**Daphne Ann Demetry**

Desautels Faculty of Management, McGill University

1001 Sherbrooke St W, Montreal, QC H3A 1G5, Canada

*email:* daphne.demetry@mcgill.ca

Academic Positions

2017- Assistant Professor of Strategy and Organization  
Desautels Faculty of Management, McGill University

2015-2017 Postdoctoral Research Fellow  
Centre for Corporate Reputation, Saïd Business School, Oxford University

Education

2015 PhD, Northwestern University, Sociology

“Episodic Organizations: Pop-up and Underground Restaurants and the Temporality of Organizational Life”

2010 M.A., Northwestern University, Sociology

2007 B.A., Emory University

Research and Teaching Interests

Organizational Theory, Entrepreneurship, Economic Sociology, Culture, and Ethnographic Methods

Publications

**Demetry, D**.2019.“All About Illusions: The Organizational Creation of Authenticity in

Underground Restaurants.” *Organization Science.* 30(5): 869-1123.[(link)](https://pubsonline.informs.org/doi/10.1287/orsc.2018.1260)

**Demetry, D**.2017. “Pop-up to Professional: Emerging Entrepreneurial Identity and

Evolving Vocabularies of Motive.” *Academy of Management Discoveries,* Special Issue: The Changing Nature of Work. 3(2): 187-207. [(link)](http://amd.aom.org/content/early/2017/02/09/amd.2015.0152.abstract)

DeSoucey, M. and **D. Demetry**. 2016. “The Dynamics of Dining Out in the 21st

Century: Insights from Organizational Theory.” *Sociology Compass.* 10 (11): 1014-1047. [(link)](http://onlinelibrary.wiley.com/doi/10.1111/soc4.12417/full)

**Demetry, D.**, J. L. Thurk, and G. A. Fine. 2015. “Strategic Poverty: How Social

and Cultural Capital Shapes Low-income Life.” *Journal of Consumer Culture.* 15 (1): 86-109. [(link)](http://joc.sagepub.com/content/early/2013/07/03/1469540513493205.abstract)

**Demetry, D**. 2013. “Regimes of Meaning: The Intersection of Space and Time in Kitchen

Cultures.” *Journal of Contemporary Ethnography* 42 (5): 576-607. [(link)](http://jce.sagepub.com/content/42/5/576.short)

Fine, G. A. and **D. Demetry**. 2012. "Contemporary Gastronomic Identities: Some Concluding Remarks." *Food & History*. 10 (1): 195-209 [(link)](https://www.brepolsonline.net/doi/abs/10.1484/J.FOOD.1.102966)

Manuscripts under Review:

T. Schifeling, and **D. Demetry**. “The New Food Truck in Town: Geographic Communities and Authenticity-Based Entrepreneurship.” – Conditional Acceptance at *Organization Science.*

**D. Demetry.** “Emotional Responses to Surprise: Improvisation in an Underground Restaurant” – under review

Other Publications:

**Demetry, D.** 2020. “Turn Your Hobby into a Startup.” *Harvard Business Review.* [(link)](https://hbr.org/2020/03/turn-your-hobby-into-a-startup?ab=hero-subleft-2)

**Demetry, D**. 2018. Review of Culture and Commerce: The Value of Entrepreneurship in

Creative Industries by Mukti Khaire in *Contemporary Sociology* 48(1): 76-77.

David-Barrett, E. and **D. Demetry**. 2016. “Rebuilding Trust in Business” White Paper

Prepared by Oxford University Centre for Corporate Reputation for DLA Piper Annual Trust Forum.

**Demetry, D**. 2015. “Time Work for Whom?: Exploring the Temporalities of Youth.”

Review of Ethnographies of Youth and Temporality: Time Objectified by A. Dalsgard et al. in *Symbolic Interaction* 38(3)*.* [(link)](http://onlinelibrary.wiley.com/doi/10.1002/symb.170/abstract)

**Demetry, D.** and G. A. Fine. 2011. "Dining Out." in *Encyclopedia of Consumer Culture*, edited by D. Southerton. Thousand Oaks, CA: Sage Publications. [(link)](http://knowledge.sagepub.com/view/consumerculture/n171.xml)

DeSoucey, M., **D. Demetry**, and G. A. Fine. 2009. “The Foodie Dilemma: Snobbery

No More.” *Sociologica* Doi: 10.2383/29567 [(link)](http://www.rivisteweb.it/doi/10.2383/29567)

Works in Progress:

**Demetry, D.** and R. Doern. “Becoming a Chef: Mentorship, Community, and Entrepreneurship in  
 the Restaurant Industry” – manuscript preparation.

