

Joris BERNs

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CONTACT

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RESEARCH INTERESTS

- Open science
- Risky decision-making
- Cognition
- Attention
- Communication
- Machine learning
- Natural language processing
- Corporate governance

EDUCATION

- Current (Expected 2022) Doctor of Philosophy (PhD) in **MANAGEMENT, Tilburg University**
Topic: Examining managerial behavior in the context of organizational failure.
- Current Research visit (virtual), **Rotman School of Management, University of Toronto**
Hosted by Prof. Dr. András Tilcsik during spring semester 2021
- 2018 Research Master of Science in **BUSINESS, Tilburg University**
cum laude | Major: Organization & Strategy
Thesis: "Attention to organizational failure: Using managerial attention and sentiment to explain organizational failure."
- 2016 Bachelor of Science in **INTERNATIONAL BUSINESS ADMINISTRATION, Tilburg University**
Minors: Organization & Strategy + Entrepreneurship
Thesis: "Developing capabilities through cognition."
- 2016 Bachelor of Science in **PSYCHOLOGY, Tilburg University**
Minors: Society + Statistics & Methodology
Thesis: "Adaptive aspiration levels: An empirical study on sequential decision-making."
- 2011 VWO (Dutch pre-university secondary education), **Zwijssen College**
STEM specialization with extra courses in mathematics, economics, and management

RESEARCH PROJECTS

Attention to reference point formation: Examining how attention affects reference dependence

CO-AUTHOR: Prof. Dr. Tal Simons

STAGE: Receiving friendly reviews.

PRESENTED DURING: Departmental Research Day 2019, GSS Seminar series 2018/2019.

Developing theory on reference point formation: Bridging information processing and decision-making

CO-AUTHOR: Prof. Dr. Tal Simons
STAGE: Early stage development.

Risky decision-making under the threat of organizational failure: Examining the role of formal versus psychological ownership

CO-AUTHOR: Prof. Dr. Tal Simons
STAGE: Preliminary draft.

PRESENTED DURING: EGOS 2019, PhD days 2019, GSS Seminar series 2019/2020, Inside the black box of board's decision-making 2020.

Are managers distressed by organizational distress? Vocal emotional expression during earning calls

CO-AUTHOR: Prof. Dr. Tal Simons
STAGE: Data analysis.

PRESENTED DURING: EGOS 2020, (Digital) Transformations in Business and Society workshop 2020, GSS Seminar series 2020/2021.

Addressing the puzzle of inconsistent corporate communication: A multimodal big data approach

CO-AUTHOR: Prof. Dr. Tal Simons
STAGE: Data analysis

Lost in transcription

CO-AUTHOR: Prof. Dr. Stephan Hollander and Dr. Harm Schütt
STAGE: Finishing data collection.

ACADEMIC EXPERIENCE

2019-current | Ad-Hoc Reviewer for Academy of Management annual conference

SEP-DEC 2017 | Student Assistant for Prof. Dr. Noorderhaven, Tilburg University
Coordination of 2 bachelor courses and 1 master course. Furthermore, data collection and analysis.

2016 | Ad-Hoc Reviewer for Journal for Evolutionary Studies in Business

SEP 2016-2017 | Student Assistant for Dr. Devarakonda, Tilburg University
Programming simulations and reviewing relevant literature.

PRESENTATIONS AND INVITED TALKS

- 2020 | GSS Seminar series 2020/2021, **Tilburg University**
- 2020 | (Digital) Transformations in Business and Society workshop 2020 - **Tilburg University and Zhejiang University**
- 2020 | Invited talk on using *Python* for bachelor course *Computer Programming*, **Tilburg University**
- 2020 | EGOS - Sub-theme: *The Future of Analyzing Talk: Linguistic Theories and Methods in Organizing*
- 2020 | Inside the black box of board's decision-making, **Vrije Universiteit Amsterdam**
- 2019 | GSS Seminar series 2019/2020, **Tilburg University**
- 2019 | EGOS - Sub-theme: *Heuristics and Simple Rules: Decision-making under Uncertainty in Dealing with the Unexpected*
- 2019 | Research day, **Tilburg University**
- 2019 | PhD days, **Tilburg University**

TEACHING EXPERIENCE

- 2020-current **COURSE | Strategy for Pre-master, Tilburg University**
Introductory course for pre-master students in topics related to organization theory and strategy.
RESPONSIBILITIES INCLUDED: teaching large tutorial groups, grading.
- 2020-current **Bachelor thesis supervision, Tilburg University**
Every semester I supervise several students in the Bedrijfseconomie (Dutch business economics) and International Business Administration bachelor programs.
- 2019-2020 **COURSE | Projectmanagement IBA, Tilburg University**
Students learn the basics of projectmanagement and get practical experience in a case study.
RESPONSIBILITIES INCLUDED: teaching large tutorial groups, grading.
- 2019-2020 **COURSE | Creative entrepreneurship, Tilburg University**
Students get exposed to entrepreneurship literature on creativity and participate in a week-long hackathon.
RESPONSIBILITIES INCLUDED: teaching support, hackathon support, and grading.
- 2019-current **COURSE | Cross-cultural comparative management, Tilburg University**
Students get taught the principles of how to manage cultural differences in an international environment, and partake in interactive skills courses.
RESPONSIBILITIES INCLUDED: teaching large tutorial groups.
- 2018-current **Master thesis supervision, Tilburg University**
Every semester I supervise several students in the Strategic Management and International Management master programs.
- 2018-current **COURSE | Organisatie & strategie, Tilburg University**
First year undergraduate course in topics related to organization theory and strategy for Dutch Business Economics, Fiscal Economics, and Economics & Business Economics programs.
RESPONSIBILITIES INCLUDED: giving a lecture, teaching large tutorial groups, grading.

