

CURTIS K. CHAN

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ACADEMIC POSITIONS

Boston College **2017*-present**
Assistant Professor of Management and Organization, Boston College Carroll School of Management
(*Off the tenure clock during AY2020-2021 due to Covid-19 tenure clock extension granted by university)

EDUCATION

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

- Wyss Award for dissertation research. Distinction on qualifying exam.

M.A, Sociology **2014**

- Distinction on master's thesis research. Special recognition on inequality part of general exam.

B.A., Anthropology **2008**

- Minor: Psychology. *Summa cum laude*. Elected to Phi Beta Kappa junior year as one of the 24 top-ranked students. Thomas Temple Hoopes Prize for undergraduate thesis research.

RESEARCH AND PUBLICATIONS

PEER-REVIEWED RESEARCH

- Koljonen, T.** and C. K. Chan. 2024. [“Balancing Professional Autonomy And Managerial Goals Amid Broad Technology Adoption Pressures: Intraprofessional Segmentation At A Finnish School.”](#) *Academy of Management Journal*. (**Ph.D. student at time of project initiation)
 - Nominated for Best Student Paper by organizers of 2020 EGOS Sub-theme 08 track, “Digitalization and Artificial Intelligence: Reshaping Professional Service Firms, Professions, and Expert Work”.
- Chan, C. K. and L. Hedden**. 2023. [“The Role of Discernment and Modulation in Enacting Occupational Values: How Career Advising Professionals Navigate Tensions with Clients.”](#) *Academy of Management Journal*, 66(1): 276-305. (**Ph.D. student at time of project initiation)
- Cameron, L., C. K. Chan, and M. Anteby. 2022. [“Heroes From Above But Not \(Always\) From Below: Workers’ Reactions to the Sudden Public Moralization of their Work.”](#) *Organizational Behavior and Human Decision Processes*, 172: 104179.
 - Media coverage in *Work In Progress* and *Knowledge at Wharton*.
- Anteby, M. and C. K. Chan. 2018. [“A Self-Fulfilling Cycle of Coercive Surveillance: Workers’ Invisibility Practices and Managerial Justification.”](#) *Organization Science*, 29(2): 247-263.
 - Won ONE-SIM Outreach Award from the Organizations and the Natural Environment and Social Issues in Management Divisions of the Academy of Management.
 - Media coverage in *The Atlantic*, *Axios*, and *Scientific American*.
 - Mentioned in detail in popular book *The Asshole Survival Guide* by Robert Sutton.

- Featured in syllabi at University of Pennsylvania’s Wharton School of Business (general research methods PhD seminar; qualitative methods PhD seminar)

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 2022 [Administrative Science Quarterly Award for Scholarly Contribution](#).
- Won Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity from Gender and Diversity in Organizations Division of the Academy of Management.
- Won Best Student Paper Award from Organization and Management Theory Division of the Academy of Management.
- Featured in *Administrative Science Quarterly*’s 2021 Women’s History Month Virtual Special Issue [“Documenting Novel Mechanisms of Gender Inequality: A Decade of Exemplary Research on Gender”](#).
- Featured in syllabi at New York University’s Stern School of Business (organizational theory PhD seminar) and University of Liverpool (organizational theory Master’s seminar).
- Mentioned in detail in [“How to Bust Bias at Work” episode of WorkLife with Adam Grant podcast](#) and in popular book *The No Club: Putting a Stop to Women’s Dead-End Work* by Linda Babcock, Brenda Peyser, Lise Versterlund, & Laurie Weingart.

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 Best Paper Award from the *Academy of Management Annals*.

MANUSCRIPTS UNDER REVIEW

Alonso, N., P. Fricke, and **C. K. Chan**. “Building Borders and Bridges: Relational Restoration in Response to Inclusivity Claims.” (Revise-and-resubmit from *Academy of Management Journal*.)

RESEARCH IN PROGRESS

Chan, C. K. and C. Lei.** “Navigating Intra-Occupational Differences in Professional Emergence: The Inclusive Professionalization of Visual Practice.” (Writing in progress.) (**Ph.D. student at time of project initiation)

Tsay, C. J.*, **C. K. Chan***, and E. M. Reid*. “A Theory of Time-Based Discrimination in Evaluation.” (Preparing for submission.) (*All authors have equal co-authorship.)

