

# VANESSA CONZON

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## POSITION

<b>Boston College</b>	2021 July - Present
Assistant Professor, Management and Organization, Carroll School of Management	

## EDUCATION

<b>Ph.D., MIT Sloan School of Management</b>	2021
Organization Studies Group	
<b>S.M., Management Research, MIT Sloan School of Management</b>	2018
Organization Studies Group	
<b>B.A., McGill University</b>	2014
Major: Economics. Minors: Mathematics, Philosophy. <i>First Class Honors</i>	

## HONORS & AWARDS

2024	Rosabeth Moss Kanter Award
2024	Work and Family Researchers Network Early Career Fellowship
2024, 2022	Boston College Catalyst Grant, receiver
2023	Academy of Management Above and Beyond the Call of Duty reviewer award
2022	Work Family Researchers Network's Kathleen Christensen Dissertation Award
2022	Louis Pondy Best Dissertation Paper Award, runner up
2022	Industry Studies Association Dissertation Award, finalist
2022	Academy of Management Conference, best paper (top 10%)
2021	MIT Sloan Women 4 Women: Recognition as inspiring woman
2014-2021	MIT Zannetos Memorial Scholarship for academic achievement

## RESEARCH INTERESTS

Autonomy, Control, Diversity, Inequality, Professional & Expert Work, STEM Work

## PUBLICATIONS

### Peer-Reviewed

Conzon, Vanessa & James Mellody. "Concerted Quantification: How Knowledge Workers Limit Overwork While Maintaining Client Satisfaction." (Conditionally accepted at *Organization Science*)

Conzon, Vanessa & Ruthanne Huising. (2024) "Devoted but Disconnected: Managing Role Conflict through Interactional Control." *Organization Science*, 35(6):2117-2140.

Conzon, Vanessa. (2023) "The Equality Policy Paradox: Gender Differences in How Managers Implement Gender Equality-Related Policies." *Administrative Science Quarterly*, 68(3): 648-690.  
*Awards: Rosabeth Moss Kanter Award, Louis Pondy Dissertation Award Runner-Up Best Paper (top 10% of submitted papers)*  
*Media coverage: [Harvard Business Review](#), [ASQ Blog](#), [Organizational Musing](#), [WIP Sociology](#)*

Cameron, Lindsey, Thomason, Bobbi\* & Vanessa Conzon.\* (2021) "Risky Business: Gig Workers and the Navigation of Ideal Worker Expectations During the COVID-19 Pandemic." *Journal of Applied Psychology*, 106 (12): 1821-1833. (\* denotes equal authorship.)  
*Media coverage: [Forbes](#), [The European Financial Review](#), [I/O at Work](#), [Knowledge@Wharton](#), [Penn Today](#), [The Gig Work Life](#), [Phys Org](#), [Carroll Capital](#)*

### **Other Publications**

Conzon, Vanessa. (2023) “Mario Luis Small and Jessica McCrory Calarco. Qualitative Literacy: A Guide to Evaluating Ethnographic and Interview Research.” *Administrative Science Quarterly*, 68(4): NP65-NP67.

### **PIECES UNDER REVIEW**

Conzon, Vanessa & Arvind Karunakaran. “Occupational Invocation: Managing Experts Through Occupational Norms.” (Revise and Resubmit, *Academy of Management Journal*)

Conzon, Vanessa. “Remote Work and Psychological Safety.”

Conzon, Vanessa\* & Alexandra Feldberg\*. “AI and Gender Inequality for Managers.” (\* denotes equal authorship.) (Under review, *Academy of Management Review*)

Conzon, Vanessa & Poonam Zantye. “Control and Autonomy” (*Handbook of Organizational Control*)

Ghaedipour, Farnaz & Conzon, Vanessa. “Socio-Visibility Bind: How Idealized Images of Work (Re)produce Inequality in the Creator Economy.” (*Journal of Management Inquiry*)

### **SELECT WORKING PAPERS AND WORKS IN PROGRESS**

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Conzon, Vanessa. “Leniency, Organizational Failure, and Hegemonic Masculinity.”

Conzon, Vanessa\* Yang, Duanyi,\* Park, Dongwoo & Erin Kelly. “Flexible Work Policies and Career Penalties.” (\* denotes equal authorship.)

Cameron, Lindsay, Conzon, Vanessa & Laura Lam. “Inequality in Platforms.”

Lee-Yoon, Alice, He, Joyce, & Vanessa Conzon. “Social Class Origins as a Dimension of Diversity.” (\* denotes equal authorship.)

