

## Callen C. Anthony

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Management and Organizations Department  
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### ACADEMIC APPOINTMENTS

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**Stern School of Business, New York University**, New York, New York 2018\*-present  
Assistant Professor, Management and Organizations  
*\*Off tenure clock for parental leave, 2022-2023*

### EDUCATION

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**Carroll School of Management, Boston College**, Chestnut Hill, Massachusetts 2018  
Ph.D., Management and Organization

- Winner, *Industry Studies Association Dissertation Award*
- Finalist, *Academy of Management's Louis Pondy Best Dissertation Paper*
- Finalist, *INFORMS/Organization Science Dissertation Proposal Competition*
- Awarded *Outstanding PhD Proposal, Toronto FinTech Annual Conference*
- Awarded *Strategy Research Foundation Dissertation Research Grant*
- Awarded *Social Sciences and Humanities Research Council Doctoral Fellowship*

**University of Oxford, St. Hugh's College**, Oxford, United Kingdom 2012  
M.Sc., Social Anthropology

**Richard Ivey School of Business, University of Western Ontario**, London, Ontario 2009  
B.A. Business Administration

### PUBLICATIONS

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\*Nelson, AJ., Anthony, C., & Tripsas, M. 2023. Technology reemergence and occupational dynamics through the lens of music synthesizers. *Accepted, Administrative Science Quarterly*.

\*Beane, MI. & Anthony, C. 2023. Inverted apprenticeship: How senior experts develop practical expertise and preserve their position when disruptive technologies arrive. *Accepted, Organization Science*.

\*Anthony, C, Bechky, BA., & Fayard, AL. 2023. "Collaborating" with AI: Taking a system view to explore the future of work. *Forthcoming, Organization Science*.

Anthony, C. 2021. When knowledge work and analytical technologies collide: The practices and consequences of black boxing algorithmic technologies. *Administrative Science Quarterly* 66(4): 1173-1212.

Anthony, C. 2018. To question or accept? How status differences influence responses to new epistemic technologies in knowledge work. *Academy of Management Review* 43(4): 661-679.

\*Anthony C., Nelson, AJ., & Tripsas, M. 2016. "Who Are You?...I Really Wanna Know": Product meaning and competitive positioning in the nascent synthesizer industry. *Strategy Science* 1(3): 163-183.

\*Anthony, C. & Tripsas, M. 2016. Innovation and organizational identity. *The Oxford Handbook of Organizational Identity*. M. Pratt, M. Schultz, B. Ashforth & D. Ravasi (eds.). Oxford: Oxford University Press. pp. 417-435.

Jones, C., Boxenbaum, E., & Anthony, C. 2013. The immateriality of the material in institutional logics. *Research in the Sociology of Organizations*, special volume on Institutional Logics. pp. 51-75.

\*Denotes equal authorship

## **WORKING PAPERS**

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Anthony, C. How knowledge workers choose between competing technologies.

Pillemer, J. & Anthony, C. The changing nature of social capital.

Anthony, C. & Zbaracki, MJ. Competition at sea: The emergence and evolution of the ro-ro ferry, 1957-1994.

Gupte, A. & Anthony, C. Practice innovation in expert work.

Sonenshein, S., Nault, K., & Anthony, C. Interpretation and mobilization of new technologies: Responses of theatre groups to COVID-19.

## **WORK IN PROGRESS**

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The evolution of analytical tools.

Technological change, expertise, and organizational form in the laser tattoo removal industry.

## **PRESENTATIONS**

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### **Invited Presentations**

2022

- Johns Hopkins (Management and Organization)
- Aalto School of Business (Organization and Management)
- Organization Design Conference, Research showcase presentation on “Emergence and Technology”
- Strategy Innovation & Entrepreneurship seminar series

2021

- Smith Entrepreneurship Research Conference, University of Maryland (postponed from 2020)
- Emergence Conference, University of North Carolina / TIM Division
- Yonsei University (Management)
- EM Lyon (Work, Technology and Organization)
- INSEAD (Strategy and Entrepreneurship)
- University of Illinois (Strategy, Entrepreneurship, & International Business)
- London Business School (Strategy and Entrepreneurship)

2020

- MIT (Economic Sociology)

