

# Michel Anteby

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## ACADEMIC APPOINTMENTS

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- 2015-present **Boston University, Questrom School of Business, Boston, USA**  
Professor of Management & Organizations and Sociology, 2021+  
Dean's Research Scholar, 2022+  
Co-Director, BU Precarity Lab, 2021+  
Faculty Affiliate, Center for Innovation in Social Science, 2021+  
Fellow, Human Resources Policy Institute, 2021+  
Associate Professor of Organizational Behavior and (by courtesy) Sociology, 2015-2020
- 2017 **Stanford University, School of Engineering, Stanford, USA**  
Visiting Scholar, Center for Work, Technology & Organization
- 2005-2015 **Harvard Business School, Boston, USA**  
Associate Professor, Organizational Behavior Area, 2010-15  
Assistant Professor, Organizational Behavior Area, 2005-10
- 2014-2015 **Yale University, Yale School of Management, New Haven, USA**  
Visiting Associate Professor, Organizational Behavior, 2014-15  
Faculty Fellow, Center for Cultural Sociology, 2014+
- 2002-present **Centre de Sociologie des Organisations (CNRS/FNSP), Paris, France**  
Affiliated Research Fellow (*Chercheur Associé*)

## EDUCATION

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- 2005 **New York University (NYU), Stern School of Business, New York, USA**  
**École des Hautes Études en Sciences Sociales (EHESS), Paris, France**  
*Joint Ph.D. in Management (NYU) and Sociology (EHESS) with highest honors*
- 2000 **Harvard University, Kennedy School of Government, Cambridge, USA**  
*Master in Public Administration (M.P.A.)*
- 1996 **Université De Paris I Sorbonne, Paris, France**  
*D.E.A in Economics (M.A. equivalent)*
- 1993 **École Supérieure des Sciences Économiques et Commerciales, Cergy, France**  
*ESSEC degree*

## RESEARCH INTEREST

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My research looks at how individuals relate to their work, their occupations, and the organizations they belong to. I examine more specifically the practices people engage in at work that allow them to sustain their chosen cultures or identities. In doing so, my research contributes to a better understanding of how these cultures and identities come to be and manifest themselves. Studied occupations have included airport security officers, clinical anatomists, factory craftsmen, ghostwriters, puppeteers, subway drivers, and university professors.

## HONORS, GRANTS, AND AWARDS

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2023	Boston University, Supervisor of the Year, nomination
2022	<i>Administrative Science Quarterly</i> Award for Scholarly Contribution
2022	BU Pardee Center Faculty Research Fellowship, with A. Guseva and A. Mears (\$10,000)
2021	ONE-SIM Outreach Award (with C. Chan), Academy of Management
2021	OMT Best Published Paper Award, Academy of Management, Finalist (with N. Occhiuto)
2021	MaxPo Visiting Fellowship, Max Planck Sciences Po Center (France)
2021	Broderick Award for Excellence in Research, Boston University Questrom School of Business
2021	BU Initiative on Cities Early Stage Urban Research Award, with A. Holm (\$10,000)
2020-21	Extraordinary Service to the Editorial Board, <i>Organization Science</i>
2020	Boston University, Supervisor of the Year, nomination
2018-21	Dean's Scholar, Boston University Questrom School of Business
2019	Boston University's Human Resource Policy Institute (HRPI) Research Award (\$4,000)
2018	Distinguished Mentor Award, Questrom Doctoral Student Association
2016-18	Dean's Scholar, Boston University Questrom School of Business
2017	Extraordinary Service as Senior Editor, <i>Organization Science</i>
2017	Best Paper Award (with C. Chan and J. DiBenigno), Academy of Management Annals
2016-17	Susilo Fellow, Boston University Questrom School of Business
2016	Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity (with C. Chan)
2016	Slatkin Family Fund Award, Boston University Questrom School of Business
2015	George R. Terry Book Award, Academy of Management, Finalist
2015	Emerald Literati Network Award for Excellence (with A. Wrzesniewski)
2015	Wyss Award for Excellence in Mentoring, Harvard Business School, Finalist
2013	Extraordinary Service to the Editorial Board, <i>Organization Science</i>
2011-13	Marvin Bower Fellow, Harvard Business School
2011	Best Paper, European Group for Organization Studies Annual Conference 2010
2009	George R. Terry Book Award, Academy of Management, Finalist
2005	David M. Graifman Memorial Award, New York University
2005	Herman E. Krooss Outstanding Dissertation Award, New York University
2004	INFORMS Organization Science Dissertation Proposal Competition, Finalist
2004-05	Donald and Valerie Ruth Honerkamp Fellowship, New York University
2004	Academy of Management OMT "ABCD" (Above and Beyond the Call of Duty)
2001	Travel Grant, Gallup Organization, Washington D.C.
2000-05	Dean's Fellowship, New York University, Stern School of Business

