

Elena Obukhova

Desautels Faculty of Management
McGill University
elena.obukhova@mcgill.ca

Employment

- 2022- Associate Professor, Strategy and Organization
Director, Laidley Centre for Business Ethics
- 2013-22 Assistant Professor, Strategy and Organization
Desautels Faculty of Management, McGill University
Parental leave, 2018-2019
- 2007-13 Assistant Professor, Global Economics and Management
Sloan School of Management, MIT

Education

- 2007 Ph.D., Sociology, University of Chicago
- 1997 M.S., Mathematical Methods in the Social Sciences, Northwestern University
- 1994 B.A., Anthropology, University of Florida

Research interests

Organizational theory; economic sociology; labor markets; social networks; network-based hiring; DEI; comparative and international; China

Journal articles (*co-author is a student at the beginning of the project)

- 2022 Obukhova, E. and A. M. Kleinbaum. Scouting and Schmoozing: A Gender Difference in Networking during Job Search. Forthcoming in the *Academy of Management Discoveries*
- Honorable mention, Gender and Diversity Division, Administrative Sciences Association of Canada.
 - Media coverage: *Huffington Post*, *AOM Insights*.
- 2022 Obukhova E. and B. Rubineau. Market transition and network-based job matching in China: The referrer perspective. *Industrial Labor Relations Review* 75(1): 200-224.
- 2017 Obukhova, E. and L. Zhang*. Social Capital and Job Search in Urban China: The Strength-of-Strong-Ties Hypothesis Revisited. *Chinese Sociological Review* 49(4): 340-361.
- Finalist for Best Overall Paper Award of the Careers Division, Academy of Management
 - An abridged version published in the Academy of Management 2015 *Best Paper Proceedings*

- 2016 Zhang*, J., E. Zuckerman, and E. Obukhova. A Lack of Security or of Cultural Capital? Acculturative Conservatism in the Naming Choices of Early 20th-Century U.S. Jews. *Social Forces* 94(4): 1509-1538.
- 2014 Obukhova, E., E. Zuckerman, and J. Zhang*. When Politics Froze Fashion: The Effect of the Cultural Revolution on Naming in Beijing. *American Journal of Sociology* 120(2): 555-583.
- Honorable mention for Clifford Geertz Prize for Best Article, Culture Section, American Sociological Association
 - Media coverage: CNPolitics.org.
- 2013 Obukhova, E. and G. Lan*. Do Job-Seekers Benefit from Contacts? A Direct Test with Contemporaneous Searches. *Management Science* 59(10): 2204-2216.
- 2012 Obukhova, E. Motivation vs. Relevance: Using Strong Ties to Find a Job in China. *Social Science Research* 41(3): 470-480.

Working papers

- Obukhova, E. and F. Tian. The effect of bonuses on job referring: The role of social networks in the US and China. Revise and Resubmit (4th round) at the *Journal of International Business Studies*.
- Obukhova, E., H-J Cho*, and L.T. Zhang, Awards as shields: Managerial status and strategic change. Revise and Resubmit (1st round) at the *Strategic Management Journal*.
- Obukhova, E., and S.E. Kopman. Strength in Numbers: Ethnic networks and access to referrals in Big Tech (manuscript development). Target journal: *Organization Science*.

Ongoing projects

- Demetry, D., E. Obukhova and H. Bui. Authenticity and strategic change during Covid-19 Pandemic (data analysis stage). Target journal: *Organization Science*.
- Obukhova, E. Anticipatory sorting through referrals: Who gets referred to sustainability jobs? (study design stage)
- Obukhova, E. The effect of bonuses on pro-social motivations in referring (study design stage).

Book reviews

- 2019 *Social Mobility and the Legal Profession: The Case of Professional Associations and Access to the English Bar*, by Elaine Freer, New York: Routledge, 2018. Reviewed for *Contemporary Sociology*, 48(6): 660-661.
- 2011 *Culture and Economics: On Values, Economics and International Business*, by Eelke De Jong. Routledge, 2009. Reviewed for *Administrative Science Quarterly*, 56(2): 310-311.
- 2006 *The Making of the State Enterprise System in Modern China: The Dynamics of Institutional Change*, by Morris L. Bian. Harvard University Press, 2005. Reviewed for *American Journal of Sociology*, 112 (2): 629–631.
- 2004 *Red Capitalists in China: The Party, Private Entrepreneurs, and Prospects for Political Change*, by Bruce J. Dickson. Cambridge University Press, 2003. Reviewed for *Economic Development and Cultural Change*, 52 (4): 901-903.

