

Alyson Gounden Rock

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PhD Candidate

Desautels Faculty of Management
1001, Sherbrooke St. W.,
Montreal, QC.
H3A 1G5
Canada

Visiting PhD Student

Institute for Work and Employment Research
Sloan School of Management
Massachusetts Institute of Technology
Cambridge, MA
USA

Education

- McGill University, Desautels Faculty of Management** 2024
PhD., Management (Organizational Behaviour) (expected)
Committee: Brian Rubineau (Chair)
Lotte Bailyn, Joel Bothello, Lisa Cohen & J.P. Ferguson.
Dissertation: Three investigations of gender inequality: Task categories as within-job contributors to gender wage inequality and gender in Industrial Relations scholarship
- Massachusetts Institute of Technology, Sloan School of Management** 2023
Visiting PhD. Student, Institute for Work and Employment Research
- Harvard University, Harvard Kennedy School of Government** 2014
Masters in Public Administration
- Audencia Business School** 1993
Mastère Spécialisé en Management
- University of Oxford** 1992
Bachelor of Arts in Modern Languages (French with German).
Distinction in Spoken French

Academic Appointments

- Desautels Faculty of Management, McGill University** 2022
Instructor
- Judge Business School, University of Cambridge, UK** 2022
Teaching Fellow
- Harvard University Kennedy School of Government**
Instructor Summer Mid Career Program 2020
- Harvard University Kennedy School of Government**
Research Fellow, Teaching Fellow & Professional Coach 2015–20
Ash Center for Democratic Governance
Women & Public Policy Program & Center for Public Leadership

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Peer-Reviewed Publications

Kossek, E. E., Perrigino, M., & **Gouden Rock, A.** (2021). From Ideal Workers to ideal work for all: A 50-year review integrating careers and work-family research with a future research agenda. *Journal of Vocational Behavior*, 126, 103504.

The Stakeholder Alignment Collaborative (Joel Cutcher-Gershenfeld, Ken Anderson, Karen S. Baker, Nicholas Berente, Helen M. Berman, Bobby Clark, Alan Blatecky, Christine L. Borgman, Patrick Canavan, Yaminette Diaz-Linhart, Alysia Garmulewicz, **Alyson Gouden Rock**, Brandon Grant, Michael Haberman, Ron Hutchins, John Leslie King, Spencer Lewis, Christine R. Kirkpatrick, John C Klensin, Kimberlyn Rachel Leary, W. Christopher Lenhardt, Michael Maffie, Lauren A. Michael, Barbara B. Mittleman, Rajesh Sampath, Sarah Soroui, Namchul Shin, Miya Ward, Susan J. Winter, Kimberly E. Zarecor). (2023, forthcoming). *The Consortia Century: Aligning for Impact* (working title). New York: Oxford University Press.

The Stakeholder Alignment Collaborative (Joel Cutcher-Gershenfeld, Karen S. Baker, Nicholas Berente, Alan Blatecky, Helen M. Berman, Anita Say Chan, **Alyson Gouden Rock**, Alysia Garmulewicz, Ron Hutchins, Alyssa Mikytuck, Barbara B. Mittleman, Rajesh Sampath, Namchul Shin, Pips Veazey, Susan J. Winter, Kimberly E. Zarecor). (2023, forthcoming). Lessons from Multi-Stakeholder Consortia for Public Higher Education Systems, in: *Realizing the Promise: The Future of American Public University Systems*, Nancy Zimpher, Jason Lane, and Jim Johnsen, editors. Baltimore: Johns Hopkins University Press.

Honors, Awards & Grants

- SSHRC Seed Grant 2023 (PI: Brian Rubineau \$5,000 CDN)
- Desautels Teaching Excellence Award 2023
- AMJ paper & idea development workshop. HEC Montréal, Canada 2023
- Transatlantic Doctoral Conference: Strategy & Entrepreneurship track (declined) 2023
- HBS Race, Gender, and Equity Symposium Flash Talk Invitee 2023
- Desautels Faculty of Management PhD Excellence Teaching Award 2023
- Wharton People & Organizations Conference (opening plenary session) 2022
- Academy of Management OMT Doctoral Consortium (Seattle) 2022
- Labor & Employment Relations Association Competitive Paper Award 2022
- Wharton People & Organizations Conference (roundtable session) 2021
- Academy of Management GDO (virtual) Doctoral Consortium 2021
- Academy of Management Multi-Modal Research PDW (virtual) 2021
- Academy of Management OMT Doctoral Dissertation Consortium (virtual) 2021
- Medici Summer Research Institute (virtual) 2021
- Labor & Employment Relations Association Best Gender Paper Award 2021
- Wharton People & Organizations Conference (roundtable session) 2020
- Academy of Management ODC Doctoral Consortium (virtual) 2020
- PhD Excellence Rathlin Scholarship Award 2018 (\$20,000 CAD)

