

# SEBASTIAN SCHORCH

Associate Professor | Organisations Area

Joined the School in 2016

## ACADEMIC BACKGROUND

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2014 - 2017	Ph.D. in Management (Organisational Behavior). Université Grenoble Alpes, Grenoble, France.
2013 - 2015	Doctor of Philosophy (Ph.D.) in Business Administration. Grenoble École de Management. Grenoble, France.
2010 - 2013	Master of Philosophy (MPhil) in Business Administration. Grenoble École de Management. Grenoble, France.
2009 - 2010	Diplôme d'Études Supérieures en Management (Master in Management). Grenoble École de Management. Grenoble, France.
2005 - 2009	Diplom-Wirtschaftsingenieur (FH) (B.Eng. in Industrial Engineering). Munich University of Applied Sciences, Munich, Germany.

## ACADEMIC ACTIVITIES

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2022 -to date	Associate professor. UASM. Bogotá, Colombia.
2016 – 2022	Assistant professor. UASM. Bogotá, Colombia.

## TEACHING EXPERIENCE

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### Courses Taught in Recent Years

#### Graduate

- Quantitative research methods
- Organizational Behavior
- Social Networks

#### Undergraduate

- Organizational Behavior
- Social Networks
- Business statistics

## PUBLICATIONS

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### Articles in Academic Journals

2021	Zickfeld J, van de Ven N, Pich O, Schubert T, Berkessel J, Pizarro J, Bhushan B, Mateo N, Barbosa S, Sharman L, Kökönyei G, Schrover E, Kardum I, Benzon J, Lazarevic L, Escobar M, Stadel M, Arriaga P, Dodaj A, Shankland R, Majeed N, Yansong L, Lekkou E, Hartanto A, Özdoğru A, Vaughn L, del Carmen Espinosa
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M, Caballero A, Kolen A, Karsten J, Manley H, Maeura N, Eşkisü M, Shani Y, Chittham P, Ferreira D, Bavolar J, Konova I, Sato W, Morvinski C, Carrera P, Villar S, Ibanez A, Hareli S, García A, Kremer I, Götz F, Schwerdtfeger A, Estrada-Mejía C, Nakayama M, Sesar K, Orjiakor C, Dumont K, Allred T, Gračanin A, Rentfrow P, Schönefeld V, Vally Z, Barzykowski K, Peltola H, Tcherkassof A, Haque S, Śmieja M, Su-may T, Ijzerman H, Vatakis A, Choi E, Schorch S, Páez D, Malik S, Kačmár P, Bobowik M, Jose P, Vuoskoski J, Basabe N, Doğan U, Ebert T, Uchida Y, Zheng M, Mefoh P, Šebeňa R, Stanke F, Ballada C, Blaut A, Yang W, Daniels J, Kocsel N, Demirag E, Balt N, Vanman E, Stewart S, Verschuere B, Sikka P, Boudesseul J, Martins D, Nussinson R, Mentser S, Çolak T, Martinez-Zelaya G, Vingerhoets A. (2021) Tears evoke the intention to offer social support: A systematic investigation of the interpersonal effects of emotional crying across 41 countries. *Journal of Experimental Social Psychology* (ISSN 0022-1031) 95 (2021), pp. 1-24.

2015 Porath, C. L., Gerbasi, A., & Schorch, S. L. (2015). The effects of civility on advice, leadership, and performance. *Journal of Applied Psychology*, 100(5), 1527-1541.

## Conference Presentations

- 2021 Wilmsmeier G, Pallis T, Schorch S, Trujillo D.(2021). Port governance and institutional structure? The case of Colombia. International Association of Maritime Economists 2021 Conference, Rotterdam (Netherlands)
- 2019 Gómez-Solorzano, M., Schorch, S. L., & Soda, G. Leaders as prisms: How trust in direct superiors influences the negative effect of cross-unit knowledge sharing on perceptions about the organization's ethical compliance. 38th Sunbelt Social Networks Conference, Montréal, QC, Canada
- 2017 Schorch, S. L., Gerbasi, A., & Chollet, B. The effects of relational team - composition on the emergence of team-external knowledge ties. 77th Academy of Management Annual Meeting, Atlanta, GA, United States.
- 2017 Cullen-Lester, K., Gerbasi, A., Schorch, S. L., & Porath, C. L. The consequences of role stressors for workplace civility. Biennial POS Research Conference, Ann Arbor (MI), United States
- 2016 Porath, C. L., Schorch, S. L., Gerbasi, A., & Cullen-Lester, Kristin L. Civility: How it spreads and what limits its potential. 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA, United States.
- 2015 Schorch, S. L., Gerbasi, A., & Chollet, B. The effects of team perceptions on social comparison behavior. 35th Sunbelt Social Networks Conference, Brighton, United Kingdom.
- 2015 Schorch, S.L., Gerbasi, A., & Chollet, B. Keeping friends close and enemies closer: How competitors influence team boundary spanning. 75th Academy of Management Annual Meeting, Vancouver, BC, Canada.
- 2014 Schorch, S. L., Gerbasi, A., & Chollet, B. (2014). Avoiding or schmoozing? The role of competitors in innovative knowledge search. 34st Sunbelt Social Networks Conference, St. Petersburg, FL. United States.

