

# YIXI CHEN

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## EDUCATION

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### Columbia Business School

*PhD in Management (Organizational Theory)*  
*M.Phil. in Management*

**New York, NY**  
2027 (expected)  
2024

### The University of Chicago

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

**Chicago, IL**  
2020

### Mount Holyoke College

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

**South Hadley, MA**  
2016

## RESEARCH INTERESTS

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Identity; Social Evaluation; Entrepreneurship; Social Network; Narrative

## MANUSCRIPTS UNDER REVIEW

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Ingram, P., and **Chen, Y.** Paradox of Concealment: Incidence and Consequences of Concealing Lower-Class Identities in Elite Institutions. (2<sup>nd</sup> round Revise and Resubmit at *American Journal of Sociology*)

Chatman, J., **Chen, Y.**, Choi V., & Gelfand M. Organizational Culture and Financial Resilience: Evidence from Glassdoor. (Conditional Acceptance at *Academy of Management Discoveries*)

**Chen, Y.**, Hwang K, Ponce de Leon, R. Entrepreneurial Storytelling and Audience Evaluation among Stigmatized Entrepreneurs. (Under Review at *Organization Science*)

Doering, L., Sterling A., and **Chen, Y.**, Gender, Feedback, and Persistence (Under Review at *American Sociological Review*)

## WORKING PAPERS

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**Chen, Y.** “Maverick or Misfit? The Double-Edged Signal of Neurodivergence in Entrepreneurial Evaluation” (Job Market Paper)

**Chen, Y.**, and Ingram, P. Gender and Network Tie Persistence (preparing for submission to *Academy of Management Journal*)

**Chen, Y.\***, Cho, S.\*, Yue, L., and Minefee I., “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, Y.** and Wang, S. “How Personal Narratives Reshape Racial Discrimination: Evidence from Airbnb” (second round data analysis)

## OTHER PUBLICATION

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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/>

## ORGANIZED SYMPOSIA

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Yixi Chen & Kylie Hwang, “Marginalized Identities in Organizational Evaluation, Creative Production, and Careers”, 2026 AOM, *Showcase Symposium*

Yixi Chen & Kylie Hwang, “Navigating Inequality in Entrepreneurship: Strategies and Evaluations of Marginalized Entrepreneurs”, 2024 AOM

## CONFERENCE PRESENTATION

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(2025) INSEAD Doriot Entrepreneurship Conference, Equitable Opportunity Conference, Academy of Management

(2024) Oxford Reputation Conference, Academy of Management, East Coast Doctoral Conference

## AWARDS & GRANTS

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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

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**Computational Culture Lab (UC Berkeley)** July 2020 - July 2021

*Pre-doctoral Researcher for Sameer Srivastava and Jennifer Chatman*

**Mastercard International (New York & Shanghai)** July 2016 - August 2019

*Senior Analyst, International Market*

## TEACHING

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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 Mauskapf)	2023

## SERVICE

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PhD Mentor for Columbia Undergraduate Business Scholars Program (2022 – present)

Co-organizer for 2024 East Coast Doctoral Conference (2024)

Organizer for weekly Macro PhD Students brownbag seminar (2023-2024)

Ad hoc reviewer for the Academy of Management annual meetings (2022-present)

## REFERENCES

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Prof. Paul Ingram (Advisor & Chair)  
Kravis Professor of Business  
Columbia Business School  
[pi17@columbia.edu](mailto:pi17@columbia.edu)

Prof. Dan Wang  
Lambert Family Professor of Social Enterprise  
Columbia Business School  
[djw2104@columbia.edu](mailto:djw2104@columbia.edu)

Prof. Adina Sterling  
Katherine W. Phillips Associate Professor of Business  
Columbia Business School  
[ads2279@gsb.columbia.edu](mailto:ads2279@gsb.columbia.edu)

Prof. Kylie Hwang  
Assistant Professor of Management and Organizations  
Northwestern University, Kellogg School of Management  
[kylie.hwang@kellogg.northwestern.edu](mailto:kylie.hwang@kellogg.northwestern.edu)

Prof. Sandra Matz  
Lulu Chow Wang Professor of Business  
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[sm4409@columbia.edu](mailto:sm4409@columbia.edu)