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Conference Proceedings

Purdue Women and Leadership Dismantling Bias Conference 2022

Is discourse about flexible working, a mechanism of gender in/ equality, changing over time? The case of Working from Home (WFH). Gounden Rock, A.

<https://docs.lib.purdue.edu/cgi/viewcontent.cgi?article=1154&context=cgg>

Academy of Management 2021

Are men just insensitive (to job experience in their application decisions)? In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 11183). Briarcliff Manor, NY 10510: Academy of Management. Rubineau, B., **Gounden Rock, A.**, Reyt, J. N., & Wiesenfeld, B. M. (2021).

<https://doi.org.proxy3.library.mcgill.ca/10.5465/AMBPP.2021.11183abstract>

Academy of Management 2019: Showcase Symposium. **Gounden Rock, A.**, Wellmann, J. Wittman, S. (Organizers) (Discussant: L. Bailyn. Panelists: Goldin, C., Ibarra, I., Hall, D.T., Stone, P. <https://doi.org/10.5465/AMBPP.2019.18568symposium>

Non Peer-Reviewed Publications

Stakeholder Alignment Collaborative: Cutcher-Gershenfeld, J., Baker, K.S., Berente, N., Berkman, P.A., Berman, H.M., Canavan, P., Feltus, F.A., Garmulewicz, A., **Gounden Rock, A.**, Hutchins, R., King, J.L., Kirkpatrick, C., Lenhardt, C., Levin, P., Lewis, S., Maffie, M., Mayernik, M.S., Mittleman, B., Nusser, S.M., Plale, B., Sampath, R., Shin, N., Stall, S., Towns, J., Winter, S., Veazey, P., Zarecor, K.E.. When Launching a Collaboration, Keep it Agile. *Stanford Social Innovation Review*. Spring 2022 40-47.

Working Papers

Rubineau, B., **Gounden Rock, A.**, Reyt, J.N., Wiesenfeld, B. Experienced Women Hold Back, Novice Men Rush in. A First Empirical Test of Gender, Experience and Job Applications.

Gounden Rock, A. Task allocations contribute to gender-wage inequality within jobs. Working paper. (Job market paper).

Gounden Rock, A., Riordan, C. & Minster, A. Critical Review of Gender in the Field of Industrial Relations, with a Future Research Agenda.

Gounden Rock, A., Wittman, S., Wellmann, J. Bailyn, L.; Goldin, C.; Hall, D.T. & Stone, P.. Inclusive career paths around caregiving: an essay.

Gounden Rock, A. What can Covid-related Changes to Discourse and Narratives about Working Practices that Contribute to Gender In/equality Tell us About how Norms Emerge, Persist or Change?

Gounden Rock, A. "Can COVID shed light on the flexibility paradox?"

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Presentations & Workshops

Tasks as Within-Job Contributors to Organizational Wage Inequality: The Case of US Unions.

- American Sociological Association Conference: Panel on Centering Inequalities in Economic Sociology (August 2023)
- International Network of Analytic Sociology (June 2023)
- AMJ paper & idea development workshop at HEC Montreal (June 2023)
- Transatlantic Doctoral Conference: Strategy & Entrepreneurship track (withdrawn May 2023)
- Desautels Faculty of Management Research Seminar (May 2023)
- HBS Race, Gender, and Equity Symposium (May 2023)
- East Coast Doctoral Conference (April 2023)
- Harvard Business School Organizational Behavior Lab (March 2023)
- Wharton People & Organizations Conference (Plenary session October 2022)
- Harvard Business School Organizational Behavior Lab (October 2022)
- Labor & Employment Relations Association (June 2022)

Tasks as Within-Job Contributors to Organizational Wage Inequality: The Case of US Unions. (cont.)

