

## Sarah J. Gordon

Desautels Faculty of Management  
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Montreal, QC H3A 1G5

sarahjgordon.com

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### ACADEMIC APPOINTMENTS

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#### McGill University, Desautels Faculty of Management

Assistant Professor, Organizational Behaviour

2023 – Present

### EDUCATION

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#### University of Michigan, Stephen M. Ross School of Business

PhD in Business Administration: Management and Organizations

2023

#### Duke University

BA in Sociology, Markets and Management Studies Certificate: summa cum laude

2013

GPA: 3.94 – Class Rank Top 1%

#### Université Paris Diderot, Paris VII

Study Abroad, Paris, France

2011

### RESEARCH INTERESTS

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Organizational wrongdoing; organizational theory; networks; business in society; social responsibility

Dissertation: “*Network Dynamics of Organized Misconduct.*”

- Committee: Wayne E. Baker (chair), Jerry Davis, Maxim Sytch, Justin Frake, Abigail Jacobs
- **Finalist** for 2022 Organizational Science / INFORMS Dissertation Proposal Competition

### WORKING PAPERS

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**Gordon, S.J.**, Harmon, D., and Frake, J. “Beyond Deterrence: Unintended Consequences of Punishment in the Chicago Police Department.” [*Preparing for submission*]

Baker, W.E., **Gordon, S.J.**, and Uribe, J. “Relational inclusion in management education: Using team assignments and digital tools to activate diversity.” [*Preparing for submission*]

**Gordon, S.J.** “Hanging together: The persistence of misconduct groups in the Chicago Police Department.” [*Preparing for submission*]

**Gordon, S.J.** “Those who hate together stay together? Community persistence in a white supremacist online chat forum.” [*Writing manuscript*]

**Gordon, S.J.** “Cool kids or idealists? Counter-normative effects of commitment and status in the MBA context.” [*Data analysis*]

**Gordon, S.J.** “CSR, organizational attraction, and employee retention: A cautionary tale?” [*Data analysis*]

## CONFERENCE PAPERS AND PRESENTATIONS

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- 83<sup>rd</sup> Annual Meeting of the Academy of Management Conference**, Boston, MA 2023
- “Hanging Together: The Persistence of Misconduct Groups in the Chicago Police Department.” Paper presentation.
- Society for Business Ethics Annual Meeting**, Boston, MA 2023
- “Hanging Together: The Persistence of Misconduct Groups in the Chicago Police Department.” Paper presentation.
- 82<sup>nd</sup> Annual Meeting of the Academy of Management Conference**, Seattle, WA 2022
- “Inside the ‘outsiders’: Network community evolution in an online white supremacy chat forum.” Oral presentation, accepted at PDW “14<sup>th</sup> Annual Content Analysis.”
- European Conference on Social Networks**, *London, United Kingdom* 2022
- “When Organized Misconduct Lives or Dies: A Comparative Analysis of Misconduct Networks.”
- Sunbelt 2022: International Social Networks Conference**, *Cairns, Australia (& Virtual)* 2022
- “When Organized Misconduct Lives or Dies: A Comparative Analysis of Misconduct Networks.”
- European Conference on Social Networks**, *Virtual* 2021
- “Thriving in the dark: Structural attributes of corrupt network resilience.”
- Networks 2021: A Joint Sunbelt and NetSci Conference**, *Virtual* 2021
- “Thriving in the dark: Structural attributes of corrupt network resilience.”
- 14<sup>th</sup> Annual Political Networks Conference and Workshop**, *Virtual* 2021
- “Thriving in the dark: Structural attributes of corrupt network resilience.”
- University of Michigan Adelia Cheever “Boss Woman” Keynote Speaker**, Ann Arbor, MI 2020
- “Non-conformity and finding your own path.”
- 80<sup>th</sup> Annual Meeting of the Academy of Management Conference**, *Virtual* 2020
- “Can Business Schools Better Enhance Idealism and Foster Social Responsibility Among Students?” PDW creator, facilitator, presenter.
- Michigan Business Women Monthly Meeting Keynote Speaker**, Ann Arbor, MI 2019
- “Social influence and non-conformity: Lessons from the road.”

