

# Abraham Oshotse

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Goizueta Business School  
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## Academic Positions

Assistant Professor of Organizations and Management, Goizueta Business School, 2023-Present

## Education

Ph.D. Organizational Behavior (Macro), Stanford University, 2023.

Dissertation: *Inferring Social Structure from Digital Trace Data: Applications to Organizations and Markets*

M.S. Quantitative Methods, University of Pennsylvania, 2015.

Thesis: *Statistical Prediction versus Clinical Judgment in Psychological, Psychiatric, and Neuropsychological Assessment*

B.S. Applied Physics, Florida A&M University, 2013.

## Research

### *Publications*

[“Cultural Tariffing: Appropriation and the Right to Cross Cultural Boundaries”](#) (with Yael Berda and Amir Goldberg), *American Sociological Review* (2024).

### *Manuscripts Under Review*

[“Stylistic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning”](#) *Revise and Resubmit, Organization Science* (2024).

[“Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace”](#) *Under Review, Administrative Science Quarterly Science* (2025)

### *Technical Reports and White Papers*

[“The Nature and Nurture of Exceptional Teams and Cultures: Building Values-Based Culture for High Performance”](#) (with Marlene Orozco and Galen J. Buckwalter) (2025)

*Manuscripts in Preparation*

"SEMEL: An Ensemble Approach to Quantifying Linguistic Elaboration in Natural Language Text"

"The Gig Economy in Historical Context: A Longitudinal Analysis of the Population of the U.S. Self-Employed, 1998-2014" (with Jason Greenberg and Matt Marx)

*Projects in Progress*

"Ideology and Openness to Demographic Boundary Crossing" (with Amir Goldberg and Yael Berda). Collecting data.

"An Exploration of Two Dimensions of Generality in Shaping the Appeal and Engagement of Cultural Products" (with Giacomo Negro). Collecting data.

"Profit or Prestige? How Breakout Success Shapes the Diffusion of Narrative Features in Streaming Television" (with Anthony Palomba). Collecting data.

"Perceptions of Creativity and Authenticity in Creative Production" (with Tosen Nwadie). Collecting data.

"Hiring and Attainment: Demographic Diversity in Firms." (with Janet Xu). Collecting data.

"Visible Incentives, Hidden Costs: How Institutional Transparency and Preference Convergence Shape the Distribution of Talent". Model development and calibration stage.

"Expression and Entrenchment" (with Matthew Yeaton and Sameer Srivastava). Collecting data.

"Where do Conjoined Routines Come From? Collective Learning with Structural Primitives in Human-AI Ensembles" (with Ayenda Kemp). Collecting data.

**Presentations***Conference Presentations*

"Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace." Economic Sociology Conference, Houston, TX, November 2024

"Stylistic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning." Mullen Screen Entertainment Conference, Cambridge, UK, Spetember 2024

"Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace." Wharton People and Organizations Conference, Philadelphia, PA, September 2024

"Expression and Entrenchment" Academy of Management Conference, Chicago, IL, August 2024

"Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace." Academy of Management Conference, Chicago, IL, August 2024

"Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace." Equitable Opportunity Conference, Ann Arbor, MI, June 2024

"Cultural Tariffing: Appropriation and the Right to Cross Cultural Boundaries." Creative Industries Conference, Fontainebleau, France, October 2023

"Strategic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning." European Group for Organizational Studies, Cagliari, Italy, July 2023

"Strategic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning." Creative Industries Conference, New York, NY, October 2022

"Strategic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning." Economic Sociology Showcase, *Virtual*, September 2022

"Strategic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning." 8th International Conference on Computational Social Science, Chicago, IL, July 2022

"Strategic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning." Nagymaros Conference on Organizational Ecology, Berlin, Germany, June 2022

"The Gig Economy in Historical Context: A Longitudinal Analysis of the Population of the U.S. Self-Employed, 1998-2014." Wharton People & Organizations Conference, *Virtual*, October 2020

"The Gig Economy in Historical Context: A Longitudinal Analysis of the Population of the U.S. Self-Employed, 1998-2014." Stanford GSB Rising Scholars Conference, *Virtual*, October 2020

(Accepted) "Hiring and Attainment: Demographic Diversity in Firms." Western Academy of Management Doctoral Student Consortium, April 2020

"Strategic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning." Berkeley-Stanford Doctoral Conference, Berkeley, CA, January 2019

