

Sarah J. Gordon

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sarahjgordon.com

ACADEMIC APPOINTMENTS

McGill University, Desautels Faculty of Management

Assistant Professor, Organizational Behaviour

2023 – Present

EDUCATION

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

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

SUBMITTED PAPERS

Baker, W.E., **Gordon, S.J.**, Uribe, J., and Chambers, C. “Relational Inclusion and New Social Capital.”
[Revise & Resubmit at Social Networks]

WORKING PAPERS

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

- Sunbelt 2024: International Social Networks (INSNA) Conference, Edinburgh, Scotland** 2024
- “Networks of organized misconduct: Evidence from the Chicago Police Department.” Paper presentation.
- 40th EGOS Colloquium, Milan, Italy** 2024
- “Networks of organized misconduct: Evidence from the Chicago Police Department.” Paper presentation.
- 84th Annual Meeting of the Academy of Management Conference, Chicago, IL** 2024
- “Beyond Deterrence: Unintended Consequences of Punishment in the Chicago Police Department.” Paper presentation in Symposium, “Organizational Wrongdoing and its Deterrence.”
- 83rd 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.
- 82nd 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 “14th 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.”
- 14th 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.”
- 80th 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.”
- 78th 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

- McGill University, Desautels Faculty of Management: MGCR222** 2023
- Undergraduate Management Core, “Introduction to Organizational Behaviour”
 - **4.8** / 5.0 rating (university average 4.2 / 5.0)
- 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

- 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

- 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

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

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

- 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