

**Gabriel R. Sala**  
University of Georgia, Terry College of Business  
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## **ACADEMIC APPOINTMENTS**

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2025 – present	<b>University of Georgia, Terry College of Business</b> Assistant Professor
2024 – 2025	<b>Boston College Carroll School of Management</b> Postdoctoral Research Fellow
2022 – 2024	<b>Northeastern University, D’Amore-McKim School of Business</b> Postdoctoral Research Associate

## **EDUCATION**

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2022	<b>Boston College Carroll School of Management</b> PhD in Organization Studies
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**Dissertation:** *Out of Service? Individual Experiences in an Occupational Existential Threat*  
**Dissertation committee:** Michael G. Pratt, Chair (Boston College); Jennifer Petriglieri (INSEAD); Curtis Chan (Boston College).

2019	<b>Boston College Carroll School of Management</b> MSc in Organization Studies
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2015	<b>EMLyon Business School</b> MSc in Management
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## **RESEARCH**

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My research explores how individuals connect to their work and to each other, especially in disruptive times. I primarily conduct inductive qualitative work (i.e., interviews, observations/participant-observations, and archival data) to understand how collective processes impact individuals.

## **PUBLICATIONS**

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**Sala, G. R.,** Do, B., Harrison, S., & Bartunek, J. (2026). An integrative conceptual review and theoretical framework of surprise in organizations. *Journal of Applied Psychology*, 111(1), 18–43. <https://doi.org/10.1037/apl0001306>

Harrison, S. H., **Sala, G. R.**, Bartunek, J. M., & Do, B. (2025). Surprise at Work: An Integrative Review of Engineering Surprises (Not Just Reacting to Them). *Annual Review of Organizational Psychology and Organizational Behavior*, 13, 363-386.  
<https://doi.org/10.1146/annurev-orgpsych-110622-044243>

**Sala, G.R.**, Pratt, M.G., (2023) How Organizations Influence Interpersonal Trust Repair: The Case of a French Antiterrorist Unit, *Academy of Management Journal*, 66(4), 1263-1293  
<https://doi.org/10.5465/amj.2020.1093>

**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.

## **UNDER REVIEW**

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Ladge, J., Holm, A.L., **Sala, G.R.**, Review of Workplace Reentry – Full title removed while under review (*2nd Revise and Resubmit at the Journal of Applied Psychology*)

Crosina, E., **Sala, G.R.**, Fisher, G., On Implicit Identity Processes: What, When, How & Why Care. (*Revise and Resubmit at the Academy of Management Review*)

## **WORKING PAPERS**

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**Sala, G.R.**, Out Of Service? Individual Experiences of an Existential Identity Threat. (*preparing for submission*)

Sawyer, K., Clair, J., Khan, H., **Sala, G.R.**, The dark side of organizational hope. (*preparing for submission*)

**Sala, G.R.**, Patience, Frustration and Resilience in High-Risk Context: SWAT Team Interventions. Work in progress. (*data collection and analysis*)

Sciarappa, S.L., **Sala, G.R.**, Ambiguous Loss in Professional Relationships. Work in progress.

Gorges, M., **Sala, G. R.** & Fetzer, G. Generational stereotypes and the meaning of work (data collection)

Fetzer, G., **Sala, G.R.** & Weisman, H.P. Job orientation project (study design)

## **OTHER PEER-REVIEWED PUBLICATIONS**

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Pratt, M.G. & **Sala, G.R.** (*accepted for publication in the upcoming Edward Elgar Encyclopedia of Trust*). Ambivalence in Interpersonal Trust(ing).

Pratt, M.G., Hedden, L.N., Khan, H., **Sala, G.R.**, Sciarappa, S.L., (2024) Identity In And Of Organizations: Docents' Guide Through The Academy Of Management Journals, *Academy of Management Collections*, 3(2), 17-37 <https://doi.org/10.5465/amc.2022.0005>

Pratt, M.G.\* & **Sala, G.R.\*** (2021). A Researcher's Toolkit for Observational Methods. *Oxford Research Encyclopedia of Business and Management*. Oxford University Press  
<https://doi.org/10.1093/acrefore/9780190224851.013.283>  
\*equal authorship

## INVITED ACADEMIC TALKS

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### Individual Experiences of an Existential Identity Threat

- University of Maryland, Robert H Smith School of Business, October 2025
- University of Georgia, Terry College of Business, October 2025
- University of Oxford, Saïd Business School, April 2024
- New York University Stern School of Business, November 2023
- Boston University Questrom School of Business, October 2023

### How Organizations Influence Interpersonal Trust Repair

- McGill Desautels School of Management, January 2022
- INSEAD Research Group, September 2019
- University of Edinburgh, February 2020

## AWARDS AND GRANTS

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2024	Boston College Postdoctoral Research Grant
2024	Oxford University Centre for Corporate Reputation – Runner up for Best Paper Award ( <b>Sala, G.R.</b> , Pratt, M.G., (2023) How Organizations Influence Interpersonal Trust Repair: The Case of a French Antiterrorist Unit, <i>Academy of Management Journal</i> , 66(4), 1263-1293)
2024	Northeastern University Academic Honors
2023	Best Paper Symposium for CAR Division (paper presented: Out Of Service? Individual Experiences of an Existential Identity Threat)
2019	Awarded the Donald J. White Teaching Excellence Award
2017	MOC Best Reviewer Award

## PRESENTATIONS AND CONFERENCES

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2025	Academy of Management (Copenhagen, Denmark), Organizer and Presenter, Professional Development Workshop: Navigating Field Work in Emotionally
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Challenging Contexts.