Jang, S., J. Mell, **C. K. Chan**, V. Taras, and S. Chai. “Temporal Structures in Global Teams: How Women’s Temporal Brokerage Shapes Team Performance.” (Preparing for submission.)

Chan, C. K. “Discursive Unraveling and the Cracks in Control: A Legitimated but Ambiguous Expression of ‘Impact’ at a Management Consulting Firm.” (Writing in progress.)

Arnett, R. D. and **C. K. Chan**. “Approaching and Avoiding: How Parental Role Models Influence Professional and Family-Related Identity Construction” (Writing in progress.)

Chan, C. K. “Managing Occupational Diversity: Overcoming the Enculturation of Individuals’ Views of an Occupation.” (Theorizing and writing in progress.)

Ianniello, A.** and **C. K. Chan**. “Narratives of Career Advancement for Standup Comedians of Marginalized Social Identities.” (Data collection and analysis in progress.) (**Ph.D. student at time of project initiation)

Chan, C. K. “How Break Dancing Broke Into the Olympics.” (Data collection in progress.)

Chan, C. K. “Breaking Out or Freaking Out?: Reactions to Commercialization in the Community of Practice of Street Dancers.” (Data collection in progress.)

Lee, K., Fricke, P.**, and **C. K. Chan**. “Overcoming the Dichotomy Between Words and Actions: Theorizing Word-Action Connections and Methodological Implications.” (Theorizing in progress.) (**Ph.D. student at time of project initiation)

PRACTITIONER-ORIENTED AND OTHER PUBLICATIONS

Cameron, L., **C. K. Chan**, and M. Anteby. 2024. [“Why Calling Your Workers Heroes Can Backfire.”](#) *Harvard Business Review*.

Anteby, M. and C. K. Chan. 2018. [“Why Monitoring Your Employees’ Behavior Can Backfire.”](#) *Harvard Business Review*.

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.

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

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.

Anteby, M. and C. K. Chan. 2013. “Invisible Work” in *Sociology of Work: An Encyclopedia*, ed. V. Smith and J. G. Golson. Thousand Oaks, CA: Sage, 454-456.

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.

Chan, C. K. 2008. “Being B-Boys: Style, Identity, and Respect Among New England and Miami Street Dancers.” Undergraduate thesis. Harvard University, Cambridge, MA.

- Won Thomas Temple Hoopes Prize for outstanding undergraduate thesis research.

HONORS AND AWARDS

Academy of Management Review Outstanding Reviewer Award 2023
Academy of Management Review. Special recognition from editors for excellent review quality.

Teaching Star 2023
Boston College Carroll School of Management. Recognized by Dean and school’s teaching committee for outstanding teaching, based on having received “the most favorable evaluations from students, while also challenging them intellectually” in the prior semester.

Administrative Science Quarterly Award for Scholarly Contribution 2022
Administrative Science Quarterly. Award given to the paper published five years earlier that has subsequently had the greatest influence on the field of organization studies.

- Academy of Management Review Developmental Reviewer Award** 2022
Academy of Management Review. Special recognition from editors for remarkable efforts in crafting reviews to provide constructive criticism in a developmental and positive way.
- Teaching Star** 2022
Boston College Carroll School of Management. Recognized by Dean and school’s teaching committee for outstanding teaching, based on having received “the most favorable evaluations from students, while also challenging them intellectually” in the prior semester.
- ONE-SIM Outreach Award** 2021
Academy of Management, Organizations and the Natural Environment and Social Issues in Management Divisions. Award for outreach activities based on the paper “A Self-Fulfilling Cycle of Coercive Surveillance: Workers’ Invisibility Practices and Managerial Justification,” given for outstanding outreach and communication to broader audiences.
- Poets & Quants Top 50 Best Undergraduate Business School Professors** 2020
Poets & Quants for Undergrads. Recognized and [profiled](#) for excellence in teaching (e.g., nominations, teaching awards) and research (e.g., Google Scholar citations, media attention, research awards), as one of the [list of 50 top undergraduate business professors of 2020](#), out of nearly 900 nominations.
- Teaching Star** 2020
Boston College Carroll School of Management. Recognized by Dean and school’s teaching committee for outstanding teaching, based on having received “the most favorable evaluations from students, while also challenging them intellectually” in the prior semester.
- Academy of Management Review Outstanding Reviewer Award** 2019
Academy of Management Review Journal. Special recognition from editors for excellent review quality.
- Academy of Management Annals Volume 10 Best Paper Award** 2017
Academy of Management Annals Journal. Award for “Three Lenses on Professions and Occupations in Organizations: Becoming, Doing, and Relating”.
- Saroj Parasuraman Award for Outstanding Publication** 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.
- 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.
- 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
<i>Harvard College.</i> Prize for outstanding undergraduate scholarly research.	
Goelet Fund for Anthropological Research	2007
<i>Harvard College.</i> Research grant supporting senior thesis research for Anthropology undergraduates.	
Phi Beta Kappa Honor Society “Junior 24”	2007
<i>Harvard College.</i> 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.	
John Harvard Scholarship	2005-2008
<i>Harvard College.</i> Distinction for students with at least 3.67 GPA. Received for all four college years.	
Detur Book Prize	2005
<i>Harvard College.</i> Prize for top 100 sophomores by GPA.	