Chae, H., T. Schifeling, and **D. Demetry**. “Rise from the Bottom? The Emergence of Food Trucks  
 and the Diffusion of a New Practice in the Restaurant Industry” – data analysis and manuscript preparation

**Demetry, D.** “Cultural Appropriation in the Food Industry” – data collection stage

Grants, Fellowships, and Honors

2019 SHRCC Insight Development Grant - $51,771

2018 McGill Centre for Strategy Studies in Organizations (CSSO), Seed Grant - $4,000

2014, 2012 Outstanding Graduate Student Lecturer (honorable mention),  
Northwestern Sociology Department

2013 Dissertation Fellowship Program, Ewing Marion Kauffman Foundation – $20,000

2013 Sociology Fieldwork Fellowship, Northwestern University – $5,600

2012 TGS Graduate Research Grant, Northwestern University – $3,000

2011 McArthur Summer Research Grant (with Gary A. Fine), Northwestern Sociology

Department - $1,500

2009-2014 Northwestern University Fellowship

Teaching Experience

**McGill University**

Fundamentals of Entrepreneurship (Undergraduate) – 2017-present

**Goldsmiths, University of London**

Research in Management and Entrepreneurship (Undergraduate) – 2017

**Saïd Business School, University of Oxford**

Rethinking Business, (MBA) – TA and Guest Lecturer, 2016

General Management (Undergraduate) – Guest Lecturer, 2016

PhD Pro-Seminar – Guest Lecturer, 2016

Global Opportunities and Threats at Oxford – MBA Tutorials, 2015

Northwestern University

PhDGraduate Sociology Teaching Seminar – Instructor, 2014

The Sociology of Entrepreneurship Undergraduate Seminar – Instructor, 2014

“Born to Buy”: The Sociology of Consumption Undergraduate Seminar – Instructor, 2012

*Teaching Assistant:* Power in Organizations (MBA course x2), Introduction to Sociology\* (x2), Problem of Cities\*, School and Society (x2), Sociology of Sexuality\*, Sociology of the Family, Economic Sociology\*, Sociology of Gender (\*led weekly discussion sections), 2009 – 2014

**Northwestern University, Searle Center for Teaching Excellence**

Graduate Student Teaching Mentor, 2014

Graduate Student Teaching Certificate, 2012

Teaching Assistant Fellows Program, 2011

Invited Talks and Conference Presentations

2020 “Emotional Responses to Surprise: Improvisation in an Underground Restaurant”

Stanford Graduate School of Business, Organizational Behavior Group

2019 “Becoming a Chef: Mentorship and Entrepreneurship in the Restaurant Industry”

European Theory Development Workshop (London, UK)

EGOS (Edinburgh, UK) - Rediscovering Craft and Craftsmanship in Organizations

AOM (Boston) - Against the Grain: Managing and Defying Expectations in Nascent Craft Food Markets Symposium

2018 “Chef or Business Owner? Negotiating Identity Conflicts in the Culinary Industry”

AOM Meeting (Chicago) – Identity and Entrepreneurial Careers Paper Symposium

“Cooking with the Unfamiliar: Resources for Improvisation”

AOM (Chicago) – OMT Divisional Paper Session

EGOS (Tallin) – Creativity: Moving Through and Beyond the Unexpected

“Geographic Communities and the Entrepreneurial Development of Authenticity-based Innovations”

4th Annual Authenticity Workshop, Northwestern University

2017 “All about Illusions: Organizational Idealization and the Social Construction of Authenticity”

AOM (Atlanta) – Authenticity in Markets Paper Symposium

“Alternative Pathways of Culinary Entrepreneurship”

AOM (Atlanta) – PDW Food, Restaurants and Organization Studies

“Improvisation as Packages: The Role of Routines and Tacit Knowledge in Responding to

Surprises”

SAMS Creative Industries Workshop (Edinburgh, UK)

“Pop-up to Professional: Emerging Entrepreneurial Identity and Evolving Vocabularies of Motive”

University of Lausanne, Institut des Sciences Sociales

2016 “Pop-up to Professional: Emerging Entrepreneurial Identity and Evolving Vocabularies of Motive”

ESSEC, Department of Management

McGill, Department of Strategy

“Reputation and Elites”

Oxford University Centre for Corporate Reputation Symposium, Panel Organizer

"Time, Teams, Tasks, and Context: Advancing Research on Temporary Organizations"

AOM (Anaheim) – Paper Symposium Organizer (OMT, ENT)

“Balancing Act: The Inconsistencies of Constructing Organizational Authenticity”

2nd Annual Authenticity Workshop, University of Virginia

“Temporary Ventures: Entrepreneurship and the Creative Industries”

Kauffman Emerging Scholars Conference, Kansas City

EGOS (Milan) – Collective Powers for Renewal in Creative Industries

AOM (Anaheim) – Temporary Organizations Paper Symposium

“Routines as Packages: Performing Structure and Surprises”

