

Shawn X. Quan

Doctoral Candidate in Organizational Behavior, Foster School of Business
University of Washington
Xsquan@uw.edu

Education

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

Research

Research Interests

Diversity, Equity, and Inclusion; Social Class; Human-Animal Interaction; Work-nonwork Interface

Dissertation: *Let My People Go Hunting and Gathering: Balancing Wage Work and Subsistence Activities Across Seasons in Rural Alaska* (Proposal Defended: March 1st, 2024)

Alaskan employees, especially Indigenous employees, engage in both wage work and the cultural practice of subsistence hunting, fishing, and gathering to provide. Across 46 in-depth interviews, a month-long ethnography in two Alaska native villages, and observation and archival data from both employees and employers in the region, I explore how employees provide for themselves and family both with and outside a full-time wage job, how individuals balance multiple domains by following natural seasonal shifts, and the crucial cultural impact of doing both. This research expands the scope of work by introducing Indigenous subsistence hunting and gathering, recognizes the cultural and racial impact on work-nonwork balance, and shows the importance of considering natural temporal patterns and seasonality in organizations.

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, S. 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)

Working Papers

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

Quan, S. X.*, Wee, E. X. M*. Social class and negotiation (Revising for submission) Target: *Organizational Behavior and Human Decision Processes*
*Equal contribution

Quan, S. X., Schabram, K. (Writing) Let my people go hunting and fishing: balancing wage work and subsistence in rural Alaska. Target: *Administrative Science Quarterly*

Quan, S. X., Schabram, K., Barnes, C. M. (Theorizing) Organization and Natural and Sociocultural Rhythms. Target: *Academy of Management Review*

Gish, J., **Quan, S. X.**, Barnes, C., Wang, M. (Data collection) Hype and Self Improvement Among Decision Makers. Target: *Journal of Applied Psychology*

Fehr, R., Gao, Z., Sun, Y., **Quan, S. X.** (Data analysis) 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. (Chair 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*. Symposium at the 83rd Annual Conference of the Academy of Management, Boston, MA; OB, DEI, HR
Presentation: *Social class, Entitlement, and Negotiation First Offers*

Dittmann, A., Lee, M., Oh, J., **Quan, S. X.** (Co-Chair and Moderator) (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

Quan, S. X., Schabram, K. (Presenter) (2024), *Let My People Go Hunting and Gathering: Employee Wage Work and Subsistence Activities Across Seasons in Rural Alaska*. May Meaning Meeting, Philadelphia, PA

Quan, S. X., Schabram, K. (Presenter) (2024), *The Meaning of “Making a Living” in Rural Alaska*. 84th Annual Conference of the Academy of Management, Chicago, IL; OB, DEI, HR

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: Introduction to Leadership & Organizational Behavior

Designed all class lectures and activities; administered and evaluated one group project (presentation and final report), one mid-term exam, and one final exam (multiple choice, short answer questions, long answer questions), 2 guest speaker sessions per term
Fall 2023: (43 students, 4.7/5.0), Star Teacher Award; Spring 2023 (49 students, 3.9/5.0)
Winter 2022: Guest lecturer for Decision Making Module (100 students, 4.8/5.0)

Teaching Assistant – University of Washington

MGMT 404 Winter 2024: Organizational Change (core full-time and evening MBA)

MGMT 504 Winter 2023, Winter 2021: Ethical Leadership (core full-time and evening MBA)

MGMT 500 Fall 2022, Fall 2021: Ethical Leadership (core full-time and evening MBA)

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

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

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

Advising Undergraduate and MBA students

University of Washington: Summer 2024, Alyssa Chavez (Undergraduate RA)

Fall 2022 - Spring 2024, Aditya Gunawan, Harry Hua, Anh Pham, Urania Mendoza, Sunny Ko (Undergraduate RAs)

Emory University: Spring 2023 - Spring 2024, Abigail Dubinski, Yejin Choi (Undergraduate RAs)

Arizona State University: Spring 2014, Peer Career Advisor, Thunderbird Career Management Center (Master and MBA level)

Service

2023 – 2024	Chair/Moderator for MOC Connect at AOM (2023 - 2024); Award Committee for best qualitative paper; Best Reviewer Award (2024), MOC division.
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2020 - Present Reviewer, AOM Annual Meetings (OB, MOC and DEI 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
May Meaning Micro-Community

References

Dr. Kira Schabram
Department of Management and Organizations
Foster School of Business
University of Washington
schabram@uw.edu

Dr. Christopher M. Barnes
Professor and Provost's Chair
Management and Organisation Department
National University of Singapore Business School
chris24b@nus.edu.sg

Dr. Christina N. Lacerenza
Organizational Leadership
Leeds School of Business
University of Colorado, Boulder
christina.lacerenza@colorado.edu