### **RESEARCH PRESENTATIONS**

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The Equality Policy Paradox

- Work Family Researchers Network Practitioner Roundtable, 2024. Boston, MA.
- Work Family Researchers Network Kanter Award Presentation, 2024. Online.
- University of British Columbia, 2022. Vancouver, BC, Canada
- Academy of Management Annual Meeting, 2022. Seattle, WA
- LERA ASSA Annual Conference, 2022. Virtual
- University of Toronto, Rotman PhD Student Strategy Seminar, 2021. Virtual
- MIT Sloan Doctoral Forum, 2021. Virtual
- Berkeley Haas Culture Conference, 2021. Virtual.
- Boston College, Management and Organization Department, 2020. Virtual
- Rice University, Organizational Behavior Department, 2020. Virtual
- Bocconi, Management and Technology Department, 2020. Virtual
- Economic Sociology Conference, 2020. Virtual
- Frankfurt School of Finance and Management, Management Department, 2020. Virtual
- IE University, Human Resources and Organisational Behavior Department, 2020. Virtual
- EGOS Conference, 2020. Virtual
- University of Toronto, Rotman PhD Student Breakfast Club, 2020. Virtual
- Paradox and Ethnography. 2020. Virtual
- MIT Organization Studies Group, 2019. Cambridge, MA
- People and Organizations Conference, 2018. Philadelphia, PA
- MIT Economic Sociology Working Group, 2018. Cambridge, MA

Devoted but Disconnected: Managing Role Conflict through Interactional Control

- GEDI Lab, Schulich School of Business, York University, 2023. Toronto, Canada
- Academy of Management Annual Meeting Showcase Symposium (top 10% of submissions), 2022. Seattle, WA
- INSEAD, Organisational Behaviour Department, 2022. Fontainebleau, France
- Work and Family Researchers Network Conference, 2014. NYC, NY

Concerted Quantification: How Knowledge Workers Limit Overwork While Maintaining Client Satisfaction

- Academy of Management, 2023. Boston, MA. *Finalist for MOC Division Best Symposium Award.*
- Emlyon Business School, 2022. Virtual
- Boston Field Researchers Conference, 2020. Virtual
- People and Organizations Conference, 2020. Virtual
- MIT Organization Studies Group, 2020. Cambridge, MA
- MIT Economic Sociology Working Group, 2019. Cambridge, MA

Leniency, Organizational Failure, and Hegemonic Masculinity

- Simon Fraser University seminar, Beedie School of Business, 2024. Vancouver, Canada.
- Practice Theory Gathering, 2024. Virtual
- IWER and Economic Sociology seminar, MIT Sloan School of Management, 2024. Cambridge, MA
- Equitable Opportunities Conference, University of Michigan, 2024. Ann Arbor, MI
- McMaster University, 2024. Hamilton, ON
- Wharton People and Organizations Conference Plenary, University of Pennsylvania, 2023. Philadelphia
- Work, Identity, and Meaning Seminar, Boston College, 2023. Boston, MA
- University of Washington, Fostering Inclusion Conference, 2023. Seattle, WA

Remote and Flexible Work, Role Breaking, and Psychological Safety

- Work Family Researchers Network, Early Career Fellows meeting, 2024. Virtual
- MIT Organization Studies Group, 2020. Virtual
- Institute for Work and Employment Research Seminar, 2020. Virtual

Occupational Invocation: Managing Experts Through Community Norms

- Conference in Honor of Susan S. Silbey, MIT, 2024. Cambridge, MA
- Academy of Management Annual Meeting, 2018. Chicago, IL
- People and Organizations Conference, 2017. Philadelphia, PA
- MIT Organization Studies Seminar, 2017. Boston, MA
- MIT Economic Sociology Working Group, 2017. Cambridge, MA

AI and Gender Inequality for Managers

- Junior Faculty Organizational Theory Conference, 2024. Harvard Business School, Boston, MA
- Work and Family Researchers Network Conference, 2024. Montreal, QC
- Equitable Opportunities Conference, University of Michigan, 2024. Ann Arbor, MI

Flexible Work Policies and Career Penalties

- Academy of Management Conference, 2023. Boston, MA. *Showcase symposium (top 10% of submitted symposia)*
- Work and Family Researchers Network Conference, 2022. NYC, NY
- LERA Annual Conference, 2022. Virtual
- People and Organization Studies, University of Pennsylvania, Wharton, 2021. Virtual
- American Sociological Association Annual Conference, 2021. Virtual

Social Class Origins as a Dimension of Diversity

- Academy of Management Conference, 2023. Boston, MA.

