

Megan E. Gabruk
Curriculum Vitae
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EDUCATION

- 2021–2027 **University of Michigan’s Ross School of Business**, Ann Arbor, MI
Degrees: Doctor of Philosophy, Management and Organizations; Graduate Certificate, Complex Systems
Dissertation Title: Bridging Social and Knowledge Spaces: The Dynamics of Cognitive Diversity in Medicine and Patenting
Dissertation Committee: Maxim Sytch (Co-Chair), Scott E. Page (Co-Chair), Gerald F. Davis, Michael Jensen, and Abigail Z. Jacobs
- 2017–2021 **Vanderbilt University**, Nashville, TN
Degree: Bachelor of Science, Human and Organizational Development (*magna cum laude* with Highest Honors)
Track: Leadership and Organizational Effectiveness
Minors: Quantitative Methods and Cognitive Studies
GPA: 3.91/4.00
Honors Thesis: The Impact of Clinical Networks on Healthcare Provider Prescribing Behavior within the Migraine and Lung Cancer Disease Areas (Awarded Best Honors Thesis)
Honors Thesis Committee: Douglas D. Perkins (Chair), Rangaraj Ramanujam, and Kimberly D. Bess
- 2019 **Danish Institute for Study Abroad**, Copenhagen, Denmark
- 2013–2017 **Peddie School**, Hightstown, NJ

RESEARCH INTERESTS

My research explores the dynamic interplay between social and knowledge spaces, with a focus on how these forces shape cognitive diversity and the evolution of knowledge in medicine and patenting. My work investigates the ways in which networks can either foster or constrain innovative thinking and collaboration. Currently, I am leading two major projects. The first project examines inventors’ team formation strategies, specifically how feelings of discomfort when choosing visibly diverse collaborators may prompt inventors to seek partners within their immediate social circles. This tendency can result in teams that are cognitively similar, potentially limiting the breadth of their collective expertise, termed *compensatory cognitive homophily*. To study this phenomenon, termed the *diversity paradox*, I analyze data from more than four million patent teams, employing word embedding models, an advanced unsupervised machine learning technique, to map the landscape of inventor knowledge and measure the cognitive distance between collaborators. My second project addresses the intersection of social and knowledge spaces within medicine. Utilizing medical claims data encompassing billions of healthcare encounters, I apply word embedding models to investigate how social connections among physicians influence the diffusion of knowledge, the evolution of trends in medical expertise, and the adoption of innovative practices. This research sheds light on outcomes ranging from the emergence of novel medical approaches to the broader patterns of innovation within healthcare. Through these projects, I aim to advance our understanding of how structural and psychological factors in professional networks impact innovation and the progression of knowledge in critical fields.

RESEARCH IN PROGRESS

- Gabruk, M. E.**, Sytch, M., Aceves, P., & Page, S. E. (2026). The Diversity Puzzle: How Seeking Diverse Teammates Can Result in Cognitively Homogenous Teams. (Submitted to *Organization Science*).
- Gabruk, M. E.**, Aceves, P., Sytch, M., & Shedden, K. (2026). Proximity and Perception: Social Distance as a Measure of Knowledge Distance. (In preparation to submit to *Nature*).
- Gabruk, M. E.** & Page, S. E. (2026). Simple Versus Complex Contagion: The Influence of the Concordance of Social and Knowledge Spaces. *Data analysis*.
- Gabruk, M. E.** (2026). Catalysts of Change: Social and Knowledge Diversity as Levers of Physician Novelty. *Theory development*.
- Gabruk, M. E.** (2026). How Social and Knowledge Spaces Shape the Evolution of Knowledge. *Idea generation*.

PRE-DOCTORAL PUBLICATIONS

- Lovette, A., **Gabruk, M. E.**, Zhang, Y., Mick, C. R., Wilson, R. A., Olatunji, B. O., & Cole, D. A. (2023). Anxiety as a predictor of emotional and cognitive reactivity both within and between people. *Cognitive Therapy and Research*, 47(3), 483-493.

