

# Elena Obukhova

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## Employment

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- 2013- Assistant Professor, Strategy and Organization  
Desautels Faculty of Management, McGill University  
Parental leave, 2018-2019
- 2007-13 Assistant Professor, Global Economics and Management  
Sloan School of Management, MIT

## Education

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- 2007 Ph.D., Sociology, University of Chicago
- 1997 M.S., Mathematical Methods in the Social Sciences, Northwestern University
- 1994 B.A., Anthropology, University of Florida

## Research interests

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Organizational theory; economic sociology; social networks; categories; gender; comparative and international; China

## Journal articles (\*co-author is a student at the beginning of the project)

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Forthcoming Obukhova, E. and A. M. Kleinbaum. Scouting and Schmoozing: A Gender Difference in Networking during Job Search. Forthcoming in the *Academy of Management Discoveries*.

- Honorable mention, Gender and Diversity Division, Administrative Sciences Association of Canada.
- Media coverage: *Huffington Post*, *AOM Insights*.

2022 E. and B. Rubineau. Market transition and network-based job matching in China: The referrer perspective. *Industrial Labor Relations Review* 75(1): 200-224.

2017 Obukhova, E. and L. Zhang\*. Social Capital and Job Search in Urban China: The Strength-of-Strong-Ties Hypothesis Revisited. *Chinese Sociological Review* 49(4): 340-361.

- Finalist for Best Overall Paper Award of the Careers Division, Academy of Management
- An abridged version published in the Academy of Management 2015 *Best Paper Proceedings*

- 2016 Zhang\*, J., E. Zuckerman, and E. Obukhova. A Lack of Security or of Cultural Capital? Acculturative Conservatism in the Naming Choices of Early 20th-Century U.S. Jews. *Social Forces* 94(4): 1509-1538.
- 2014 Obukhova, E., E. Zuckerman, and J. Zhang\*. When Politics Froze Fashion: The Effect of the Cultural Revolution on Naming in Beijing. *American Journal of Sociology* 120(2): 555-583.
- Honorable mention for Clifford Geertz Prize for Best Article, Culture Section, American Sociological Association
  - Media coverage: CNPolitics.org.
- 2013 Obukhova, E. and G. Lan\*. Do Job-Seekers Benefit from Contacts? A Direct Test with Contemporaneous Searches. *Management Science* 59(10): 2204-2216.
- 2012 Obukhova, E. Motivation vs. Relevance: Using Strong Ties to Find a Job in China. *Social Science Research* 41(3): 470-480.

## Working papers

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- Obukhova, E., H-J Cho\*, and L.T. Zhang, Awards as Shields: Managerial Status and Strategic Change. Revise and Resubmit (1<sup>st</sup> round) at the *Strategic Management Journal*.
- Obukhova, E. and F. Tian. Employers' Role in Network Matching: The Evidence from Referrals in the U.S. and China. Revise and Resubmit (1<sup>st</sup> round) at the at the *Journal of International Business Studies*.
- Kim, M. and E. Obukhova. Staying out of Scandal's Shadow: Categorical Ambiguity as a Competitive Advantage. In preparation for submission to the *Organization Science*.

## Ongoing projects

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- Obukhova, E., and S.E. Kopman, and P. Chua\* Do Referrals Disadvantage Ethnic Minorities: Networks and Hiring in Silicon Valley (data analysis stage)
- Demetry, D., and E. Obukhova. Enacting Entrepreneurial Authenticity: Entrepreneurial Pivoting during Covid-19 Pandemic (data collection stage)

## Book reviews

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- 2019 Social Mobility and the Legal Profession: The Case of Professional Associations and Access to the English Bar, by Elaine Freer, New York: Routledge, 2018. Reviewed for *Contemporary Sociology*, 48(6): 660-661.

- 2011 *Culture and Economics: On Values, Economics and International Business*, by Eelke De Jong. Routledge, 2009. Reviewed for *Administrative Science Quarterly*, 56(2): 310-311.
- 2006 *The Making of the State Enterprise System in Modern China: The Dynamics of Institutional Change*, by Morris L. Bian. Harvard University Press, 2005. Reviewed for *American Journal of Sociology*, 112 (2): 629–631.
- 2004 *Red Capitalists in China: The Party, Private Entrepreneurs, and Prospects for Political Change*, by Bruce J. Dickson. Cambridge University Press, 2003. Reviewed for *Economic Development and Cultural Change*, 52 (4): 901-903.

