

YIXI CHEN

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EDUCATION

Columbia Business School

PhD in Management (Organizational Theory)

New York, NY

2021- 2026 (expected)

The University of Chicago

M.A. in Social Sciences (Concentration: Sociology)

Chicago, IL

June 2020

Mount Holyoke College

B.A. in History & Economics Double Major (Magna Cum Laude)

South Hadley, MA

May 2016

RESEARCH INTERESTS

Identity; Social Evaluation; Social Network; Culture; Inequality

MANUSCRIPTS IN REVISION

Ingram, Paul, and **Yixi Chen**. “Concealment and Consequence: The Mixed Returns of Hiding Social Class Identity in Elite Institutions” (Revise and Resubmit at *American Journal of Sociology*)

Chatman, Jennifer, **Yixi Chen**, Virginia Choi & Michele Gelfand. “Does culture inoculate firms against financial turbulence: Evidence from Glassdoor” (Conditional Acceptance at *Academy of Management Discoveries*)

WORKING PAPERS

Chen, Yixi, Kylie J. Hwang, Rebecca Ponce de Leon. “Transforming Stigma into Strategy: Stigma Disclosure Narratives and Audience Evaluation” (preparing for submission to *Administrative Science Quarterly*)

Chen, Yixi and Paul Ingram. “Female Disadvantage or Feminine Disadvantage: How culturally gendered identity shapes women’s professional networks” (preparing for submission to *Academy of Management Journal*)

Chen, Yixi*, Sophie Cho*, Lori Yue, and Ishva Minefee, “Historical Legacies and Corporate Sociopolitical Activism: The Case of Firms’ Responses to the Black Lives Matter Movement in 2020” (preparing for submission to *Strategic Management Journal*)

Chen, Yixi. “Maverick or Misfit? The Double-Edged Signal of Neurodivergence in Entrepreneurial Evaluation” (working paper)

Chen, Yixi & Simeng Wang. “How Personal Narratives Reshape Racial Discrimination: Evidence from Airbnb” (second round data analysis)

Doering, Laura, Adina Sterling, and **Yixi Chen**. “A Near Miss or Far Off? Gender, Feedback, and Persistence Following Rejection” (data analysis)

OTHER PUBLICATION

Brown, Derek., **Yixi Chen**, Jenny Chatman, Sameer Srivastava, Amir Goldberg, Paul Vicinanza. “How Have Organizational Cultures Shifted During the COVID-19 Pandemic”, *California Management Review*, Vol 63, Issue 4 <https://cmr.berkeley.edu/2021/07/how-have-organizational-cultures-shifted/>

CONFERENCE PRESENTATION

(2025) INSEAD Doriot Entrepreneurship Conference (scheduled), Equitable Opportunity Conference, Academy of Management
(2024) Oxford Reputation Conference, Academy of Management, East Coast Doctoral Conference
(2023) East Coast Doctoral Conference, Academy of Management

AWARDS & GRANTS

Bernstein Center for Leadership and Ethics Grant , Columbia Business School (\$5000)	2025
Columbia Experimental Laboratory for Social Sciences Grant , Columbia University (\$1000)	2025
Lang Center Entrepreneurship Grant , Columbia Business School (\$5000)	2024
Columbia University Doctoral Fellowship , Columbia Business School	2021- present

PROFESSIONAL EXPERIENCE

Computational Culture Lab (UC Berkeley) <i>Pre-doctoral Researcher for Sameer Srivastava and Jennifer Chatman</i>	July 2020 - July 2021
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Mastercard International (New York & Shanghai) <i>Senior Analyst, International Market</i>	July 2016 - August 2019
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TEACHING

Leadership and Organizational Change (TA for Prof. Paul Ingram)	2021-2025
Organizational Change (TA for Prof. Adina Sterling)	2025
Equity by Design (TA for Prof. Adina Sterling)	2024
Strategy Formulation (TA for Prof. Vanessa Burbano)	2024
Entrepreneurial Strategy (TA for Prof. Michael Mauskopf)	2023

SERVICE

Co-organizer for 2024 East Coast Doctoral Conference (2024)
PhD Mentor for Columbia Undergraduate Business Scholars Program (2022 – 2025)
Organizer for weekly Macro PhD Students brownbag seminar (2023-2024)
Ad hoc reviewer for the Academy of Management annual meetings (2022-present)

ADDITIONAL INFORMATION

Legally authorized to work in the U.S.

REFERENCES

Prof. Paul Ingram (Advisor)
Kravis Professor of Business
Columbia Business School
pi17@columbia.edu

Prof. Dan Wang
Lambert Family Professor of Social Enterprise
Columbia Business School
djw2104@columbia.edu

Prof. Adina Sterling
Katherine W. Phillips Associate Professor of Business
Columbia Business School
ads2279@gsb.columbia.edu

Prof. Kylie Hwang
Assistant Professor of Management and Organizations
Northwestern University, Kellogg School of Management
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Prof. Sandra Matz
Lulu Chow Wang Professor of Business
Columbia Business School
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