## BOOKS

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- Anteby, M. (In press). *The Interloper: Lessons from Resistance in the Field*. Princeton, NJ: Princeton University Press. (Expected release date: April 2024.)
- Anteby, M. 2013. *Manufacturing Morals: The Values of Silence in Business School Education*. Chicago, IL: University of Chicago Press. (Paperback edition, 2015.)
  - Reviewed in *Administrative Science Quarterly*, *American Journal of Sociology*, *Contemporary Sociology*, *Industrial & Labor Relations Review*, *Journal of Economic Literature*, *Journal of Organizational Ethnography*, *M@N@gement*, *Organization Studies*, and *Sociologie du Travail*.
  - Chosen as a finalist for the 2015 George R. Terry award presented by the Academy of Management for outstanding contribution to the advancement of management knowledge.
  - Simplified Chinese translation (2018): 哈佛商学院商业道德修炼课. Beijing: Beijing Times Chinese Press.
  - French translation (2015): *L'École des patrons: Silence et morales d'entreprise à la Business School de Harvard*. Paris: Éditions Rue d'Ulm, Collection Sciences Sociales.
  - French translation reviewed in *Bulles de Savoir*, *Gérer & Comprendre*, *La Nouvelle Revue du Travail*, *Le Monde Diplomatique*, *Le Monde Campus*, *Liaisons Sociales*, *Livres Hebdo*, *Revue Française de Science Politique*, *Sociologie*, and *Sociologie du Travail*.
- Anteby, M. 2008. *Moral Gray Zones: Side Productions, Identity, and Regulation in an Aeronautic Plant*. Princeton, NJ: Princeton University Press.
  - Reviewed in the *Administrative Science Quarterly*, *American Journal of Sociology*, *British Journal of Industrial Relations*, *Contemporary Sociology*, *Canadian Journal of Sociology*, *Sociologie du Travail*, *Work & Occupations*.
  - Chosen as a finalist for the 2009 George R. Terry award presented by the Academy of Management for outstanding contribution to the advancement of management knowledge.

## PEER REVIEWED PUBLICATIONS

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- N. Bourmault and M. Anteby. 2023. "Rebooting One's Professional Work: The Case of French Anesthesiologists Using Hypnosis" *Administrative Science Quarterly*. (Online first).
- L. Cameron, C. Chan, and M. Anteby. 2022. "Heroes from Above but not (Always) from Within? Gig Workers' Reactions to the Sudden Public Moralization of their Work" *Organizational Behavior and Human Decision Processes* <https://doi.org/10.1016/j.obhdp.2022.104179>.
- Grodal, S., Anteby, M. and A. Holm. 2021. "Achieving Rigor in Qualitative Analysis: The Role of Active Categorization in Theory Building" *Academy of Management Review*, 46(3): 591-612.
- M. Anteby and A. Holm. 2021 "Translating Expertise across Work Contexts: U.S. Puppeteers Move from Stage to Screen" *American Sociological Review*, 86 (2): 310-340.
- N. Bourmault and M. Anteby. 2020. "Unpacking the Managerial Blues: How Expectations Formed in the Past Carry into New Jobs" *Organization Science*, 31(6): 1452-1474.
- DeCelles, K. and Anteby, M. 2020. "Compassion in the Clink: When and How Human Services Workers Overcome Barriers to Care" *Organization Science*, 31(6): 1408-1431.

## PEER REVIEWED PUBLICATIONS (cont.)

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- Anteby, M. and N. Occhiuto. 2020. "Stand-In Labor and the Rising Economy of Self" *Social Forces*, 98(3): 1287-1310.
- Anteby, M. and C. Chan. 2018. "A Self-Fulfilling Cycle of Coercive Surveillance: Workers' Invisibility Practices and Managerial Justification" *Organization Science*, 29(2): 247-263.
- Anteby, M. 2017. "Sur les Traces de Michel Crozier en Amérique : Verités au pays de Veritas" *French Politics, Culture & Society*, 35(3): 91-104.
- Chan, C. 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.
- Anteby, M., Chan, C., and J. DiBenigno. 2016 "Three Lenses on Occupations and Professions in Organizations: Becoming, Doing, and Relating" *Academy of Management Annals*, 10(1): 183-244.
- Anteby, M. 2016. "The Ideology of Silence at the Harvard Business School: Structuring Faculty's Teaching Tasks for Moral Relativism" *Research in the Sociology of Organizations*, 25: 103-121.
- C. Knight, A. Tilcsik, and M. Anteby. 2016. "The Geography of Stigma Management: The Relationship Between Sexual Orientation, City Size, and Self-Monitoring," *Socius*, 2: 1-16.
- Anteby, M. and B. Bechky. 2016. "How Workplace Ethnographies Can Inform the Study of Work and Employment Relations" *Industrial and Labor Relations Review*, 69(2): 501-505.
- Tilcsik, A., Anteby, M. and C. Knight. 2015. "Concealable Stigma and Occupational Segregation: Toward a Theory of Gay and Lesbian Occupations" *Administrative Science Quarterly*. 60(3): 446-481.
- Anteby, M. and A. Wrzesniewski. 2014. "In Search of the Self at Work: Young Adults' Experiences of a Dual Identity Organization" *Research in the Sociology of Work*, 25: 13-50.
- Anteby, M. and C. Anderson. 2014. "The Shifting Landscape of LGBT Organizational Research" *Research in Organizational Behavior*, 3-35.
- Asad, A., Anteby, M. and F. Garip. 2014 "Who Donates Their Bodies to Science? The Combined Role of Gender and Migration Status among California Whole-Body Donors" *Social Science & Medicine*, 106:53-58.
- Anteby, M. 2013. "Relaxing the Taboo on Telling our Own Stories: Upholding Professional Distance and Personal Involvement" *Organization Science*, 24(4): 1277-1290.
- Anteby, M. and V. Molnár. 2012 "Collective Memory Meets Organizational Identity: Remembering to Forget in a Firm's Rhetorical History" *Academy of Management Journal*, 55(3): 515-540.
- Anteby, M., F. Garip, P.V. Martorana, and S. Lozanoff. 2012. "Individuals' Decision to Co-Donate or Donate Alone: An Archival Study of Married Whole Body Donors in Hawaii" *PLOS One*, 7(8): e42673.
- Anteby, M. 2010. "Markets, Morals, and Practices of Trade: Jurisdictional Disputes in the U.S. Commerce in Cadavers" *Administrative Science Quarterly*, 55(4): 606-638.
- Battilana, J., Anteby, M. and M. Sengul. 2010. "The Circulation of Ideas across Academic Communities: When Locals Re-import Exported Ideas" *Organization Studies*, 31(6): 695-713.
- Anteby, M. 2008. "Identity Incentives as an Engaging Form of Control: Revisiting Leniencies in an Aeronautic Plant" *Organization Science*, 19(2): 202-220.

