

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

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### **YORK UNIVERSITY**

- Ph.D. Candidate. Business Administration, 2023-2028
  - o Program: Schulich School of Business
  - o Focus: Sustainability, Management and Organization
- 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
  - o MA. 2023
  - o Program: Smeal College of Business
  - o 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
  - o Major in Economics
  - o 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**

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Organization Theory, Institutional Theory, Institutional Change, Social Movements, Sustainability, Qualitative Methods

## **WORKING PAPERS**

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**Sullivan, S.Y., Sullivan, B.N. "Contradictory Ideologies and Organizational Resilience: Ideological Antinomy for Executives in Chinese Firms"** Submitted to Academy of Management Conference 2025 Copenhagen

### **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.

**Sullivan, S.Y., Voronov, V., Soublière, J.F., Reay, T., “Crisis in the Gaps: How the ‘Clean Air Movement’ Created its Own Expertise”** Submitted and Presented to Academy of Management Conference 2025 Copenhagen

### **Abstract**

This study examines how the COVID-19 pandemic disrupted established expertise, triggering the emergence of new domains of expertise within the ‘Clean Air’ movement. Building on literature on social change and boundary work, we propose a process of expertise creation during crisis, highlighting how crises destabilize established authority and catalyze collective efforts to produce alternative expertise. Through an in-depth exploration of coalitions advocating for clean indoor air, we identify three archetypes of expertise—scientific, functional, and experiential—each engaging in distinct practices such as aligning technical knowledge, creating standards, and assembling eclectic networks. These develop out of a gap of expertise in a central authority. Our findings underscore the relational and processual nature of expertise, revealing how academic, professional, and layperson groups converge to address shared social issues, reshape boundaries, and assert new forms of authority. By situating expertise within the broader context of social movements and societal change, this research advances understanding of how expertise is produced in response to a collective challenge.

## **CONFERENCE PRESENTATIONS**

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### **Academy of Management Conference 2025 Copenhagen**

Sullivan, S., Voronov, M., Soublière, J-F., & Reay, T. Disruption into production: How the “Clean Air” movement created its own expertise.

### **ASAC 2025 Waterloo**

Sullivan, S., Voronov, M., Soublière, J-F., & Reay, T. Disruption into production: How the “Clean Air” movement created its own expertise.

- ASAC 2025 Org. Studies Division Honorable Mention

### **40th EGOS Colloquium 2024 Milan, Italy**

Sullivan, S. Voronov, M., Reay, T., & Soublière, J-F. A mosaic of expertise: How the ‘Clean Air’ movement configured its systems of occupation to address social issues.

## **ACADEMIC EXPERIENCE**

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2023 August – Present (Prof. Maxim Voronov | YorkU) *Research Assistant/Student Advisee*

**Ph.D. Program Advised Student**

## **Project Titles:**

### **1) Crisis in the Gaps: How the 'Clean Air Movement' Created its Own Expertise**

2021 August – 2023 May (Prof. Forrest Briscoe | PSU) *Research Assistant/Student Advisee*

## **Ph.D. Program Advised Student**

## **Project Titles:**

### **1) Who Becomes an Employee Activist**

## **AWARDS**

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ASAC 2025 Org. Studies Division Honorable Mention—2025

Schulich Entrance Scholarship of Merit—2023

M&O Summer Graduate Research Funding—2022

Robert W. Graham Endowed Graduate Fellowship—2021

Humanities and Social Science Outstanding Performance/Dean's Award—2020

## **SERVICE**

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*ASAC Representative 2025-ongoing*

*Reviewer for OT Division 2025 Academy of Management Conference*

*Reviewer for OT Division 2024 Academy of Management Conference*

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

## **STUDENT ACTIVITIES**

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*2025-2026*

York University

### **YUGSA Representative**

- Represent Schulich Business School PhD students at the university student union

*2024-2025*

York University

### **Committee for Equity and Community Representative**

- Represent Schulich Business School PhD students at the university Committee for Equity and Community