- Management and Organizations Department Seminar, Ann Arbor, MI** 2019
- “Cool kids, idealists, and non-conformity: Counter-normative effects of commitment and status.”
- 78<sup>th</sup> Annual Meeting of the Academy of Management Conference, Chicago, IL** 2018
- “CSR, Organizational Attraction, and Employee Retention: A Cautionary Tale?” Oral presentation, accepted at PDW “Bringing CSR Back into the Corporation: The Organizational Dynamics of CSR.”

## **TEACHING EXPERIENCE**

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- McGill University, Desautels Faculty of Management: MGCR222** 2023
- Undergraduate Management Core, “Introduction to Organizational Behaviour”
- University of Michigan, Ross School of Business: MO300** 2019
- Undergraduate Management Core, “Behavioral Theory in Management”
  - **4.9** / 5.0 rating (university average 4.6 / 5.0)
- University of Michigan, Ross School of Business: Teaching assistant and facilitator**
- Weekend MBA program: Management & Organizations 509 2017 – 2022
  - Evening MBA program: Management & Organizations 501 2017 – 2019

## **GRANTS AND AWARDS**

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- Organizational Science / INFORMS Dissertation Proposal Competition** 2022
- Finalist, “The Evolution of Misconduct Network Communities: Evidence from the Chicago Police Department and an Online White Supremacy Forum.”
- University of Michigan, Stephen M. Ross School of Business**
- Rackham Graduate Studies Conference Travel Grants (\$800) 2017 – 2022
  - Doctoral Studies Office Travel Grants (\$500) 2017 – 2022
  - Doctoral Studies Office Continuing Education Grants (\$3,700) 2018
- Duke University**
- Dean’s List with Distinction, Trinity College of Arts and Sciences 2010 – 2013
  - Betsy Alden Outstanding Service-Learning Award, finalist 2013

## **ACADEMIC LEADERSHIP AND SERVICE**

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- INFORMS / Organization Science Dissertation Proposal Competition, Reviewer 2023 – present
- Academy of Management Annual Meetings, Reviewer (OMT and SIM divisions) 2020 – present
- Ross School of Business Management & Organizations: Culture connections committee 2020 – 2021
- Ross School of Business Management & Organizations: Seminar planning committee 2020 – 2021
- Ross School of Business Management & Organizations: Culture retreat committee 2019 – 2020

- Administrative Science Quarterly, Social Media Content Manager 2019 – 2020
- Ross School of Business PhD Forum: Social co-chair officer 2018 – 2019
- Ross School of Business Management & Organizations: Student admissions committee 2018
- Ross School of Business PhD Forum: First year representative 2017 – 2018
- Academy of Management, OMT & SIM divisions: Community member 2017 – present

## **PROFESSIONAL EXPERIENCE**

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### **Knowledge is Power Program (KIPP) NYC, Regional Operations Manager** 2015 – 2017

- Design, implement standardized organizational processes and systems to support school operations

### **Deloitte Consulting, Strategy & Operations, Business Analyst** 2013 – 2015

- Client engagements across financial services, consumer products, and public / social sector
- Experience included strategic planning, organizational design, change management, data analysis

#### *Select Client Engagement Experiences:*

- Global Consumer Products Firm: organizational design and change management
- Global Investment Bank: operating model and governance design
- Regional Public Sector Agency: organizational transformation and implementation

## **PROFESSIONAL LEADERSHIP EXPERIENCE**

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### **Duke University RIPPLE Alumni: NYC Regional Program Lead** 2015 – 2017

### **Deloitte Leadership Experiences** 2013 – 2015

- Duke University Undergraduate Recruiting: National Recruiting Lead
- Women in Supply Chain: National Communications Lead
- NYC Regional Program Lead: Junior Achievement; Females & Business; Future Leaders Institute

## **ADDITIONAL INTERESTS AND SPECIAL SKILLS**

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- Expert in STATA, ORA Pro, Microsoft Suite
- Deloitte certification in Business Case Development, Process Mapping
- Proficient in French, travel enthusiast, social justice advocate, classically-trained pianist and soprano