## PEER REVIEWED PUBLICATIONS (cont.)

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- Anteby, M. and M. Hyman. 2008. "Entrepreneurial Ventures and Whole-Body Donations: A Regional Perspective from the United States" *Social Science & Medicine*, 66(4): 963-969.
- MacLean, T, Anteby, M., Hudson, B. and J. Rudolph. 2006. "Talking Tainted Topics: Insights and Ideas on Researching Socially Disapproved Organizational Behavior" *Journal of Management Inquiry*, 15(1): 59-98.
- Anteby, M. 2006. "Factory 'Homers': Understanding a Highly Elusive, Marginal, and Illegal Practice" *Sociologie du Travail*, 2006, 48(S1): e22-e38. (Annual English language edition.)
  - Reprinted and translated from Anteby, M. 2003. "La 'Perruque' en Usine: Approche d'une Pratique Marginale, Illégale et Fuyante" *Sociologie du Travail*, 45(4): 453-471.
- Anteby, M. 2003. "The 'Moralities' of Poaching: Manufacturing Personal Artifacts on the Factory Floor" *Ethnography*, 4(2): 217-239.

## BOOK CHAPTERS

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- Anteby, M. and M. Rajunov. (In press.) "The Darker Side of Strong Organizational Cultures: Looking Forward by Looking Back" in *The Handbook of the Sociology of Morality*, S. Dromi, S. Hitlin, and A. Luft (ed.). New York: Springer.
- Anteby, M. and C. Anderson. 2017. "Management and Ethics/Morality: The Elusive Corporate Morals" in *The Oxford Handbook of Management: Past, Present, and Future*, A. Wilkinson, S. Armstrong and M. Lounsbury (ed.). New York: Oxford University Press, 386-398.
- Manning, R., and M. Anteby. 2016 "Wrong Paths to Right: Defining Morality with or Without a Clear Red Line." In *Organizational Wrongdoing: Key Perspectives and New Directions*, D. Palmer, R. Greenwood, and K. Smith-Crowe (ed.). London: Cambridge University Press, 47-71.
- Anteby, M. 2016. "Obstructions, Denials, and Silences: Lessons from Field Resistance (and Embrace)," In *The Handbook of Qualitative Organizational Research: Innovative Pathways and Methods*, K. D. Elsbach & R. M. Kramer (ed.). New York: Routledge, 197-205.
  - Reprinted and translated as Anteby, M. 2020. "Dénis, obstructions et silences : La résistance du terrain." In *Parler de Soi : Méthodes Biographiques en Sciences Sociales*, C. Perrin-Joly et V. Duprat-Kushtanina (ed.), Paris: Éditions de l'EHESS, 215-226.
- Anteby, M. 2015. "Un scénario écrit entre les lignes : Le silence normatif dans les notes pédagogiques de Harvard Business School." In *Une anthropologie de l'éthique entrepreneuriale*, G. Gallenga and J. Soldani (ed.). Paris: Editions des Archives Contemporaines, 113-134.

## BOOK REVIEWS AND OTHER PUBLICATIONS

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- Review of *Queer Career: Sexuality and Work in Modern America* by M. Canaday, *Administrative Science Quarterly*, 2023, <https://doi.org/10.1177/00018392231189563>.
- M. Anteby. 2019. "Can We be Bolder Now?" in Politics, Governance, and Leadership: What Can We Learn From the Academy of Management's Response to EO13769, *Journal of Management Inquiry*, 28(3), 284-5.

## BOOK REVIEWS AND OTHER PUBLICATIONS (cont.)

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- Review of *The Architecture of Illegal Markets: Towards an Economic Sociology of Illegality in the Economy* edited by J. Beckert and M. Dewey, *Administrative Science Quarterly*, 2018, 63(4), NP40-42.
- Review of *Songs of the Factory: Pop Music, Culture, and Resistance* by M. Korczynski, *Organization Studies*, 2016, 37(3), 449-451.
- Review of *The Moral Background: An Inquiry into the History of Business Ethics* by G. Abend, *Sociologie du Travail*, 2015, 57(1), 126-127.
- 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.
- Review of *Sociologie de l'Atelier: Renault, le Travail Ouvrier et le Sociologue* by G. Rot, *Sociologie du Travail*, 2008, 50(2): 258-260.
- Review of *Selling Technology: The Changing Shape of Sales in an Information Economy* by A. Darr. *Administrative Science Quarterly*, 2006, 51(3): 522-525.
- Horowitz, S., Buchanan, S., Alexandris, M., Anteby, M., Rothman, N., Syman, S. and L. Vural. 2005. *The Rise of the Freelance Class: A New Constituency of Workers Building a Social Safety Net*. Brooklyn, NY: Working Today.

