**Gabriel R. Sala, PhD  
Postdoctoral Research Associate**

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Northeastern University, D'Amore-McKim School of Business, 360 Huntington Ave, Boston, MA 02115

**EDUCATION**

2022 – present **Northeastern University, D’Amore-McKim School of Business**

Postdoctoral Research Associate

2022 **Boston College Carroll School of Management**

# PhD in Organization Studies

2019 **Boston College Carroll School of Management**

# MSc in Organization Studies

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# 2015 **EMLyon Business School**

# MSc in Management

**RESEARCH**

My research interests lie at the intersection of management and (applied) psychology. My work looks at how individuals connect to their work and to each other, especially in disruptive times, and the impact it may have on their relationships and mental health. My work particularly examines elite professions and organizations – e.g., Special Forces units, SWAT teams, Luxury hotel concierges. As such, I am interested in phenomena that involve cross-level questions – particularly how collectives may influence 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***

Research has long known about the important implications of the risk of losing one’s job (the risk of layoff, the possible “death” of one’s organization or an incapacitating accident). But what about when an occupation’s existence is at stake? Indeed, occupations and professions can be threatened to the point of non-existence. Such a potential loss is likely to not only influence “who I am?” but more broadly one’s place in the social order, that is “why am I here?” As such, it poses an existential threat. Existential threats from occupational demise can come from the emergence of a new competitor, a new way of working, a crisis (e.g., disasters, financial crisis, Covid19) and technology, just to name a few. Such existential threats can have important consequences on occupational members’ mental health, relationships and emotions. Yet, our current theories still fall short to understand how individuals experience this threat. Through an inductive qualitative study of a luxury hotel concierge community in the USA, I uncover several paths that Les Clefs d’Or members followed when faced with OIET: *withdrawing, waiting, searching* and *defending*. Each path had distinct outcomes on how individuals related to the occupation, as well as their mental health and relationships. These findings have important implications for theory and practice.

**Dissertation committee**: Michael G. Pratt, Chair (Boston College); Jennifer Petriglieri (INSEAD); Curtis Chan (Boston College).

**AWARDS AND HONORS**

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

**PUBLICATIONS**

Sala, G.R., Do, B., Harrison, S., Bartunek, J., Title removed while under review. *(under review at Journal of Applied Psychology)*

Sala, G.R., Pratt, M.G., (2023) How Organizations Influence Interpersonal Trust Repair: The Case of a French Antiterrorist Unit, *Academy of Management Journal*,

<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

**Based on Master’s thesis:** 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.

**WORKING PAPERS & WORK IN PROGRESS**

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. *(target journal and date: Journal of Applied Psychology, Spring 2023)*

Sala, G.R., Individual Experiences of Occupational Existential Threat. Working paper. *(target journal and date: Administrative Science Quarterly, Fall 2023)*

Sala, G.R., Patience and resilience in high-risk situations: Interventions of the Quebec SWAT Team. Work in progress. *(data collection and analysis: interviews and observations, target journal and date: Academy of Management Journal, Fall 2023)*

Crosina, E.\*, Sala, G.R.\*, Bartunek, J., On Individual-Level Imprinting: What, When, How & Why Care. Working paper. *(target journal and date: Academy of Management Review, Spring 2023)*

\*equal authorship

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

**PRESENTATIONS AND CONFERENCES**

2022 Academy of Management, Paper Symposium (*in person*), 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 (*in person*), Innovations in Qualitative Research, Panelist

2021 Academy of Management, Panel Symposium (*virtual*),

Not in a vacuum: How extra-organizational crises influence identities and relationships. Organizer and Panelist

European Group for Organizational Studies (Amsterdam, Netherlands, *virtual*),

Out of Service? Individual Identity Dynamics in the Face of Occupational Existential Threats. Presenter

East Coast Doctoral Consortium (New York, USA, *virtual*),

Identity work and emotions in the face of an occupational existential threat. Presenter

2020 Academy of Management, Panel Symposium (Showcase Symposium) (Vancouver, Canada, *virtual*), Participant-Observation in the Modern Era of Organization Studies. Moderator: Michael G. Pratt. Panelists: Callen Anthony, Beth Bechky, Gerardo Ohkuysen, Deborah Anderson. Organizer: Gabriel R. Sala.

Academy of Management, Panel Symposium (Showcase Symposium) (Vancouver, Canada, *virtual*), The Architecture of Relationships at Work: How Strangers Become Relationship Partners.Panelists: Kerry R. Gibson, Jessica M. Methot, Emily D. Heaphy, Shimul Melwani. Organizers: Gabriel R. Sala and Beth Schinoff.

European Group for Organizational Studies (Hamburg, Germany, *virtual*), Surprise Fluency in Organizations: How Organizations Can Harness Surprises within Change. Presenter (in collaboration with Jean Bartunek and Spencer Harrison).

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 (in collaboration with Michael G. Pratt)

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 (in collaboration with Jean Bartunek).

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). Ratings: 4.9 and 5.0.

**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**

2022 Chair of [MOC-DOCS Committee](https://higherlogicdownload.s3.amazonaws.com/AOM/867e6361-659c-4824-8b84-56cdb8da5bac/UploadedFiles/BOsdnwiGQXmCoD5nnL7p_MOC%20DOCS%202023.pdf)

2021 Committee member for MOC Division Presenter Symposium Award.

2018 – 2020 [Work, Identity & Meaning Research Group](https://sites.google.com/bc.edu/wim/home) (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 – today Boston Field Researchers Conference, Boston College Member.

**Reviewing**

Academy of Management Annual Meetings (MOC, OB, OMT Divisions)

European Group for Organization Studies

**Professional Memberships & Affiliations**

Academy of Management (MOC, OB, OMT, RM Divisions)

European Group for Organization Studies

American Psychological Association (2017-2019)

Boston Field Researchers Conference

**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)