Liu, Q., Lu, R., Nestor, B.A., Lubarsky, S. R., Nick, E. A., Zhang, Y., Lovette, A. J., **Gabruk, M. E.**, Rodgers, J. L., & Cole, D. A. (2023). Types, subtypes, and clinical correlates of peer victimization in college: A system science perspective. *Psychology of Violence, 13*(1), 74-83.

Cole, D. A., **Gabruk, M. E.**, Nestor, B. A., Liu, Q., Lovette, A. J., Zhang, Y., & Mick, C. R. (2021). Between- versus within-person emotional and cognitive reactivity in relation to depressive symptoms. *Journal of Affective Disorders, 295*, 479-487.

Zhang, Y., Cole, D. A., Mick, C. R., Lovette, A. J., & **Gabruk, M. E.** (2020). Cognitive reactivity to low positive and high negative affect. *Behaviour Research and Therapy, 132*, 103683.

Cole, D. A., Lubarsky, S. R., Nick, E. A., Cho, G. E., Nunez, M., Suarez-Cano, G., Jacquez, F. M., Mick, C. R., Zhang, Y., Lovette, A. J., Ford, M. A., Lu, R., **Gabruk, M. E.**, & Rodgers, J. L. (2020). The Peer Victimization in College Survey: Construction and validation. *Psychological Assessment, 32*(9), 851-871.

Cole, D. A., Lu, R., Rights, J. D., Mick, C. R., Lubarsky, S. R., **Gabruk, M. E.**, Lovette, A. J., Zhang, Y., Ford, M. A., & Nick, E. A. (2020). Emotional and cognitive reactivity: Validating a multilevel modeling approach to daily diary data. *Psychological Assessment, 32*(5), 431-441.

Cole, D. A., Lu, R., Rights, J. D., Brähler, S. F., Lubarsky, S. R., Mick, C. R., Zhang, Y., Ford, M. A., Lovette, A. J., **Gabruk, M. E.**, & Nick, E. A. (2020). Dynamic measures of emotional and cognitive reactivity in college students. *Psychological Assessment, 32*(2), 109-122.

TECHNICAL COMPETENCIES

Advanced Quantitative Skills – Network Analysis, Agent-Based Modeling, Word Embedding Modeling, Formal Modeling, and Longitudinal Analysis

Software Knowledge – Python, R, Stata, UCINET, NetLogo, ORA, SPSS, AMOS, Mplus, LISREL, and Excel

CONFERENCE PRESENTATIONS AND ACCEPTANCES

August 2026	Academy of Management Conference Paper Session (The Diversity Puzzle: How Seeking Diverse Teammates Can Result in Cognitively Homogenous Teams)
February 2026	Interdisciplinary Committee on Organizational Studies Dissertation Poster Session
August 2023	Academy of Management Conference Professional Development Workshop Panel
August 2022	Academy of Management Conference Professional Development Workshop Presentation
April 2022	East Coast Doctoral Conference
April 2022	Interdisciplinary Committee on Organizational Studies Dissertation Poster Session
March 2022	First International Network on Trust Conference
March 2022	Consortium of Universities for Global Health Conference

TEACHING EXPERIENCE

2026	Teaching Assistant – EMBA 612: Leading the Responsible Corporation (Professor: Gerald F. Davis)
2025	Sole Instructor – MO 300: Behavioral Theory in Management Instructor Rating: 4.1/5.0
2025	Teaching Assistant – EMBA 612: Leading the Responsible Corporation (Professor: Gerald F. Davis)
2023	Sole Instructor – MO 300: Behavioral Theory in Management Instructor Rating: 4.5/5.0
2022–2023	Teaching Assistant – MO 593: Leading People and Organizations (Professor: Gerald F. Davis)
2022	Michigan Ross Institute for Faculty in Training
2022	Teaching Assistant – MO 637: Social Intrapreneurship (Professor: Gerald F. Davis)
2022	Grader – Weekend MBA 509: Human Behavior and Organization (Professor: Wayne E. Baker)

GRANTS AND AWARDS

2026	Ross Access and Opportunity PhD Research Award (\$3,000)
2022–2026	Ross Doctoral Studies Office Conference Travel Grant (\$500)
2022–2026	Rackham Graduate Student Conference Travel Grant (\$900)
2024–2025	Flamholtz Fellow (Excellence in Entrepreneurship Research)
2023	Ross Doctoral Studies Office Early Candidacy Grant (\$1,000)