## RESEARCH DISSEMINATION

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- Cameron, L, Chan, C. and M. Anteby. 2023, "Some Heroes Push Shopping Carts: How the Pandemic Changed Gig Workers," American Sociological Association's *Work in Progress*, online, Feb. 23.
- Bourmault, N. and M. Anteby. 2021. "Becoming a Manager Doesn't Always Feel like a Step Up." *Harvard Business Review*, online, March 9.
- Anteby, M. and N. Occhiuto. 2019. "Stand-in Labor and the Rising Economy of Self," American Sociological Association's *Work in Progress*, online, July 31.
- Anteby, M. 2018. "Against Relevance," *Stanford Social Innovation Review*, online, Sept. 13.
- Anteby, M. and C. Chan. 2018. "Why Monitoring Your Employees' Behavior Can Backfire," *Harvard Business Review*, online, April 25.
- Anteby, M., Knight C., and A. Tilcsik 2016. "There May be Some Truth in 'Gay job' Stereotype," *London School of Economics (LSE) Business Review*, online Jan. 18.
- Anteby, M. 2014. "Why Silence Is Not Enough," *Stanford Social Innovation Review*, online, Jan. 22.
- Anteby, M. 2013. "Why Business Schools Need Business Ethics," *The Guardian*, online, Oct. 22.
- Anteby, M. and C. Anderson. 2013. "Prescriptive Freedom," *Times Higher Education*, Sept. 5, 40.
- Anteby, M. 2011. "Moral Hazard at News Corp," *Harvard Business Review*, online, July 21
- Anteby, M. "Discretion" in *From Taylor to Today*. 2010. E. Friedberg (ed.) Paris: R&O Multimedia
- Anteby, M. 2009. "A Market for Human Cadavers in All but Name?" *Economic Sociology\_The European Electronic Newsletter*, 11(1): 3-7.
- Anteby, M. 2008. "Working in the Gray Zones," *Harvard Business Review*, 86(5):20.

## **WORKS IN PROGRESS**

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- P. Ward, M. Anteby, and A. Mears “Learning to Labor like a Hard-Working Immigrant”
- A. Holm, M. Anteby and Bella Fong, “The Shelving of Disneyland’s Puppeteers Labor Concerns”
- E. Kim and M. Anteby, “Local vs Global Stigma”
- V. Iannucci and M. Anteby, “The Rise of Counter- and Neo-Experts”

## **TEACHING**

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### **Graduate MBA Courses**

- The Future of Work (elective MBA, Boston University), fall ‘23
- Leading Organizations and People (required MBA, Boston University), spring ‘16, ‘17, ‘18, ‘19, ‘20, fall ‘21, ‘22, ‘23
- Managing Groups and Teams (required MBA, Yale School of Management), fall ‘14
- Managing Human Capital (elective MBA course, HBS), fall ‘10, ‘11, and ‘12
- Leadership and Organizational Behavior (required MBA course, HBS), fall ‘05, ‘06, ‘07, and ‘08

### **Undergraduate Courses**

- The Process of Discovery (Honors College, Boston University), spring ‘17
- Management and Organizational Analysis (required undergraduate course, NYU), fall ‘03

### **Doctoral Courses**

- The Craft of Theorizing Research (doctoral course, Boston University), fall ‘19, spring ‘22 and ‘23
- Macro Organizational Theory (doctoral course, Boston University), spring ‘16 and ‘18, and fall ‘18
- Craft of Inductive Qualitative Research (doctoral seminar, intensive, CARMA), summers ‘18 and ‘19
- Craft of Inductive Qualitative Research (doctoral seminar, intensive, Stanford WTO), fall ‘17 and fall ‘21
- Design of Field Research Methods (doctoral course, HBS), spring ‘08, ‘12, ‘13, and ‘14
- Craft of Inductive Qualitative Research (doctoral seminar, HBS), fall ‘10, spring ‘11, fall ‘11, spring ‘12
- Craft of Qualitative Research (intensive doctoral seminar, Harvard-wide), January term ‘12

### **Executive and Continuing Education**

- Complex Negotiations in a Shifting World (executive MBA, BU), fall ‘18
- Driving Performance through Talent Management (executive education, HBS), spring ‘11, spring ‘12, spring ‘13
- Leading Change and Organizational Renewal (executive education, HBS), spring ‘13
- Real Estate Executive Seminar (executive education, HBS), spring ‘09, spring ‘10
- Leadership Best Practices (executive education, HBS), spring ‘09
- Technology Literacy (substitute teacher, adult education, Consortium for Workers Education), summer ‘00

## SELECT TEACHING MATERIALS

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- Anteby, M., Corsi, E. and E. Billaud. “Automating the Paris Subway,” Case and Teaching Note (with A. Cavicchi)
- Anteby, K, F. Khan and J. Ng. ‘Made in India’: Human Capital at the Base of the Pyramid,” Teaching Note
- Anteby, M. and E. McFee. “Freelancers Union,” Case and Teaching Note
- Anteby, M., Bertreau P., and C. Newman, P. “ProPublica,” Case and Teaching Note (with R. Johnson)
- Anteby, M. and E. McFee. “Mina O’Reilly at Logan’s TSA,” Case and Teaching Note
- Anteby, M. and M. Hyman. “The Redgrove Axial Workshop,” Case and Teaching Note (with E. McFee)
- Anteby, M., Battilana, J. and A.C. Pache. “Marie Trellu-Kane at Unis-Cité,” Case and Note (with J. Battilana)
- Hill, L, and M. Anteby. “Analyzing Work Groups,” Teaching Note