### **Other publications**

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- 2005 Obukhova, E. Redefining State Embeddedness for the Global Economy: The Rise of China's Silicon Valley. *Proceedings of 2005 Chinese Economists Society International Conference on Sustainable Economic Growth in China*. Volume I-B, p. 3-8.
- 2002 Obukhova, E. and J. Guyer. Transcending the Formal/Informal Distinction: Commercial Relations in Africa and Russia in the Post-1989 World. In *Theory in Economic Anthropology*, J. Ensminger, ed. Alta Mira Press: Walnut Creek, CA.
- 2002 Obukhova, E. Living and Trusting in the Economy of Debt: The Distribution of Newspapers and Magazines in Ibadan. In *Money Struggles and City Life: Devaluation In Ibadan and Other Urban Centers in Southern Nigeria, 1986-96*, J. Guyer, L. Denzer, and A. Agbaje, eds. Heinemann: Portsmouth, NH.

### **Seminars and conference presentations** (last 5 years)

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#### **2020-2021**

People and Organizations Conference, Wharton School, Philadelphia

#### **2019-2020**

Academy of Management Conference, Boston

#### **2018-2019**

Academy of Management Conference, Montreal

Organizational Behavior Seminar, GSB, Stanford (invited seminar)

Management Department, Santa Clara University (invited seminar)

Administrative Science Association of Canada Meeting, Toronto

Economic Sociology Conference, Georgetown and U of Maryland, Washington, DC

#### **2017-2018**

MIT-Harvard Economic Sociology Seminar, MIT (invited seminar)

East Asian Studies Workshop, University of Chicago (invited seminar)

Center for Applied Social and Economic Research, HKUST (invited seminar)

Sociology Department, Hong Kong Baptist University (invited seminar)

Stanford Graduate School of Business Hiring and Organizations Conference  
 Economic Sociology Conference, Kellogg, Northwestern University  
 American Sociological Association Meeting, Montreal  
 International Sunbelt Social Networks Conference, Beijing, China

### **2016-2017**

Academy of Management Annual Meeting, Anaheim  
 American Sociological Association Meeting, Seattle  
 Organizational Theory Junior Conference, Rotman, University of Toronto  
 Strategic Management Society Annual Meeting, Denver  
 People and Organizations Conference, Wharton School, Philadelphia

## **Honors**

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2017 Li Ka Shing Faculty Exchange Award, Desautels Faculty of Management, McGill University  
 2008 Fred Kayne (1960) Career Development Professor of Entrepreneurship, MIT Sloan School of Management  
 2005 Park Lectureship, Sociology Department, University of Chicago

## **Research fellowships and grants**

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2021 Insight Development Grant, Social Sciences and Humanities Research Council  
 2020 Research Grant, Center for Strategy Studies in Organizations, McGill University  
 2018 Insight Development Grant, Social Sciences and Humanities Research Council  
 2018 Research Grant, Center for Strategy Studies in Organizations, McGill University  
 2016 Research Grant, Center for Strategy Studies in Organizations, McGill University  
 2016 Social Sciences and Humanities Insight Development Grants (co-PI, Yuanyuan Wu (PI))  
 2015 Social Sciences and Humanities Development Grant, McGill University  
 2012 Research Support, Junior Faculty Fund, MIT Sloan  
 2010 Research Support, Edward B. Roberts Entrepreneurship Center Fund, MIT Sloan  
 2006 Markovitz Dissertation Writing Fellowship, University of Chicago  
 2003 Fulbright-Hays Doctoral Dissertation Abroad Fellowship, US Department of Education  
 2003 Corporation as a Social Institution Program Dissertation Fellowship, Social Science Research Council  
 2000 Century Fellowship, Social Sciences Division, University of Chicago  
 1998 Pre-dissertation Fellowship, Social Science Research Council  
 1998 Blakemore Foundation Fellowship for Study of East Asian Languages

## Teaching experience

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### Recognition for teaching excellence:

Coverage in *The McGill Reporter*, McGill Teaching and Learning Services Blog  
 Featured in online resource: *Beyond Grading: Strategies from McGill Instructors*  
 Student recognition for going “above and beyond” during the pandemic

### McGill Desautels Faculty of Management:

International Business (BCom core)  
 Managing Globalization (BCom elective)  
 Managing Globalization (MBA elective)

### MIT Sloan School of Management:

Global Strategy and Organization (MBA elective)  
 Global Markets, National Politics and the Competitive Advantage (MBA elective)  
 Diaspora Networks for Managers and Entrepreneurs Workshop (MBA)  
 Organizational Processes Team Project Advisor (MBA core)  
 Institutions, Society and International Business (Ph.D.)