2022	Rackham Graduate Student Research Grant (\$1,500)
2021	Vanderbilt University Peabody Student Marshal
2017–2021	Vanderbilt University Dean’s List
2017	Peddie School Cum Laude
2017	AP Scholar with Distinction Award
2017	Peddie School Indoor Track and Field Coach’s Award
2016	National Merit Commended Scholar

SERVICE

2024–Present	Coffee Connections Czar
2022–Present	Academy of Management Conference Reviewer
2021–Present	Doctoral Student Ambassador
2022, 2024	Retreat Committee Member
2022–2023	Shake and Bake Commissioner
2022	Academy of Management Review Bridge Reviewer
2022	Academy of Management Conference Reception Planning Committee Member
2022	Admissions Committee Member

PROFESSIONAL MEMBERSHIPS

2022–Present	American Sociological Association (Sections: Economic Sociology; Organizations, Occupations, and Work; Science, Knowledge, and Technology)
2022–Present	Strategic Management Society (Interest Groups: Knowledge and Innovation; Behavioral Strategy; Communities: Research Methods; Teaching)
2022–Present	European Group for Organizational Studies
2022–Present	International Network for Social Network Analysis
2021–Present	Academy of Management (Divisions and Interest Groups: Organization and Management Theory; Strategic Management; Entrepreneurship; Organizational Behavior; Managerial and Organizational Cognition; Technology and Innovation Management; Communication, Digital Technology, and Organization; Health Care Management; Social Issues in Management; Research Methods)

PRE-DOCTORAL RESEARCH EXPERIENCE

August 2018– May 2021	Research Assistant Vanderbilt University, Nashville, TN Department of Psychology and Human Development <u>Principal Investigator:</u> David A. Cole
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Researched peer victimization, online social support, emotional reactivity, and cognitive reactivity. Designed experimental procedures, created new measures, ran and recruited participants, and identified literature sources. Used various statistical methods including multilevel modeling and factor analysis to answer research questions. Led the development of research papers including analyzing the data and drafting the manuscripts.

August 2018– December 2018	Research Assistant Vanderbilt University, Nashville, TN Department of Psychology and Human Development <u>Principal Investigator:</u> Kathryn L. Humphreys
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Assisted an incoming professor in launching a new research lab. Researched how living conditions affect child development by assessing mother-infant dyads. Created stimuli for various tasks, identified literature sources, designed lab website, and E-prime coded various tasks.

August 2017– August 2018	Research Assistant Vanderbilt University, Nashville, TN Department of Psychology and Human Development <u>Principal Investigator:</u> Georgene L. Troseth
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Researched how children’s use of technology helps them understand different concepts. Designed experimental procedures, ran and recruited participants, coded data, and transcribed videos of participants. Analyzed data using various statistical tests and regression models.

June 2016– **Summer Research Assistant**
August 2016 Stanford University, Stanford, CA
Department of Psychology
Principal Investigator: Ian H. Gotlib

Researched how living conditions affect child development by assessing mother-infant dyads. Recruited participants, contributed to grant writing, located funding opportunities, reviewed scientific articles, prepared manuscripts, managed references, identified literature sources, and E-prime coded various tasks.

PRE-DOCTORAL PROFESSIONAL EXPERIENCE

January 2021– **Intern**
April 2021 Vanderbilt Institute for Global Health, Nashville, TN

Developed research papers including analyzing the data and drafting the manuscripts. Designed surveys to assess the long-term impact of global health education programs. Created a strategic plan for improving social media presence and engagement. Conducted a bibliometric analysis to assess the organization's allocation of resources and personnel among countries around the world.

May 2020– **Strategy and Insights Intern**
August 2020 81qd, New York, NY

Researched and designed a new solution for identifying key opinion leaders on social media. Performed primary market research with oncologists and pathologists to determine the best message platform for a new diagnostic product. Conducted cluster analysis on ultra-rare disease patients to facilitate earlier diagnosis. Evaluated global real-world data sources for use in artificial intelligence-based models.