

LEROY GONSALVES

Boston University, Questrom School of Business
 595 Commonwealth Avenue, Boston MA
 lgons@bu.edu

ACADEMIC APPOINTMENTS

Reidy Family Career Development Assistant Professor, Boston University	2023-
Assistant Professor of Management & Organizations, Boston University	2020-

EDUCATION

Ph.D. Organizational Behavior (Sociology Track), Harvard Business School	2020
- Committee: Julie Battilana (co-chair), Frank Dobbin (co-chair), Sasha Killewald, András Tilcsik	
A.M. Sociology, Harvard University	2018
M.A. Sociology, University of Toronto	2015
B.B.A. Business Administration, York University	2013

RESEARCH INTERESTS

My research is at the intersection of work, technology and inequality. I examine how institutional and technological change impacts professionals' behavior at work. I explore these issues using qualitative and quantitative methods, and in settings ranging from corporations to universities.

PUBLICATIONS

Gonsalves, L. 2023. Work (Un)Interrupted: How Non-Territorial Space Shapes Worker Control Over Social Interaction. *Organization Science*. 34(5):1651-1671.

Gonsalves, L. 2023. When Do Firms Crack Under Pressure? Legal Professionals, Negative Role Models and Organizational Misconduct. *Organization Science*. 34(2): 754-776.

Gonsalves L. 2020. From Face Time to Flex Time: The Role of Physical Space in Worker Temporal Flexibility. *Administrative Science Quarterly*. 65(4): 1058-1091.

SELECT WORK IN PROGRESS

- Tenure extensions and faculty gender diversity. with Sandra Kalev, Frank Dobbin, Kwan Woo Kim and Gal Deutsch.
- Remote work and disengagement. with Charles Chu.
- AI disruption in real estate. with Eunice Kim.
- AI and expert work. with Michel Anteby and Sarah Lebovitz.

- Gender identity and career outcomes. with Antony Chum and Yihong Bai.

AWARDS & RESEARCH GRANTS

Reidy Family Career Development Professorship	2023
AOM OMT Division Best Paper on Environmental and Social Practices	2022
Wyss Award for Excellence in Doctoral Research, Harvard Business School	2020
SSHRC Government of Canada Doctoral Research Fellowship	2016-2020
Fulbright Student Award	2015-2020
Harvard Business School Fellowship	2015-2020
University of Toronto Fellowship	2015
Knowledge First Postgraduate Award	2013
University of Toronto Outstanding Admissions Award	2013
York University Continuing Student Scholarship	2010
York University Governor's Award of Distinction	2009

TEACHING EXPERIENCE

Boston University, Questrom School of Business

People Analytics (MO420; MO860; BA880)	2021-
- Developed and taught People Analytics in the undergraduate, MBA, and MSBA programs	

Harvard Business School

Teaching Fellow, People Analytics (<i>MBA Course</i>), Professor Jeff Polzer	2018
Participant, Case Method Teaching Seminar for Business School Professors	2018
Teaching Fellow, Power and Influence (<i>MBA Course</i>), Professor Julie Battilana	2017

University of Toronto

Teaching Assistant, Catastrophic Failure in Orgs (<i>MBA Course</i>), Professor András Tilcsik	2015
Teaching Assistant, Organization Theory (<i>BCom Course</i>), Professor András Tilcsik	2015
Teaching Assistant, Catastrophic Failure in Orgs (<i>BCom Course</i>), Professor András Tilcsik	2014
Teaching Assistant, Sociology of Orgs and Industrial Relations (<i>BA Course</i>), Lingquin Feng	2013

EXTERNAL PRESENTATIONS, TALKS AND PANELS

- Academy of Management. Chicago.	2024
- Work Family Research Network Conference, Montreal.	2024
- European Group for Organizational Studies, Milan.	2024
- Academy of Management. Emerging LGBTQ Voices in the Academy Panelist.	2023
- OMT Junior Faculty Consortium. Boston.	2023
- The Wall Street Journal. Boston. Invited Interview.	2023
- Boston Field Research Conference. Boston. Panel Moderator.	2023
- Academy of Management Annual Meeting. Seattle.	2022
- OMT Junior Faculty Consortium. Virtual.	2022
- European Group for Organizational Studies. Vienna.	2022

	Aug 2024
- American Sociological Association Conference. L.A.	2022
- OMT Junior Faculty Consortium. Virtual.	2022
- University of Toronto, Rotman School of Management. doctoral seminar speaker	2021
- Boston College, Carroll School of Management.	2020
- University of Texas at Austin, McCombs School of Management.	2020
- University of Toronto, Rotman School of Management.	2020
- McGill University, Desautels School of Management.	2020
- Harvard Business School, Work, Organizations and Markets.	2020
- European Group for Organizational Studies. Tallinn.	2018
- American Sociological Association Conference.	2018
- Wharton, People and Organizations. Philadelphia.	2018

ACADEMIC SERVICE

Editorial Boards

- Administrative Science Quarterly	2023-
- Organization Science	2022-

Journal Reviewing

Administrative Science Quarterly, American Sociological Review,	2020-
Journal of Applied Psychology, Management Science, Organization Science	
Reviewer, OOW Section, American Sociological Association	2020

Boston University

M&O Seminar Series Organizer	2020-2021
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Harvard University

OB Program Representative, Graduate Student Council Executive Committee, FAS	2018-2019
Co-Organizer, Work Organizations and Markets Research Seminar, HBS	2017-2018
Mentor, Doctoral Student Mentorship Program, HBS	2017
Member, Organizing Committee, Boston Field Researchers Conference	2017

York University

Senior Resident Advisor	2012-2013
Resident Advisor	2010-2012
LGBT Club Co-President, Schulich School of Business	2011-2013

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Management
 American Sociological Association
 European Group for Organizational Studies

PROFESSIONAL EXPERIENCE

Associate HR Manager, The Procter & Gamble Company	2013-2015
Human Resources Intern, The Procter & Gamble Company	Summer 2012

REFERENCES

Julie Battilana

Joseph C. Wilson Professor of Business Administration
Harvard Business School
jbattilana@hbs.edu

Frank Dobbin

Henry Ford II Professor of the Social Sciences
Harvard University
frank_dobbin@harvard.edu

Alexandra (Sasha) Killewald

Professor of Sociology
Harvard University
killewald@fas.harvard.edu

András Tilcsik

Professor of Strategic Management
Rotman School of Management
University of Toronto
andras.tilcsik@rotman.utoronto.ca