TEACHING EXPERIENCE

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

Organizational Behavior (MGMT1021), Lead Instructor 2018-present
Boston College Carroll School of Management.

- Named one of the **Poets & Quants Top 50 Best Undergraduate Business School Professors of 2020**
- Received **Teaching Star distinctions** (2020, 2022, 2023) for outstanding teaching, based on having received “the most favorable evaluations from students, while also challenging them intellectually”

Organizational Failures: Leadership in Crisis (SOC114), Teaching Fellow 2014
Harvard University, Sociology Department. Utilizing case method, led weekly sections with undergraduates.

PROFESSIONAL ACTIVITIES AND SERVICE

PEER REVIEWING

Editorial Review Board member:

- *Administrative Science Quarterly* (2022-present)
- *Organization Science* (2020-present)
- *Academy of Management Review* (2018-2023)
 - *Academy of Management Review* Outstanding Reviewer Recognition (2019, 2023)
 - *Academy of Management Review* Developmental Reviewer Award (2022)

Ad hoc reviewer: *Academy of Management Journal* (2017-present), *Academy of Management Review* (2023-present), *American Sociological Review*, *INFORMS/ Organization Science* Dissertation Proposal Competition (2017-present), *Organizational Behavior and Human Decision Processes* (2018), *Research in the Sociology of Work* (2018), *SAGE Open* (2018), *Sociological Methods and Research* (2016).

DEPARTMENT AND UNIVERSITY SERVICE

Work, Identity, and Meaning (WIM) Seminar Faculty Sponsor 2022-present
Boston College, Management and Organization Department.

Undergraduate Adviser <i>Boston College, Carroll School of Management.</i>	2020-present
Member of MGMT 1021 Teaching Committee <i>Boston College, Carroll School of Management.</i>	2018-present
Co-Organizer for BC Management & Organization Seminar Series <i>Boston College, Management and Organization Department.</i>	2017-2022
Co-Organizer for BC Hosting of the Boston Field Research Conference (BFRC) <i>Boston College, Management and Organization Department.</i>	2018
Co-Organizer for Culture and Social Analysis Workshop <i>Harvard University, Sociology Department.</i>	2012-2013

ADVISING

Dissertation Committee Memberships

- Gabriel Sala (Organization Studies Ph.D. Program, Boston College) – *Initial placement: Northeastern University, Postdoc*
- Luke Hedden (Organization Studies Ph.D. Program, Boston College) – *Initial placement: University of Miami, Tenure-track faculty*

Master's Thesis Committee Memberships

- Chelsea Lei (Organization Studies Ph.D. Program, Boston College)

PROFESSIONAL COMMITTEE MEMBERSHIPS

Saroj Parasuraman Award Committee <i>Academy of Management, Gender and Diversity in Organizations Division.</i>	2018
Committee Member for Student Affairs Committee <i>American Sociological Association, Organizations, Occupations, and Work Section.</i>	2014-2015

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
 American Sociological Association (ASA)
 Boston Field Research Community (BFRC)

PRESENTATIONS AND SYMPOSIA

INVITED AND REFEREED TALKS

“Maintaining a Mandate: Magnifying, Moderating, and Masking Occupational Values Among Career Advisers in Business Schools” (with L. Hedden).