### *Invited Talks*

"Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace." McGill Desautels Faculty of Management, September 2024

"Academic Job Search Panel" Goizueta Business School, November 2023

"Cultural Tariffs: Appropriation and the Right to Cross Cultural Boundaries." Stanford University EDUC 100A Seminar, October 2021

### Fellowships and Honors

Stanford D.A.R.E Fellow, 2021 - 2023

David S. Tappan Jr. Fellow, 2021 - 2020

Duca Family Fellow, 2020 - 2021

Business School Fund Fellow, 2019 - 2020

Medici Summer School in Management Studies, 2019

Harold J. Leavitt PhD Fellow, 2018 - 2019

Paul G. and Jennifer Yeh Sherer Fellow, 2017 - 2018

## *Panels Organized*

“Publishing a Dissertation in a Top-Tier Research Journal.” ASQ Blog Seminar. Virtual, May 2022.

“Writing (and Re-Writing) a Draft.” ASQ Blog Seminar. Virtual, March 2022.

“First Steps of the Research Journey.” ASQ Blog Seminar. Virtual, October 2021.

Stanford GSB Rising Scholars Conference, Virtual, October 2020

Berkeley-Stanford Doctoral Conference, Berkeley, CA, January 2019

## Teaching

Instructor for Social Network Analytics, Spring 2025 Goizueta Business School, Atlanta, GA

Instructor for Strategic Networks, Spring 2025 Goizueta Business School, Atlanta, GA

Instructor for Social Network Analytics, Spring 2024 Goizueta Business School, Atlanta, GA

Instructor for Strategic Networks, Spring 2024 Goizueta Business School, Atlanta, GA

Instructor for Leadership Skills Lab, Summer 2023 Stanford Pre-Collegiate Summer Institutes, Stanford, CA

Course Assistant for Strategic Leadership with Jesper Sorensen, Spring 2022 Stanford Graduate School of Business, Stanford, CA

Course Assistant for Analytics of Organizational Design with Julien Clement, Spring 2021 Stanford Graduate School of Business, Stanford, CA

Course Assistant for Strategic Leadership with Jesper Sorensen, Winter 2021 Stanford Graduate School of Business, Stanford, CA

Course Assistant for Financial Restructuring with Claudia Robles Garcia and Mike Harmon, Winter 2021 Stanford Graduate School of Business, Stanford, CA

Course Assistant for Data and Decisions with Jann Spiess, Winter 2021 Stanford Graduate School of Business, Stanford, CA

Course Assistant for Strategic Leadership with Jesper Sorensen, Winter 2020 Stanford Graduate School of Business, Stanford, CA

Course Assistant for Analytics of Organizational Design with Julien Clement, Spring 2020 Stanford Graduate School of Business, Stanford, CA

Course Assistant for Managerial Skills Lab with Scott Brady, Fall 2020 Stanford Graduate School of Business, Stanford, CA

## Research Positions

Research Assistant for Julien Clement, Assistant Professor of Organizational Behavior at Stanford GSB, Fall 2019 - Winter 2020

Research Assistant for Glenn Carroll, Adams Distinguished Professor of Management at Stanford GSB, Fall 2017 - Spring 2018

Research Assistant for Nina Boyarchenko and Or Shachar, Financial Economists at the Federal Reserve Bank of New York, 2015-2017

## University Service

GBS AI in Business Taskforce Committee, 2024 - Present

GBS Organizations and Management Hightower Seminar Committee, 2023 - Present

GBS Faculty Sub-Committee High-Performance Computing, 2023 - Present

GSB DEI Council Member 2021-2023

Stanford Black Business Conference Organizing-Committee Member, 2021

Co-Founder, Doctoral Association of Black Business Students, Stanford GSB, 2020

Introduction to Diversity in Doctoral Education and Scholarship (IDDEAS) Discussant, Stanford GSB, November, 2019

Introduction to Diversity in Doctoral Education and Scholarship (IDDEAS) Discussant, Stanford GSB, May, 2018

EDGE Mentor (2018-2019)

## Professional Committee Service

Administrative Science Quarterly (ASQ) Student-Blog Board Member (2021-2022)

## Professional Memberships

Academy of Management

## Computational Skills

SAS, R, Python, Matlab, Stata, Bash, Git, L<sup>A</sup>T<sub>E</sub>X, SQL, C++, Qualtrics

## Languages

English (Mother tongue), French (beginner), Etsako (beginner)

## Citizenship

American, Nigerian