
AOM Annual Meeting, OMT/STR, “Advances in the Study of Culture in Organizations,” Aug 2019, *Boston, MA*;  
Eastern Sociological Society, March 2019, *Boston, MA*;  
Junior Faculty Organizational Theory Conference, Columbia Business School, Nov 2018, *New York, NY*;  
Academy of Management Annual Meeting, Organization and Management Theory: Aug 2018, *Chicago, IL*;  
American Sociological Association Annual Meeting, Sociology of Emotions, Aug 2018, *Philadelphia, PA*;  
Bay Area Affective Science Meeting, July 2018, *Palo Alto, CA*;  
International Network of Analytical Sociology, June 2018, *Palo Alto, CA*;  
IESE Business School, Strategic Management Department, Dec 2017;  
University of Toronto, Rotman School of Management, Organizational Behavior, Nov 2017;  
MIT Sloan School of Management, Work and Organization Studies, Nov 2017;  
Dartmouth College, Tuck School of Business, Strategy and Management Group, Nov 2017;  
Psychology and Economics Seminar, Haas School of Business, University of California, Berkeley, Nov 2017;

Boston University, Questrom School of Business, Organizational Behavior Department, Nov 2017;  
Economic Sociology Conference, Georgetown University, Oct 2017, *Washington D.C.*;  
UC Berkeley Center for Culture, Organizations, and Politics, Sociology Department, Oct 2017.

**“A Brief Social-Belonging Intervention in the Workplace: Evidence from a Field Experiment”**

AOM Annual Meeting, OB, “Biases and Barriers for Gender Inclusiveness,” Aug 2019, *Boston, MA*;  
People and Organizations Conference, the Wharton School, Sep 2018, *Philadelphia, PA*;  
Towards Inclusive Tech, UC Berkeley School of Information, Sep 2017.

**“Race, Place, and Crime: How Violent Crime Events Affect Employment Discrimination”**

Weatherhead Center for International Affairs, Harvard University, May 2019, *Cambridge, MA*;  
People and Organizations Conference, the Wharton School, Oct 2017, *Philadelphia, PA*;  
AOM Annual Meeting, OMT: “Selection and Socialization,” Aug 2016, *Anaheim, CA*;  
ASA Annual Meeting, Session on Race and Ethnicity in Organizations and Markets, Aug 2016, *Seattle WA*;  
Berkeley Mathematical, Analytical, and Experimental Sociology Graduate Working Group, Feb 2016.

**“The Accurate Judgment of Social Network Characteristics in the Lab and Field Using Thin Slices of the Behavioral Stream” (with Daniel Stein and Dana R. Carney).**

AOM Annual Meeting, OMT: “Gender, Perceptions, and Consequences,” Aug 2016, *Anaheim, CA*;  
International Network of Analytical Sociologists, June 2016, *Utrecht, Netherlands*;  
Berkeley Stanford Doctoral Student Conference, Feb 2016, *Palo Alto, CA*.

**“Stigma, Sympathy, and the Double Edge of Strong Ties: Social Capital Activation in Job Searches” (with Sameer B. Srivastava and András Tilcsik)**

Berkeley Stanford Doctoral Student Conference, Feb 2014, *Palo Alto, CA*;  
INFORMS Annual Meeting, Session on Entrepreneurship and Social Capital, Oct 2013, *Minneapolis, MN*.

**TEACHING EXPERIENCE**

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**MO 221: The Dynamics of Leading Organizations and People**

*Professor Sanaz Mobasseri*

Sp 2019, Fall 2019,  
Fall 2020, Fall 2021

♦ Overall effectiveness score: 4.92, 4.67, 4.64, 4.66, 4.67, 4.69, 4.62, 4.39, 4.71 (/5.00)

**Head Graduate Student Instructor**

Fall 2016 – May 2018

**Executive MBA Course: Women’s 21<sup>st</sup> Century Leadership**

Sum 2017, Sum 2018,

*Professor Laura Kray*

**MBA 254: Power and Politics in Organizations**

Sp 2014, Sp 2015,

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

Fall 2015, Sp 2016,

♦ Overall effectiveness score: 6.38, 5.50, 5.73, 6.20, 6.67, and 6.20 (/7.00)

Fall 2016, Fall 2017

♦ Nominated for 2015-2016 Outstanding GSI Award

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

Sp 2011, Fall 2011,

(2 sections), *Professor Alan Ross*

Sp 2012

♦ Overall effectiveness score: 6.35, 6.40, and 6.50 (/7.00)

♦ Recipient of 2011-2012 Outstanding GSI Award

**SERVICE**

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- ♦ Editorial Board Member, *American Sociological Review* 2022-2025
- ♦ Ad Hoc Reviewer for *Administrative Science Quarterly*, *American Sociological Review*, *American Journal of Sociology*, *Management Science*, *Academy of Management Journal*, *Organization Science*, *Social Forces*, *Research in the Sociology of Work*, *Emotion*

- ◆ 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 2014-2015
- ◆ PhD Recruitment Coordinator & Peer Advisor, Haas School of Business 2013-2014
- ◆ Graduate Assembly Treasurer 2012-2013

## **OTHER WORK EXPERIENCE**

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- Independent Consulting**, Business Development and Strategy 2008-2010
- UBS Investment Bank**, *Chicago, IL and London, United Kingdom* 2006-2008

## **SKILLS & LANGUAGES**

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- ◆ R, Stata, GIS, Python
- ◆ Languages: Fluent in *Azeri*; Proficient in *Farsi*