### **Conference Presentations**

- Anthony, C. So much work to do: New approaches to studying work tasks. Co-organizer and presenter, symposium. *Academy of Management Annual Meeting*, Seattle, WA, August 5-9, 2022. Co-organizers and participants: Jillian Chown, Susan Cohen, Theodore DeWitt, Nathan Wilmers.
- *2022 OMT Best Symposium Award*
  - *Showcase Symposium, OMT Division*
- Anthony, C. Technology choices: How autographic affiliations shape ongoing technology use. *Industry Studies Association*, Philadelphia, PA, June 24-25, 2022.
- Anthony, C. New perspectives on industry evolution: Bridging socio-cognitive view and demand-side factors. Presenter, symposium. *Academy of Management Annual Meeting*, August 5-9, 2021. Participants: Andrew Boysen, Mara Guerra, Mary Tripsas, Amy Zhao-Ding.
- Anthony, C. Participant Observation. Presenter, symposium. Managing naiveté in expert spaces. *Academy of Management Annual Meeting*, August 7-11, 2020. Participants: Deborah Anderson, Beth Bechky, Gerardo Ohkuysen, Michael Pratt and Gabriel Sala.
- *Showcase Symposium, Research Methods Division*
- Anthony, C. How knowledge workers choose between competing technologies. *Davis Conference on Qualitative Research*, March 20-22, 2020.
- Anthony, C. How knowledge workers choose between competing technologies. *Organization Science Winter Conference*, March 5-8 2020, scheduled.\* *postponed due to COVID-19*.
- Nelson, A., Anthony, C., & Tripsas, M. Back to the Future: Technology re-emergence through the lens of music synthesizers. *European Group for Organization Studies (EGOS) Colloquium*, Edinburgh, Scotland, July 4-6, 2019.
- Nelson, A., Anthony, C., & Tripsas, M. Back to the Future: Technology re-emergence through the lens of music synthesizers. *Industry Studies Association*, Nashville, Tennessee, May 30 - June 1, 2019.
- Anthony, C. Analytical tools and the practices of validation in constructing knowledge. *Industry Studies Association*, Nashville, Tennessee, May 30 - June 1, 2019.
- Anthony, C. Analytical tools and the practices of validation in constructing knowledge. *FinTech Annual Conference*, Toronto, Ontario, March 14-15, 2019.
- Anthony, C. Expertise in occupational work. Presenter, symposium. *Academy of Management Annual Meeting*, Chicago, Illinois, August 10-14, 2018. Participants: Beth Bechky, Daisy Chung, Ruthanne Huising, Karla Sayegh, and Isaac Waisberg.
- Anthony, C. Analytical tools and the practices of validation in constructing strategic analysis. *Organization Science Winter Conference*, Park City, Utah, March 1-3, 2018.
- Anthony, C. (Re)doing the work: Occupational reactions in the wake of new technological changes. Co-organizer and presenter, symposium. *Academy of Management Annual Meeting*, Atlanta, Georgia, August 4-8, 2017. Co-organizers and participants: Beth Bechky, Samer Faraj, Arvind Karunakaran, Andrew Nelson, Karla Sayegh, and Alexandra Toll
- *Showcase Symposium, OMT Division*

