***Updated April 2026***

# J. RYAN LAMARE

Professor
Employment Relations and Human Resource Management Group
Department of Management
London School of Economics and Political Science
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## ACADEMIC EMPLOYMENT

London School of Economics and Political Science, Department of Management
2024-present Professor

University of Illinois Urbana-Champaign, School of Labor and Employment Relations
2022-2024 Reuben G. Soderstrom International Labor Relations Professor
2021-2022 Professor
2017-2021 Associate Professor
2015-2017 Assistant Professor

Pennsylvania State University, School of Labor and Employment Relations
2012-2015 Assistant Professor

University of Manchester, People, Management, and Organisations Division
2010-2011 Lecturer (equivalent to Assistant Professor)

University of Limerick, Department of Personnel and Employment Relations
2008-2010 Research Scholar

## EDUCATION

Cornell University, School of Industrial and Labor Relations
2008 PhD 2005 MS 2004 BS

## BOARDS AND EDITORIAL POSITIONS

2024-present Editor-in-Chief, *British Journal of Industrial Relations*
2020-2024 Editor-in-Chief, Labor and Employment Relations Association
2022-2024 Associate Editor, *Labour and Industry*

Editorial Advisory Boards
2022-present *Human Resource Management*
2016-present *Human Resource Management Review*
2014-present *Human Resource Management Journal*

Special Issue Guest Editor
2024-present *ILR Review* (political parties, political systems, and industrial relations)
2020-2023 *Industrial Relations* (the impacts of COVID-19 on employment relations)
2015-2016 *Advances in Industrial and Labor Relations* (conflict management)

## MAJOR AWARDS

Labor and Employment Relations Association

| | |
|---|---|
| 2023 | James G. Scoville Best International/Comparative Industrial Relations Paper Award |
| 2015 | John T. Dunlop Scholar Award |
| 2010 | Thomas A. Kochan & Stephen R. Sleigh Best Dissertation (HM) |

International Labor and Employment Relations Association

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|---|---|
| 2018 | Luis Aparicio Prize (runner-up) |

University of Illinois at Urbana-Champaign

| | |
|---|---|
| 2022 | LER Faculty Teaching Excellence Award |
| 2020 | LER Faculty Teaching Excellence Award |
| 2018 | LER Faculty Teaching Excellence Award |
| 2015-2024 | "List of Teachers Rated as Excellent" |

## BOOKS

Ariel C. Avgar, Deborah Hann, J. Ryan Lamare, and David Nash, eds. 2023. *The Evolution of Workplace Dispute Resolution: International Perspectives*. LERA Annual Research Volume.

## JOURNAL ARTICLES

Kwon Hee Han, Tingting Zhang, and J. Ryan Lamare. 2026. "Methods for Studying Union Effects: A Review and Comparative Analysis of Empirical Industrial Relations Literature." *Industrial Relations Journal* (online first).

John W. Budd and J. Ryan Lamare. 2025. "Organizational Governance and Trade-Offs Between Pay and Subjective Employee Well-Being: A Comparative Analysis." *British Journal of Industrial Relations* 63(2): 305-322

J. Ryan Lamare, Richard A. Benton, and Patricia Michel Tabarani. 2024. "An Empirical Analysis of Race and Political Partisanship Effects on Workplace Mobility Outcomes during Lockdown, Reopening, and Endemic COVID-19." *ILR Review* 77(4): 475-505

Tony Dobbins, Stewart Johnstone, Marta Kahancová, J. Ryan Lamare, and Adrian Wilkinson. 2023. "Comparative Impacts of the COVID-19 Pandemic on Work and Employment – Why Industrial Relations Institutions Matter." *Industrial Relations* 62(2): 115-125

John W. Budd, Stewart Johnstone, and J. Ryan Lamare. 2023. "Never 'One-Size-Fits-All': Mick Marchington's Unique Voice on Voice, from Micro-Level Informality to Macro-Level Turbulence." *Human Resource Management Journal* 33(3): 539-550

