

Gabriel R. Sala
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ACADEMIC APPOINTMENT

2022 – present **Northeastern University, D'Amore-McKim School of Business**
Postdoctoral Research Associate

EDUCATION

2022 **Boston College Carroll School of Management**
PhD in Organization Studies

2019 **Boston College Carroll School of Management**
MSc in Organization Studies

2015 **EMLyon Business School**
MSc in Management

RESEARCH

My research interests lie at the intersection of identity, relationships and emotions at work and, in understanding how individuals connect to their work and to each other, especially in disruptive times. I have conducted fieldwork in several professions and organizations – e.g., Special Forces units, SWAT teams, Luxury hotel concierges – and am interested in cross-level questions, particularly how collective processes impact individuals. I primarily conduct inductive qualitative work: collecting interviews, observations/participant-observations, and archival data.

Dissertation: *Out of Service? Individual Experiences in an Occupational Existential Threat*
Dissertation committee: Michael G. Pratt, Chair (Boston College); Jennifer Petriglieri (INSEAD); Curtis Chan (Boston College).

PUBLICATIONS

Sala, G.R., Pratt, M.G., (2023) How Organizations Influence Interpersonal Trust Repair: The Case of a French Antiterrorist Unit, *Academy of Management Journal*, 66(4), 1263-1293
<https://doi.org/10.5465/amj.2020.1093>

Pratt, M.G.*, Sala, G.R.* (2021). A Researcher's Toolkit for Observational Methods. *Oxford Research Encyclopedia of Business and Management*. Oxford University Press

*equal authorship

Sala, G.R., Haag, C. (2016). Comment vaincre l'anxiété en situation extrême ? Les secrets de la Force Intervention du GIGN, unité d'élite de la gendarmerie nationale (Taming anxiety in high-risk situations; the secrets of the GIGN). *Revue Française de Gestion*, 42(257), 129-147.

UNDER REVIEW

Sala, G.R., Do, B., Harrison, S., Bartunek, J., Review of Surprise in Organizations – Full title removed while under review. (*Revise and Resubmit at Journal of Applied Psychology*)

Pratt, M.G., Hedden, L.N., Khan, H., Sala, G.R., Sciarappa, S.L. Review of Identity Literature – Full title removed while under review. (*Conditionally Accepted for the AOM Collections*)

WORKING PAPERS & WORK IN PROGRESS

Sala, G.R., Out Of Service? Individual Experiences of an Existential Identity Threat. Working paper (Empirical). (*job market paper*)

Ladge, J., Sala, G.R., Lincoln, A., Elliott, T., Modestino, A., Re-entering the Workplace Post-Covid19: the Impact on Individuals' Mental Health. Working paper (Review).

Crosina, E.*, Sala, G.R.*, Bartunek, J., On Individual Identity Imprinting: What, When, How & Why Care. Working paper (Theory).
*equal authorship

Sala, G.R., Patience, frustration and resilience in high-risk context: Interventions of the Quebec SWAT Team. Work in progress. (*data collection and analysis: interviews and observations*)

Sciarappa, S.L., Sala, G.R., Ambiguous Loss in Professional Relationships. Work in progress. (*data collection, presented at EGOS 2023*)

AWARDS AND HONORS

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| 2019 | Awarded the Donald J. White Teaching Excellence Award |
| 2017 | MOC Best Reviewer Award |
| 2015 | Highest Honors for Master Thesis (18/20), EMLyon Business School |

PRESENTATIONS AND CONFERENCES

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| 2023 | Academy of Management (Boston), Paper Symposium (Best Paper Symposium for CAR Division) (Boston), Out Of Service? Individual Experiences of an Existential Identity Threat. Panelist

European Group for Organizational Studies (Cagliari, Italy), Ambiguous Loss in Professional Relationships, Co-author |
| 2022 | Academy of Management (Seattle), Paper Symposium, Diverse Stories of Diversity: Expanding Organizational Perspectives on Underexplored Dimensions of Diversity, Organizer and Panelist ('Talking about my Generation': (Dis)affirmation and Work Meaning in Intergenerationally Diverse Groups) |

