

Shawn Xiaoshi Quan

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Education

Ph.D. (expected)	Organizational Behavior, University of Washington, Seattle Minors: Research Methods, Social Statistics Committee Members: Ryan Fehr, Kira Schabram	2020 – Present
M.Sc.	Global Marketing, Thunderbird School of Global Management, Arizona State University	2015
B.B.A.	Marketing, Hainan University	2014

Research

Research Interests

Social Class and class identity
Stigma and stereotype
Positive Organizational Scholarship

Selected Work in Progress

Quan, X. S., Volpone, S. D., & Lyons, B. J. (data collection). Social class transition and social integration: the moderating role of identity management strategies on work outcomes. Target: *Academy of Management Journal*

Quan, X. S., Schabram, K., Fehr, R., Barnes, C. (data collection). Workplace suffering, Self- and Other- compassion, and Work Engagement. Target: *Academy of Management Journal*

Quan, X. S., Fehr, R. (piloting). Social class, debt, and the work-family interface. Target: *Journal of Applied Psychology*

Lam, C., **Quan, X. S.**, Schabram, K., Yam, KC. (lit review). Review: Human and animal relationship at work. Target: *Journal of Management*

Peer-reviewed Publications

Wang, Y. & **Quan, X.** 2013. Does Ethnic Internet Use Deter or Promote Cross-Cultural Adaptation? *Journal of Media and Communication Studies*, 5(7): 88-94. [doi: 10.5897/JMCS2013.0340](https://doi.org/10.5897/JMCS2013.0340)

Conference Presentations

Smith N. A., & Quan, X. S., (Co-Chairs) (2022) *Neither in nor out: Lessons from workers with liminal identities*. Symposium presented at the annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Seattle, WA.

Quan, X. S., Volpone, S. D., & Lyons, B. J. (Presenter) (2022). *The role of identity management in overcoming the stigma of lower social class background*, Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Quan, X. S. (Chair) (2022) *Social Class and Class Inequality in Organizations: Facing and Fighting Classism in the Workplace*. Symposium presented at the 82nd Annual Conference of the Academy of Management, Seattle, WA; OB, MOC, GDO divisions.

Other Research Experiences

Research Assistant, University of Colorado Boulder 2019 - 2020
Diversity & Identity Management Lab, Dr. Sabrina Volpone

Research Assistant, Arizona State University 2018 - 2020
Global Leadership Research, Dr. Mary Sully de Luque

Gender Equality Researcher & Presenter, United Nations Women 2012
World Congress of Global Partnership for Young Women

Teaching

Guest Lecture – University of Washington

MGMT 300 Winter 2022: Decision Making Module in Organizations (100 students, 4.75/5.0)

Teaching Assistant – University of Washington

MGMT 300 Winter 2022: Leadership and Organizational Behavior (core undergraduate class)

MGMT 500 Fall 2021: Management and Leadership (core full-time and evening MBA class)

MGMT 504 Winter 2021: Ethical Leadership (core evening MBA class)

MGMT 407 Spring 2021: Managing A Global Workforce (undergraduate)

MGMT 579 Spring 2021: Cross-cultural Management (core full-time and evening MBA class)

Career Advisor - Arizona State University

Spring 2014: Thunderbird Career Management Center (Master and MBA level)

Service

2020 - Present Reviewer, AOM Annual Meetings (OB, MOC and GDO Divisions)

Professional Experiences

2020 Organic homesteading and oyster farming, Tokeen, Alaska, U.S.

2015 - 2020	International marketing manager, Sling Television, Dish Network, U.S.
2017 – 2020	Guide runner for visually-impaired athletes, Achilles International Outdoor leadership mentor, Make-a-Wish & Volunteer Outdoor Colorado
2013 - 2014	Business development consultant, City of San Francisco, U.S. & China
2013	Global Business Leadership Rotational Program, Alibaba Group, China
2012	Journalist: Immigration and Entertainment, China News Agency, China

Professional Affiliations

Academy of Management
Society of Industrial and Organizational Psychology