### University of Chicago, Sociology Department:

Technology and Society (BA)

## Mentoring and advising

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### Doctoral Dissertation Committee Member:

Sumeet Duggal (Organizational Behavior, McGill University)  
 Yongwan Lee (Strategy & Organization, McGill University)  
 Steven Zhixiang Liang (Management, Concordia University)  
 Letian Zhang (Sociology, Harvard University, completed 2018)  
 Rima Bhattacharyay (Strategy & Organization, McGill University, completed 2017)  
 Timea Pal (Political Science, MIT, completed 2012)

### Master’s Thesis Supervisor:

George Lan (MIT Sloan)  
 Shannon Murphy (MIT Sloan)

## Academic service - University

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### McGill Desautels Faculty of Management:

Member, MBA Program Committee, 2021-2022  
 Member, Teaching and Learning Services Committee, 2020-2021  
 Member, Research Council, 2014-2020  
 Member, Center for Strategy Studies in Organizations, 2019-2020  
 Co-organizer (with Brian Rubineau) Montreal Social Networks Working Group, 2015-2017

Member, Center for Strategy Studies in Orgs, Dissertation Grant Committee, 2014-2016  
 Case Competition Committee, 2014-2015  
 Member, MBA program committee, 2013-2014

### **MIT Sloan School of Management:**

Member, Economic Sociology Ph.D. Admissions, 2007-2010  
 Reviewer, MIT International Science & Technology Initiatives Global Fund, 2009  
 Co-organizer, MIT-Harvard Economic Sociology Seminar, 2008-2009  
 Co-organizer, Sloan Behavior and Policy Sciences Junior Faculty Conference, 2008

## **Academic service - Profession**

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Council member, Economic Sociology Section, American Sociological Association (2018-2021)

- Fund-raised 2K for section reception
- Member program committee, session organizer and chair
- Chair, Burt Best Ph.D. paper prize selection committee

Co-organizer and program chair, Fellow Travelers on Different Roads: The Intersections of Economic Sociology and Organizations, Occupations, and Work Conference, Montreal, 2017.

- Fund-raised 5+K for the conference
- Organized submission review process and conference program

### **Service at professional journals**

Editorial Board Member

*Organization Science* (2020-present)

*Management and Organization Review* (2020-present)

*American Journal of Sociology* (2017-2019)

Ad hoc reviewing: *American Journal of Sociology*, *American Sociological Review*, *Administrative Science Quarterly*, *Organization Science*, *Management Science*, *Social Forces*, *Marketing Science*, *Strategic Management Journal*, *Social Networks*, *Social Science Research*, *Management and Organization Review*, *Small Business Economics Journal*, *Strategic Organization*, *California Management Review*, *Industry & Innovation*, *Work and Occupations*, *European Sociological Review*, *British Journal of Industrial Relations*, *Journal of International Sociology*, *Sociological Forum*, *Socio-Economic Review*, *Poetics*

### **Conference activities**

2020 Virtual Café organizer, “Soc PhDs Navigating B-School Market”, Academy of Management  
 2020 Session organizer and chair, “Culture and Economic Sociology”, American Sociological Association

2019 Symposium co-organizer (with Minjae Kim), “Scandals as Strategic Opportunities,” Academy of Management

2018 PDW co-organizers (with Kwnagjun An), “Genesis and Dynamics of Brokerage Positions,” Academy of Management

2016 Symposium co-organizer (with Yonghoon Lee), “Grappling with Agency: Tie Creation, Mobilization and Renewal,” Academy of Management

2013 Symposium co-organizer (with Adina Sterling), “From Whence They Came: How the Origins of Networks Constrain Their Effects,” Academy of Management

2013 Invited session organizer, “Transnational Processes,” American Sociological Association

### **Other reviewing activities**

Paper reviewer, Academy of Management Conference (OMT, GDO), 2009-

Reviewer, INFORMS / OS dissertation competition, Academy of Management, 2008-

Proposal reviewer, Social Sciences and Humanities Research Council, Canada, 2013-

Paper reviewer, Strategic Management Society, 2017

Reviewer, International Assessment Exercise, School of Higher Economics, Russia, 2012

### **Recent non-academic publications**

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2020 (with Daphne Demetry) “Startup founders help each other weather the COVID-19 crisis.

*The Conversation*. <https://theconversation.com/startup-founders-help-each-other-weather-the-covid-19-crisis-141920>

### **Language proficiency**

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Russian – native speaker

English – fluent

Chinese – professional fluency (HSK level 8)

French – low intermediary