

# JULIE C. YEN

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## EDUCATION

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### Harvard University

Ph.D. in Organizational Behavior	expected 2024
A.M. in Sociology	2021
A.B. in History, <i>summa cum laude</i>	2014

German Language Citation  
Harvard College Europe Program, Albert-Ludwigs-Universität Freiburg (Germany, 2012)

## RESEARCH INTERESTS

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*Key topics:* pursuit of social objectives in organizations; worker well-being; democratic organizing; qualitative methods; field research

*Dissertation title:* “Workers and the Pursuit of Social Objectives in Organizations”

*Committee:* Julie Battilana (Chair), Lakshmi Ramarajan, Daniel Schneider

## PUBLICATIONS

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Battilana, Julie, **Julie Yen**, Isabelle Ferreras, and Lakshmi Ramarajan. 2022. “Democratizing Work: Redistributing Power in Organizations for a Democratic and Sustainable Future.” *Organization Theory*, 3:1-29.

**Yen, Julie**, Julie Battilana, and Emilie Aguirre. 2022. “Sustainability for People and the Planet: Placing Workers at the Center of Sustainability Research.” Chapter in *Handbook on the Business of Sustainability: The Organization, Implementation, and Practice of Sustainable Growth*, edited by Gerard George, Martine Haas, Havovi Joshi, Anita McGahan, and Paul Tracey.

## PAPERS UNDER REVIEW

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Ramarajan, Lakshmi and **Julie Yen**. “Defining Who You Are by Whom You Serve?: Strategies for Prosocial-Professional Identity Integration with Clients.” *Conditional acceptance at Administrative Science Quarterly*

## WORKING PAPERS

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**Yen, Julie**. “Navigating Tensions Between Well-being and Productivity: How Win-Win Framing Contributed to the End of a 4-day Workweek Trial.” *Revising manuscript (job market paper)*

**Yen, Julie**. ““They deserve so much more than they get”: Managerial Responses to Economic and Cultural Under-Recognition in Low-Wage Work.” *Revising manuscript*

Battilana, Julie and **Julie Yen**. “Purpose and Power in Corporations: Are More Democratic Forms of Organizing Better Suited to the Pursuit of a Triple Bottom Line?” *Preparing for submission to Organization Science*

**Yen, Julie**. How reduced work hours and flexibility support worker well-being and work-life boundary management. *Data analysis*

**Yen, Julie**, Emilie Aguirre, and Julie Battilana. Integrating social and environmental objectives at a consumer packaged goods company. *Data collection and analysis*

## PRESENTATIONS AND WORKSHOPS

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“Navigating Tensions Between Well-being and Productivity: How Win-Win Framing Contributed to the End of a 4-day Workweek Trial.”

- People and Organizations Conference, The Wharton School, University of Pennsylvania, September 2023 (Invited for roundtable session)
- European Group of Organization Studies Colloquium, July 2023 (Presentation)
- The New Directions Workshop, University of Minnesota, May 2023 (Presentation)
- Work, Organizations, and Markets Workshop, Harvard University, December 2022 (Presentation)

Connection in Unexpected Places: How, why, and with what consequences workers connect with their clients (Symposium Presentation). Academy of Management Annual Meeting, August 2023.

OMT Doctoral Consortium (Department Nominee and Participant). Academy of Management Annual Meeting, August 2023.

Research Frontiers in Nonmarket Strategy (PDW Co-organizer). Academy of Management Annual Meeting, August 2023.

“Purpose and Power in Corporations: Are More Democratic Forms of Organizing Better Suited to the Pursuit of Multiple Purposes?” Wharton Nonmarket Strategy Workshop, PhD Rapid Research Presentations, October 2022.

Research Frontiers in Nonmarket Strategy (PDW Roundtable Discussant). Academy of Management Annual Meeting, August 2022.

Identity-Implicating Experiences: When Employees’ Social Identities Awaken and Influence Their Work (Symposium Presentation). Academy of Management Annual Meeting, August 2022.

“Social Good vs. Expertise? Precarious Enhancement of Multifaceted Professional Identities.” Work, Organizations and Markets Workshop, Harvard University, February 2022.

“‘They deserve so much more than they get’: Managerial Responses to Economic and Cultural Under-recognition in Low-Wage Work.” Work, Organizations and Markets Workshop, Harvard University, September 2020.

## TEACHING AND ACADEMIC WORK EXPERIENCE

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Harvard University Department of Sociology, <i>Senior Thesis Adviser</i>	2023
Power and Influence (MBA course, Harvard Business School), <i>Teaching Fellow</i>	2021
Harvard Summer Program in Freiburg, Germany, <i>Program Coordinator and Resident Adviser</i>	2015–2016
The Experiment in International Living, <i>International Group Leader</i> (France & Germany)	2014
Harvard University Department of History, <i>Research Assistant to Prof. Sven Beckert</i>	2012–2014

## GRANTS, FELLOWSHIPS AND AWARDS

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Division of Social Sciences Fund Research Grant, Harvard University	2022
Graduate Student Council Summer Research Grant, Harvard University	2020
Carl and Lily Pforzheimer Foundation Public Service Fellowship, Harvard University	2014–2015
Department of History Prize for best cumulative record in History, Harvard University	2014
David Herbert Donald Prize for excellence in American History, Harvard University	2014
Mather House Scholar-Citizen Award, Harvard University	2014
Lucy Allen Patton Prize for excellence in the Humanities and Fine Arts, Harvard University	2014
Phi Beta Kappa	2013

Charles Warren Center for Studies in American History Undergraduate Summer Research Grant	2013
Schlesinger Library Carol K. Pforzheimer Student Fellowship	2013
Harvard College Research Program, Howe Fund	2013
Detur Book Prize, Harvard University	2011
John Harvard Scholar, Harvard University	2011 & 2013

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## PROFESSIONAL ACTIVITIES AND SERVICE

Work, Organizations & Markets Seminar at Harvard University, <i>Co-organizer</i>	2019–2022
Academy of Management Annual Meeting, Journal of Organization Design, <i>Reviewer</i>	2021–2023

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## OTHER PROFESSIONAL EXPERIENCE

Capital One, <i>Senior Business Analyst, Commercial Banking Strategy</i> (New York, NY)	2016–2018
José Mateo Ballet Theatre, <i>Associate Director of Community Programs</i> (Boston, MA)	2014–2016

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## OTHER INFORMATION

Languages: French (advanced); German (intermediate); Spanish (beginner)

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## REFERENCES

### **Julie Battilana (Chair)**

Joseph C. Wilson Professor of Business Administration, Harvard Business School

Alan L. Gleitsman Professor of Social Innovation, Harvard Kennedy School

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### **Lakshmi Ramarajan**

Anna Spangler Nelson and Thomas C. Nelson Associate Professor of Business Administration

Harvard Business School

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### **Daniel Schneider**

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Malcolm Wiener Professor of Social Policy, Harvard Kennedy School

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