European Group for Organizational Studies (Athens, Greece), Talking about my Generation': Generation and Meaningfulness at Work. Presenter.

POS Conference, Ambiguous Loss in Professional Relationships. Presenter

MMM (Detroit). Talking about my Generation': Generation and Meaningfulness at Work. Presenter

Identity Conference (Boston College). Panelist

2024 University of Exeter Research Methods Centre (RMC), Out Of Service? Individual Experiences of an Existential Identity Threat. Presenter

2023 Academy of Management (Boston), Paper Symposium, Out Of Service? Individual Experiences of an Existential Identity Threat. Panelist

European Group for Organizational Studies (Cagliari, Italy), Ambiguous Loss in Professional Relationships, Co-presenter

2022 Academy of Management (Seattle), Paper Symposium, Diverse Stories of Diversity: Expanding Organizational Perspectives on Underexplored Dimensions of Diversity, Organizer and Panelist ('Talking about my Generation': (Dis)affirmation and Work Meaning in Intergenerationally Diverse Groups)

Academy of Management, PDW, Innovations in Qualitative Research, Panelist

2021 Academy of Management (*virtual*), Panel Symposium, Not in a vacuum: How extra-organizational crises influence identities and relationships. Organizer and Panelist

European Group for Organizational Studies (*virtual*), Out of Service? Individual Identity Dynamics in the Face of Occupational Existential Threats. Presenter

East Coast Doctoral Consortium (*virtual*), Identity work and emotions in the face of an occupational existential threat. Presenter

2020 Academy of Management (*virtual*), Panel Symposium (Showcase Symposium), Participant-Observation in the Modern Era of Organization Studies. Organizer

Academy of Management (*virtual*), Panel Symposium (Showcase Symposium), The Architecture of Relationships at Work: How Strangers Become Relationship Partners. Co-organizer with Beth Schinoff

European Group for Organizational Studies (*virtual*), Surprise Fluency in Organizations: How Organizations Can Harness Surprises within Change. Presenter

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

Academy of Management (Boston), Panel Symposium: Identity and Meaningful Work. Co-organizer with Greg Fetzner

European Group for Organizational Studies (Edinburg, UK), Bending but not breaking: How to repair and maintain interpersonal trust in high-risk organizations. Presenter

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

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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### **University of Georgia, Terry College of Business**

2025 (Fall) Instructor, Organizational Behavior, required course for business school undergraduates (3 sections).

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

2025 (Spring) Instructor, Leading High-Performance Teams, elective for business school undergraduates (2 sections).

### **Northeastern University, D'Amore-McKim School of Business**

- 2023 (Fall) Instructor, Organizational Behavior, required course for business school undergraduates (2 sections).
- 2022 (Fall) Instructor, Organizational Behavior, required course for business school undergraduates (2 sections).

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

- 2019 (Spring) Instructor, Organizational Behavior, required course for business school undergraduates (1 section).
- 2018 (Spring) Teaching Assistant, Organizational Behavior (with Suntae Kim), undergraduate course.
- 2017 (Fall) Teaching Assistant, Leadership (with Judith Clair), elective undergraduate course.

### **Sanofi Pasteur, Marcy l'Étoile**

- 2014 Workshop and 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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- 2024 Co-presenter of the Interview-Based Qualitative Methods Workshop at the University of Exeter Research Methods Centre (RMC)
- 2023 – 2024 Co-organizer of the [Northeastern University Qualitative Research Conference](#)
- 2022 – 2024 Chair of [MOC-DOCS Committee](#)
- 2022 – 2023 MOC-UP mentor
- 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 – pres Boston Field Researchers Conference, Boston College Member.

#### **Ad Hoc Reviewer:**

*Academy of Management Journal*

*Journal of Organizational Behavior*

*Organization Science*

Conferences: Academy of Management Annual Meetings (MOC, OB, OMT, RM Divisions), European Group for Organization Studies (EGOS)

#### **Professional Memberships & Affiliations**

Academy of Management  
European Group for Organization Studies  
American Psychological Association

## **PROFESSIONAL EXPERIENCE**

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

## **LANGUAGES**

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

## **REFERENCES**

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### **Michael G. Pratt**

O'Connor Family Professor of Management & Organization  
Boston College, Carroll School of Management  
michael.pratt@bc.edu

### **Jamie Ladge**

Professor of Management & Organization  
Boston College, Carroll School of Management  
jamie.ladge@bc.edu

### **Jennifer L. Petriglieri**

Associate Professor of Organisational Behaviour  
INSEAD  
jennifer.petriglieri@insead.edu

### **Curtis Chan**

Assistant Professor of Management and Organization  
Boston College, Carroll School of Management  
curtis.chan@bc.edu