**Curtis K. Chan**

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**POSITION**

**Boston College 2017-present**

Assistant Professor of Management and Organization, Boston College Carroll School of Management

**EDUCATION**

**Ph.D., Organizational Behavior (Sociology Track), Harvard University 2017**

**A.M., Sociology, Harvard University 2014**

**A.B., Harvard University 2008**

* Major: Anthropology. Minor: Psychology. *Summa cum laude*. GPA: 3.90. Elected to Phi Beta Kappa junior year as part of the 24 highest-ranked students of class of ‘08.

**PUBLICATIONS**

**Publications and Papers Under Review**

**Chan, C.K.** and M. Anteby. 2016. “Task Segregation as a Mechanism for Within-job Inequality: Women and Men of the Transportation Security Administration.” ***Administrative Science Quarterly***. 61(2): 184-216.

* Won **Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity** from Gender and Diversity in Organizations (GDO) Division of the Academy of Management.

Anteby, M., **C.K. Chan\***, and J. DiBenigno. 2016. “Three Lenses on Professions and Occupations in Organizations: Becoming, Doing, and Relating.” ***Academy of Management Annals*,** 10(1): 183-244. (\*All authors have equal co-authorship.)

* Won ***Academy of Management Annals*Volume 10 Best Paper Award**.

Anteby, M. and **C.K. Chan**. “The Self-Fulfilling Cycle of Coercive Surveillance.” (Provisionally accepted at ***Organization Science***.)

**Working Papers**

**Chan, C.K.** “Organizational Culture Gone Awry: The Double-Edged Sword of an Ambiguous Expression.” (Dissertation paper.)

**Chan, C.K.** “The Overreach of Managerial Sanctions.” (Dissertation paper.)

**Chan, C.K.** “The Good, the Bad, and the Reconciliation: Social Identification and the Meaning of Payment Among Paid and Unpaid Street Dancers.”

**Work in Progress**

**Chan, C.K.** “Processes of Job Image Formation: How People Form Images of Jobs They Have Never Been In.” (Data collection, analysis, and writing in progress.)

**Conference Proceedings**

**Chan, C.K.** 2014. “Task Segregation: A Mechanism for Work Inequality.” *Academy of Management Best Paper Proceedings.*

* Won **Best Student Paper Award** from Organization and Management Theory (OMT) Division of the Academy of Management.

**Other Publications**

Chan, C.K. 2016. “Book Review: *Pedigree: How Elite Students Get Elite Jobs*, by Lauren A. Rivera.” *Industrial and Labor Relations Review*. 69(2): 512-514.

Beljean, S. and C.K. Chan. 2013. “At the Cutting Edge of Comparative Cultural Sociology: A Mini-Conference Report from the 2013 Eastern Sociological Society Annual Meeting”. *Culture: American Sociological Association Section on the Sociology of Culture Newsletter.* 26(1): 15.

Chan, C.K. 2013. “Book Review: *Money At Work: On the Job with Priests, Poker Players, and Hedge Fund Traders*, by Kevin J. Delaney.” *Work & Occupations*. 40(3): 326-328.

**HONORS AND AWARDS**

Academy of Management Annals Volume 10 Best Paper Award 2017

*Academy of Management Annals.* Award for “Three Lenses on Professions and Occupations in Organizations: Becoming, Doing, and Relating”.

Wyss Award 2016

*Harvard Business School.* Award given to Ph.D. Candidates who have excelled at conducting outstanding, innovative academic research while enrolled in the doctoral program.

Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity 2016

*Academy of Management, Gender and Diversity in Organizations Division.* Award for “Task Segregation as a Mechanism for Within-job Inequality: Women and Men of the Transportation Security Administration”, given to an outstanding publication in a refereed journal judged to have the highest potential to significantly impact the understanding of gender and diversity within organizations.

Best Student Paper Award 2014

*Academy of Management, Organization and Management Theory Division.* Award for “Task Segregation: A Mechanism for Work Inequality”, given to an outstanding student paper.

Distinction on Qualifying Paper. 2014

*Harvard University.*

Distinction on Organizational Behavior Qualifying Exam 2013

*Harvard University.*

Special Recognition on Inequality section of Sociology General Exam 2012

*Harvard University.*

Thomas Temple Hoopes Prize 2008

*Harvard College.* Prize for outstanding undergraduate scholarly research.

Goelet Fund for Anthropological Research 2007

*Harvard College.* Research grant supporting senior thesis research for Anthropology undergraduates.

Harvard College Research Program Grant 2007

*Harvard College.* Research grant supporting student-initiated research and creative endeavors.

Phi Beta Kappa Honor Society “Junior 24” 2007

*Harvard College.* Elected junior year as 1 of 24 top students from the Harvard College Class of 2008 as determined by GPA, diversity of coursework, and letters of recommendation.

Summer Science Institute 2006

*American Psychological Association.* Competitive selection process evaluating high school and college transcripts, college entrance exam scores, letters of reference, and essay responses.

John Harvard Scholarship 2005-2008

*Harvard College.* Distinctionfor students with at least 3.67 GPA. Received for all four college years.

Detur Book Prize 2005

*Harvard College.* Prize for top 100 sophomores by GPA.

**TEACHING EXPERIENCE**

Teaching interests include: organizational behavior, organizational theory, management, strategic management, communications, human resources, leadership, work and labor relations, and qualitative methods.

HBS Case Method Teaching Seminar 2015

*Harvard Business School*. Normally only offered to faculty for fine-tuning case method teaching.

