

Shawn X. Quan

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Academic Appointment

Anderson School of Management, University of New Mexico
Assistant Professor of Management (Tenure-track)

July 2025 - Present

Education

Ph.D.	Organizational Behavior, University of Washington, Seattle Minors: Research Methods, Social Statistics	2020 – 2025
M.Sc.	Marketing, Thunderbird School of Global Management, Arizona State University	2015
B.B.A.	Marketing, Hainan University	2014

Research

Research Interests

Marginalized employee experiences (Social class & Indigenous employees), Work-Nonwork (human-animal interaction)

Peer-Reviewed Publication

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)

Manuscripts Under Review

Quan, S. X.*, Wee, E. X. M*. Social class and negotiation (Under 3rd round review at *Organizational Behavior and Human Decision Processes*)
*Equal contribution

Quan, S. X., Moergen, K., Lacerenza, C.N., Dittman, A.G. Social class and work outcomes (Under review at the *Journal of Applied Psychology*)

Research In Progress

Quan, S. X., Schabram, K., Barnes, C., (Writing) Let my people go hunting and fishing: balancing wage work and subsistence in rural Alaska. Target: *Administrative Science Quarterly*
Winner of 2025 Dorothy Harlow/McGraw Hill Best Paper Award, AOM DEI Division

Quan, S. X., Gabriel, K., (Data Collection) Running on thin ice: How dog mushers sustain work among financial and ethical challenges. Target: *Administrative Science Quarterly*

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

Practitioner Publication

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

HBR China: 宠物友好办公室：优势与挑战

HBR Deutschland: Warum Bürohund das Arbeitsklima verbessern

Conference Presentations

Quan, S. X., (Presenter) (2025), *Dog musher, transition and human-animal bond in a dying career*. May Meaning Meeting, Washington, MI.

Quan, S. X. (Presenter) Schabram, K. (2025). *Walk in Both Worlds*, Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

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

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

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

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*

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

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.

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.

Other Research Experiences

Research Assistant, University of Colorado Boulder	2019 - 2020
Diversity & Identity Management Lab, Dr. Sabrina Volpone	
Research Assistant, Arizona State University (Thunderbird)	2018 - 2020
Global Leadership, Dr. Mary Sully de Luque	

Honors & Awards

2025	Work and Family Researchers Network Early Career Fellowship
2025	University of New Mexico RAC Grant (\$7,185)
2025	Dorothy Harlow/McGraw Hill Best Paper Award, AOM DEI division
2024	Academy of Management Best Reviewer Award, MOC division
2023	University of Washington Star Teacher Award
2022	Academy of Management Best Symposium Award, OB division

Teaching

Instructor – University of New Mexico

MGMT 468: Compensation & Benefits, Spring 2026 (Independently designed new course)

MGMT 306: Organizational Behavior and Diversity, Fall 2025 (60 students for in-person section, 4.4/5; 60 students for online asynchronous section, 4.3/5; senior colleague class observation rating: 4.6/5)

Instructor – University of Washington

MGMT 300: Introduction to Leadership & Organizational Behavior

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 New Mexico: Dominique Ortega (MBA, 2025)

University of Colorado Boulder: Maya Gambheer (MS, 2025)

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 (Undergraduate RA)

Service

2023 – 2024 Chair/Moderator for MOC Connect at AOM (2023 - 2024); Award Committee for best qualitative paper; Best Reviewer Award (2024), MOC
2022 – 2024 Student Representative at Large, MOC Division
2020 - Present Ad hoc Reviewer, Business & Society; Journal of Organizational Behavior
AOM Annual Meetings (OB, MOC and DEI Divisions)
2025 Academy of Management Review – Bridge Reviewer Program

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 Pikes Peak
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 Community of Scholars
May Meaning Meeting Micro-Community
Work and Family Researchers Network (Recipient of the Early Career Fellowship)