AMR-OMT Paper Development Workshop, Erasmus University, Rotterdam

2015 “Spanning for Authenticity: Insights from the Rise of Gourmet Food Trucks”

AOM (Vancouver) – Authenticity in Organizational Life Paper Symposium

“A Deeper Relationship with Dining: Crafting Authentic Organizational Experiences”

Oxford University Centre for Corporate Reputation Symposium

“Routines as Packages: Performing Structure and Surprises”

LUISS University, Department of Business and Management

2014 “Pop-up to Permanent: Evolving Vocabularies of Entrepreneurship”

Kauffman Emerging Scholars Conference (Kansas City)

Ethnography Workshop*,* Northwestern University

16th Annual Chicago Ethnography Conference

“The Rise of the Authenticity Economy: A Study of the Transformation and Spread of Gourmet Food Trucks across Cities”

ASA (San Francisco) –Cultures of Food Production & Consumption

AOM (Philadelphia) – Construction of Markets & Fields Paper Session

“Creating Something out of Nothing: Routines in Episodic Organizations”

HEC Paris, Management and Human Resources Department

“Trust in the Chef: Authentic Experiences and Organizational Trust in Pop-up Restaurants” Saïd Business School, University of Oxford, Centre for Corporate Reputation

2013 “The Co-Production of Authenticity: Experiential Consumption in Underground Supper Clubs”

ASA (New York City) – Organizations, Occupations, and Work Roundtable

AOM (Orlando)–Authenticity & Identity Paper Session

Culture Workshop, Northwestern University

2012 “Eventful Consumption: Underground Supper Clubs and Consuming Experiences”

Institute for the Study of European Food History and Culture (Tours)

“Voluntary Poverty: How Social and Cultural Capital Shapes Low-income Life”

ASA (Denver)– Sociology of Culture Roundtables, Presider

2011 “Informal Entrepreneurs: Negotiating the Extra-Legal Costs of Business Ventures

within the Informal Economy”

ASA (Las Vegas)– Organization of Informal & Illegal Work Paper Session

2010 “Spatial and Temporal Experiences within the Restaurant Kitchen”

Annual Meeting of the Social Science History Association (Chicago)

NYU, Institute for Public Knowledge: Menus and the Media

“Placing Gossip: The Influence of Space and Time on Gossip in a Restaurant Kitchen”

ASA (Atlanta)– Organizational Ethnography Paper Session

12th Annual Chicago Ethnography Conference (Chicago)

Ethnography Workshop, Northwestern University (Evanston)

Professional Associations

**Academy of Management**

Interest Groups: Organization and Management Theory; Entrepreneurship

**American Sociological Association**

Sections: Organizations, Occupations and Work; Sociology of Culture; Consumers, Commodities and Consumption, Economic Sociology

**European Group for Organizational Studies (EGOS)**

**Institute for the Study of European Food History and Culture**

**Ad-hoc Reviewer:** AOM Annual Meeting, *American Journal of Sociology,**American Sociological Review, British Journal of Food, Contemporary Sociology, Food & History,**Human Relations,**Journal of Contemporary Ethnography, Journal of Consumer Culture, Journal of Management Studies, Organization Science, Organization Studies, Poetics, Social Psychology Quarterly, Sociological Forum, Qualitative Sociology*

University Service

**McGill University**

2018-2020 Centre for Strategy Studies in Organizations Committee

Dobson Centre for Entrepreneurship Committee

* Judge for Dobson Centre’s Lean Startup Program Competition and Dobson Cup Semi-Finals
* Mentor for teams in Dobson Cup Finals

Founded Desautels Qualitative Writing Group

2017-2018 Member of Oral Defense Examination Committee, Carlos Rueda (Strategy & Orgs)

Teaching and Learning Resources Committee

**Northwestern University, Department of Sociology**

2013-2015 Ethnography Workshop – Graduate Student Coordinator

Sociology Teaching Committee

2011-2012 Sociology Undergraduate Affairs Committee

2010-2011 Sociology Graduate Admissions and Recruitment Committee

**Chicago Ethnography Conference**

2010-2011 13th Annual Conference (Notre Dame) - Member of Planning Committee

2009-2010 12th Annual Conference (DePaul) - Event Coordinator

2008-2009 11th Annual Conference (Northwestern) - Publicity, Event Coordinator

Languages

Native in English, fluency in French

References

**Gary A. Fine Brayden King**

**Northwestern University** Kellogg School of Management, Northwestern University

Department of Sociology Management & Organizations Department  
1810 Chicago Avenue 2001 Sheridan Road  
Evanston, IL 60208-1330 Evanston, IL 60208-2011

[g-fine@northwestern.edu](mailto:g-fine@northwestern.edu) b-king@kellogg.northwestern.edu