

Callen C. Anthony

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ACADEMIC APPOINTMENTS

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

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

*Beane, MI. & Anthony, C. 2024. Inverted apprenticeship: How senior experts develop practical expertise and preserve their position when new technologies arrive. *Organization Science* 35(2):405–431.

*Anthony, C, Bechky, BA., & Fayard, AL. 2023. “Collaborating” with AI: Taking a system view to explore the future of work. *Organization Science* 34(5):1672–1694.

*Nelson, AJ., Anthony, C., & Tripsas, M. 2023. “If I Could Turn Back Time”: Occupational dynamics, technology trajectories, and the reemergence of the analog music synthesizer. *Administrative Science Quarterly* 68(2): 551–599.

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, A.J., & 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

Nelson, A., Anthony, C. & Tripsas, M. Industry composition, technology evolution and changing user preferences. *Under review*.

Gupte, A., Anthony, C. & Bechky, B. Speaking to those who know: How experts manage knowledge overlaps with clients. *Under review*.

Anthony, C. Guardians of the spreadsheets: How autographic affiliations shape technology use.

Sonenshein, S., Anthony, C., & Nault, K. Practice change at a theater.

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

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

WORK IN PROGRESS

Technological evolution of analytical tools in knowledge work.

So much work to do: Three lenses for understanding tasks in and around organizations (with Jillian Chown, Lisa Cohen, Theodore DeWitt, and Nathan Wilmers).

PRESENTATIONS

Invited Presentations

2025

- Wharton (Evolution of Organizations and Industries), *invited*
- Cornell University (Innovation, Entrepreneurship, and Technology), *scheduled*
- Artificial Intelligence Innovation Network, Onboarding AI and Upskilling Professionals Around It
- Stanford University (Work, Technology and Organizations)
- UC Santa Barbara (Technology Management)

2024

- Boston University (Management & Organization)
- McGill University (Strategy and Organization)
- Harvard Business School, Paul R. Lawrence Conference in honor of Professor Michael L. Tushman

- University of Oxford (Future of Professionals)
- University College London (Strategy and Entrepreneurship)
- Dartmouth University (Strategy)
- Identity Research Conference, INSEAD
- UC Davis Qualitative Conference
- STR Virtual Symposium on New Modes of Strategizing

2023

- Yale School of Management (Organizational Behavior)
- Strategic Leadership, Entrepreneurship, and Innovation Conference, Lehigh University

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)
- UC Davis Qualitative Conference

Conference Presentations

Anthony, C. Occupations and professions as a lens for studying pressing societal challenges. Panelist, PDW. *Academy of Management Annual Meeting*, Chicago, IL, August 9-13, 2024. Organized by Danielle Bovenberg, Luke Hedden, Audrey Holm, Ece Kaynak, Tomi Koljonen. Participants: Matt Beane, Curtis Chan, Julia DiBenigno, Jennifer Howard-Grenville, Hatim Rahman, Andrea Wessendorf.

Anthony, C. Minds and machines: Expertise in an age of intelligent machines. Presenter, symposium. *Academy of Management Annual Meeting*, Chicago, IL, August 9-13, 2024. Organized by Sienna Parker and Brandon Lepine. Participants: Matt Beane, Sarah Lebovitz, Kevin Lee, Hatim Rahman, Melissa Valentine.

Anthony, C. Novel perspectives on the emergence of fields, markets and categories. Panelist, PDW. *Academy of Management Annual Meeting*, Chicago, IL, August 9-13, 2024. Organized by Nina Granqvist, Mike Lounsbury, Tim Hannigan. Participants: Raghu Garud, Stine Grodal, Andrew Nelson.

Anthony, C. “Collaborating” with AI. Artificial intelligence in strategy processes and practices. Presenter, symposium. *Strategic Management Society Annual Meeting*, Toronto, ON, September 30-October 3, 2023. Participants: Carmelo Cennamo, Tomi Laamanen, Tero Ojanperä, Martin Reeves, Christian Stadler.

Anthony, C. Not all black-boxes are the same: Unpacking and theorizing different algorithmic technologies. Panelist, symposium. *Academy of Management Annual Meeting*, Boston, MA, August 4-8, 2023. Organized by Sung ho Park. Participants: Sarah Lebovitz, Alex Murray, Stella Pachidi.

Anthony, C. Joining forces: Leveraging independently collected field data for comparative analysis. Co-organizer (with Matt Beane), PDW. *Academy of Management Annual Meeting*, Boston, MA, August 4-8, 2023. Participants: Beth Bechky, Lindsey Cameron, Rebecca Karp, Arvind Karunakaran, Siobhan O’Mahony, Wanda Orlikowski, Hatim Rahman, Tiona Zuzul.

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. *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 26th 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.
- Anthony, C. 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

New York University:

Strategic Analysis (undergraduate). Spring 2019, 2020, 2021, 2022, 2024, 2025

Competitive Strategy (MBA). Winter 2020, 2021, 2022, Summer 2023, Winter 2025

- *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

TIM Emerging Scholar Award, *Academy of Management*, 2024

Smith Richardson Foundation Grant, “AI and the Future of Work.” Joint with Robert Seamans, 2024

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

New York University:

- Research Committee, 2019-2024
- NYU Qualitative Workgroup, Co-organizer 2021-2022, Organizer 2022-present

- Hiring Committee (Macro), Chair 2022
- Future of Work Initiative, Co-coordinator 2023-present
 - Co-organizer of “Future of Work-Shop,” 2024-2025
- Course Coordinator, Strategic Management, 2024-present
 - Managing launch of core undergraduate strategy course
- PhD Students
 - Julia Coff (Management & Organization), Committee Member (2025)
 - Abhishek Gupte (Management & Organization), Dissertation Chair (expected 2026)
 - Rui Sun (Technology, Operations, and Statistics), Committee Member (expected 2026)
 - Jeffrey Rubel (History), Committee Member (expected 2027)

Editorial Board Member:

- *Administrative Science Quarterly* (2020-present)
 - Member of the Dissertation Award Committee, 2021 and 2025
- *Organization Science* (2019-present)
 - Top reviewer award, 2018-2019

Ad hoc reviewer:

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

Academy of Management, OMT, STR, and TIM divisions

- OMT Division
 - Panelist, OMT Doctoral Consortium, 2021
 - Member of the OMT Research Committee, 2024
- STR Division
 - Member of the STR Research Committee, 2021-2023
 - Panelist, STR Dissertation Consortium, 2024
- TIM Division
 - Panelist, TIM Doctoral Consortium, 2020
 - Executive Committee, Representative-at-Large (elected), 2024-2026
 - Responsible for overseeing the Division’s Best Paper and Best Student Paper Awards, 2025-2026

Industry Studies Association

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

Strategic Management Society, Knowledge and Innovation track

- SRF Dissertation Research Grants Program Reviewer, 2021, 2024

Consortium on Competitiveness and Cooperation (CCC)

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