Hye Jin Rho, Christine A. Riordan, Christine Lynhe Ibsen, J. Ryan Lamare, and Maite Tapia. 2023. "Do Workers Speak Up When Feeling Job Insecure? Examining Workers' Response to Precarity during the COVID-19 Pandemic." *Work and Occupations* 50(1): 97-129

Weihao Li, J. Ryan Lamare, and Robert Bruno. 2022. "Does Union Canvassing Affect Voter Turnout in Times of Political Duress? Empirical Evidence from Illinois." *Labor Studies Journal* 47(3): 213-240

J. Ryan Lamare and John W. Budd. 2022. "The Relative Importance of Employment Relations Ideas in Politics: A Comparative, Longitudinal Analysis of Political Party Manifestos." *Industrial Relations* 61(1): 22-49

- LERA 2023 James G. Scoville Best International/Comparative Industrial Relations Paper Award

John W. Budd and J. Ryan Lamare. 2021. "The Importance of Political Systems for Trade Union Membership, Coverage, and Influence: Theory and Evidence." *British Journal of Industrial Relations* 59(3): 757-787

J. Ryan Lamare. 2020. "The Devil Is in the Details: Attorney Effects on Employment Arbitration Outcomes." *ILR Review* 73(2): 456-478

David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. 2020. "Organizational Conflict Resolution and Strategic Choice: Evidence from a Survey of Fortune 1000 Firms." *ILR Review* 73(2): 431-455

Aibak Hafeez and J. Ryan Lamare. 2020. "An Empirical Examination of How Third-Party Neutral Sourcing and Quality Differences Affect Employment ADR Practice Usage: Evidence from the Fortune 1000." *Advances in Industrial and Labor Relations* (26): 125-144

J. Ryan Lamare and David B. Lipsky. 2019. "Resolving Discrimination Complaints in Employment Arbitration: An Analysis of the Experience in the Securities Industry." *ILR Review* 72(1): 158-184

Elaine Farndale, J. Ryan Lamare, Maja Vidovic, and Amar S. Chauhan. 2019. "Understanding Financial Participation across Market Economies." *International Studies of Management and Organization 49*(4): 402-421

Weihao Li, Ying Chen, and J. Ryan Lamare. 2019. "The Effects of Ownership on Labor Standards in China: A Comparison of Foreign Multinationals and Indigenous Firms." *Advances in Industrial and Labor Relations* 25: 91-117

John W. Budd, J. Ryan Lamare, and Andrew R. Timming. 2018. "Learning about Democracy at Work: Cross-National Evidence on the Wider Political Effects of Employee Participation in Decision-Making." *ILR Review* 71(4): 956-985

M. Teresa Cardador, Brandon C. Grant, J. Ryan Lamare, and Gregory B. Northcraft. 2017. "To Be or Not to Be Unionized? A Social Dilemma Perspective on Worker Decisions to Support Union Organizing." *Human Resource Management Review* 27(3): 554-568

J. Ryan Lamare. 2016. "Union Experience and Worker Policy: Legislative Behavior in California, 1999-2012." *ILR Review* 69(1): 113-141

J. Ryan Lamare. 2016. "Labor Unions and Political Mobilization: Diminishing Returns of Repetitious Contact." *Industrial Relations* 55(2): 346-374

David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. 2016. "Introduction: New Research on Managing and Resolving Workplace Conflict: Setting the Stage." *Advances in Industrial and Labor Relations* 22: ix-xxxi

J. Ryan Lamare. 2016. "Beyond Repeat Players: Experience and Employment Arbitration Outcomes in the Securities Industry." *Advances in Industrial and Labor Relations* 22: 135-160

Anthony McDonnell, Patrick Gunnigle, Jonathan Lavelle, and J. Ryan Lamare. 2016. "Beyond Managerial Talent: 'Key Group' Identification and Differential Compensation Practices at Multinational Companies." *International Journal of Human Resource Management* 27(12): 1299-1318

J. Ryan Lamare and James W. Lamare. 2015. "Electoral Reform, Situational Forces, and Political Confidence: Results from a Multi-Wave Panel." *Electoral Studies* 40: 361-371

