

CURTIS K. CHAN

HARVARD BUSINESS SCHOOL, WYSS HOUSE, BOSTON, MA 02163

EMAIL: CCHAN@HBS.EDU • PHONE: 1.786.218.4747 • WEB: WWW.CURTISKCHAN.COM

EDUCATION

- Ph.D., Organizational Behavior (Sociology Track), Harvard University** **Expected 2017**
- Organizational Behavior Exam, Distinction, 2013
 - Dissertation Committee: Michel Anteby (co-chair), Frank Dobbin, Leslie Perlow (co-chair), and Christopher Winship
- A.M., Sociology, Harvard University** **2014**
- Qualifying Paper: “Task Segregation: A Mechanism for Work Inequality”, Distinction, 2014
 - General Exam: Organizations, Culture, Gender, and Inequality, Special Recognition, 2012
- A.B., Harvard University** **2008**
- Major: **Anthropology**. Minor: **Psychology**.
 - *Summa cum laude*. GPA: 3.90. Thomas T. Hoopes Prize for outstanding scholarly research. Elected to Phi Beta Kappa junior year as part of the 24 highest-ranked students of class of ‘08.

RESEARCH INTERESTS AND DISSERTATION

Research Interests: Culture; organizational theory; sociology of work and occupations; workplace inequality; organizational ethnography; field research

Dissertation – “A Double-Edged Sword of Organizational Culture: Doing and Undoing Normative Control”: When and how can organizational culture be double-edged? Strategic uses of culture may have intended as well as unintended consequences. Through a 2-year ethnography of a strategy consultancy, wherein the organizational culture revolves around the frame of having “Impact”, I theorize the characteristics and processes that allow a cultural element to have double-edged effects of producing and undermining normative control.

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

WORKING PAPERS

Chan, C.K. “A Double-Edged Sword of Organizational Culture: Doing and Undoing Normative Control.” (Dissertation.)

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. “How a Culture of Action-Oriented Optimism Can Lead to a Culture of Inaction and Fear.” (Data collection, analysis, and writing 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

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.

Thomas Temple Hoopes Prize <i>Harvard College.</i> Prize for outstanding undergraduate scholarly research.	2008
Goelet Fund for Anthropological Research <i>Harvard College.</i> Research grant supporting senior thesis research for Anthropology undergraduates.	2007
Harvard College Research Program Grant <i>Harvard College.</i> Research grant supporting student-initiated research and creative endeavors.	2007
Phi Beta Kappa Honor Society “Junior 24” <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.	2007
Summer Science Institute <i>American Psychological Association.</i> Competitive selection process evaluating high school and college transcripts, college entrance exam scores, letters of reference, and essay responses.	2006
John Harvard Scholarship <i>Harvard College.</i> Distinction for students with at least 3.67 GPA. Received for all four college years.	2005-2008
Detur Book Prize <i>Harvard College.</i> Prize for top 100 sophomores by GPA.	2005

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 <i>Harvard Business School.</i> Normally only offered to faculty for fine-tuning case method teaching.	2015
Organizational Failures: Leadership in Crisis, Teaching Fellow <i>Harvard University, Sociology Department.</i> Utilizing case method, led weekly sections with undergraduates.	2014

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 <i>Administrative Science Quarterly</i>	2016-current
Ad Hoc Reviewer for <i>Sociological Methods and Research</i>	2016-current
Ad Hoc Reviewer for <i>Organization Science</i>	2014-current
Ad Hoc Reviewer for Academy of Management Annual Meetings	2013-current
Ad Hoc Reviewer for <i>American Sociological Review</i>	2012-current

COMMITTEE MEMBERSHIPS

Student Committee Member for CRAFT Group <i>Harvard Business School.</i>	2015-2016
Committee Member for Student Affairs Committee <i>American Sociological Association, Organizations, Occupations, and Work Section.</i>	2014-2015

SEMINAR ORGANIZING

Co-Organizer for Culture and Social Analysis Workshop <i>Harvard University, Sociology Department.</i>	2012-2013
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BLOG CONTRIBUTIONS

Contributor to <i>Administrative Science Quarterly</i> Blog	2013-current
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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 <i>Innosight LLC</i>	2008-2011
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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.

REFERENCES

Michel Anteby (Co-Chair)

Associate Professor of Organizational Behavior
Boston University, Questrom School of Business
manteby@bu.edu

Leslie A. Perlow (Co-Chair)

Konosuke Matsushita Professor of Leadership
Harvard Business School
lperlow@hbs.edu

Frank Dobbin

Professor of Sociology
Harvard University
frank_dobbin@harvard.edu

Christopher Winship

Diker-Tishman Professor of Sociology
Harvard University
cwinship@wjh.harvard.edu