

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: 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
Research Interests: Network Dynamics, Cognitive Diversity, Innovation, and Evolution of Knowledge
- 2017–2021 **Vanderbilt University**, Nashville, TN
Degree: Bachelor of Science, Human and Organizational Development (*magna cum laude* with Highest Honors)
Minors: Quantitative Methods and Cognitive Studies
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

RESEARCH IN PROGRESS

- Gabruk, M. E.**, Sytch, M., Aceves, P., & Page, S. E. (2026). The Diversity Paradox: How Pursuing Observable Diversity in Teams Can Undermine Cognitive Diversity. (Submitted to *American Journal of Sociology*).
- 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. (In preparation to submit to *Organization Science*).
- Gabruk, M. E.** (2026). Catalysts of Change: Social and Knowledge Diversity as Levers of Physician Novelty. *Data analysis*.
- Gabruk, M. E.**, & Sytch, M. (2026). When Diversity Produces Similarity: Compensatory Cognitive Homophily as a Mechanism. *Data collection*.
- Gabruk, M. E.** (2026). How Social and Knowledge Spaces Shape the Evolution of Knowledge. *Theory development*.

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)
August 2026 Organizational and Management Theory Doctoral Consortium
August 2026 Organizational Behavior Doctoral Consortium
June 2026 Computational Methods in Management Research Paper Development Workshop
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
2023 Teaching Assistant – MO 593: Leading People and Organizations (Professor: Gerald F. Davis)
2022 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 Teaching Assistant – 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
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; Diversity, Equity, and Inclusion; Research Methods)

PRE-DOCTORAL RESEARCH AND PROFESSIONAL EXPERIENCE

August 2018–
May 2021 **Research Assistant**
Vanderbilt University, Nashville, TN
Department of Psychology and Human Development
Principal Investigator: David A. Cole

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

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

August 2018–
December 2018 **Research Assistant**
Vanderbilt University, Nashville, TN
Department of Psychology and Human Development
Principal Investigator: Kathryn L. Humphreys

August 2017–
August 2018 **Research Assistant**
Vanderbilt University, Nashville, TN
Department of Psychology and Human Development
Principal Investigator: Georgene L. Troseth

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

REFERENCES

Maxim Sytch
Stephen M. Ross School of Business
University of Michigan
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Scott E. Page
Stephen M. Ross School of Business
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Gerald F. Davis
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Michael Jensen
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