J. Ryan Lamare, Felicity Lamm, Nadine McDonnell, and Helen White. 2015. "Independent, Dependent, and Employee: Contractors and New Zealand's Pike River Coal Mine Disaster." *Journal of Industrial Relations* 57(1): 72-93

Thomas J. Stipanowich and J. Ryan Lamare. 2014. "Living with ADR: Evolving Perceptions and Use of Mediation, Arbitration and Conflict Management in Fortune 1,000 Corporations." *Harvard Negotiation Law Review* 19(Spring): 1-68

J. Ryan Lamare and David B. Lipsky. 2014. "Employment Arbitration in the Securities Industry: Lessons from Recent Empirical Research." *Berkeley Journal of Employment and Labor Law* 35(1-2): 113-133

Michael Wasser and J. Ryan Lamare. 2014. "Unions as Conduits of Democratic Voice for Non-Elites: Worker Politicization from the Shop Floor to the Halls of Congress." *Nevada Law Journal* 14(2): 396-413

Evelyne Leonard, Valeria Pulignano, J. Ryan Lamare, and Tony Edwards. 2014. "Multinational Corporations as Political Players." *Transfer: European Review of Labour and Research* 20(2): 171-182

J. Ryan Lamare, Patrick Gunnigle, Paul Marginson and Gregor Murray. 2013. "Union Status and Double-Breasting at Multinational Companies in Three Liberal Market Economies." *ILR Review* 66(3): 696-722

David B. Lipsky, J. Ryan Lamare, and Abhishek Gupta. 2013. "The Effect of Gender on Awards in Employment Arbitration Cases: The Experience in the Securities Industry." *Industrial Relations* 52(S1): 314-342

J. Ryan Lamare. 2013. "Mobilization and Voter Turnout: Should Canvassers Worry about the Weather?" *PS: Political Science & Politics* 46(3): 580-586

Ariel C. Avgar, J. Ryan Lamare, David B. Lipsky, and Abhishek Gupta. 2013. "Unions and ADR: The Relationship between Labor Unions and Workplace Dispute Resolution in U.S. Corporations." *Ohio State Journal on Dispute Resolution* 28(1): 63-106

Maria Figueroa, Jeff Grabelsky and J. Ryan Lamare. 2013. "Community Workforce Agreements: A Tool to Grow the Union Market and to Expand Access to Lifetime Careers in the Unionized Building Trades." *Labor Studies Journal* 38(1): 7-31

J. Ryan Lamare. 2010. "The Interactive Effects of Labor-Led Political Mobilization and Vote Propensity on Turnout: Evidence from Five Elections." *Industrial Relations* 49(4): 616-639

J. Ryan Lamare. 2010. "Union Influence on Voter Turnout: Results from Three Elections." *ILR Review* 63(3): 454-470

Anthony McDonnell, J. Ryan Lamare, Patrick Gunnigle and Jonathan Lavelle. 2010. "Developing Tomorrow's Leaders -- Evidence of Global Talent Management in Multinational Enterprises." *Journal of World Business* 45(2): 150-160

Articles under Review

J. Ryan Lamare, Margaret Huizinga, and Jeffrey Thomas. "Employment Experience Effects on Socio-Politically Extreme Beliefs: Empirical Evidence from Europe." 2nd R&R at *ILR Review*

J. Ryan Lamare and John W. Budd. "The Role of Political Parties in Shaping Women's Labor Market Policies and Outcomes: A Longitudinal Analysis of Party Characteristics, Positions, and Effects." R&R at *Industrial Relations*

## BOOK CHAPTERS

Lorenzo Frangi, John Kallas, J. Ryan Lamare, and Tingting Zhang. 2024. "International Trends in Unionisation." In Michael Morley, Patrick Gunnigle, and David Collings, eds., *Global Industrial Relations*, London: Routledge

Kwon Hee Han, J. Ryan Lamare, and Tingting Zhang. 2024. "The Evolution of Industrial Relations Research Methods: A Review of Key Union Effects Studies from the late 20th to early 21st Century." In Jane Parker, Noelle Donnelly, Sue Ressia, and Mihajla Gavin, eds., *Field Guide to Researching Employment and Industrial Relations*, Cheltenham, UK: Elgar