- Stanford University, Department of Management Science & Engineering (MS&E), Center for Work, Technology & Organization (WTO), March 2021. (Invited)
- NEOMA Business School, Virtual, December 2020. (Invited)
- Academy of Management Annual Meeting, Virtual, August 2020. (Refereed)

- Boston College, Sociology Department Research Seminar, Chestnut Hill, MA, January 2020. (Invited)
- Wharton OB Conference, Philadelphia, PA, November 2019. (Invited)
- McGill University, Junior Faculty Organization Theory Conference, Montreal, CA, October 2019. (Invited)
- UC Davis Conference on Qualitative Research, Davis, CA, March 2019. (Invited)

“The Cracks in Control: Control Disconnects and the Symbolic Unraveling of ‘Impact’ in a Management Consulting Firm.”

- Harvard University’s Economic Sociology Seminar, Cambridge, December 2021. (Invited)
- Harvard University’s Culture & Social Analysis Workshop, Virtual, November 2021. (Invited)
- Wharton OB Conference, Virtual, November 2021. (Invited)
- Emlyon Business School, Virtual, November 2021. (Invited)
- Wharton Identity Conference, Philadelphia, PA, March 2019. (Invited)
- McGill University, Organizational Behaviour Group, Montreal, CA, December 2016. (Invited)
- Toronto Rotman School of Management, Organizational Behaviour and Human Resource Management Group, Toronto, CA, December 2016. (Invited)
- Northwestern Kellogg School of Management, Management & Organizations Group, Evanston, IL, November 2016. (Invited)
- Chicago Booth School of Business, Organizations and Markets Group, Chicago, IL, November 2016. (Invited)
- INSEAD, Organisational Behaviour Group, Fontainebleau, FR, November 2016. (Invited)
- Oxford Said Business School, Organisation Studies Group, Oxford, UK, November 2016. (Invited)
- Cornell ILR School, Organizational Behavior Group, Ithaca, NY, November 2016. (Invited)
- Boston College Carroll School of Management, Management and Organization Group, Chestnut Hill, MA, November 2016. (Invited)
- Academy of Management Annual Meeting, Anaheim, CA, August 2016. (Refereed)
- May Meaning Meeting, San Francisco, CA, May 2016. (Invited)
- HBS Doctoral Student Symposium, Boston, MA, April 2016. (Invited)
- NYU-Columbia Doctoral Conference, New York City, NY, April 2016. (Invited)
- HBS Gender and Work Conference, Boston, MA, April 2016. (Invited)
- Harvard Culture Workshop, Cambridge, MA, November 2015. (Invited)
- May Meaning Meeting, Litchfield, CT, May 2015. (Invited)

“Managing Occupational Reputation: Overcoming the Enculturation of Outsiders’ Views of an Occupation.”

- Junior Faculty Organization Theory Conference, Ann Arbor, MI, August 2022. (Invited)
- Academy of Management Annual Meeting, Seattle, WA, August 2022. (Refereed)
- Wharton OB Conference, Philadelphia, PA, November 2018. (Invited)

“Task Segregation as a Mechanism for Within-job Inequality: Women and Men of the Transportation Security Administration” (with M. Anteby).

- Wharton People and Organizations Conference, Philadelphia, PA, October 2014. (Refereed)
- Academy of Management Annual Meeting, Philadelphia, PA, August 2014. (Refereed)

- American Sociological Association Annual Meeting, San Francisco, CA, August 2014. (Refereed)
- Harvard Business School Student Research Symposium, Boston, MA, May 2014. (Invited)
- Eastern Sociological Society Annual Meeting, Baltimore, MD, February 2014. (Refereed)
- Harvard Work, Organizations, and Markets Seminar, Cambridge, MA, April 2013. (Invited)

“A Self-Fulfilling Cycle of Coercive Surveillance: Workers’ Invisibility Practices and Managerial Justification” (with M. Anteby).

- Eastern Sociological Society Annual Meeting, Baltimore, MD, February 2014. (Refereed)
- American Sociological Association Annual Meeting, New York, NY, August 2013. (Refereed)
- American Sociological Association Annual Meeting, Denver, CO, August 2012. (Refereed)
- Society for the Advancement of Socio-Economics Symposium, Cambridge, MA, June 2012. (Refereed)

INVITED PANELIST, FACILITATOR, OR DISCUSSANT

Facilitator at AOM PDW “Navigating Qualitative Dissertations: Advice from the Experts.” Academy of Management Annual Meeting, Boston, MA, August 2023.

