Megan E. Gabruk
Curriculum Vitae
(908) 892-3345
mgabruk@umich.edu

EDUCATION

2021–2026 **University of Michigan's Ross School of Business,** Ann Arbor, MI
Degrees: Doctor of Philosophy, Management and Organizations (Expected May 2026);
Graduate Certificate, Complex Systems
Working Dissertation Title: The Impact of Social Structure on Cognitive Diversity and the Evolution of Knowledge
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

Broadly speaking, Megan studies how the social structure encourages and/or inhibits cognitive diversity and the evolution of knowledge in medicine and patenting. Currently, Megan is working on two main projects. Project one examines how experiencing uneasiness when selecting observably diverse teammates may lead to inventors searching locally within their networks for collaborators rather than engaging in more distant search, resulting in cognitively homogenous teams. Megan uses data on over four million patent teams in word embedding models, an unsupervised machine learning technique, to map the knowledge space and subsequently places each inventor in the space to calculate how far they are from each other in their knowledge. Project two investigates the relationship between social and knowledge spaces in the medical industry using medical claims data consisting of billions of healthcare encounters in word embedding models. Megan also examines how this relationship impacts various outcomes, including physician novelty, the evolution of knowledge, and innovation adoption.

RESEARCH IN PROGRESS AND IN PREPARATION FOR SUBMISSION

Gabruk, M. E., Aceves, P., & Sytch, M. (2024). The Diversity Puzzle: How Seeking Diverse Teammates Can Result in Cognitively Homogenous Teams. (In preparation to submit to *Organization Science*).

Gabruk, M. E., Aceves, P., Sytch, M., & Shedden, K. (2024). Social Distance as a Proxy for Knowledge Distance. (In preparation to submit to *Nature*).

Gabruk, M. E. (2024). Social and Knowledge Diversity as Levers of Physician Novelty. *Data analysis.*

Gabruk, M. E. (2024). The Impact of the Social and Knowledge Spaces on the Evolution of Knowledge. *Theory development.*

Gabruk, M. E. (2024). The Social versus Knowledge Space as a Conduit for Innovation Adoption. *Idea generation.*

TECHNICAL COMPETENCIES

Advanced Quantitative Skills – Network Analysis, Agent-Based Modeling, and Longitudinal Analysis
Software Knowledge – R, Python, Stata, UCINET, NetLogo, ORA, SPSS, AMOS, Mplus, LISREL, and Excel

CONFERENCE PRESENTATIONS AND ACCEPTANCES

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

TEACHING EXPERIENCE

2023 Sole Instructor – MO 300: Behavioral Theory in Management
Instructor Rating: 4.4/5.0
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

2024–2025 Flamholtz Fellow
2022–2023 Rackham Graduate Student Conference Travel Grant ($900)
2022–2023 Ross Doctoral Studies Office Conference Travel Grant ($500)
2022 Rackham Graduate Student Research Grant ($1500)
2021 Peabody Student Marshal
2017–2021 Dean's List
2017 Cum Laude
2017 AP Scholar with Distinction Award
2016 National Merit Commended Scholar

SERVICE

2024–Present Coffee 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 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; Managerial and Organizational Cognition; Social Issues in Management; Research Methods)

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*.

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. (2022). Types, subtypes, and clinical correlates of peer victimization in college: A system science perspective. *Psychology of Violence*.

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., Brähmer, 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.

PRE-DOCTORAL RESEARCH EXPERIENCE

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

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
Principal Investigator: Kathryn L. Humphreys

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
Principal Investigator: Georgene L. Troseth

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– August 2016 **Summer Research Assistant**
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– April 2021 **Intern**
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.