**INVITED WORKSHOP PARTICIPATION**

- Academy of Management Paper Development Workshop. Virtual

2024

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• Fostering Inclusion Workshop, University of Washington	2023
• Race, Gender, and Equity at Work Research Symposium, Harvard Business School	2023
• Professions Paper Workshop, organized by Harvard Business School. Virtual	2020
• Paradox and Ethnography Paper Development Workshop. Virtual	2020
• Medici Summer School, co-organized by University of Bologna, HEC Paris, and MIT Sloan. Cambridge, MA	2017
• Workplace Redesign and Worker Well-Being: An Innovative Focus on Workplace Policies and Practices, co-organized by Harvard University and MIT. Cambridge, MA	2016

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## PROFESSIONAL AFFILIATIONS

- Organizer, Junior Equality Researchers Group
- Member, Academy of Management OMT division
- Member, Boston Field Researchers' Community
- Member, Center for Positive Organizations Community of Scholars
- Member, Gender, Race and Organizations Group, Harvard Business School
- Member, Women of OB
- Virtual Visiting Student (2020-2021), University of Toronto Rotman School of Management and Institute for Gender + The Economy

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## TEACHING EXPERIENCE

### Independent Teaching

Organizational Behavior (MGMT1021, Boston College), Instructor	Fall 2022-Present
Organizational Behavior (15.310, MIT Sloan), Section Instructor & Lead TA	Fall 2017, 2020
Research Methods (15.301, MIT Sloan), Section Instructor	Spring 2017

### Teaching Assistantships

Leading Organizations (15.322, MIT Sloan), Teaching Assistant for Prof. John Van Maanen	Fall 2017
Leading With Impact (15.703, MIT Sloan), Teaching Assistant for Prof. Nelson Repenning	Spring 2019

### Teaching Training

Boston College AI Teaching Group (2023-2024)  
 Boston College Teaching for Inclusion & Social Justice Course (2022-2023)  
 Boston College Antiracism in Teaching Training (2022)  
 Boston College Course Preparation Training (2022)  
 MIT Sloan Doctoral Seminar on Communication Skills for Academics (2020)  
 MIT Sloan Online Teaching Training (four session sequence) (2020)  
 MIT Kaufman Teaching Certificate Program (2019)

### Guest Teaching

University of Toronto, PhD qualitative methods class (2023)  
 University of California Santa Barbara, PhD professional development seminar (2023)

### Course Materials

- "Risky Business" paper used in SAS undergraduate seminar at University of Pennsylvania
- "Equality Paradox" paper used in qualitative methods course at University of Toronto

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## PROFESSIONAL SERVICE

### Reviewer

Ad-hoc reviewer: Administrative Science Quarterly, Organization Science, Work and Occupations, ILR Review, INFORMS/Organization Science Dissertation Proposal Competition	2020- Present
Reviewer, Academy of Management Annual Meeting (OMT Division)	2018- Present
Member, Academy of Management OMT Responsible Research Subcommittee	2023- Present
Reviewer, Work and Family Research Network Best Dissertation Prize	2024

Reviewer, Academy of Management DEI Saroj Parasuraman Outstanding Publication Award 2023

### Conference Organization

Member, Work Family Researchers' Network planning committee 2023-Present  
 Member, Boston Field Researchers Conference planning committee for Boston College 2023

### Invited Presider, Host, Etc.

- Roundtable Facilitator, 4 Day Workweek Conference, 2023. Boston, MA
- Host, Junior Faculty Organizational Theory Conference, 2022. Virtual.
- Host, Women of Organizational Behavior Virtual Social, 2022. Academy of Management Conference

### Symposia and Professional Development Workshops (PDWs) Organized

- Co-Organizer, "Centering the Margins: Methodological Challenges and Opportunities of Studying the Understudied." Academy of Management Annual Meeting, 2024.
- Co-Organizer, "Foregrounding, Backgrounding, and Dropping: Challenges and Opportunities of Incorporating Diversity." Academy of Management Annual Meeting, 2023, 2024.
- Co-Organizer, "Demystifying Ethnography: Observations, Field Note Writing & Expert Tales." Academy of Management Annual Meeting, 2023, 2024
- Co-Organizer, "Theorizing the Intersection of Time and Control." Academy of Management Annual Meeting, 2023. Boston, MA. *Finalist for MOC Division Best Symposium Award.*
- Co-Organizer, "Microfoundations of Institutional Change: New Frontiers." Academy of Management Annual Meeting, 2019. Boston, MA

## UNIVERSITY AND COMMUNITY SERVICE

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### Departmental

Co-Organizer for Boston College Management and Organization Seminar Series 2021- Present  
 PhD Admittance Committee Member 2022- Present  
 Dissertation Committee Member for Mara Cable, Liz Hood, Poonam Zantye 2022- Present  
 Supervisor of visiting PhD student Laura Lam 2024

### Carroll School of Management

Contributor, white paper on AI Guidelines for teaching 2023

### University

Mentor, McNair Exploratory Program for first generation undergraduate students 2023- Present  
 Member, AI Faculty Working Group for teaching 2023  
 Contributor, subcommittee on confidentiality/ethics considerations of qualitative AI coding 2023

### Community

Boston College Workforce Roundtable, Speaker, 2024. Boston, MA 2024  
 Creator and editor, Wikipedia page on "List of children's books featuring characters with limb differences" and Sub-category "Congenital amputee" 2022- Present  
 (Free) consulting for non-profits, including Grad Bag, Hospitality Homes, International Institute of New England, McMullen Museum, Nativity Preparatory School 2022- 2024