Panelist at AOM PDW “SIM-ONE Junior Faculty Consortium” with H. Bapuji, C. Karam, M. Greenwood, A. Hoffman, and D. Etzion. Academy of Management Annual Meeting, Virtual, August 2021.

Panelist at AOM PDW “Using a POS Lens to Advance Managerial Diversity, Equity, and Inclusion Practices” with E. Frey, D. King, A. Grandey, L. Houston, J. Myers, and P. Satterstrom. Academy of Management Annual Meeting, Virtual, July 2021.

Panelist at Identity Research Working Conference for panel “Identity and Power” with R. Arnett, M. Gill, and L. Ramarajan. Boston, MA, March 2020.

Panelist at Identity Research Working Conference for panel “Identity and the Changing Nature of Work” with C. Bartel, G. Petriglieri, and I. Stigliani. Philadelphia, PA, March 2019.

Panelist at AOM PDW “Being There/ Being Them: Ethnography Then and Now” with G.A. Fine and R. Huising. Academy of Management Annual Meeting, Chicago, IL, August 2018.

Panelist at AOM PDW “GDO Doctoral Student Consortium” for panel “Award Winning Scholars: Developing Collaborative Relationships.” Academy of Management Annual Meeting, Chicago, IL, August 2018.

Facilitator at AOM PDW “Navigating Qualitative Dissertations: Advice from the Experts.” Academy of Management Annual Meeting, Chicago, IL, August 2018.

Facilitator at Winston Center for Leadership and Ethics panel “On Writing: Framing with Hooks and Puzzles: Annual Summer Day Camp” with M.A. Glynn. Boston College, Winston Center for Leadership and Ethics, Boston, MA. July 2018.

CONFERENCES, SYMPOSIA, AND WORKSHOPS ORGANIZED

“Let’s Get to Work: Steve Barley’s Legacy in the Study of Occupations and Professions” (with M. Beane, J. DiBenigno, and A. Karunakaran). Academy of Management Annual Meeting, Boston, MA, July 2023.

“Work, Occupations, and Inequality” (with A. Wessendorf, M. Mazmanian, C. Lei, S. Koppman, C. Bauman, C. Lam, S. Portocarrero, A. Holm, & K. Rocheville). Academy of Management Annual Meeting, Seattle, WA, August 2023.

“An Occupational Lens on Social Inequality” (with S. Jackson, A. Karunakaran, S. Koppman, A. Wessendorf, P. Tolbert). Academy of Management Annual Meeting, Seattle, WA, August 2022.

- Runner-Up for AOM OMT Division’s Best Symposium Award
- Finalist for AOM Careers Division’s Michael Driver Best Symposium Award

“Examining the Intersection of Occupations and Professions in Organizations” (with M. Beane, J. DiBenigno, and A. Karunakaran). Academy of Management Annual Meeting, Virtual, July 2021.

“New Directions in Occupations and Professions” (with M. Beane, J. DiBenigno, and A. Karunakaran). Academy of Management Annual Meeting, Virtual, August 2020.

“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.

MEDIA AND POPULAR PRESS COVERAGE

Coverage of 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.

- [“How to Bust Bias at Work” episode](#) – *WorkLife with Adam Grant* Podcast – May 18, 2021

Coverage of Anteby, M. and C. K. Chan. 2018. [“A Self-Fulfilling Cycle of Coercive Surveillance: Workers’ Invisibility Practices and Managerial Justification.”](#) *Organization Science*, 29(2): 247-263.

- Won ONE-SIM Outreach Award from the Organizations and the Natural Environment and Social Issues in Management Divisions of the Academy of Management.
- [Not all data entry work is created equal](#) – *The Conversation* – Feb. 3, 2020.
- [How Surveillance Changes Behavior](#) – *Axios.com* – Sep. 7, 2019
- [Your Employer May be Spying on You—And Wasting its Time](#) – *Scientific American* – Aug. 16, 2019
- [The Fine Line between Coercion and Care](#) – *Communications of the ACM* – Apr. 1, 2019
- [What TSA Agents Can Teach Us](#) – *Carroll School News* – Dec. 19, 2018
- [The Employer Surveillance State](#) – *The Atlantic* – Oct. 15, 2018

- *The Asshole Survival Guide* by Robert I. Sutton – 2017

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.