CURTIS K. CHAN

University of Alberta, Alberta School of Business
Department of Strategy, Entrepreneurship & Management
116 St and 85 Ave, Room 3-23, Attention: Curtis Chan
Edmonton, Alberta, T6G 2R3, Canada

+1 (786) 218-4747
curtis.chan@ualberta.ca
www.curtiskchan.com

ACADEMIC POSITIONS

University of Alberta, Alberta School of Business, Edmonton, AB, Canada
Associate Professor (with tenure), Strategy, Entrepreneurship & Management (SEM) 2025-present

Boston College, Carroll School of Management, Chestnut Hill, MA, USA
Assistant Professor, Management & Organization 2017-2025

EDUCATION

Harvard University, Cambridge, MA

Ph.D., Organizational Behavior 2011-2017
- Wyss Award for dissertation excellence.

M.A, Sociology 2011-2014

B.A., Anthropology, *summa cum laude* 2004-2008
- Minor: Psychology. Phi Beta Kappa.

RESEARCH AND PUBLICATIONS

PUBLISHED 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***, 67(3): 798-828.

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.

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.

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.
- ONE-SIM Outreach Award from the Organizations and the Natural Environment and Social Issues in Management Divisions of Academy of Management.

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.
- 2022 Administrative Science Quarterly Award for Scholarly Contribution.

- Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity from Gender and Diversity in Organizations Division of Academy of Management.
- Best Student Paper Award from Organization & Management Theory Division of Academy of Management.
- Featured in *Administrative Science Quarterly*'s 2021 Virtual Special Issue "Documenting Novel Mechanisms of Gender Inequality: A Decade of Exemplary Research on Gender".

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.

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

RESEARCH IN PROGRESS

C. K. Chan. "Breaking Through or Breaking Down?: How Break Dance Went from the Streets to the Olympics." (Data collection in progress.)

Alonso, N., P. Fricke, and **C. K. Chan**. "Building Borders or Bridges: Police Officers' Responses to Client Discrimination Claims." (Revising for submission.)

Ianniello, A., B. Schinoff, and **C. K. Chan**. "The Illusion of Choice: Unmasking Marginalization and Persistent Inequality in Gig Work." (Writing in progress.)

PRACTITIONER-ORIENTED PUBLICATIONS

Hedden, L., and C. K. Chan. 2026. "Living Values When They Are Not (Always) Welcome" ***Ivey Business Journal***.

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*****.**

BOOK REVIEWS, PROCEEDINGS, AND 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.

---

* Equal co-authorship

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

HONORS AND AWARDS

RESEARCH AWARDS

Finalist for Best Submission with Practical Implications for Organizations, Academy of Management, Managerial & Organizational Cognition Division	2024
Administrative Science Quarterly Award for Scholarly Contribution	2022
Outreach Award, Academy of Management, Organizations and the Natural Environment and Social Issues in Management Divisions	2021
Academy of Management Annals Volume 10 Best Paper Award	2017
Saroj Parasuraman Award for Outstanding Diversity Publication, Academy of Management, Diversity, Equity, & Inclusion Division	2016
Wyss Award for Dissertation Excellence, Harvard Business School	2016
Best Student Paper Award, Academy of Management, Organization & Management Theory Division	2014
Thomas Temple Hoopes Prize for Undergraduate Thesis Excellence, Harvard College	2008

TEACHING AWARDS

Teaching Star, Boston College Carroll School of Management	2024-2022, 2020
Poets & Quants Top 50 Best Undergraduate Business School Professors	2020

SERVICE AWARDS

Organization Science Outstanding Reviewer Award	2024
Academy of Management Review Outstanding Reviewer Award	2023, 2019
Academy of Management Review Outstanding Developmental Reviewer Award	2022

ACADEMIC EXCELLENCE AWARDS

Phi Beta Kappa Honor Society, Harvard College	2007
John Harvard Scholarship, Harvard College	2005-2008
Detur Book Prize, Harvard College	2005

TEACHING EXPERIENCE

Behaviour in Organizations (SEM301) – Undergraduate University of Alberta, Alberta School of Business	2025-present
Organizational Behavior (MGMT1021) – Undergraduate Boston College Carroll School of Management, *Avg. Rating: 4.56 (out of 5.00)*	2018-present
Organizational Failures (SOC114), Teaching Fellow – Undergraduate Harvard University, Sociology Department, *Rating: 4.2 (out of 5.0)*	2014

PROFESSIONAL SERVICE AND ACTIVITIES

SERVICE TO PROFESSION

Editorial Review Board member:

- *Administrative Science Quarterly* (2022-present)
- *Organization Science* (2020-present)
    - *Organization Science* Outstanding Reviewer Award (2024)
- *Academy of Management Discoveries* (2026-2029)
- *Academy of Management Review* (2018-2023)
    - *Academy of Management Review* Outstanding Reviewer Award (2019, 2023)
    - *Academy of Management Review* Developmental Reviewer Award (2022)

Professional committee membership:

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

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

SERVICE TO SCHOOL

Faculty Recruiting Committee Member 2026
University of Alberta, Strategy, Entrepreneurship & Management Department
Community-Building Committee Member, 2024
Boston College, Management and Organization Department
Work, Identity, and Meaning (WIM) Seminar Faculty Sponsor, 2022-2023
Boston College, Management and Organization Department
Undergraduate Adviser, Boston College 2020-present
Member of MGMT 1021 Teaching Committee, Boston College 2018-present
Co-Organizer for BC Hosting of the Boston Field Research Conference (BFRC), 2018, 2023
Boston College, Management and Organization Department
Co-Organizer for BC Management & Organization Seminar Series, 2017-2022
Boston College, Management and Organization Department

