

# VANESSA CONZON

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## POSITION

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**Boston College** 2021 July - Present  
Assistant Professor, Management and Organization, Carroll School of Management

## EDUCATION

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**Ph.D., MIT Sloan School of Management** 2021  
Organization Studies Group

**S.M., Management Research, MIT Sloan School of Management** 2018  
Organization Studies Group

**B.A., McGill University** 2014  
Major: Economics. Minors: Mathematics, Philosophy. *First Class Honors*

## HONORS & AWARDS

2024 Work and Family Researchers Network Early Career Fellowship  
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

**PIECES UNDER REVIEW**

Conzon, Vanessa & James Melody. “Collaborative Commensuration: Reconciling Temporal Flexibility and Client Satisfaction in Professional Work.” (Revise and resubmit at *Organization Science*)

**SELECT WORKING PAPERS AND WORKS IN PROGRESS**

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

Conzon, Vanessa. “Remote and Flexible Work, Role Breaking, and Psychological Safety.”

Conzon, Vanessa & Poonam Zantye. “Control and Autonomy”

Conzon, Vanessa & Susan Silbey. “Occupational Invocation: Managing Experts Through Occupational Norms.”

Conzon, Vanessa\* & Alexandra Feldberg.\* “AI and Gender Inequality in Perceptions of Managers.” (\* denotes equal authorship.)

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

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

**RESEARCH PRESENTATIONS**

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The Equality Policy Paradox

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

How Temporal Sovereignty Shapes Relationships at Work

GEDI Lab, Schulich School of Business, York University, 2023. Toronto, Canada

Academy of

MIT Organization Studies Group, 2020. Cambridge, MA  
MIT Economic Sociology Working Group, 2019. Cambridge, MA

Organizational Behavior (MGMT1021, Boston College), Instructor  
Organizational Behavior (15.310, MIT Sloan), Section Instructor & Lead TA

Co-Organizer for Boston College Management and Organization Seminar Series 2021- Present  
PhD Admittance Committee 2022- Present  
Dissertation Committee Member for Mara Cable, Liz Hood, Poonam Zantye 2022- Present

**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**

(Free) consulting for non-profits, including Grad Bag, Hospitality Homes, International 2022- Present  
Institute of New England, McMullen Museum, Nativity Preparatory School

Creator and editor, Wikipedia page on “List of children’s books featuring characters with limb differences” and