Ariel C. Avgar, Deborah Hann, J. Ryan Lamare, and David Nash. 2023. "Introduction." *The Evolution of Workplace Dispute Resolution: International Perspectives*, LERA Annual Research Volume

Ariel C. Avgar, J. Ryan Lamare, and Katrina Nobles. 2023. "Up for the Challenge? Alternative Dispute Resolution at a Crossroads in the United States." *The Evolution of Workplace Dispute Resolution: International Perspectives*, LERA Annual Research Volume

John W. Budd and J. Ryan Lamare. 2021. "Worker Voice and Political Participation in Civil Society." In Klaus F. Zimmerman, ed., *Handbook of Labor, Human Resources, and Population Economics*, New York: Springer

J. Ryan Lamare, David B. Lipsky, and Ariel C. Avgar. 2017. "Empirical Evidence on Critical Issues in Employment Arbitration Generally and Under FINRA in Particular." In Alfred Feliu, Wayne Outten, Jackie Drucker, Barry Winograd, and Allan Bloom, eds., *ADR in Employment Law*, Arlington, VA: BNA Books

J. Ryan Lamare, Elaine Farndale, and Patrick Gunnigle. 2014. "Employment Relations and IHRM." In David G. Collings, Geoffrey Wood, and Paula Caligiuri, eds., *The Routledge Companion to International Human Resource Management*, London, UK: Routledge

David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. 2014. "Conflict Resolution in the United States." In William K. Roche, Paul Teague, and Alexander J. S. Colvin, eds., *The Oxford Handbook on Conflict Management*, Oxford, UK: Oxford University Press

J. Ryan Lamare, Jonathan Lavelle, Patrick Gunnigle, and Anthony McDonnell. 2013. "Multinational Companies and Trade Union Recognition in Ireland." In Tom Turner, Daryl D'Art, and Michelle O'Sullivan, eds., *Are Trade Unions Still Relevant? Union Recognition 100 Years On*. Dublin, Ireland: Orpen Press

J. Ryan Lamare. 2011. "Employees without Protections: The Misclassification of Vulnerable Workers in New York." In Malcolm Sargeant and Maria Giovannone, eds., *Vulnerable Workers – Safety, Well-Being, and Precarious Work*. London: Gower

Mark Boocock, Zeenie Hannif, Suzanne Jamieson, J. Ryan Lamare, Felicity Lamm, Christophe Martin, Nadine McDonnell, Cathy Robertson, Peter Schweder, and Boaz Shulruf. 2011. "OHS of Migrant Workers: An International Concern." In Malcolm Sargeant and Maria Giovannone, eds., *Vulnerable Workers – Safety, Well-Being, and Precarious Work*. London: Gower

Danae Anderson, J. Ryan Lamare and Zeenie Hannif. 2011. "The Working Experiences of Student Migrants in Australia and New Zealand." In Robin Price, Paula McDonald, Janis Bailey, and Barbara Pini, eds., *Young People at Work*. London: Gower

Anthony McDonnell, J. Ryan Lamare, and Jonathan Lavelle. 2009. "Managing Across Borders: Autonomy, Coordination and Control in MNCs." In Jonathan Lavelle, Anthony McDonnell and Patrick Gunnigle, eds., *Human Resource Practices in Multinational Companies in Ireland: A Contemporary Analysis*. Dublin: Labour Relations Commission – Ireland

Felicity Lamm, Gaye Greenwood, J. Ryan Lamare, and Barry Foster. 2009. "Bargaining, Negotiation and the Resolution of Conflict." In Erling Rasmussen, *Employment Relations in New Zealand*, 2nd edition. Auckland: Pearson

## CONFERENCE PROCEEDINGS

J. Ryan Lamare. 2012. "Does It Pay to Contact the Same Voters across Multiple Elections? The Effects of Cumulative Labor-Led Political Mobilization Efforts on Turnout." Labor and Employment Relations Association, *Proceedings from the 64th Annual Meeting*

