

Jennifer A. Chatman

Associate Dean for Academic Affairs | Paul J. Cortese Distinguished Professor of Management at Haas School of Business, University of California, Berkeley

Berkeley, CA, US

World-renowned researcher, teacher & consultant on leveraging organizational culture for firm performance and leading high-performance teams

About

Jennifer Chatman is the Paul J. Cortese Distinguished Professor of Management and a faculty member in the Management of Organizations (MORS) Group at Berkeley Haas. In her research, teaching, and consulting work, she focuses on how organizations can leverage culture for strategic success and how diverse teams can optimize performance. Her award-winning research has shown, for example, how emphasizing innovation in the context of a strong culture increases firms' financial success, how narcissistic leaders create organizational cultures lower in collaboration and integrity, and how norms to cooperate can cause members to blur differences among them, even if those differences are useful for group performance?suggesting that collaboration should be calibrated in diverse teams. Chatman is the Co-Director of the Berkeley Culture Initiative, the Associate Dean for Academic Affairs at the Haas School of Business, Editor-in-Chief for the journal Research in Organizational Behavior, and runs the Leading Strategy Execution Through Culture executive education program. She has served in many other leadership roles at Haas and UC Berkeley over the years. Chatman earned her PhD at Berkeley Haas, and her BA in Psychology from UC Berkeley.

Areas of Expertise

Organizational Culture and Firm Performance, Norms in Diverse Groups, Leadership and the Impact of Leader Attributes on Team Performance

Selected External Service & Affiliations

Simpson Manufacturing (NYSE: SSD) Board of Directors Outside Director (2004 ? present), and Chair of the Compensation and Leadership Committee (2009 ? present), Prospect Sierra School (Trustee, Chair of Compensation Working Group) - 2006-present, Young Presidents Organization (YPO) faculty member (2017-present), Greater Good Science Center, University of California, Faculty Board Member (2011 ? present), Healthcare Business Women's Association, Advisory Board Member (2011 ? 2014), The Trium Group, Academic Affiliate (2004 ? present), Ashesi University, Ghana, Africa Advisory Board Member (1999 ? 2005), UC Berkeley Center for Health Research Advisory Board Member (2003 ? 2006), Center for Executive Development at Haas Advisory Board Member (1996 ? 1998), East Bay Outreach Program, University of California Faculty Advisor (1995 ? 1999), Editorial Boards: Academy of Management Annual Reviews Editorial Committee (2005 ? 2007); Academy of Management Journal (1989 ? 1993); Academy of Management Review (1997 ? 1999; 2002 ? 2009); Administrative Science Quarterly (1992 ? 2002); Annual Review of Organizational Psychology and Organizational Behavior (2013-2016); California Management Review (1994 ? present) Journal of Applied Psychology (1998 ? 1999); The Leadership Quarterly (2017 to present), Association Memberships: Fellows of the Academy of Management (inducted 2006); Academy of Management American Psychological Association; American Psychological Society; Society for Organizational Behavior , Executive Development (partial list): Leading High Performance Cultures (faculty director); Berkeley Executive Leader Program (former faculty director); Women's Executive Leader Program; New Manager Boot Camp; various custom programs, Consulting (partial list): Cisco Systems, Clorox, The Coca-Cola Company, Conoco-Phillips, Daimler (Mercedes), Draper, Richards, Kaplan Foundation, Franklin Templeton Investor Services, Gallo Winery, Genentech, Goldman Sachs, Kaiser Permanente, Mars Inc., New York Life, Novartis, OSIsoft, PG&E, Pixar, Portland Trail Blazers, Prudential, PricewaterhouseCoopers, Qualcomm, Raiders Football, Roche, Salesforce, Sandia National Laboratory, Schneider Electric, Sony, Statoil, Wolters Kluwer, United Capital, U.S. Treasury

Positions Held

At Haas since 1993

2021 ? Present, Associate Dean of Academic Affairs, Berkeley Haas 2019 ? 2021, Associate Dean of Learning Strategies, Berkeley Haas 2019 ? present, Editor-in-Chief, Research in Organizational Behavior 2018 ? present, Founder and Co-Director, Berkeley Haas Culture Initiative 2001 ? present, Paul J. Cortese Distinguished Professor of Management 2001 ? 2004, Director, Haas School of Business PhD Program 2001 ? 2002, Marvin Bower Fellow, Harvard Business School 1997 ? 2000, Harold Furst Professor of Management Philosophy and Values, Haas School of Business 1993 ? 2001, Assistant and Associate Professor, Haas School of Business 1987 ? 1993, Assistant and Associate Professor of Organization Behavior, Kellogg Graduate School of Management, Northwestern University 1991 ? 1992, Visiting Associate Professor and Research Psychologist, Institute of Personality and Social Research and Visiting Professor, Haas School of Business

