

Minh Cao, PhD (she/they)

Assistant Professor of Management

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Research Interests: The cultural and relational dimensions of embeddedness in organization theory

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## **EDUCATION**

*University of California, Irvine (UC 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 (SUNY 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': The material world triggers building blocks of resilience through sensemaking. *Under review at Organization Science (Special Issue: Organizations in the Global South) as of May 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 Science 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 2027.*

**Cao.** The empathizers: Focusing on present impact as a relational mechanism among immigrant rights advocates. *To be submitted to Business and Society in 2027.*

## 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*

All three chapters of my dissertation employ ethnographic data on consulting firms to conceptualize the mechanisms via which embeddedness impacts the work of organizations. In my study, the cultural and relational dimensions of embeddedness are explored in the forms of emotional labor, sociomateriality, workers' resilience amidst turmoil, and the interpretation of Bourdieu's four forms of capital in Asian societies.

## TEACHING EXPERIENCE

### **Assistant Professor**, *Human Resources and Management, ISTE Business School, upcoming*

- Permanent position, starting in August 2026

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

- Led the teaching team for **Organisations** (Sociology of Work)
- Re-designed online learning platforms (Canvas)
- Embedded interactive tools into online learning platforms
- Re-designed assignments and workshop activities
- Provided guidance and marking instructions for the teaching team and markers
- Moderated final scores and final results for every cohort of students
- Analyzed the achievement of learning outcomes and Assurance of Learning (AoL) competencies

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

- Taught **Organisations** (Sociology of Work) at the undergraduate level, and **People and Organisations** (Human Resources Management) at the MBA level
- Provided intellectual guidance and pastoral care for undergraduate students
- Mark assignments and provided feedback for students

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

- Taught **Introduction to Business and Management** online
- Provided intellectual guidance and pastoral care to undergraduate students
- Mark assignments and provided feedback to students

## **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 new 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*

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Paul Merage School of Business, University of California, Irvine

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*Dr. Carrie Wang*

Clinical Assistant Professor

Department of Management and Entrepreneurship, Arizona State University

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*Dr. Burkhard Schrage*

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