J. Ryan Lamare, Jonathan Lavelle, Patrick Gunnigle, and Anthony McDonnell. 2010. "Is Ireland the '51st State' for US Multinationals? Unionization Determinants amongst MNCs in Ireland." Labor and Employment Relations Association, *Proceedings from the 62nd Annual Meeting*

Jonathan Lavelle, J. Ryan Lamare, Patrick Gunnigle, and Anthony McDonnell. 2009. "Conceptualising 'Double Breasting' and Its Uptake in Multinational Companies: Evidence from Ireland." Association of Industrial Relations Academics of Australia and New Zealand, *Proceedings of the 23rd Conference*

David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. 2009. "Organizational Strategies for the Adoption of Electronic Medical Records: Toward an Understanding of Outcome Variation in Nursing Homes." Labor and Employment Relations Association, *Proceedings from the 61st Annual Meeting*

J. Ryan Lamare. 2008. "Union Mobilization and Voter Turnout in Los Angeles." Association of Industrial Relations Academics of Australia and New Zealand, *Proceedings of the 22nd Conference*

**OTHER PUBLICATIONS**

J. Ryan Lamare and Margaret Huizinga. 2026. Entry: Organized Labor. In Encyclopedia of International Human Resource Management and Global Talent Management (accepted).

J. Ryan Lamare and Margaret Huizinga. 2026. Entry: International Labour Organization (ILO). In Encyclopedia of International Human Resource Management and Global Talent Management (accepted).

J. Ryan Lamare 2021. Book review: McKersie, R.B. (2018). A Field in Flux: Sixty Years of Industrial Relations. *Work and Occupations* 48(4): 502-504

David B. Lipsky, J. Ryan Lamare, and Michael D. Maffie. 2014. "Mandatory Employment Arbitration: Dispelling the Myths." *Alternatives to the High Cost of Litigation* 32(9): 133-146

J. Ryan Lamare. 2014. "The Evolution of ADR Systems at Large U.S. Corporations." *Dispute Resolution Magazine* 20(3): 4-7

Felicity Lamm, Nadine McDonnell, and J. Ryan Lamare. 2014. "The Impact of Disasters on Independent Contractors: Victims of Circumstances." *E-Journal of International and Comparative Labour Studies* 3(3): 79-109

J. Ryan Lamare. 2013. "The Arbitration of Employment Discrimination Cases in the Securities Industry." *Dispute Resolution Journal* 68(1): 97-102

David Holman, J. Ryan Lamare, Damian Grimshaw, Lynne Holdsworth, and Mick Marchington. 2012. *The Diffusion of 'Good' HR Practices Across the Supply Chain*. Manchester, UK: Advisory, Conciliation, and Arbitration Service (July)

Maria Figueroa, Jeff Grabelsky, and J. Ryan Lamare. 2011. *Community Workforce Provisions in Project Labor Agreements: A Tool for Building Middle-Class Careers*. Ithaca, NY: Cornell University ILR School (October)

John Logan, Erin Johansson, and J. Ryan Lamare. 2011. *New Data: NLRB Process Fails to Ensure a Fair Vote*. Berkeley, CA: UC Berkeley Center for Labor Research and Education (June)

J. Ryan Lamare. 2011. "Review of *Working for Justice: The L.A. Model of Organizing and Advocacy*." *ILR Review*, Vol. 64, Iss. 4 (July)

David B. Lipsky, Ronald L. Seeber and J. Ryan Lamare. 2010. "Equity and Efficiency in Employment Arbitration: Lessons from FINRA." *Dispute Resolution Journal* (February)

Fred B. Kotler, J. Ryan Lamare, and Linda H. Donahue. 2007. *The Cost of Worker Misclassification in New York State*. Ithaca, New York: Cornell University, ILR School

## COURSES TAUGHT

*London School of Economics*

The Management of People in Global Companies
Employment Relations and Human Resource Management Seminar
A Social Sciences Perspective of Academic Research in Management
Advanced Quantitative Analysis for Research in Management