Corporate and Organizational Boards

2004 ? present, Simpson Manufacturing (NYSE: SSD) Board of Directors Outside Director, and Chair of the Compensation and Leadership Committee (2009 ? present) 2006 - present, Prospect Sierra School (Trustee, Chair of Compensation Working Group) Young Presidents Organization (YPO) faculty member (2017-present) 2011 ? 2014, Greater Good Science Center, University of California, Faculty Board Member 2011 ? 2014, Healthcare Business Women's Association, Advisory Board Member 2004 ? present, The Trium Group, Academic Affiliate 1998 ? 2006, BrassRing Systems Inc. Advisory Board Member 2001 ? 2004, Thinkshed Advisory Board Member 2002 ? 2006, Unicru Advisory Board Member, formerly Guru Worldwide 1999 ? 2005, Ashesi University, Ghana, Africa Advisory Board Member 2003 ? 2006, UC Berkeley Center for Health Research Advisory Board Member 1996 ? 1998, Center for Executive Development at Haas Advisory Board Member 1995 ? 1999, East Bay Outreach Program, University of California Faculty Advisor 1998 ? 1999, Institute for Management Studies Advisory Board Member

Education

Haas School of Business, UC Berkeley
PhD Business Administration

UC Berkeley
BA Psychology

Honors & Awards

Teaching Honors

Member of Berkeley Haas "Club 6" for high teaching scores (2019 & each year since 1993) Named on Poets & Quants "World's Best B-School Professor" list (2012) Cheit Teaching Award for Teaching Excellence, Berkeley-Columbia Executive MBA Program (2007) Cheit Teaching Award Honorable Mention, FTMBA, EW MBA & PhD programs (1994, 1996, 1997, 1998) Outstanding Teacher of the Year Award, 2nd place, Kellogg Graduate School of Management Evening MBA program (1991)

"Outstanding Publication in Organizational Behavior," Academy of Management

2020 For "Chatman, J. A., Greer, L. L., Sherman, E., & Doerr, B. (2019). Blurred lines: How the collectivism norm operates through perceived group diversity to boost or harm group performance in Himalayan mountain climbing. *Organization Science*, 30(2), 235-259." This award recognizes one paper chosen from those published in the OB domain in a particular year.

Harvard Business School Paul Lawrence Seminar Speaker

2019 "This seminar is ?intended to ?bring a luminary in the field of Organizational Behavior to Harvard Business School to honor the life, scholarship, and legacy of Paul Lawrence.?"

?Best Paper of the Year? Runner Up, The Leadership Quarterly

2019 For ?O?Reilly, C., Chatman, J., & Doerr, B. (2018). See you in court: How CEO narcissism increases firms? vulnerability to lawsuits. The Leadership Quarterly, 29 (3): 365-442."

?Best Paper of the Year,? Group and Organization Management

2015 For ?The Promise and Problems of Organizational Culture: CEO Personality, Culture, and Firm Performance.?

Inducted as a Fellow of the Academy of Management

2006

?Most Influential Paper Award,? 1997-2000, Academy of Management, Conflict Management Division

2005 For ?Being different yet feeling similar: The influence of demographic composition and organizational culture on work processes and outcomes? published in Administrative Science Quarterly, 1998, 43 (4): 749-780.

Accenture Award

2004 For the article that ?made the most important contribution to improving the practice of management,? in California Management Review for ?Leading by Leveraging Culture.?

L.L. Cummings Scholar Award, Academy of Management Organizational Behavior Division

1998 Awarded for ?outstanding achievement to one researcher in early mid-career.?

Administrative Science Quarterly Award for Scholarly Contribution

1997 For ?the article that had the most impact on the field of organizational behavior over the past five years,? for Mixing and matching people and organizations: Selection and socialization in public accounting firms.

Schwabacher Research Award, Haas School of Business

1996

Ascendant Scholar Award, Western Academy of Management

1994

Best Paper Award, Academy of Management Organization and Management Theory Division

1991 For ?Assessing the relationship between industry characteristics and organizational culture: How different can you be??

Outstanding Paper Based on a Dissertation Award, Academy of Management Organizational Behavior Division

1989 For ?Mixing and Matching People and Organizations: Selection and Socialization in Public Accounting Firms.?

Phi Beta Kappa

1980

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