Other publications

- 2005 Obukhova, E. Redefining State Embeddedness for the Global Economy: The Rise of China's Silicon Valley. *Proceedings of 2005 Chinese Economists Society International Conference on Sustainable Economic Growth in China*. Volume I-B, p. 3-8.
- 2002 Obukhova, E. and J. Guyer. Transcending the Formal/Informal Distinction: Commercial Relations in Africa and Russia in the Post-1989 World. In *Theory in Economic Anthropology*, J. Ensminger, ed. Alta Mira Press: Walnut Creek, CA.
- 2002 Obukhova, E. Living and Trusting in the Economy of Debt: The Distribution of Newspapers and Magazines in Ibadan. In *Money Struggles and City Life: Devaluation In Ibadan and Other Urban Centers in Southern Nigeria, 1986-96*, J. Guyer, L. Denzer, and A. Agbaje, eds. Heinemann: Portsmouth, NH.

Seminars and conference presentations (last 5 years)

People and Organizations Conference, Wharton School, Philadelphia
 Academy of Management Conference, Boston
 Academy of Management Conference, Montreal
 Organizational Behavior Seminar, GSB, Stanford (invited seminar)
 Management Department, Santa Clara University (invited seminar)
 Administrative Science Association of Canada Meeting, Toronto
 Economic Sociology Conference, Georgetown and U of Maryland, Washington, DC

Honors

- 2017 Li Ka Shing Faculty Exchange Award, Desautels Faculty of Management, McGill University
- 2008 Fred Kayne (1960) Career Development Professor of Entrepreneurship, MIT Sloan School of Management
- 2005 Park Lectureship, Sociology Department, University of Chicago

Research fellowships and grants

- 2022 McGill SSHRC General Research Fund, unsolicited support
- 2021 Insight Development Grant, Social Sciences and Humanities Research Council
- 2020 Research Grant, Center for Strategy Studies in Organizations, McGill University
- 2018 Insight Development Grant, Social Sciences and Humanities Research Council
- 2018 Research Grant, Center for Strategy Studies in Organizations, McGill University
- 2016 Research Grant, Center for Strategy Studies in Organizations, McGill University
- 2016 Social Sciences and Humanities Insight Development Grants (co-PI, Yuanyuan Wu (PI))
- 2015 Social Sciences and Humanities Development Grant, McGill University
- 2012 Research Support, Junior Faculty Fund, MIT Sloan
- 2010 Research Support, Edward B. Roberts Entrepreneurship Center Fund, MIT Sloan
- 2006 Markovitz Dissertation Writing Fellowship, University of Chicago
- 2003 Fulbright-Hays Doctoral Dissertation Abroad Fellowship, US Department of Education
- 2003 Corporation as a Social Institution Program Dissertation Fellowship, Social Science Research Council
- 2000 Century Fellowship, Social Sciences Division, University of Chicago
- 1998 Pre-dissertation Fellowship, Social Science Research Council
- 1998 Blakemore Foundation Fellowship for Study of East Asian Languages

Teaching experience

Recognition for teaching excellence:

- Coverage in *The McGill Reporter*, McGill Teaching and Learning Services Blog
- Featured in online resource: *Beyond Grading: Strategies from McGill Instructors*
- Student recognition for going “above and beyond” during the pandemic

McGill Desautels Faculty of Management:

- International Business (BCom core)
- Managing Globalization (BCom elective)
- Managing Globalization (MBA elective)

MIT Sloan School of Management:

- Global Strategy and Organization (MBA elective)
- Global Markets, National Politics and the Competitive Advantage (MBA elective)

Diaspora Networks for Managers and Entrepreneurs Workshop (MBA)
Organizational Processes Team Project Advisor (MBA core)
Institutions, Society and International Business (Ph.D.)