*University of Illinois at Urbana-Champaign*

Collective Bargaining
Game Theory and HR Strategy
Human Resource Management
HRM and Strategy
Industrial Relations Theory
Negotiations
Workplace Dispute Resolution

*Pennsylvania State University*

Intro to Employment Relations
Seminar in Employment Relations
Workplace Dispute Resolution

*University of Manchester*

Human Resource Management
International Human Resource Management
Strategic Human Resource Management

## RESEARCH GRANTS

National Academy of Arbitrators (2020), seed grant for research on workplace conflict management

Cornell Center for Advanced Human Resource Studies (2019), grant for research on organizational conflict management strategies at Fortune 1000 firms (with Ariel C. Avgar and David B. Lipsky)

National Academy of Arbitrators (2019), grant for research on organizational conflict management strategies at Fortune 1000 firms (with Ariel C. Avgar and David B. Lipsky)

Center for Global Studies at Pennsylvania State University (2014), grant for research on cross-national comparisons of alternative dispute resolution systems at large U.K. and U.S. corporations

Searle Civil Justice Institute at the Law & Economics Center at George Mason University School of Law (2013), highly competitive grant for research on employment arbitration in the securities industry (with David B. Lipsky)

Fairness at Work Pilot Project (2011), grant for research on the diffusion of HR practices across supply chains (with Damian Grimshaw, David Holman, Mick Marchington, and Jill Rubery)

ACAS Research Partnership (2010-2011), grant for research on the diffusion of HR practices across supply chains (with Damian Grimshaw, David Holman, Mick Marchington, and Jill Rubery)

Seed Funding Research Grant (2008-2010), grant for research on governance structures and multinational companies (with Jonathan Lavelle)

## INVITED TALKS

"Industrial Relations Research in the Era of Crises: Rethinking How Unions and Politics Interact." BUIRA keynote address (2024)

"An Empirical Analysis of Race and Political Partisanship Effects on Workplace Mobility Outcomes during Lockdown, Reopening, and Endemic COVID-19." IRRU, Warwick Business School (2022)

"Leveraging ADR to Deliver on Strategic Goals in Organizations: Evidence and Applications from the U.S." PrOPEL Hub masterclass organized by University of Strathclyde, Sheffield University, and CIPD (2021)

"An Empirical Assessment of Employment Arbitration Agreements." Invited panel discussant. George Mason University (2019)

"Vulnerability, Immigration, and Political Participation: Empirical Evidence from California," University of Illinois at Urbana-Champaign (2018)

"The Strategic Underpinnings of Conflict Management in U.S. Corporations: Evidence from a Survey of Fortune 1000 Companies." Sheffield University (2014); Pennsylvania State University (2014)

"Resolving Discrimination Complaints in Employment Arbitration: An Analysis of the Experience in the Securities Industry." George Mason University (2013)

"Living with ADR: Evolving Perceptions and Use of Mediation, Arbitration and Conflict Management in Fortune 1,000 Corporations." Yale University (2013)

"The Effects of Gender and Repetition on Securities Industry Employment Arbitration Awards." American Rights at Work (2012)

"Employee Representation, Multinational Companies and Institutional Context: Union Recognition in Canada, Ireland, and the United Kingdom." Pennsylvania State University (2011)

"The Industrial Relations System in the United States." University of Limerick (2009, 2010); Trinity College Dublin (2009)

"Union Mobilization and Voter Turnout in Los Angeles: The County Federation of Labor in Politics." Cornell University (2008)

"The Misclassification of Vulnerable Workers." Cornell University (2007)

"Unions and Politics." LeMoyne University (2006)

## SELECTED CONFERENCE PRESENTATIONS

"AI and Voice at Work"
2026 *ILR Review* conference

"Employment Experience Effects on Socio-Politically Extreme Beliefs: Empirical Evidence from Europe"
2024 ESA; 2024 BUIRA; 2024 LERA

"Organizational Governance and Trade-Offs Between Pay and Subjective Employee Well-Being: A Comparative Analysis"
2024 BUIRA; 2024 LERA; 2023 *BJIR* conference

