

**Gabriel R. Sala**  
**PhD Candidate**

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## **EDUCATION**

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Expected 2022	<b>Boston College Carroll School of Management</b> PhD in Organization Studies
2019	<b>Boston College Carroll School of Management</b> MSc in Organization Studies
2015	<b>EMLyon Business School</b> MSc in Management

## **RESEARCH**

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My research interests lie in how individuals connect to their work and to each other, especially in disruptive times and in 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. My work draws from theories of identity, emotions, trust and relationships. I primarily conduct inductive qualitative work through ethnographic work: collecting interviews, observations (and participant-observations), as well as archival data. I also have an interest in qualitative methodology in and of itself.

### **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 work (the risk of layoff, the possible "death" of one's organization or an incapacitating accident). But what about when an occupational community'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., disaster or financial crisis) and technology, just to name a few. Such existential threats can have important consequences on occupational members' lives (i.e., cognition, relationships and emotions). Yet, our current theories still fall short to understand how individuals experience this threat. In an inductive qualitative study of Les Clefs d'Or concierges in the USA, my dissertation aims at uncovering what that these impacts and experiences are.

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

## **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

## **UNDER REVIEW, IN-PRESS AND PUBLICATIONS**

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Sala, G.R., Pratt, M.G., [Title removed] Trust repair (2<sup>nd</sup> R&R at Academy of Management Journal)

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**

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Sala, G.R., Harrison, S., Bartunek, J., Surprise, surprise, surprise: Synthesizing the emotions, benefits, and cross-level dynamics of surprise in organizations. Working paper. Boston College. (*review paper, revising manuscript*)

Crosina, E., Sala, G.R.\*, Bartunek, J., On Individual-Level Imprinting: What, When, How & Why Care. Working paper. Babson College. (*theory paper, revising manuscript*)

\*equal authorship

Sala, G.R., Patience and resilience in high-risk situations: Interventions of the Quebec SWAT Team (*design and data collection: interviews and observations*)

## **PRESENTATIONS AND CONFERENCES**

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- 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

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### **Boston College Carroll School of Management**

2019 (Spring) Instructor, Organizational Behavior, required course for business school.

2018 (Spring) Teaching Assistant, Organizational Behavior (with Suntae Kim).

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

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- 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 – today Boston Field Researchers Conference, Boston College Member

### **Reviewing**

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

### **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

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

## **LANGUAGES**

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