

# Joris BERNs

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## CONTACT

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## RESEARCH INTERESTS

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- Open science
- Behavioral decision-making
- Cognition
- Organizational failure
- Communication
- Machine learning
- Natural language processing
- Corporate governance

## ACADEMIC EXPERIENCE

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2022-current	<b>Assistant Professor in ORGANIZATION STUDIES, Tilburg University</b> Since November 2022, I am a tenure track assistant professor in Organization Studies department, which is part of the Tilburg School of Social and Behavioral Sciences of Tilburg University.
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## EDUCATION

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- 2022 Doctor of Philosophy (PhD) in MANAGEMENT, **Tilburg University**  
Title: CEO attention, emotion, and communication in corporate financial distress.
- 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**  
*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

## PROCEEDINGS

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Berns, J., & Simons, T. (2022). How Incongruence Between Managers' Tone of Voice and Word Sentiment Influences Security Analysts. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 11420). Briarcliff Manor, NY 10510: Academy of Management

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

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*Social evaluations of (in)congruence between CEOs' verbal content and delivery: A multimodal perspective*

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

STAGE: Job market paper; Preparing for submission at *Academy of Management Journal*.

*Attention to schemas: How schemas affect organizations' ability to shift their focus of attention in response to a crisis*

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

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

*Formal vs. psychological ownership: A psychological perspective on firm ownership*

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

STAGE: Under review at *Organization studies*.

*Lost in transcription: How mishearing verbal communication affects financial markets*

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

STAGE: Finalizing data analysis.

*Why give bad news airtime? Analyzing market reactions to the tempo of speech when discussing bad vs. good news*

STAGE: Data analysis and theory development.

*Speaking fast and slow: Examining the situational and dispositional factors affecting executive's verbal speech rate*

STAGE: Data analysis and theory development.

*Please slow down! Investigating information loss due to high verbal speech rate*

STAGE: Data analysis and theory development.

*Verbal speech rate as impression management or a display of confidence? A heuristics approach*

STAGE: Data analysis and theory development.

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

STAGE: Theory development.

## ACADEMIC SERVICE

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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

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- 2022 | AOM - Full paper presentation (OMT division)
- 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

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- 2022-2023 **COURSE | Academische en beroepsvaardigheden 2 & 3, Tilburg University**  
First-year bachelor students are exposed to the fundamentals of academic research and obtain a variety of competences in presenting, Excel, and teamwork.
- 2021-2022 **SUPERVISION | Internships, Tilburg University**  
During one semester, bachelor students intern at an organization, for which they work on a self-identified project. I am the university's supervisor for these students.
- 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 lecturing 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.
- 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.
- 2019-2020 **COURSE | Creative entrepreneurship, Tilburg University**  
Students get exposed to entrepreneurship literature on creativity and participate in a week-long hackathon.
- 2019-2022 **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.
- 2018-2021 **SUPERVISION | Master thesis, Tilburg University**  
Every semester I supervise several students in the Strategic Management and International Management master programs.
- 2018-2022 **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.

## HONORS, AWARDS, AND GRANTS

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- 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

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

## BOARD POSITIONS

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2020-2021	<b>BOARD MEMBER - TISEM   Tilburg PhD Platform (TiPP), Tilburg</b> 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	<b>CHAIRMAN   Graduate Students' Society (GSS), Tilburg</b> 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	<b>VICE CHAIRMAN - POLITICAL AFFAIRS   Studentenraad, Tilburg</b> 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	<b>VICE PRESIDENT AND TREASURER   TDV Cicero, Tilburg</b> 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

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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

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Advanced:	R, PYTHON
Intermediate:	SQL, L <sup>A</sup> T <sub>E</sub> X
Basic:	CSS, JAVASCRIPT, HTML

## REFERENCES

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**Professor Tal Simons**

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Organisation and Personnel Management  
Rotterdam School of Management  
Erasmus University Rotterdam  
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