HONORS, AWARDS, AND GRANTS

- OCT 2020 GRANT | Google, Alphabet Inc.**
Together with Prof. Dr. Stephan Hollander, we received funding from the 'Google Cloud Platform Research Credits Program'. In total, we received 5,000 dollars worth of credits, which we are able to allocate for research purposes.
- DEC 2019 GRANT | NWO, The Netherlands**
Together with Prof. Dr. Stephan Hollander, we received funding from the 'Computing Time on National Computer Facilities' grant. This grant provides us with special access to the Dutch national supercomputer (Cartesius) for extensive big data applications.
- DEC 2019 GRANT | Google, Alphabet Inc.**
Together with Prof. Dr. Stephan Hollander, we received funding from the 'Google Cloud Platform Research Credits Program'. In total, we received 10,000 dollars worth of credits, which we are able to allocate for research purposes.
- SEP 2017 SCHOLARSHIP | CentER, Tilburg University**
This scholarship is awarded to CentER students based upon academic merit.
- 2014 TOP 5 FINALIST | PeakTime Challenge, Riga**
PeakTime is a major international case competition with 1200+ student participants. After having competed in solving business cases and participating in online simulations, we were invited for the grand final in Riga, Latvia. In Riga we reached top 5 out of the 25 invited teams.

SERVICE TO THE COMMUNITY

- 2019-current** Education committee Dutch bachelors, Tilburg University, Tilburg
2016-2020 Education committee Research Master CentER, Tilburg University, Tilburg

BOARD POSITIONS

- AUG 2018-2020 | **BOARD MEMBER - TISEM | Tilburg PhD Platform (TiPP), Tilburg**
The TiPP is a platform that represents all graduate students at Tilburg University. Via representation at the university top level, TiPP aims to promote graduate student welfare, and is thus focused on topics such as mental health, dissertation quality, and social cohesion. Furthermore, TiPP organizes a variety of workshops, seminars, and drinks.
RESPONSIBILITIES INCLUDED: Communication, Lobby, Organizing activities.
- AUG 2018-2020 | **CHAIRMAN | Graduate Students' Society (GSS), Tilburg**
The GSS is the society for graduate students (Research Master students and PhD's) in the Tilburg School of Economics and Management. Among others, it organizes a variety of professional and social events, promotes graduate student welfare, and supports social cohesion among graduate students.
RESPONSIBILITIES INCLUDED: Communication, Leadership, Lobby, Organizing activities.
- SEP 2014-2015 | **VICE CHAIRMAN - POLITICAL AFFAIRS | Studentenraad, Tilburg**
The Studentenraad is the official advisory council of the municipality of Tilburg on student affairs.
RESPONSIBILITIES INCLUDED: Political Communication and strategy, Policy development, Lobby, Advisory, and Research.
- SEP 2014-2015 | **VICE PRESIDENT AND TREASURER | TDV Cicero, Tilburg**
TDV Cicero is the debating society in Tilburg, and is focused on competitive debating and public speaking.
RESPONSIBILITIES INCLUDED: Bookkeeping, Finance, Providing training/workshops, Organizing activities, Marketing.

EXTRACURRICULAR ACTIVITIES

- 2017-2018 Board member of alumni association Quintus, TDV Cicero, Tilburg
2016 Student ambassador Tilburg, Veerstichting, Leiden
2015-2018 Board member of supervisory board, Studentenraad, Tilburg
2014-2015 Member of activities committee, Fractie Front, Tilburg
2014 Member of Ambassadors for Development (Charity), Tilburg
2014 Candidate for university council, Fractie Front, Tilburg
2013-2016 Member of the workshop team, TDV Cicero, Tilburg
2013-2014 Member of the tournament committee, TDV Cicero, Tilburg
2013-2018 Member of TDV Cicero, Tilburg
2012-2016 Member of the magazine committee, TSV Plato, Tilburg
2012-2014 Member and Chairman of the cultural committee, TSV Plato, Tilburg
2012-2018 Member of fraternity Equilibre, TSV Plato, Tilburg
2011-2017 Member of TSV Plato (student association), Tilburg

PROGRAMMING LANGUAGES

- Advanced: R, PYTHON
Intermediate: SQL, L^AT_EX
Basic: CSS, JAVASCRIPT, HTML