

Shawn X. Quan

Doctoral Student in Organizational Behavior (Expected June 2025)

University of Washington

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Education

Ph.D. (expected)	Organizational Behavior, University of Washington, Seattle Minors: Research Methods, Social Statistics Dissertation: <i>Let My People Go Hunting and Gathering: Employee wage work and subsistence activities in rural Alaska</i> Committee Members: Kira Schabram (Co-Chair), Christopher Barnes (Co-Chair), Ryan Fehr	2020 – Present
M.Sc.	Marketing, Thunderbird School of Global Management, Arizona State University	2015
B.B.A.	Marketing, Hainan University	2014

Research

Research Interests

Social Class and Class Diversity

The Work-nonwork Interface

Positive Organizational Scholarship

Peer-Reviewed Publications

Quan, S. X., Lam, C., Schabram, K., & Yam, K. C. (2023). All Creatures Great and Small: A Review and Typology of Employee-Animal Interactions. *Journal of Management*, 01492063231191090. <https://doi.org/10.1177/01492063231191090>

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)

Research in Progress

Quan, S. X., Wee, E. X. M. (writing). Social class, psychological entitlement and negotiation outcomes: The moderating effect of BATNA. Target: *Journal of Applied Psychology*

Quan, S. X., Lacerenza, C.N., Moergen, K., Dittman, A.G., (2nd round coding), Social class meta-analysis. Target: *Journal of Applied Psychology*

Fehr, R., Gao, Z., Sun, Y., **Quan, S. X.** (data collection). Compassion, gratitude, and work-home interface. Target: *Journal of Applied Psychology*

Article For A Popular Audience

Quan, S. X. & Schabram, K. (November 13, 2023) [Research: The Benefits of a Pet-Friendly Workplace](#), *Harvard Business Review*

Conference Presentations

Smith N. A., & **Quan, S. X.**, (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, S. X., Volpone, S. D., & Lyons, B. J. (Presenter) (2022). *The role of identity management in sense of authenticity for social class transitioners*, Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Quan, S. X. (Organizer and Moderator) (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.

Winner of OB Division Best Symposium Award

Moergen, K. & **Quan, S. X.** (Co-Chair and Presenter) (2023), *Addressing the “Social” in Social Class: An Interpersonal Perspective of Class in Organizations*. Accepted Symposium at the 83rd Annual Conference of the Academy of Management, Boston, MA; OB, DEI, HR

Dittmann, A., Lee, M., Oh, J., **Quan, S. X.** (Co-Chair) (2023), *Social Class in Organizations: Bridging Macro and Micro Perspectives*. Professional Development Workshop at the 83rd Annual Conference of the Academy of Management, Boston, MA; DEI, OB, OMT, HR, CAR, STR, ENT, SIM

Other Research Experiences

Research Assistant, University of Colorado Boulder Diversity & Identity Management Lab, Dr. Sabrina Volpone	2019 - 2020
Research Assistant, Arizona State University Global Leadership, Dr. Mary Sully de Luque	2018 - 2020
Gender Equality Researcher & Presenter, United Nations Women World Congress of Global Partnership for Young Women	2012

Teaching

Instructor – University of Washington

MGMT 300 Fall 2023: Introduction to Leadership & Organizational behavior (43 students)

MGMT 300 Spring 2023: Introduction to Leadership & Organizational behavior (50 students)

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

Teaching Assistant – University of Washington

MGMT 504 Fall 2023: Ethical Leadership (core full-time and evening MBA class)

MGMT 500 Fall 2022: Ethical Leadership (core full-time and evening MBA class)
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)
2022 – Present	Student Representative at Large, MOC division

Professional Experiences

2020	Organic homesteading, fishing, 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
Positive Organizational Scholarship micro community