- Academy of Management, PDW, Innovations in Qualitative Research, Panelist
- 2021 Academy of Management (*virtual*), Panel Symposium, Not in a vacuum: How extra-organizational crises influence identities and relationships. Organizer and Panelist
- European Group for Organizational Studies (*virtual*), Out of Service? Individual Identity Dynamics in the Face of Occupational Existential Threats. Presenter
- East Coast Doctoral Consortium (*virtual*), Identity work and emotions in the face of an occupational existential threat. Presenter
- 2020 Academy of Management (*virtual*), Panel Symposium (Showcase Symposium), Participant-Observation in the Modern Era of Organization Studies. Organizer
- Academy of Management (*virtual*), Panel Symposium (Showcase Symposium), The Architecture of Relationships at Work: How Strangers Become Relationship Partners. Co-organizer with Beth Schinoff
- European Group for Organizational Studies (*virtual*), Surprise Fluency in Organizations: How Organizations Can Harness Surprises within Change. Presenter
- Identity Conference (Boston College), Out of Service? Individual Identity Dynamics in the Face of Occupational Existential Threats. Presenter
- 2019 Work Identity and Meaning (WIM) Research Group (Boston College). Maintaining presumptive trust in high-risk organizations. Presenter
- INSEAD Research Group. Bending but not breaking: Maintaining and repairing interpersonal trust in high-risk organizations. Presenter
- Academy of Management (Boston), Panel Symposium: Identity and Meaningful Work. Co-organizer with Greg Fetzer
- European Group for Organizational Studies (Edinburg, UK), Bending but not breaking: How to repair and maintain interpersonal trust in high-risk organizations. Presenter
- 2018 Academy of Management (Chicago, USA), On Individual-Level Imprinting: What, When, How & Why Care. Presenter
- European Group for Organizational Studies (Tallinn, Estonia), Paradox in surprises? Incorporating the contradictory emotions, the benefits, and the cross-level dynamics of surprise in organizations. Presenter

- 2017 Academy of Management (Atlanta, USA), Cognition in the Rough, What makes trust last? Maintaining trust in high-risk environments. Learning from an anti-terrorist unit. Facilitators: Michelle Barton and Neil Ashkanazy. Participant
- Micro Meets Macro, (Arizona State University). Managing Multiple Identity Transitions After a Merger. Participant

TEACHING

Northeastern University, D'Amore-McKim School of Business

- 2022 (Fall) Instructor, Organizational Behavior, required course for business school undergraduates (2 sections).

Boston College, Carroll School of Management

- 2019 (Spring) Instructor, Organizational Behavior, required course for business school undergraduates (1 section).
- 2018 (Spring) Teaching Assistant, Organizational Behavior (with Suntae Kim), undergraduate course.
- 2017 (Fall) Teaching Assistant, Leadership (with Judith Clair), elective undergraduate course.

Sanofi Pasteur, Marcy l'Étoile

- 2014 Presentation for executives. The impact of collaboration on team performance in a complex environment. A study of multicultural and virtual teams in a French pharmaceutical firm. Presenter.

PROFESSIONAL SERVICE

- 2023 Co-organizer of the [Northeastern University Qualitative Research Conference](#)
- 2022 – pres Chair of [MOC-DOCS Committee](#)
- 2022 – 2023 MOC-UP mentor
- 2021 Committee member for MOC Division Presenter Symposium Award.
- 2018 – 2020 [Work, Identity & Meaning Research Group](#) (Boston College). Co-organizer with Greg Fetzer.
- 2020 Identity Conference (Boston College). Organizer: Michael G. Pratt. Coordinator and Presenter.
- 2019 Co-Interviewer (with Yusaku Takeda) of Michael G. Pratt for *Administrative Science Quarterly* Blog.
- 2016 – pres Boston Field Researchers Conference, Boston College Member.

Ad Hoc Reviewer:

Academy of Management Journal
Journal of Organizational Behavior

Conferences: Academy of Management Annual Meetings (MOC, OB, OMT, RM Divisions),
European Group for Organization Studies (EGOS)

Professional Memberships & Affiliations

Academy of Management
European Group for Organization Studies
American Psychological Association

PROFESSIONAL EXPERIENCE

Sept 2014 – Feb 2015	Sanofi-Pasteur , Marcy l'Etoile, France, Research Intern
Jan – July 2013	Lincoln Associates , Paris, France, Head hunter
July – Dec 2011	Sephora China , Shanghai, China, Marketing Assistant

LANGUAGES

French (native); English (fluent); Spanish (intermediate); Italian (basic knowledge); Japanese (basic knowledge)