Curriculum Vitae/Resume
Business Administration Ph.D.: Sustainability
Sean Y. Sullivan

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EDUCATION

YORK UNIVERSITY
- Ph.D. in Business Administration, 2023-2028
    - Program: Schulich School of Business
    - Focus: Sustainability
- Relevant Coursework: Organizational Theory; Business, Society and Global Governance; Logics of Social Research; Qualitative Research Methods

THE PENNSYLVANIA STATE UNIVERSITY
- Ph.D. Candidate. Business Administration, 2021-2023
    - MA. 2023
    - Program: Smeal College of Business
    - Focus: Management and Organization
- Relevant Coursework: Organizational Behavior, Corporate Strategy, Quantitative Research Methods, Organizational Theory, Upper Echelons, Qualitative Research Methods

HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY
- Master of Arts in Social Science, 2020-2021
- Bachelor of Business Administration, 2016-2020
    - Major in Economics
    - Minor in Humanities (Dean's Award/Outstanding Performance)
- Relevant Coursework: Business Statistics, Organizational Behavior, Micro/Macro Economics, Econometrics, ISOM and other business-related courses, Political Science, Sociology, Philosophy

RESEARCH INTERESTS

Institutional Theory, Process Theory, Social Movements, Sustainability, Qualitative Methods, Dialectics

WORKING PAPER

Sullivan, S.Y., Sullivan, B.N. "Contradictory Ideologies and Organizational Resilience: Ideological Antinomy for Executives in Chinese Firms" Submitted to Academy of Management Conference 2024 Chicago

Abstract
This study develops the concept of an ideological antinomy value set for executives of Chinese firms based on a thorough examination of the recent history of ideological values in China, specifically the Maoism and Dengism strains, and their organizational consequences. We provide a historical account of the development of these ideologies, arguing that their unique convergence from 1978 to 1989 in China allowed for the co-existence of paradoxical ideologies and the emergence of "ideological antinomy", an ideology composed of contradictory values. We propose that firms with executives

embracing ideological antinomy tend to be more resilient in the Chinese market, where the institutional environment is highly uncertain. Using a sample of Chinese listed firms between 2000 and 2022 and semi-machine learning techniques, we provide evidence supporting the notion that firms with executives holding such an ideology exhibit a high level of organizational resilience. The effect is stronger for firms facing high firm-level and market-level uncertainties, but weaker for state-owned firms and those located in more marketized regions. This study contributes to the literature by uncovering an unexplored phenomenon in a unique institutional environment, expanding ideology's national scope, and enhancing the literature's ability to capture the details of an ideology. It further contributes by showing the complex dynamics affecting top managers' strategic reactions under the influence of ideologies.

RESEARCH IN PROGRESS

Sullivan, S.Y., Voronov, V., Soublière, J.F., Reay, T., "Mosaic of Expertise – How Systems of Occupations Enable or Hinder Social Change" Submitted proposal to European Group for Organizational Studies 2024 Milan

Proposal Summary
Living through the Covid-19 pandemic has not been just a story of coping with a rapidly evolving virus. It has also been a story of fluidity and contestation of expertise. As groups of experts responsible for responding to various aspects of the pandemic were seen (rightly or wrongly) coming up short in offering adequate responses, the ongoing struggle against the virus and the societal problems the pandemic revealed served as a valuable illustration of the need to shift focus from reified "experts" to the more fluid notion of expertise required to address the various challenges, ranging from breaking the chains of viral transmission and figuring out ways to increase vaccine uptake to balancing public health and economy. Expertise should be seen "neither as an attribution nor as a substantive skill but as a network connecting together not only the putative experts but also other actors […], devices and instruments, concepts, and institutional and spatial arrangements" (Eyal, 2013: 873). In this study we examine the construction, evolution and contestation of expertise in the context of clean air movement, a movement aiming to improve the quality of indoor air within shared public spaces with an aim to reduce transmission of airborne pathogens and improve overall well-being of building occupants (Morawska, Allen, Bahnfleth, Bluyssen, Boerstra, Buonanno et al., 2021).

