

STEPHANIE CHAN-AHUJA

stephanie.chan-ahuja@rutgers.edu

www.stephaniechanahuja.com

ACADEMIC POSITIONS

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

July 2025 -

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

WORKING PAPERS

Chan-Ahuja, Stephanie. “Remote Work among Temporary Employees: Evidence from an Experimental Organization.”

1st 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
- 2025 SMS Annual Conference Best Paper Prize Nomination
- 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.” Manuscript in Preparation for *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 Analysis*.

CHAired SYMPOSIA & SEMINARS

“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

2026

- Academy of Management Annual Meeting (AOM), Philadelphia, PA (Scheduled)
- Equitable Opportunity Conference, McGill Desautels Faculty of Management, Montreal, Canada

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

Talent Acquisition, Rutgers University Spring 2026
Ratings: 5.0/5.0 (Section 1); 4.8/5.0 (Section 2)

Talent Acquisition, Rutgers University Fall 2025
Ratings: 5.0/5.0

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

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

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

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

Ad-Hoc Reviewing

- Organization Science
- Management Science
- Academy of Management Discoveries

- Human Resource Management
- Gender, Work, & Organization
- Academy of Management Annual Meeting (AOM): 2021 – 2023, 2026
- Trans-Atlantic Doctoral Conference (TADC): 2020 – 2023

Organizational Behavior Department, London Business School

- External Seminar Series, PhD Coordinator, 2021 – 2023
- Trans-Atlantic Doctoral Conference (TADC), Head of Communications, 2021

OTHER INFORMATION

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

Dr. Isabel Fernandez-Mateo

Adecco Professor of Strategy and Entrepreneurship

London Business School

ifernandezmateo@london.edu

London Business School

dcable@london.edu

Dr. Dan Cable

Professor of Organizational Behavior

Dr. Eliot Sherman

Assistant Professor of Management

Georgetown McDonough School of Business

es1616@georgetown.edu

Dr. Gillian Ku
Professor of Organizational Behavior

London Business School
gku@london.edu