- Wharton People & Organizations Conference (September 2023)
- Academy of Management Conference (August 2023)
- MIT Economic Sociology Working Group (April 2022)
- Desautels Faculty of Management Research Seminar (March 2022)
- Harvard Business School Organizational Behavior Lab (March 2022)
- MIT Economic Sociology Working Group (October 2020)
- McGill Organizational Behavior Area Seminar July (virtual) 2020

Task Content as a mechanism of Organizational Wage Inequality: The Case of US Unions

- Harvard Business School Organizational Behavior Lab (March 2023)
- Desautels Organizational Behavior Research Seminar (Montreal) Nov 2022
- Academy of Management August 2023: Shaping Work from the Two Sides of the Labor Market: Supply and Demand-Side Views of Gender Inequality.
Gouden Rock, A. & Lluent, T. (Organizers). Roman V. Galperin (Discussant). Chan-Ahuja*, S.; Fernandez-Mateo, I.; Nimsik, J.; Carnabuci, G.*; Min, L.; **Gouden Rock, A.***; Feldberg, A.; Harrington, K.*; McGinn, K. (Presenters* and Coauthors). Presenter Symposium. Academy of Management August 2023 OMT & DEI (Sponsor Divisions).

On Gendered Organizational Working Practices: a Critical Discursive Approach

- PROS, Rhodes (Greece) July 2022
- EGOS, Vienna (Austria) July 2022
- Montreal Joint PhD Program Symposium (virtual) February 2022
- Purdue Women's Conference
- Harvard Business School Organizational Behavior Lab (virtual) November 2020
- Boston Field Researcher Conference (virtual) December 2020

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Presentations & Workshops (cont.)

A Narrative Review of Gender in the Field of IR, Grounded in Its History

- British Academy of Management HRM SIG Symposium, Prato (Italy) June 2022
- Labor & Employment Relations Association (virtual) June 2021

The Effect of the Ideal Worker Norm on Employees: Individual Worker and Managerial Characteristics that Influence Granting of Working from Home

- Academy of Management (virtual) August 2021

Faculty Covid-19 Experiences & Work-life Inclusion: Future Flexibility & Equality Insights.

- (Organizer) Kossek, E. E., (Participants) Spreitzer, G. M., Lautsch, B. A., Perrigino, M.B., **Gounden Rock, A.**, Kelliher, C., Merriweather, T. J., Freney, Y., Matthews, R.A., Hill, N. S., Rosokha, L.M., Woehler, M.L. AoM GDO PDW August 2022

Negotiating Informally at Work: Individual & Situational Factors Shaping Women's Career Advancement.

- Mor, S., Bowles. R., H., Luria, G., **Gounden. Rock., A.** International Association Conflict Management June (NYC) 2016

Teaching Experience

Undergraduate level

Introduction to Organizational Behaviour (MGCR 222: 005 Fall 2022)

Desautels Faculty of Management, McGill University

65 enrolled students

Teaching Evaluation: 4.6/5

Masters level

Person, Position & Project (Summer 2020)

Harvard Kennedy School. Instructor

No numeric evaluation available (comments included in teaching statement)

Sparkling Social Change (DPI312M Fall 2015 & 2019)

Harvard Kennedy School. Teaching Fellow for Professor Mark Moore

50 students. Teaching evaluation: (4.61/5)

Creating Public Value (CPV Spring 2018)

Harvard Kennedy School

Teaching Fellow for Professor Mark Moore

40 students. No evaluation available

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Teaching Experience (cont.)

Masters level (cont.)

Social Entrepreneurship 101:

From Start-up to End-up (MLD836M Spring & Fall 2016)

Harvard Kennedy School. Teaching Fellow for Professor Jim Bildner

45 students. No evaluation available

PhD level

Crafting Your Research Identity Seminar Spring 2022

University of Cambridge, UK. Judge Business School

Co-taught with Professors A.D. Meyer & J. Walsh

First and second year PhD students. No course evaluations available

Executive Education Collaborative Solutions & Recovering the Public in Public Value

Harvard Kennedy School

2017-18

Senior public sector participants in Cambridge, MA and Washington, D.C..

