

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. |
| 2021 | 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
<i>cum laude</i> 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 |

PUBLICATIONS

Berns, J., & Simons, T. (2021). Attention to reference point formation: Examining how attention affects reference dependence. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 12551). Briarcliff Manor, NY 10510: Academy of Management

RESEARCH PROJECTS

Influencing security analysts through the strategic use of paraverbal communication: A multi-modal big data approach

CO-AUTHOR: Prof. Dr. Tal Simons

STAGE: Job market paper.

Information overload! How competing information stimuli inhibit or promote the ability to shift an organization's attention in response to a crisis

CO-AUTHORS: Prof. Dr. Tal Simons & Dr. Zilin He

STAGE: Preparing for submission at *Strategic Management Journal*.

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.

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

CO-AUTHOR: Prof. Dr. Tal Simons

STAGE: Theory development.

Lost in transcription

CO-AUTHORS: Prof. Dr. Stephan Hollander & Dr. Harm Schütt

STAGE: Data analysis.

ACADEMIC EXPERIENCE

2019-current	Ad-Hoc Reviewer for Academy of Management annual conference OMT and STR divisions
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

- 2021 | ICGS, **University of Groningen**
- 2021 | AOM - Full paper presentation (STR division)
- 2021 | EGOS - Sub-theme: *Organizations, Social Relations, and their Meanings: Exploring the Potentials of Natural-language and Image-processing Tools for Big Data Analyses*
- 2021 | PhD Strategy workshop, **Rotman School of Management, University of Toronto**
- 2021 | Brown bag, **Tilburg University**
- 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

- Expected 2021** **DIPLOMA | Basis Kwalificatie Onderwijs (BKO), Tilburg University**
The BKO (English: University Teaching Qualification (UTQ)) is obtained after completing an extensive didactic skills course, which is mandatory for teaching at Dutch universities.
- 2020-2021** **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.
- 2020-2021** **SUPERVISION | Bachelor thesis, 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.
- 2018-2021** **SUPERVISION | Master thesis, 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

- 2021 **BEST PAPER NOMINATION | AOM - STR division**
Our submission 'Attention to reference point formation: Examining how attention affects reference dependence' was judged to belong to the top 10 percent of the accepted papers of the STR division at the 81st Annual Meeting of the Academy of Management.
- 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

2020-2021	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.
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.
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.
2013-2014	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 ^A T _E X
Basic:	CSS, JAVASCRIPT, HTML

REFERENCES

Professor Tal Simons

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Organisation and Personnel Management
Rotterdam School of Management
Erasmus University Rotterdam
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Professor András Tilcsik

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Professor Zilin He

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