University of Chicago, Sociology Department:

Technology and Society (BA)

Mentoring and advising

Doctoral Dissertation Committee Member:

Yongwan Lee (Strategy & Organization, McGill University, completed 2023)
 Steven Zhixiang Liang (Management, Concordia University, completed 2019)
 Letian Zhang (Sociology, Harvard University, completed 2018)
 Rima Bhattacharyay (Strategy & Organization, McGill University, completed 2017)
 Timea Pal (Political Science, MIT, completed 2012)

Master's Thesis Supervisor:

George Lan (MIT Sloan)
 Shannon Murphy (MIT Sloan)

Academic service - University

McGill Desautels Faculty of Management:

Inagural director, Laidley Centre for Business Ethics, 2022-2023
 Member, International Programs Committee, 2021-2022
 Member, MBA Program Committee, 2021-2022
 Member, Teaching and Learning Services Committee, 2020-2021
 Member, Research Council, 2014-2020
 Member, Center for Strategy Studies in Organizations, 2019-2020
 Co-organizer (with Brian Rubineau) Montreal Social Networks Working Group, 2015-2017
 Member, Center for Strategy Studies in Orgs, Dissertation Grant Committee, 2014-2016
 Case Competition Committee, 2014-2015
 Member, MBA program committee, 2013-2014

MIT Sloan School of Management:

Member, Economic Sociology Ph.D. Admissions, 2007-2010
 Reviewer, MIT International Science & Technology Initiatives Global Fund, 2009
 Co-organizer, MIT-Harvard Economic Sociology Seminar, 2008-2009
 Co-organizer, Sloan Behavior and Policy Sciences Junior Faculty Conference, 2008

Academic service - Profession

Chair, organizing committee for "Meet the Editors: Publishing International Research in OOW Journals" mid-year virtual event, Organizations, Occupations and Work Section, American Sociological Association

Council member, Economic Sociology Section, American Sociological Association (2018-2021)

- Fund-raised 2K for section reception
- Member program committee, session organizer and chair
- Chair, Burt Best Ph.D. paper prize selection committee

Co-organizer and program chair, Fellow Travelers on Different Roads: The Intersections of Economic Sociology and Organizations, Occupations, and Work Conference, Montreal, 2017.

- Fund-raised 5+K for the conference
- Organized submission review process and conference program

Service at professional journals

Editorial Board Member

Organization Science (2020-present)

American Journal of Sociology (2017-2019)

Ad hoc reviewing: *American Journal of Sociology*, *American Sociological Review*, *Administrative Science Quarterly*, *Organization Science*, *Management Science*, *Social Forces*, *Marketing Science*, *Strategic Management Journal*, *Social Networks*, *Social Science Research*, *Management and Organization Review*, *Small Business Economics Journal*, *Strategic Organization*, *California Management Review*, *Industry & Innovation*, *Work and Occupations*, *European Sociological Review*, *British Journal of Industrial Relations*, *Journal of International Sociology*, *Sociological Forum*, *Socio-Economic Review*, *Poetics*

Conference activities

2020 Virtual Café organizer, “Soc PhDs Navigating B-School Market”, Academy of Management

2020 Session organizer and chair, “Culture and Economic Sociology”, American Sociological Association

2019 Symposium co-organizer (with Minjae Kim), “Scandals as Strategic Opportunities,” Academy of Management

2018 PDW co-organizers (with Kwnagjun An), “Genesis and Dynamics of Brokerage Positions,” Academy of Management

2016 Symposium co-organizer (with Yonghoon Lee), “Grappling with Agency: Tie Creation, Mobilization and Renewal,” Academy of Management

2013 Symposium co-organizer (with Adina Sterling), “From Whence They Came: How the Origins of Networks Constrain Their Effects,” Academy of Management

2013 Invited session organizer, “Transnational Processes,” American Sociological Association

Other reviewing activities

Paper reviewer, Academy of Management Conference (OMT, GDO), 2009-

Reviewer, INFORMS / OS dissertation competition, Academy of Management, 2008-

Proposal reviewer, Social Sciences and Humanities Research Council, Canada, 2013-

Paper reviewer, Strategic Management Society, 2017

Reviewer, International Assessment Exercise, School of Higher Economics, Russia, 2012

Recent non-academic publications

2020 (with Daphne Demetry) “Startup founders help each other weather the COVID-19 crisis.

The Conversation. <https://theconversation.com/startup-founders-help-each-other-weather-the-covid-19-crisis-141920>

Language proficiency

Russian – native speaker

English – fluent

Chinese – professional fluency (HSK level 8)

French – low intermediary