

Minh Cao, Ph.D. (she/they)

Lecturer/ Assistant Professor, Sociology of Work

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EDUCATION

UNIVERSITY OF CALIFORNIA, IRVINE

Doctor of Philosophy in Organization and Management

September 2022

UNIVERSITY OF CAMBRIDGE

Master of Philosophy in Development Studies

June 2015

STATE UNIVERSITY OF NEW YORK AT NEW PALTZ

Bachelor of Science in International Business

December 2013

UPCOMING PUBLICATIONS

Cao (upcoming, 2026). To the lighthouse: Moral injury, moral resilience, and moral courage. In *Towards Greater Equality in Academia: A Collective Response*. Edited by Scholz & Szulc. Edward Elgar Publishing. Gloucestershire. UK.

MANUSCRIPTS UNDER REVIEW

Cao. First, let's eat cake: How sociomateriality supports resilience via bricolage behaviors. *Under review at Human Relations as of February 2026.*

MANUSCRIPTS IN PREPARATION

Cao & Wang. Do you know my son's favorite food?: How emotional labor is shaped by embeddedness as local enactments of family discourse. *To be submitted to Organization Studies in 2026.*

Cao. The empathizers: Focusing on present impact as a relational mechanism among immigrant rights advocates. *To be submitted to Human Relations in 2026.*

Cao. Maybe don't mention Harvard: Social reproduction processes in the translation of Bourdieu's four forms of capital in Asian societies. *To be submitted to Business and Society in 2026.*

CONFERENCE PRESENTATIONS

Ahmad, Cao, Gunasekara, & Pariona-Cabrera (September 2025). *Building resilience in the workplace through social sciences perspectives*. Social Sciences Week (SSW) 2025. Melbourne, Australia.

Cao (August 2022). *The realm of the ridiculous: Straddling intimacy and professionalism in college admission consulting*. Academy of Management (AOM) annual meeting. Online.

Cao (June 2022). *Reflexivity at the micro level: How institutional actors resolve conflicts by focusing on present impacts*. European Group for Organizational Studies (EGOS). Online.

Cao (October 2021). *The empathizers: How workers resolve conflicts by focusing on present impacts*. Harvard Business School's Rising Scholars Conference. Online.

Cao (August 2019). *Temporal and relational: The positionality of embeddedness in immigrant rights advocacy work*. Academy of Management (AOM) annual meeting, Boston, MA.

PH.D. DISSERTATION

Customer service and its challenges in college admissions consulting

My Ph.D. dissertation was an ethnography on two college admissions consulting firms, Icarus and Sparta. These firms provided professional consulting services for Asian students applying to colleges and universities in English-speaking countries. All three chapters of my dissertation employ ethnographic data to conceptualize emotional labor, sociomateriality, resilience amidst turmoil, and processes of social reproduction via the translation of Bourdieu's four forms of capital in Asian societies.

TEACHING EXPERIENCE

Course Coordinator, The Business School, RMIT Vietnam, November 2022 – October 2025

- Coordinate teaching and learning activities for “Organisations” – an undergraduate course on Sociology of Work
- Plan and implement new Canvas modules for the course “Organisations”, as part of the Canvas Uplift Project in 2023
- Design new workshop activities for each module on the Canvas shell
- Embed multimedia tools (video clips, Padlet, Miro, and other interactive learning tools) within the modules on the Canvas shell
- Deliver and record online lectures as part of the design for Blended Learning
- Provide guidance to other lecturers and instructors on how to run interactive workshop activities with students in person
- Design useful and engaging assignments for the course “Organisations”, specifically highlighting the importance of culture and contexts in these assignments

- Provide marking instructions to other lecturers and instructors
- Embed the purposeful and ethical use of Artificial Intelligence tools into assignments
- Moderate the results of marking for each assignment
- Moderate the final scores for the whole course at the end of every trimester
- Report the teaching quality and discuss potential areas of improvement with relevant personnel every trimester

Lecturer, The Business School, RMIT Vietnam, November 2022 – October 2025

- Teach course concepts and run interactive workshop activities for the undergraduate course “Organisations” – a course on Sociology of Work
- Teach course concepts and run interactive workshop activities for the MBA course “People and Organisations” – a course on Organizational Behavior and Human Resources Management
- Mark assignments for “Organisations” and “People and Organisations”
- Plan and implement new Canvas modules for the MBA course “People and Organisations”, as part of the Canvas Uplift Project in 2024
- Design new workshop activities for each module on the Canvas shell for the MBA course “People and Organisations”

Instructor, Paul Merage School of Business, University of California, Irvine, August 2020

- Conduct online lectures for the undergraduate course “Introduction to Management” during the COVID-19 pandemic

OTHER EXPERIENCE

Symposium Organizer, Academy of Management (AOM) annual meeting, August 2019

Symposium title: *“Inequalities and the fight for inclusiveness: Unpacking the varied experiences of migrant workers.”*

I organized this symposium with my colleague Carrie Wang to offer insights into the various work and life experiences of migrant workers, all of whom are challenged by their environments and many of whom are marginalized.

This symposium consisted of four studies examining: 1) multi-level factors influencing ascriptive inequality towards migrant workers; 2) individuals who return to mainland China to pursue entrepreneurial opportunities; 3) the impact of social categories and group esteem theory on different immigrant groups; and 4) workers who do advocacy work for immigrant rights.

This symposium was selected to be featured in the 2019 All-Academy Theme “Understanding the Inclusive Organization.”

AWARDS AND HONORS

Ray Watson Fellowship, Paul Merage School of Business, University of California, Irvine, 2019

Scholarship from the Cambridge Commonwealth, European & International Trust,
University of Cambridge, 2014 – 2015

REFERENCES

Dr. Gerardo Okhuysen

Professor in Organization and Management

Paul Merage School of Business, University of California, Irvine

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Dr. Burkhard Schrage

Interim Head of Management Department

The Business School, RMIT Vietnam

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Dr. Carrie Wang

Clinical Assistant Professor

Department of Management and Entrepreneurship, Arizona State University

carriewang@asu.edu