## INVITED PRESENTATIONS

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| 2023 | University of British Columbia (Canada); Centre de Sociologie des Organisations (France).  |
| 2022 | Harvard University (Culture & Social Analysis Workshop), George Mason University (Transition Research Group), Spring Institute on Abilities, Max Planck Institute for the Study of Societies (Cologne).  |
| 2021 | Bocconi University, EMLyon (France), Max Planck Sciences Po Center (France), University of Edinburgh.  |
| 2019 | Boston University (Pardee Center, Panelists on the Future of Work); Cambridge University; Harvard Medical School (Tissue Ethics in Anatomy Past and Present Symposium); HEC Montréal; University of Chicago; Warwick University  |
| 2018 | HEC Paris; University of Michigan  |
| 2017 | University of Massachusetts, Boston; Stanford University   |
| 2016 | Duke University; École des Hautes Études en Sciences Sociales (France); École Normale Supérieure (France); Harvard Graduate School of Education; Said Business School, Oxford University; University of California, Irvine.  |
| 2015 | University of Edinburgh  |
| 2014 | Boston College; Boston University; Centre de Sociologie des Organisations (France); Columbia University’s School of Public Health; Cornell University; ESSEC (France); HEC (France); École Normale Supérieure, Lyon (France); London School of Economics; Harvard University, New Direction in the Sociology of Work Conference; Massachusetts Institute of Technology; New York University; Warwick University; Yale University |
| 2013 | European Theory Development Workshop (France); Harvard Kennedy School; Qualitative Social Sciences @ Harvard Conference; University of British Columbia (Canada); Massachusetts Institute of Technology (Field Research Conference); Massachusetts Institute of Technology (Organization Studies Seminar); University of Massachusetts, Boston; University of Michigan (ICOS)  |
| 2012 | Yale University; Stanford University; University of Toronto (Canada)   |
| 2011 | McGill University (Canada); Tsinghua University (China)  |
| 2010 | Boston College; Cambridge University (UK); Massachusetts Institute of Technology   |



## INVITED PRESENTATIONS (cont.)

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- 2009 Centre de Sociologie des Organisations (France); École Supérieure des Sciences Economiques et Commerciales (France); May Meaning Meeting at the University of North Carolina, Chapel Hill; Emory University; University of Southern California; New York University
- 2008 École Normale Supérieure (France); Harvard Business School, Leadership and Corporate Accountability Workshop; University of California, Irvine, Center for Organizational Research
- 2007 Harvard-Massachusetts Institute of Technology Economic Sociology Seminar; University of California, Davis, Annual Conference on Qualitative Research; University of Haifa (Israel),
- 2006 May Meaning Meeting at the University of Illinois, Urbana-Champaign
- 2005 May Meaning Meeting at Washington University in St. Louis
- 2003 École Normale Supérieure (France); Princeton University
- 2002 Centre de Sociologie des Organisations (France)

## REFEREED PRESENTATIONS

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- August 2023 Academy of Management, Annual Meeting, Boston  
- "The Moral and Ethical Dimensions of Professional and Occupational Work"
- July 2023 European Group of Organization Studies, Annual Meeting, Cagliari  
- with V. Iannucci "The rise of counter- and neo-expertise"
- July 2022 European Group of Organization Studies, Annual Meeting, Vienna  
- with A. Holm and B. Fong "The shelving of Disneyland puppeteers' labor concerns"
- August 2021 Academy of Management, Annual Meeting, virtual  
- "Who to Study? Selecting or Being Selected by a Field Context"  
- with L. Cameron and C. Chan, "Heroes" From the Outside But Not (Always) From Within?"
- August 2020 Academy of Management, Annual Meeting, virtual  
- "The Cooptation of Expertise across Work Contexts"
- July 2020 European Group of Organization Studies, Annual Meeting, Virtual  
- With A. Mears and P. Ward, "Learning to Labor"
- August 2019 Academy of Management, Annual Meeting, Boston  
- With S. Grodal and A. Holm, "Problematizing Categories in Qualitative Research"
- August 2019 Academy of Management, Annual Meeting, Boston  
- With N. Occhiuto, "Stand-In Labor and the Rising Economy of Self"
- June 2019 Society for the Advancement of Socio-Economic, Annual Meeting, New York  
- With A. Mears and P. Ward, "Learning to Labor like a Hard Working Immigrant"
- August 2018 Academy of Management, Annual Meeting, Chicago  
- With A. Holm, "Relational Ruptures and the Shaping of Expertise"
- August 2017 American Sociological Association, Annual Meeting Pre-Conference, Montreal  
- With N. Occhuito, "Ghostwriters and the New Economy of the Outsourced Self"
- August 2017 Academy of Management, Annual Meeting, Atlanta  
- "What Were You Thinking? Developing Cognitive Sensibilities for Inductive Coding" Panel  
- "Publishing Strategy-as-Practice" Panel