ACADEMIC EXPERIENCE

2023 August – Present (Prof. Maxim Voronov | YorkU) *Research Assistant/Student Advisee*
Ph.D. Program Advised Student
Project Titles:
1) Mosaic of Expertise – How Systems of Occupations Enable or Hinder Social Change

2021 August – 2023 May   (Prof. Forrest Briscoe | PSU) *Research Assistant/Student Advisee*
Ph.D. Program Advised Student
Project Titles:
1) The Revision of Mao: Ideological Ambivalence in Chinese CEOs

2) Congealing Disparates into an Organizational Form: The Process of How Employee Social Movement Organizations Form
3) Stakeholder Becoming and Organizational Front-facing Design
4) Developing Strategies in a Nascent Industry
5) Who Becomes an Employee Activist

- Across all projects: conducted exhaustive literature reviews salient to the project's direction
- Wrote theoretical article bodies for further integration into Advisor's main paper, or to stand alone when given personal leadership on projects
- Wrote research proposals for each project
- Conducted analyses on data sets collected or given, developing knowledge on how to iteratively do research (e.g., statistical reports leadings into further theoretical developments, which lead into further data collection or analysis, requiring further reports and a more fleshed out theory, and so on)
- Furthermore, underwent training and conducted analysis for both quantitative and qualitative data using appropriate tools and techniques for both methods
- Collected and organized data of both qualitative (archival, interviews) and quantitative (textual content analysis dictionary, demographic data) sorts

2020 July – 2020 August   (Prof. Sam Garg | HKUST) *Research Assistant*
Literature and Data Collection
Project Title: Role of Corporate Venture Capital and Incubators and Accelerators in Startups AND Platform Governance
- Found and collected an exhaustive list of papers relating to corporate venture capital and incubators/accelerators and their influence and relation to startups—organized into an excel sheet
- Found and collected exhaustive list of papers relating to the field of platform governance—organized into an excel sheet

2020 January – 2020 April   *Research Assistant*
Data Analysis and Organization
Project Title: Institutional Logics within the Board and Firm Innovation
- Collected information on the background of the board of directors
- Analyzed a biotech dataset and organized it so that it could be further manipulated and joined with a larger dataset
- Successfully used Excel macros and commands to join it further with the larger dataset, and organized further to allow easy analyses for important variables (dependent, independent, and control)

2019 June – 2019 December (Prof. Pavel Zhelyazkov | HKUST) *Research Assistant*
Literature and Data Collection
Project Title: Exploring the Role of Network Brokerage
- Found and collected an exhaustive list of papers relating to brokers and inter-organizational relationships, fitting to the professor's needs
- Collected large amounts of data on company locations for further analysis of company location's relation to information relationships and brokerage

2019 January – 2019 March   (Prof. Melody Chao | HKUST) *Research Assistant*
Literature Review and Critique

- Collected various papers and journal articles from management, psychology, and sociology journals needed by the professor for further research on conflict resolution and attribution theory
- Summarized the main ideas of and gave own thoughts on research papers
- Worked with the professor to brainstorm new paradigm routes for attribution theory

2018 June – 2018 September (Prof. Jie Gan | CKGSB) *Research Assistant*
Literature Review and Critique
Project Title**: Role of Social Networks in Online P2P Exchanges**
- Collected various papers and journal articles from finance and management journals needed by the professor for further research on Peer-to-Peer networks and Organizational Networks
- Read over papers and corrected English grammar

2018 January – 2018 January *Research Assistant*
Data Cleaning
- Merged, managed, cleaned, and organized a dataset regarding supervisors, subordinates, and creativity for the professor using StataSE and Excel

2017 April, September *Research Assistant*
Literature Review and Critique
- Collected various papers and journal articles from management, OM, and economics needed by the professor for further research on Platform Strategy, Heuristic 'Simple Rules', and Alliance Portfolios
- Summarized the main ideas of and gave own thoughts on research papers collected to allow the professor easy reading and understanding of many papers' topics

AWARDS

M&O Summer Graduate Research Funding—2022
Robert W. Graham Endowed Graduate Fellowship—2021
Humanities and Social Science Outstanding Performance/Dean's Award—2020
HKUST Staff Association Award—2017

SKILLS

Technical Skills: Proficiency in MS Office (including Word, Excel and Powerpoint), and Chinese Word Processing. Moderately proficient in StataSE. Moderately proficient in R.
Languages: Highly skilled in English (native language), moderately proficient in Mandarin Chinese

SERVICE

Reviewer for *STR Division and OB Division* 2022 *Academy of Management Conference*

STUDENT ACTIVITIES

2017 November *HKUST UG Recruitment and Admissions Office*
Alma Mater Ambassador
- Collaborated with the Undergraduate Recruitment and Admissions Office on an information session for HKUST for my alma mater
- Publicly presented part of the session for prospective business school students

2016 November-December   *Business School, HKUST*
Student Servant
- Inquired various small enterprises in Yau Ma Tei asking if they needed help for an in-school project
- Collected data, surveyed, upgraded the website, and redecorated a willing sushi restaurant