

Abraham Oshotse

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.

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

M.S. Quantitative Methods, University of Pennsylvania.

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

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

Research

Publications

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

[“Stylistic Differentiation in Cultural Markets: The Benefits of Conspicuous Category Spanning”](#) *Organization Science* (2026).

Manuscripts Under Review

[“Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace”](#) *Under Review, Organization Science* (2026)

Manuscripts in Preparation

“Evaluating Creativity: Cultural Expectations and Creator Identity” (with Tosen Nwadei).

“Profit or Prestige? Selective Imitation under Multi-Audience Evaluation” (with Lingyun Zhang and Anthony Palomba)

“Restructuring Workplace Networks: How Composition and Facilitation Shape Structure, Attitudes, and Career Outcomes in a Randomized Field Experiment” (with Özgecan Koçak, Jill Perry-Smith, Andrea G. Dittmann, Adam M. Kleinbaum, and Sameer B. Srivastava)

“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

“Understanding Engagement and Retention on Digital Platforms: Evidence from 22 Million Users” (with Giacomo Negro). Analyzing data.

“Camouflaging Identity: Performative Femininity of Male Founders in Femtech” (with Ludovica Castiglia). Collecting Data.

“Big Fish, Small Pond: Strategic Implications of Categorical Thresholds in Ranked Markets” (with Matthew Yeaton and Anjali M. Bhatt). Collecting Data.

“Ideology and Openness to Demographic Boundary Crossing” (with Amir Goldberg and Yael Berda). Analyzing data.

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

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)

Grants

URC–Halle Institute Global Research Award, Emory University, \$24,000, 2026–2027. “Understanding Reading Engagement and Retention on Digital Literacy Platforms: Evidence from 22 Million Families” (with Giacomo Negro).

Presentations

Conference Presentations

“Profit or Prestige? Selective Imitation under Multi-Audience Evaluation.” Nagymaros Conference, Paris, France, July 2026

“Understanding Engagement and Retention on Digital Platforms: Evidence from 22 Million Users.” Nagymaros Conference, Paris, France, July 2026

“Restructuring Workplace Networks: How Composition and Facilitation Shape Structure, Attitudes, and Career Outcomes in a Randomized Field Experiment.” Social Networks Society Conference, Barcelona, Spain, June 2026

“Understanding Engagement and Retention on Digital Platforms: Evidence from 22 Million Users.” Creative Industries Conference, Paris, France, June 2026

“Identity-Signal Misalignment, Expectation, and Creative Valuation.” Creative Industries Conference, Paris, France, June 2026

“Profit or Prestige? Selective Imitation under Multi-Audience Evaluation.” Creative Industries Conference, Paris, France, June 2026

“Identity-Signal Misalignment, Expectation, and Creative Valuation.” Equitable Opportunities Conference, Montreal, Canada, May 2026

“Profit or Prestige? Selective Imitation under Multi-Audience Evaluation.” CSOL Conference, Hanover, NH, May 2026

“Restructuring Workplace Networks: How Composition and Facilitation Shape Structure, Attitudes, and Career Outcomes in a Randomized Field Experiment.” Fostering Community Workshop, Seattle, WA, April 2026

“Profit or Prestige? Selective Imitation under Multi-Audience Evaluation.” JFOT Conference, Philadelphia, PA, September 2025

“Profit or Prestige? Selective Imitation under Multi-Audience Evaluation.” Mallen Screen Entertainment Conference, Los Angeles, CA, September 2025

“Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace.” Academy of Management Conference, Copenhagen, Denmark, August 2025

“Talking Bossy: The Gender-Based Returns to Managerial Speaking Styles in the Workplace.” (Re)Production of Inequality in Evaluations Conference, New York, NY, April 2025

“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.” Mallen Screen Entertainment Conference, Cambridge, UK, September 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, 2020 - 2021

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 Business Frontiers in the Age of AI, Spring 2026 Goizueta Business School, Atlanta, GA

Instructor for Strategic Networks, Spring 2026 Goizueta Business School, Atlanta, GA

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 - 2025

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

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, $\text{\LaTeX}$, SQL, C++, Qualtrics

Languages

English (Mother tongue), French (beginner)

Citizenship

American