## REFEREED PRESENTATIONS (cont.)

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- July 2017 European Group of Organization Studies, Annual Meeting, Copenhagen  
- "The 'Good' Organization? Blind Spots, Distortions and Shadows" Sub-Plenary Panel
- August 2016 American Sociological Association, Annual Meeting, Seattle  
- With K. DeCelles, "Caring in the Clink"
- August 2016 Academy of Management Annual Meeting, Anaheim  
- "Emotions and Fieldwork: Navigating Emotionally Laden Field Sites"  
- With N. Siriwardane, "The Meaning of Work in Difficult Times"
- August 2015 Academy of Management, Annual Meeting, Vancouver  
- "Ask the Methodological Experts: Qualitative and Quantitative" Panel  
- "Back to School: Organizational Theory and Higher Education"  
- With R. Manning "Wrong Paths to Right"
- July 2015 European Group of Organization Studies, Annual Meeting, Athens  
- "Practicing Reflexivity in Organizations and Organizational Research" Sub-Plenary Panel
- August 2014 Academy of Management, Annual Meeting, Philadelphia  
- PDW "Measuring Collective Meaning"
- August 2014 International Sociological Association, Annual Meeting, Yokohama  
- "Lessons from Field Resistance"
- August 2013 American Sociological Association, Annual Meeting, New York  
- With C. Chan "Being Seen and Going Unnoticed: Working under Surveillance"
- August 2013 Academy of Management, Annual Meeting, Orlando.  
- PDW "Being There/Being Them: The Self in Organizational Ethnography"
- June 2013 Society for the Advancement of Socio-Economics, Annual Meeting, Milan  
- "The Transformation of Higher Education Systems at a Time of Economic Crisis" Panel
- August 2012 American Sociological Association, Annual Meeting, Denver  
- With C. Chan "Experiencing 'Invisible Work'"
- June 2012 Society for the Advancement of Socio-Economics, Annual Meeting, Boston  
- With C. Chan: "Monitored but not Acknowledged: Performing Invisible Work"  
- "Doing Morals in Circuits"
- June 2011 Society for the Advancement of Socio-Economics, Annual Meeting, Madrid  
- With V. Molnàr: "When Collective Memory Meets Organizational Identity"
- August 2010 American Sociological Association, Annual Meeting, Atlanta  
- "Markets, Morals, and Practices of Trade"
- July 2010 European Group of Organization Studies, Annual Meeting, Lisbon  
- "Markets, Morals, and Practices of Trade"
- August 2009 Academy of Management, Annual Meeting, Chicago  
- With P. Martorana and S. Lozanoff: "Individual and Collective Altruism"
- July 2009 European Group of Organization Studies, Annual Meeting, Barcelona  
- "The Commerce of Cadavers in New York State"
- August 2008 American Sociological Association, Annual Meeting, Boston  
- "Crime as Work," part of the "Work as Crime" panel  
- With V. Molnàr: "Remembering to Forget: Foreign Involvements in a French Aeronautic Firm"

## REFEREED PRESENTATIONS (cont.)

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- August 2007 American Sociological Association, Annual Meeting, New York  
- With M. Hyman: "Hopes and Fears for Organizational Driven Altruism."
- August 2007 Academy of Management, Annual Meeting, Philadelphia  
- "Navigating the Grey Market: The Commerce for Corpses in the United States."  
- With A. Wrzesniewski: "Focusing on Lone Trees in the Forest"
- May 2006 Ethnography and History Colloquium, organized by the CNRS, Aix-en-Provence  
- "Patriotic and Professional Jurisdictions: Expertise among French Aeronautics Workers"
- August 2005 American Sociological Association, Annual Meeting, Philadelphia  
- "What is the Conceptual Validity of a Social Tie? Insight from Factory Floors."
- August 2005 Academy of Management, Annual Meeting, Honolulu  
- With N. Rothman: "Persistence in the Face of Uncertainty: Choice of Lifestyle, Complex View of Independent Contracting and Intentions to Remain."
- August 2004 Academy of Management, Annual Meeting, New Orleans  
- With A. Wrzesniewski: "Can Ideology-Driven Organizations Tolerate Multiple Identities?"
- August 2003 Academy of Management, Annual Meeting, Seattle  
- Presenter: "Silent Ties Within Workplace Social Networks."  
- With A. Wrzesniewski: "Resolving Hybrid Organizational Identities"
- August 2002 American Sociological Association, Annual Meeting, Chicago  
- "Poaching in an Aerospace Factory: Narratives and Practices."
- July 2002 European Group for Organizational Studies, Annual Meeting, Barcelona  
- "Rethinking Work in Terms of Poaching: Evidence from Factory Floors."
- July 2001 European Group for Organizational Studies, Annual Meeting, Lyon  
- "What If Iron Cages Became Alive?"

## PROFESSIONAL AND COMMUNITY SERVICE

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### Editorial experience

- Senior Editor, *Organization Science* (2014-2017)
- Editorial board member: *Administrative Science Quarterly* (2011+), *Organization Science* (2012-2014 and 2019-2021), *Research in the Sociology of Work* (2015+), *Industrial & Labor Relations Review* (2015+), and Stanford University Press, Culture & Economic Life book series (2014+).
- Methods Advisory Panel member for *Administrative Science Quarterly* (2022+)
- Ad-hoc reviewer: *Academy of Management Journal*, *Academy of Management Discoveries*, *Academy of Management Review*, Agence Nationale de la Recherche (France), *American Journal of Sociology*, *American Sociological Review*, Columbia University Press, Harvard University Press, *Human Relations*, Israel Science Foundation, National Science Foundation, *Organization Studies*, Princeton University Press, Oxford University Press, *Social Forces*, *Social Science & Medicine*, Social Sciences and Humanities Research Council of Canada, *Socio-Economic Review*, and *Work & Occupations*.

## **PROFESSIONAL AND COMMUNITY SERVICE (cont.)**

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### **Academy of Management**

- Moderator, Emerging LGBTQ+ Voices in the Academy, 2023
- Panelist, Research Methods & CARMA – Doctoral Student and Junior Faculty Consortium, 2023
- Co-Organizer, Organization & Management Theory Doctoral Consortium, 2022
- Representative-at-Large, Organization & Management Theory Division, 2020-23
- Committee member, The Everett Cherrington Hughes Award for Careers Scholarship, 2021-2024
- Panelist, OMT PhD Consortium, Doing and publishing qualitative research, 2020
- Co-organizer (with A. Holm and A. Muma), The Future of Ethnography, 2019
- Speaker, LGBTQQIA+ Inclusion in the Academy: Understanding AOM as an inclusive organization, 2019
- Panelist, AOM's Gender and Diversity in Organizations Junior Faculty Consortium, 2019
- Session Chair, Improving qualitative research methods, 2019
- Co-organizer (with A. Holm), Ethnography: Now and then, 2018
- Co-organizer (with A. Holm), Comparative approaches to ethnography, 2017
- Co-organizer (with C. Chan, J. DeBenigno & E. Hansen), Ethnography, meaning, and beyond, 2016
- Co-organizer (with C. Chan, J. DeBenigno & E. Hansen), The intersection of occupations & organizations, 2015
- Co-organizer (with C. Chan, J. DeBenigno & E. Hansen), Exit, entry & in-between, 2014
- Co-organizer (with C. Chan & E. Hansen), The self in organizational ethnography, 2013
- Co-organizer (with J. Evans & H. Lifshitz), Multi-site ethnographies, 2012
- Discussant, Dodging death and taxes: Risk management on the front line, 2012
- Co-organizer (with J. Evans & H. Lifshitz), Producing ethnographies, 2011
- Co-organizer (with A. Michel), Having impact with ethnography, 2010
- Co-organizer (with A. Michel), Writing ethnographic tales, 2009
- Co-organizer (with M. Besharov), Symposium on identities, 2009
- Discussant, Norm misperceptions symposium, Organizational behavior division, 2006
- Symposium co-organizer (with A. Wrzesniewski), You can't study that! 2004
- Session chair, Embedded ties and firm boundaries session, 2004