Organizational Failures: Leadership in Crisis, Teaching Fellow 2014

*Harvard University, Sociology Department.* Utilizing case method, led weekly sections with undergraduates.

**PRESENTATIONS AND SYMPOSIA**

**Presentations**

“The Double-Edged Sword of Organizational Culture: Doing and Undoing Normative Control.” Academy of Management Annual Meeting, Anaheim, CA, August 2016.

“Culture Run Amok: The Ambiguous and Legitimized Frame of ‘Impact’ at a Consulting Firm.” May Meaning Meeting, San Francisco, CA, May 2016.

“From Excitement to Disillusionment: The Ambiguous and Legitimized Frame of ‘Impact.’” HBS Doctoral Student Symposium, Boston, MA, April 2016.

“From Excitement to Disillusionment: The Ambiguous and Legitimized Frame of ‘Impact.’” NYU-Columbia Doctoral Conference, New York City, NY, April 2016.

“From Excitement to Disillusionment: The Impact of ‘Impact’ as an Ambiguous and Legitimized Frame in a Consulting Firm.” HBS Gender and Work Conference, Boston, MA, April 2016.

“A Key Word Underlying Disconnects in Meaningful Work: The Impact of ‘Impact’ at a Consulting Firm.” Harvard Culture Workshop, Cambridge, MA, November 2015.

“‘Impact’ as Buzzword: A Resonant, Polysemic, and Ambiguous Linguistic Cultural Object at a Consulting Firm.” May Meaning Meeting, Litchfield, CT, May 2015.

“Task Segregation As a Mechanism for Work Inequality: Women and Men of the Transportation Security Administration” (with M. Anteby). People and Organizations Conference, Philadelphia, PA, October 2014.

“Task Segregation As a Mechanism for Work Inequality: Women and Men of the Transportation Security Administration.” Academy of Management Annual Meeting, Philadelphia, PA, August 2014.

“Task Segregation As a Mechanism for Work Inequality: Women and Men of the Transportation Security Administration.” American Sociological Association Annual Meeting, San Francisco, CA, August 2014.

“Task Segregation As a Mechanism for Work Inequality.” Harvard Business School Student Research Symposium, Boston, MA, May 2014.

“Job Task Segregation: A Mechanism for Work Inequality at the Transportation Security Administration”. Eastern Sociological Society Annual Meeting, Baltimore, MD, February 2014.

“Being Seen and Going Unnoticed: Working under Surveillance” (with M. Anteby). Eastern Sociological Society Annual Meeting, Baltimore, MD, February 2014.

“Being Seen *and* Going Unnoticed: Working Under Surveillance” (with M. Anteby). American Sociological Association Annual Meeting, New York, NY, August 2013.

“A Problem of Proportions: Numbers, Stigma, and Emotions Among Airport Security Screeners”. Work, Organizations, and Markets Seminar, Cambridge, MA, April 2013.

“Being Seen *and* Going Unnoticed: Working Under Surveillance” (with M. Anteby). American Sociological Association Annual Meeting, Denver, CO, August 2012.

“Monitored But Not Acknowledged: Performing Invisible Work” (with M. Anteby). Society for the Advancement of Socio-Economics Symposium, Cambridge, MA, June 2012.

**Symposia Organized**

“Being There/ Being Them: Ethnography, Meaning, and Beyond” (with M. Anteby and E. Hansen). Academy of Management Annual Meeting, Anaheim, CA, August 2016.

“Being There/ Being Them: The Intersection of Organizational and Occupational Ethnography” (with M. Anteby, J. DiBenigno, and E. Hansen). Academy of Management Annual Meeting, Vancouver, CA, August 2015.

“Being There/ Being Them: Stages of Entry, Exit, and In-Between in Organizational Ethnography”(with M. Anteby, J. DiBenigno, and E. Hansen). Academy of Management Annual Meeting, Philadelphia, PA, August 2014.

“Being There/ Being Them: The Self in Organizational Ethnography” (with E. Hansen). Academy of Management Annual Meeting, Orlando, FL, August 2013.

“Mini-Conference on Comparative Cultural Sociology” (with S. Beljean, B. Bonikowski, and M. Lamont). Eastern Sociological Society Annual Meeting, Boston, MA, March 2013.

**PROFESSIONAL ACTIVITIES AND SERVICE**

**Reviewing**

Ad Hoc Reviewer for *Administrative Science Quarterly* 2016-present

Ad Hoc Reviewer for *Sociological Methods and Research* 2016-present

Ad Hoc Reviewer for *Organization Science* 2014-present

Ad Hoc Reviewer for Academy of Management Annual Meetings 2013-present

Ad Hoc Reviewer for *American Sociological Review* 2012-present

**Committee Memberships**

Student Committee Member for CRAFT Group 2015-2016

*Harvard Business School.*

Committee Member for Student Affairs Committee 2014-2015

*American Sociological Association, Organizations, Occupations, and Work Section.*

**Seminar Organizing**

Co-Organizer for Culture and Social Analysis Workshop 2012-2013

*Harvard University, Sociology Department.*

**Blog Contributions**

Contributor to *Administrative Science Quarterly* Blog 2013

**Professional Affiliations**

Academy of Management

American Sociological Association

Boston Field Research Community

Gender, Race, and Organizations (GRO) Group at Harvard Business School

**INDUSTRY EXPERIENCE**

Analyst and Associate 2008-2011

*Innosight LLC*

Conducted market analysis and customer research for strategic recommendations for clients in industries including automotive, consumer goods, medical devices, and healthcare. Worked in teams and directly with firm managers and partners.