- 2013 Schorch, S. L., & Gerbasi, A. (2013). Social capital and effectiveness improvement. 33rd Sunbelt Social Networks Conference, Hamburg, Germany.
- 2013 Schorch, S. L., & Gerbasi, A. (2013). Bridging, bonding, and opportunities for effectiveness improvement. 29th EGOS Colloquium. Montreal, QC, Canada.
- 2012 Schorch, S. L., & Gerbasi, A. (2012). Employees as entrepreneurs: Social capital and opportunity recognition. 38th European International Business Academy Conference, Brighton, United Kingdom.

## Chapters in Books

- 2022 Turner, S., Schorch, S. L., Fernandez, D. P., & García N. (forthcoming) Public leadership of Covid-19: Documentary analysis of the role of the mayor's office in shaping policy responses in Bogotá, Colombia. In S. Brookes (Ed.), *The International Research Handbook on Leading in the Public Interest: Re-imagining Public Leadership in a post-pandemic paradigm?* Edward Elgar Publishing.
- 2018 Schorch S., & Quintane E. (2018). Social Network Analysis. In J.E. Edlund & A.L. Nichols (Eds.) *Advanced Research Methods for the Social Sciences*. Cambridge, UK: Cambridge University Press. Pp. 328-345 Participation in Boards, Committees and Associations

## PARTICIPATION IN BOARDS, COMMITTEES AND ASSOCIATIONS

- 2020 PhD committee: Maria Camila Umaña, Universidad de los Andes: "The Social Dimensions of Burnout".
- 2020 Program committee for the Sunbelt 2020 COVID 19 Satellite
- 2019 DBA committee: Ge Mu, Scuola Superiore Sant'Anna & Grenoble Ecole de Management: "Structure and Evolution of Virtual Learning Communities in Massive Open Online Courses".
- 2018 Program committee (chair) for the 1st INTERACT Interdisciplinary Symposium on Social Network Analysis, Bogotá.
- 2017 PhD committee: Guillermo Antonio Ruíz Pava, Universidad de los Andes: "Internal sources of ideas for innovation: A social network perspective".
- 2013 – 2015 Elected PhD student representative at Grenoble Ecole de Management.
- 2013 – to date International Network for Social Network Analysis (since 2013).
- 2013 Co-organizer of the 5th Junior Scientist and Industry Annual Meeting, Grenoble. Member of the organization team at the 34th R&D Management Conference, Grenoble.
- 2014 Co-organizer of the 6th Junior Scientist and Industry Annual Meeting, Grenoble.
- 2012 Member of the organization team at the 33rd Congress of the Francophone Accounting Association, Grenoble.

## SCHOLARSHIPS, GRANTS AND ACADEMIC DISTINCTIONS

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2021	ERASMUS+ Mobility Scholarship of 2620€, NOVA University Lisbon.
2019	Invited Professor (2 weeks), University of Toulon (2019).
2017 – 2022	FAPA research grant of USD ~30,000, Universidad de los Andes, Bogotá.
2010 - 2014	Full tuition scholarship and stipend. Grenoble École de Management.
2011	'Jeune Ambassadeur' of the Rhône-Alpes Region.
2009 - 2010	Full tuition scholarship. Grenoble École de Management.
2009	Invitation as visiting scholar. University of Michigan, Ann Arbor.
2008	Full tuition scholarship. University of Michigan, Ann Arbor.
2004	'Dag Hammarskjöld Honorary Medal' together with the 'International Law Campaign', awarded by the United Nations Association of Germany.