### **American Sociological Association**

- Member, Max Weber Book Award Committee, Section on Organizations, Occupations, and Work, 2024
- Presider, "Evaluating People, Work, and Organizations" regular session, Annual Meeting, 2018
- Chair, Max Weber Book Award Committee, Section on Organizations, Occupations, and Work, 2017
- Chair, Thompson Award Committee, Section on Organizations, Occupations, and Work, 2016
- Co-organizer (with K. Kellogg), Work and Occupations inside Organizations Session, 2014
- Secretary, Section on Organizations, Occupations, and Work, 2014-2017

### **European Group for Organization Studies**

- Co-Organizer (with I. Drori and A Wrzesniewski), Reflections on New Worlds of Work, 2015

## **PROFESSIONAL AND COMMUNITY SERVICE (cont.)**

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### **Boston University**

- Chair, Questrom's Appointments, Promotion, and Tenure Committee, 2023+
- Chair, OB faculty search committee, 2023 (junior line)
- Member, Questrom's Appointments, Promotion, and Tenure Committee, 2022-23
- MBA talent show judge (chosen by students), 2023
- Chair, OB faculty search committee, 2021 (junior line)
- Instructor, "Cracking the Case" Workshop, 2021
- M&O PhD Coordinator and PhD Program Development Committee (PDC) member, 2019-2021
- MBA Program Redesign Committee member, 2019-20
- Member, OB faculty search committees, Spring 2020 (junior line)
- Member, OB faculty search committees, Fall 2019 (junior line)
- Faculty Mentor, (Social Impact) Link Day 2019
- Member, OB faculty search committees, 2018-20 (senior line)
- OB MBA Program Development Committee (PDC) member, 2017-19
- Member, OB faculty search committees, 2017-18 (junior line)
- Chair, OB faculty search committee, 2016-17 (senior line)
- Member, Susilo faculty search committee, 2016-17 (senior line)
- Coordinator, Core full-time MBA OB course, 2016-19
- Co-chair, OB curriculum review committee, 2016-17
- OB PhD Coordinator and PhD Program Development Committee (PDC) member, 2015-17
- Member, doctoral curriculum review committee, 2016
- Co-organizer, organizational behavior seminar series, 2015-16
- Member, Faculty merit assessment review committee, 2016

### **Harvard University**

- Faculty Liaison Group Member, Community and Culture Initiative, 2011-2013
- Committee on Qualitative Social Sciences, Affiliate, 2011-2013
- Co-organizer, HBS's Qualitative Inductive Ethnographic Talking (QUIET) group, 2008-2010
- HBS Learning Teams Host, 2007, 2008, 2009 and Field Studies sponsor, 2010
- Faculty advisor, HBS Business Plan Competition, 2009
- Reviewer, HBS doctoral applicants, 2006, 2007, 2008
- Discussant, Inter-Ivy/Sørensen Memorial Sociology Conference, 2011
- Discussant, Culture and Social Analysis Workshop (M. Lamont), 2008
- Harvard Gay & Lesbian Caucus, Coordinator, Board of Overseers and Directors Survey, 2008-10
- Panel moderator, Harvard Alumni Association, Harvard Gay & Lesbian Caucus 25<sup>th</sup> Anniversary, 2008
- Ombudsperson, Kennedy School of Government, 1999-00

## **PROFESSIONAL AND COMMUNITY SERVICE (cont.)**

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### **New York University**

- Reviewer, Stern doctoral applicants, 2002, 2003
- Facilitator, Stern management Ph.D. workshop, 2001, 2002

