

# STEPHANIE CHAN-AHUJA

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## ACADEMIC POSITIONS

**Rutgers University**, School of Management and Labor Relations  
Assistant Professor of Human Resource Management

July 2025 -

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## EDUCATION

### **London Business School**

June 2025

PhD Candidate in Organizational Behavior

Dissertation Committee: Isabel Fernandez-Mateo, Gillian Ku, and Eliot Sherman

### **University of Pennsylvania**

2014

with cum laude honors

B.Sc. from The Wharton School

B.A. from The College of Arts and Sciences

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## WORKING PAPERS

**Chan-Ahuja, Stephanie.** “Remote Work among Contract Workers: Evidence from a Field Experiment.”  
1<sup>st</sup> round Revise and Resubmit at *Administrative Science Quarterly*.

- 2025 Organization Studies and SAGE Student Paper Impact Award
- 2025 SMS Annual Conference PhD Paper Prize Nomination (winner to be announced)
- 2025 SMS Annual Conference Best Paper Prize Nomination (winner to be announced)
- Funded Award: The Wheeler Institute, London Business School
- Funded Award: The Leadership Institute, London Business School
- Ethics Approval: London Business School #REC902
- Pre-registration: AEA RCT Registry #12248 (<https://doi.org/10.1257/rct.12248>)

Choi, Yoonjin and **Stephanie Chan-Ahuja.** “Gender Homophily among Remote Workers.” Under Review at *Organization Science*.

Giurge, Laura, **Stephanie Chan-Ahuja**, and Gillian Ku. “Beyond the Divide: The Role of Budgeting Time Across Work and Nonwork Activities.” Manuscript in Preparation for *Academy of Management Journal*.

**Chan-Ahuja, Stephanie** and Isabel Fernandez-Mateo. “Decomposing Gender Disparity in Application Rates for Board Roles: Starting, Dropping, and Submitting.” *Data Analysis*.

**Chan-Ahuja, Stephanie** and Eliot Sherman. “Greedy Occupations and the Shared Caregiving Premium.” Manuscript in Preparation for *Management Science*.

**Chan-Ahuja, Stephanie.** “Do You Have a Question? Turn-taking and the Gender Gap in Speech Interruptions.” *Data Analysis*.

**Chan-Ahuja, Stephanie** and Isabel Fernandez-Mateo. “Gender Effects of Remote Working on Career Choices: Evidence from a Field Experiment.” *Data Collection*.

#### CHAIRED SYMPOSIA & SEMINARS

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##### **“Behind the Publication: Insights from the Publication Process”**

- Academy of Management Annual Meeting 2022-2025
- London Business School PhD Seminar 2021-2022

##### **“Beyond 9-5: Work-Life Boundary Management in the Future of Work”**

- Academy of Management Annual Meeting 2022

#### REFEREED PRESENTATIONS & WORKSHOPS

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2025

- Economic Sociology Conference, Yale School of Management, New Haven, CT
- People and Organizations, Wharton School, Philadelphia, PA
- Academy of Management Annual Meeting (AOM), Copenhagen, Denmark

2024

- Rutgers University, School of Management and Labor Relations (HR Management)
- Cornell University, School of Industrial and Labor Relations (OB and HR)
- Yale University, School of Management (OB)
- Rice University, Jones Graduate School of Business (OB)
- Academy of Management Annual Meeting (AOM), Chicago, IL
- Medici Summer School, Bologna, Italy
- European Group for Organizational Studies (EGOS), Milan, Italy
- Work and Family Researchers Network Conference (WFRN), Vancouver, Canada
- Diversity Research Day, UCL School of Management, London, UK

2023

- Academy of Management Annual Meeting (AOM), Boston, MA
- Trans-Atlantic Doctoral Conference (TADC), London, UK

2022

- OB Research Day, UCL School of Management, London, UK
- Hong Kong Judgment and Decision-Making Conference, Hong Kong
- Academy of Management Annual Meeting (AOM), Seattle, WA
- East Coast Doctoral Conference (ECDC), Virtual
- Trans-Atlantic Doctoral Conference (TADC), London, UK

2021

- Academy of Management Annual Meeting (AOM), Virtual
- Trans-Atlantic Doctoral Conference (TADC), London, UK

2020

- OB Research Day, London Business School, London, UK

## TEACHING EXPERIENCES

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Communication and Behavior in Organizations, University College London  
*Guest Lecturer* on Remote Working Spring 2023

Negotiations and Bargaining, London Business School Fall 2022, Spring 2023, Fall 2024  
*Teaching Assistance* to Gillian Ku and Niro Sivanathan  
*Course Facilitator* to Gillian Ku

Path to Power, London Business School Fall 2020, 2021  
*Teaching Assistance* to Eliot Sherman

Careers in Strategy, London Business School Fall 2022  
*Course Facilitator* to Isabel Fernandez-Mateo

Building your Career Strategy, London Business School Fall 2021  
*Course Facilitator* to Isabel Fernandez-Mateo

## TEACHING MATERIAL

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Luca, Michael, **Stephanie Chan**, and Essie Alamsyah. 2017. “Paktor: Designing a Dating App.” Harvard Business School No. 9-918-005. Boston: *Harvard Business School Publishing*.

## PRACTITIONER PUBLICATIONS

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**Chan-Ahuja, Stephanie** and Alana Baker. 2022. “Structure and Flexibility: Two Key Elements of a Successful Virtual Workplace.” London: *LSE Business Review*.

**Chan, Stephanie**. 2017. “What Works to Increase Disaster Preparedness.” Boston: *Kennedy School Review*.

## PROFESSIONAL SERVICE

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### Ad-Hoc Reviewing

- Management Science
- Academy of Management Annual Meeting (AOM): 2021 – 2023
- Trans-Atlantic Doctoral Conference (TADC): 2020 – 2023

### Organizational Behavior Department, London Business School

- “Behind-the-Publication” Seminar, Founder and Coordinator, 2021 – 2022
- External Seminar Series, PhD Coordinator, 2021 – 2023
- Trans-Atlantic Doctoral Conference (TADC), Head of Communications, 2021

## OTHER INFORMATION

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### Other Research Experiences

**Harvard Business School**  
*Pre-doctoral Research Associate*

2017 – 2019

Faculty mentors:

Michael Luca and Max Bazerman (Negotiation, Organizations & Markets)

Shelle Santana and Elizabeth Keenan (Marketing)

**Massachusetts Institute of Technology**

*Pre-doctoral Research Associate*

2015 – 2016

Faculty mentor: Frank Schilbach (Economics)

**Duke University, Common Cents Lab**

*Summer Research Scholar*

2016

**University of Chicago Booth School of Business**

Research Assistant at Center for Decision Research

2014 – 2015

Other Professional Experience

**The Nielsen Company**

*Market Research Analyst*

2014 – 2015

Citizenship

USA

**REFERENCES**

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**Dr. Isabel Fernandez-Mateo**

Adecco Professor of Strategy and Entrepreneurship

London Business School

[ifernandezmateo@london.edu](mailto:ifernandezmateo@london.edu)

**Dr. Eliot Sherman**

Assistant Professor of Management

Georgetown McDonough School of Business

[es1616@georgetown.edu](mailto:es1616@georgetown.edu)

**Dr. Dan Cable**

Professor of Organizational Behavior

London Business School

[dcable@london.edu](mailto:dcable@london.edu)

**Dr. Gillian Ku**

Professor of Organizational Behavior

London Business School

[gku@london.edu](mailto:gku@london.edu)