

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

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

M.A., Sociology, Harvard University

2014

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

B.A., Anthropology, Harvard University

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

RESEARCH PUBLICATIONS

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.

- Media coverage in *The Atlantic*, *Axios*, and *Scientific American*.
- Mentioned in detail in popular book by Robert Sutton, *The Asshole Survival Guide*.

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 Division of the Academy of Management.
- Won Best Student Paper Award from Organization and Management Theory 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 Best Paper Award from the *Academy of Management Annals*.

RESEARCH IN PROGRESS

Koljonen, T. and **C. K. Chan**. "Symbolic Incorporation: The Importance of Occupational Values for Professional Reform." (Revise & Resubmit at *Organization Science*.)

- 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. “Maintaining a Mandate: Magnifying, Moderating, and Masking Occupational Values Among Career Advisers in Business Schools.” (Revise & Resubmit at *Academy of Management Journal*)

Chan, C. K. “The Cracks in Control: Control Disconnects and the Symbolic Unraveling of ‘Impact’ in a Management Consulting Firm.” (Writing in progress.)

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

Chan, C. K. and C. Lei. “Graphic Facilitation as a Nascent Profession.” (Data collection and analysis in progress.)

PRACTITIONER-ORIENTED PUBLICATIONS

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

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.

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

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 Recognition 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”.

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 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. Distinction for 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 theory, organizational behavior, management, communications, human resources, leadership, work and labor relations, and qualitative methods.

Organizational Behavior, 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 a 2020 **Teaching Star distinction** for outstanding teaching, based on having received “the most favorable evaluations from students, while also challenging them intellectually”

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.

PROFESSIONAL ACTIVITIES AND SERVICE

REVIEWING

Editorial review board member:

- **Organization Science** (2020-present)
- **Academy of Management Review** (2018-2020; 2020-present)
 - *Academy of Management Review* Outstanding Reviewer Recognition (2019)

Ad hoc reviewer: *Academy of Management Journal* (2017-present), *Administrative Science Quarterly* (2016-present), *American Sociological Review* (2012-present), *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).

COMMITTEE MEMBERSHIPS

Saroj Parasuraman Award Committee 2018
Academy of Management, Gender and Diversity in Organizations Division.

Committee Member for Student Affairs Committee 2014-2015
American Sociological Association, Organizations, Occupations, and Work Section.

UNIVERSITY SERVICE

Undergraduate Adviser 2020-present
Boston College, Carroll School of Management.

Member of MGMT 1021 Teaching Committee 2018-present
Boston College, Management and Organization Department.

Co-Organizer for BC Management & Organization Seminar Series 2017-present
Boston College, Management and Organization Department.

Co-Organizer for BC Hosting of the Boston Field Research Conference (BFRC) 2018
Boston College, Management and Organization Department.

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

PROFESSIONAL AFFILIATIONS

Academy of Management

American Sociological Association

Boston Field Research Community

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).

- 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)
- Junior Faculty Organization Theory Conference, Montreal, CA, October 2019. (Invited)
- Davis Conference on Qualitative Research, Davis, CA, March 2019. (Invited)

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

- Wharton OB Conference, Philadelphia, PA, November 2018. (Invited)

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

- New Directions in Identity Research 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)

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

- 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)
- 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

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

“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 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.

- [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
Innosight LLC

2008-2011

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.