No course evaluations available

Pedagogy Developed

Person, Position & Project, and Sparking Social Change

2018-20

Harvard Kennedy School (DPI312/3M: Moore)

Teaching Cases

Berg, L., Gouden, R., A., Skowronek, S.,

2017

[Briefing sheet on Common Biases in Group Decision Making](#). HBS Case Program

Gouden, R., A., Skowronek, S., Lee, S.

2017

Individual Biases Teaching Case for Prof. Riley Bowles

Podcasts & Popular Press

Delve Podcast. Desautels Faculty of Management

[New Normal: Ideal Workers, Gender Equality, and COVID-19 with Alyson Gouden](#)

[Rock](#) McGill University.

2022

WBUR Cognoscenti (National Public Radio affiliate)

[The Truth About Working Mothers](#). Alyson Gouden Rock

2017

Huffington Post

[Give Mom a Little \(Professional\) Respect](#) Alyson Gouden Rock

2014

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Professional Service

PhD Student Rep/Co-organizer, Economic Sociology Job Market Showcase Sept 2023
(Organizers) Zuckerman, E., Kim, M., Demetry, D.
(PhD Student Representatives) Mellody, J., Labuzova, T., **Gounden Rock, A.**

Research Associate: Responsible Research in Business & Management 2021-2023
Supported 2022 and 2023 Awards (with Profs. A.D. Meyer & A. Tsui)

PhD. Symposium Organizer, Labor & Employment Relations Association 2023

PDW Organizer, Academy of Management 2022
OMT PDW: Division New & Returning Member Networking &
Research Forum (Organizers) Gai, S., Yan, Shipeng, Y., Kaplan, S.,
Gounden Rock, A., (Facilitators) Briscoe, F., Mani, D., Smith, W.,
Graffin, S., Hudson, B., Thornton, P. H., Broschak, J.P., Washington, M.,
Höllerer, M., Wry, T., Dacin, T., Rhee, E.Y., Boxenbaum, E.

PDW Organizer, Academy of Management 2021
PDW. Supporting Non-Traditional Research Career Paths in the Academy **Alyson
Gounden Rock (organizer)**; Henry Mintzberg; Maury Peiperl; Matthew Bidwell; John
Eklund; Laurel Grassin-Drake; Elise Jones; Sarah Wittman (Panelists); Anand
Bhardwaj; Masoomah Kalantari; Hanieh Mohammadi (Table Hosts).

OB Research Seminar Organizer, Desautels Faculty of Management 2020-21

Reviewer

Gender & Society, Management International, Academy of Management

Judge (Best International Paper)

Careers Division, Academy of Management 2020

Member

Academy of Management; American Sociological Association; British Academy of
Management, Boston Field Researchers Network; Colloquium on Philosophy and
Organization Studies; European Group for Organization Studies; International Network of
Analytical Sociology; Labor and Employment Relations Association; International Process
Symposium: Work and Family Researchers Network

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Other Work Experience

Independent Strategic Advisor, Boston	6 years
Community Action Partners (Harvard Business School/Kennedy School)	
Developed strategic plans for clients, including:	
National legal advocacy organization against sexual violence	
Early childhood education policy & program organization	
LouLouBee Ltd., Founder/Entrepreneur UK & US	11 years
Launched and ran online retail company and import/export company	
PwC, Senior Associate in Strategy, Policy & Economics Unit	6 years
Senior Associate (London & Boston). Organizational Design expert.	
Bain & Company, London. Associate Consultant	1 year
LCI, Paris, France. Technical translator (French to English)	1 year

Languages

Bilingual English/French, Intermediate German, Basic Italian & Spanish

References

Brian Rubineau

Dissertation Committee Chair
Associate Professor
Desautels Faculty of Management
McGill University
brian.rubineau@mcgill.ca

Robin Ely

Diane Doerge Wilson
Professor of Business Administration
Harvard Business School
rely@hbs.edu

Lotte Bailyn

T. Wilson (1953) Professor of Management
Emerita
Sloan School of Management
Massachusetts Institute of Technology
lbailyn@mit.edu

Alan Meyer

Emeritus Professor
Lunquist College of Business
University of Oregon
ameyer@uoregon.edu

John-Paul Ferguson

Associate Professor
Desautels Faculty of Management
McGill University
jp.ferguson@mcgill.ca

Joel Cutcher-Gerschenfeld

Professor
Heller School for Social Policy &
Management
Brandeis University
joelcg@brandeis.edu