### **Dissertation committees membership (and initial placement)**

- Micah Rajunov, management & organizations at Boston University (in progress)
- Elif Birced, sociology at Boston University (in progress)
- Dilan Eren, sociology at Boston University (in progress)
- Ya-Ching Huang, sociology at Boston University (in progress)
- Audrey Holm (2022) “Upholding impossible occupational mandates: Mandate deflecting and diffracting among employment counselors in prisoner reentry” - Boston University, management & organizations (HEC Paris)
- Ladin Bayurgil (2021) “Earthquake risk-driven urban transformation in Istanbul: A relational analysis of changing community and employment ties” - Boston University, sociology (Post-doc, University of Louvain)
- Lan Wang (2018) “Answering a calling: Medical professionals' digital careers in crowdsourcing” - Boston University, organizational behavior (University of Science & Technology of China)
- Alaz Kilicaslan (2018) “The organizational politics of healthcare: Restructuring turkish hospitals with the populist logic” - Boston University, sociology (University of Wisconsin-Whitewater)
- Curtis Chan (2017) “A double-edged sword of organizational culture: the emergence of unanticipated consequences to managerial cultural efforts” Harvard, organizational behavior and sociology (Boston College)
- Nishani Siriwardane (2017) “Three essays exploring how deeply embedded norms shape the experience of individuals and organizations during times of transition” Harvard, business administration (NEOMA, France)
- Hila Lifshitz (2014) “Shifting loci of innovation: a study of knowledge boundaries, identity and innovation at NASA” - Harvard, business administration (New York University)
- Erin Reid (2012) “Men and the ideal worker image” - Harvard, organizational behavior and sociology Harvard (Boston University)
- Geneviève Renaud (2019) “Subjectivation, présentification et visualisation: l'endurance identitaire au quotidien, le cas de la Cinémathèque québécoise” - HEC Montréal (external reader)
- Clémentine Gozlan (2016) “Réinventer le jugement scientifique : l'évaluation de la recherche en sciences humaines et sociales à l'AERES” - Institut d'Études Politiques de Paris, sociology (Post-doc, Sciences-Po) (external reader)
- Lee Watkins (2016) “Magical and revolutionary? Audience sensemaking of Apple's Ipad” – Boston College, management and organizations (Ivey Business School) (external reader)
- Jim McQuaid (2013) “Mortuaries, markets, and meaning: the social context of funeral expenditures” - Boston University, sociology (Framingham State University) (external reader)
- Guilhem Anzalone (2012) “Les économies politiques de l'agriculture biologique : production et commercialisation de la viande bovine biologique en France” - Institut d'Études Politiques de Paris, sociology (INP-ENSAT, Toulouse) (external reader)

## **PROFESSIONAL AND COMMUNITY SERVICE (cont.)**

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### **Undergraduate thesis committees membership**

- Nikki H. Huang (2023) “Going global: How US universities transform local elites into elite global citizens” – Boston University, sociology.

### **Other service**

- Panelist, Columbia Business School’s DEI and Expertise in Racialized Organizations Conference, 2023
- Discussant, Book Launch Event for “Une Société Saturée d’Organisations,” Sciences-Po, CSO Paris, 2022
- Cornell ASQ Diversity & Inclusion Writing Workshop, Faculty mentor, 2022
- Guest speaker, Montreal Qualitative Methods Reading Group, 2021
- Co-organizer, Boston Field Research Conference, 2010 to 2020
- ASQ Best Paper Award Committee member, 2020
- Guest speaker, Huntington Theater Company’s Humanities Forum for the play *Skeleton Crew*, 2018
- The Massachusetts Commission on LGBTQ Youth (an independent state agency), 2010-2019
  - Commission Chair, 2017 and Vice-Chair, 2016
  - Executive Committee Member 2018-19, and Member 2010-13
  - Co-chair, Safe Schools Program, jointly run with the Department of Elementary & Secondary Education, 2013-15
- Panelist, Northeast Human Resources Association, Diversity and Inclusion Forum, 2015
- Mentor, Structure and Structuring of Work in Organizations Conference, McGill University, 2013
- Chair, Session on Diversity within Military and Security Organizations, Council for European Studies, 2012
- Co-organizer (with A. Wrzesniewski, M. Pratt, and A. Molinsky), May Meaning Meeting, 2010
- Discussant, MIT, Behavioral Policy Science Mini-Conference, 2006, 2007
- Co-mediator, Project Resolve, LGBT Community Center, NY, 2003-05

## **MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS**

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- Academy of Management
- American Sociological Association
- European Group for Organizational Studies

## **LEGAL EXPERTISE**

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- Expert report and deposition in Katherine Jill Bolton v. Loretta Lynch in her capacity as Attorney General of the United States of America, Washington Eastern District Court, Case No. 2.15-CV-029 (gender discrimination case).

## INDUSTRY EXPERIENCE

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1999	Associate, Asian Development Bank, Manila, Philippines
1994-98	Analyst to Senior Consultant, Bossard Consultants, Paris, France
1993-94	Market Analyst, Renault (automotive) and French Ministry of Foreign Affairs, Detroit, USA
1992	Financial Controller, Lafarge (cement), Taipei, Taiwan

## SELECT MEDIA COVERAGE

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- *The Age* (Australia)
- Associated Press (USA)
- *The Atlantic* (USA)
- BBC Radio 4 (UK)
- BBC World Services (UK)
- Bloomberg News (USA)
- *Boston Review* (USA)
- BU Today (USA)
- *Business Day* (South Africa)
- *Business Traveler* (USA)
- *The Chronicle of Higher Education* (USA)
- CNBC (USA)
- CNN (USA)
- *Crain's Chicago Business* (USA)
- *Le Devoir* (Canada)
- *The Economist* (UK)
- *Financial Times* (UK)
- *First Things* (USA)
- Forbes (USA)
- France Culture (France)
- *The Globe and Mail* (Canada)
- *Harvard Business Review* (USA)
- *Harvard Gazette* (USA)
- *Inside Higher Ed* (USA)
- LSE Business Review (UK)
- *Le Monde* (France)
- *Le Monde Campus* (France)
- *Le Monde Diplomatique* (France)
- *The National* (Abu Dhabi)
- *National Affairs* (USA)
- *National Geographic* (USA)
- *New Scientist* (USA)
- *The New York Times* (USA)
- *Pacific Standard* (USA)
- *Publishers Weekly* (USA)
- Reuters News (USA)
- *Slate* (USA)
- *Stanford Social Innovation Review* (USA)
- *Scientific American* (USA)
- *Strategy + Business* (USA)
- *Times of India* (India)
- *Toronto Star* (Canada)
- *Times Higher Education* (UK)
- *Vanity Fair* (USA)
- *Wall Street Journal* (USA)
- *Wired* (USA)