ADVISING

Dissertation Committee Memberships

- Luke Hedden (2023) (Organization Studies Ph.D. Program, Boston College)
- Gabriel Sala (2022) (Organization Studies Ph.D. Program, Boston College)

Master's Thesis Committee Memberships

- Conroy Smith (2026) (SEM Ph.D. Program, University of Alberta)
- Chelsea Lei (2022) (Organization Studies Ph.D. Program, Boston College)
- Luke Hedden (2021) (Organization Studies Ph.D. Program, Boston College)

PRESENTATIONS AND SYMPOSIA

INVITED TALKS AND PRESENTATIONS

University of Alberta – Alberta School of Business 2024
University College London – School of Management 2024
London Business School 2024
Harvard Business School – Junior Faculty Organization Theory Conference 2024

NYU – Future of Work-Shop	2024
Harvard Business School – Paul R. Lawrence Conference	2024
University of Michigan – Junior Faculty Organization Theory Conference	2022
Stanford University, Management Science & Engineering	2021
Harvard University – Economic Sociology Seminar	2021
Harvard University – Culture & Social Analysis Workshop	2021
Wharton School – OB Conference	2021
Emlyon Business School	2021
NEOMA Business School	2020
Boston College – Sociology Department Research Seminar	2020
Wharton School – OB Conference	2019
McGill University – Junior Faculty Organization Theory Conference	2019
UC Davis – Conference on Qualitative Research	2019
Wharton School – Identity Conference	2019
Wharton School – OB Conference	2018
McGill University, DeSautels Faculty of Management	2016
Toronto Rotman School of Management	2016
Northwestern Kellogg School of Management	2016
Chicago Booth School of Business	2016
INSEAD	2016
Oxford Said Business School	2016
Cornell ILR School	2016
Boston College Carroll School of Management	2016
Yale University – May Meaning Meeting	2016
Harvard Business School – Gender and Work Conference	2016
Harvard Business School – Doctoral Student Symposium	2016
NYU-Columbia – Doctoral Conference	2016
Harvard University – Culture & Social Analysis Workshop	2015
Yale University – May Meaning Meeting	2015
Wharton School – People and Organizations Conference	2014

INVITED PANELIST, FACILITATOR, OR DISCUSSANT

Discussant at AOM PDW "Occupations and Professions as a Lens for Studying Pressing Societal Challenges." Academy of Management Annual Meeting, Chicago, IL, August 2024.

Panelist at AOM Symposium "Defining the Creator Economy for Management Research." Academy of Management Annual Meeting, Chicago, IL, August 2024.

Facilitator at AOM PDW "Expertise in and Around Organizations: Taking Stock and Moving Forward." Academy of Management Annual Meeting, Chicago, IL, August 2024.

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". Academy of Management Annual Meeting, Virtual, August 2021.

Panelist at AOM PDW "Using a POS Lens to Advance Managerial Diversity, Equity, and Inclusion Practices". Academy of Management Annual Meeting, Virtual, July 2021.

Panelist at Identity Conference for panel "Identity and Power". Boston, MA, March 2020.

Panelist at Identity Conference for panel "Identity and the Changing Nature of Work". Philadelphia, PA, March 2019.

Panelist at AOM PDW "Being There/ Being Them: Ethnography Then and Now". Academy of Management Annual Meeting, Chicago, IL, August 2018.

Panelist at AOM PDW "GDO Doctoral Student Consortium" for panel "Award Winning Scholars." 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". Boston College, Winston Center for Leadership and Ethics, Boston, MA. July 2018.

REFEREED CONFERENCE PRESENTATIONS

"A Theory of Time-Based Discrimination in Evaluation." Academy of Management Annual Meeting, Chicago, IL, August 2024.

"Managing Occupational Reputation: Overcoming the Enculturation of Outsiders' Views of an Occupation." Academy of Management Annual Meeting, Seattle, WA, August 2022.

"Maintaining a Mandate of Meaningfulness: The Occupation of Career Advisers in Business Schools" (with L. Hedden). Academy of Management Annual Meeting (Virtual), August 2020.

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

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

"Task Segregation As a Mechanism for Work Inequality: Women and Men of the TSA." Academy of Management Annual Meeting, Philadelphia, PA, August 2014.

"Task Segregation As a Mechanism for Work Inequality: Women and Men of the TSA." 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.

CONFERENCES, SYMPOSIA, AND WORKSHOPS ORGANIZED

"Let's Get to Work: Steve Barley's Legacy in the Study of Occupations" (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, S. Koppman, S. Portocarrero, & A. Holm). 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: Entry and Exit 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 PRESS MENTIONS

- Hero Worship: What Happens When Jobs are Moralized – *Knowledge at Wharton* – Nov. 29, 2022
- How to Bust Bias at Work – *WorkLife with Adam Grant* Podcast – May 18, 2021
- 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 – *Scientific American* – Aug. 16, 2019
- The Fine Line between Coercion and Care – *Communications of the ACM* – Apr. 1, 2019
- The Employer Surveillance State – *The Atlantic* – Oct. 15, 2018

INDUSTRY EXPERIENCE

Consulting Associate, Innosight	2011
Consulting Analyst, Innosight	2008-2010