- Anthony, C., Nelson, A., & Tripsas, M. Back to the Future: Innovation, cultural disruption and the resurgence of analog synthesizers. *Industry Studies Association Conference*, Washington, DC, May 24-26, 2017.
- Anthony, C. Tools of calculation and strategic knowledge. *Strategic Management Society Annual Conference*, Berlin, Germany, September 17-20, 2016.
- Anthony, C. Open up the box and look inside: The tools of analytical work. *Academy of Management Annual Meeting*, Anaheim, California, August 5-9, 2016.
- Anthony, C., Nelson, A., & Tripsas, M. Cultural tastes, technological capabilities and the shift between analog and digital sound synthesis. *Academy of Management Annual Meeting*, Symposium presentation, Anaheim, California, August 5-9, 2016.
- Anthony, C. The tools of calculation, frames, and strategizing: An ethnographic study of an investment bank. *CCC 26<sup>th</sup> Annual Conference for Doctoral Student Research*. Milan, Italy, June 11-12, 2016.
- Anthony C., Nelson, A., & Tripsas, M. “Who are You?...I Really Wanna Know”: Product meaning and competitive positioning in the nascent synthesizer industry. *Wharton Technology and Innovation Conference*, Philadelphia, PA, April 8-9, 2016.
- Anthony, C. Time after time: A case study of collective sensemaking in financial scandal. *Academy of Management Annual Meeting*, Symposium presentation, Vancouver, Canada, August 7-11, 2015.
- Anthony, C. & Giorgi, S. Silence is golden: Change (and change back) in valuation work. *European Group for Organization Studies (EGOS) Colloquium*. Athens, Greece, July 2-4, 2015.
- Anthony, C., Zbaracki, M.J., & Rerup, C. Too big to sink: Meaning, risk, and technology failure of the Baltic ro-ro ferry. *European Group for Organization Studies (EGOS) Colloquium*. Athens, Greece, July 2-4, 2015.
- Professional Development Workshop: Revisiting the product ontology. Organized by Tim Hannigan and Marc Ventresca. *Academy of Management Annual Meeting*, TIM Division, Philadelphia, Pennsylvania, August 1-5, 2014.
- Anthony, C. The field of routines: A multi-level model of routine change. *Academy of Management Annual Meeting*, Lake Buena Vista (Orlando), Florida, August 9-13, 2013.

## TEACHING

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### New York University:

Strategic Analysis (2 sections; undergraduate). Spring 2019, 2020, 2021, 2022

Competitive Strategy (2 sections; MBA). Winter 2020, 2021, 2022

- Nominated for MBA Professor of the Year, 2021-2022

### Boston College:

Organizational Behavior (1 section; undergraduate). Spring 2015

- Awarded the Donald J. White Teaching Excellence Award

## HONORS & AWARDS

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OMT Best Symposium Award, *Academy of Management*, 2022

OMT Showcase Symposium, *Academy of Management*, 2022

Emerging Scholar Award, *Industry Studies Association*, 2021

Research Methods Showcase Symposium, *Academy of Management*, 2020

Best Paper Proceedings, *Academy of Management*, 2019

Top Reviewer Award, *Organization Science*, 2018-2019

Winner, *Industry Studies Association* Dissertation Award, 2019

Finalist, Louis Pondy Best Dissertation Paper Award, OMT Division, *Academy of Management*, 2019

Finalist, *INFORMS/Organization Science* Dissertation Proposal Competition, 2017

Outstanding PhD Proposal, *Toronto FinTech Annual Conference*, 2017

OMT Showcase Symposium, *Academy of Management*, 2017

Boston College Donald J. White Teaching Excellence Award, 2016

Strategy Research Foundation Dissertation Grant (*Strategic Management Society*), 2016-2017

Social Sciences and Humanities Research Council Doctoral Fellowship, 2014-2017

Dean's Honor List, University of Western Ontario, 2005-2009

Western Continuing Scholarship for Academic Excellence, 2005-2009

## **SERVICE**

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### Editorial Board Member:

- *Administrative Science Quarterly*
  - Member of the Dissertation Award Committee, 2021
- *Organization Science*
  - Top reviewer award, 2018-2019

### Ad hoc reviewer:

- *Academy of Management Journal*
- *Academy of Management Review*
- *Strategic Management Journal*
- *Strategy Science*
- *Strategic Organization* (special issue, "Exploring the Strategy-Identity Nexus")
- *Organization Studies* (special issue, "The Material and Visual Turn in Organization Theory: Objectifying and (Re)acting to Novel Ideas")
- *Journal of Management Studies* (special issue, "Corporate Strategy and the Theory of the Firm in the Digital Age")

Organizer, CCC Brown Bag Series on Industry Dynamics, 2020-2021

### Industry Studies Association

- Member of Early Career Development Committee, 2019-2022
- Member of the Dissertation of Award Committee, 2019-2021
- Chair of the Dissertation Award Committee, 2021-2022

Academy of Management, STR, OMT and TIM divisions

- Member of the STR Research Committee, 2021-2023

Strategic Management Society, Knowledge and Innovation track

- SRF Dissertation Research Grants Program Reviewer, 2021

## **PERSONAL INTERESTS**

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Synth pop, twentieth century poetry, independent films, Toronto Raptors basketball