

# 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

### 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