"An Empirical Analysis of Race and Political Partisanship Effects on Workplace Mobility Outcomes during Lockdown, Reopening, and Endemic COVID-19"
2022 AIRAANZ; 2022 LERA

"The Relative Importance of Employment Relations Ideas in Politics: A Comparative, Longitudinal Analysis of Political Party Manifestos"
2021 AIRAANZ; 2021 LERA; 2021 ILERA; 2021 BUIRA

"The Importance of Political Systems for Trade Union Membership, Coverage, and Influence: Theory and Evidence"
2020 SASE; 2020 ILERA

"Differences in Union Membership and Influence: Theorizing and Analyzing the Importance of Comparative Electoral Systems"
2020 ILERA; 2020 SASE; 2018 ILERA; 2018 LERA

"Acculturation/Assimilation, Voter Mobilization and Group Threats: Exploring Alternative Pathways to Latino Voter Turnout"
2019 LERA; 2018 Precarious Work and Vulnerable Workers conference

"Sourcing and Quality of Third-Party Neutrals and ADR Practices: Evidence from a Survey of Fortune 1000 Companies"
2018 ILERA; 2018 LERA

"The Devil Is in the Details: Attorney Effects on Employment Arbitration Outcomes"
2017 *ILR Review* conference

"The Strategic Underpinnings of Conflict Management Practices in U.S. Corporations: Evidence from a New Survey of Fortune 1000 Companies"
2017 *ILR Review* conference; 2016 LERA; 2014 LERA; 2012 ILERA

"Learning about Democracy at Work: Cross-National Evidence on the Wider Political Effects of Employee Participation in Decision-Making"
2017 International Conference on Democracy and Participation in the 21st Century; 2014 CRIMT

"Understanding Financial Participation across Market Economies"
2014 Academy of Management

"Union Experience and Worker Policy: Legislative Behavior in California, 1999-2012"
2014 LERA

"Independent, Dependent, and Employee: Contractors and New Zealand's Pike River Coal Mine Disaster"
2014 Industry Studies Association; 2013 Precarious Work and Vulnerable Workers conference

"Beyond Repeat Players: Experience and Employment Arbitration Outcomes in the Securities Industry"
2012 UNLV William S. Boyd Law School Symposium on Workplace Democracy

"Unions as Conduits of Democratic Voice for Non-elites: Worker Politicization from the Shop Floor to the Halls of Congress"
2012 UNLV William S. Boyd Law School Symposium on Workplace Democracy

"Does It Pay to Contact the Same Voters across Multiple Elections? The Effects of Cumulative Labor-Led Political Mobilization Efforts on Turnout"
2012 LERA

"Union Status and Double-Breasting at Multinational Companies in Three Liberal Market Economies"
2011 CRIMT; 2010 *ILR Review* conference; 2009 ILERA; 2009 AIRAANZ

"The Effect of Gender on Awards in Employment Arbitration Cases: The Experience in the Securities Industry"
2011 LERA

"The Working Experiences of Student Migrants in Australia and New Zealand"
2011 AIRAANZ; 2010 BSA Work, Employment, and Society conference

"The Invisible Migrant Worker: An Investigation into the OHS of Migrant Samoan Workers"
2010 BSA Work, Employment, and Society conference

"The Misclassification of Vulnerable Workers in New York: Prevalence and Effects in Construction and Other Industries"
2010 Health and Safety and Vulnerable Workers in a Changing World of Work conference

"Is Ireland the '51st State' for US Multinationals? Determinants of Union Recognition and Avoidance at MNCs in Ireland"
2010 LERA

"Developing Tomorrow's Leaders -- Evidence of Global Talent Management in Multinational Companies"
2009 IHRM

"Pathways to Better Healthcare: Electronic Medical Records, Employment and Labor Relations, and Resident Care in Nursing Homes"
2009 LERA

"Union Mobilization and Voter Turnout in Los Angeles"
2008 AIRAANZ

*Conference Activities*

Conference program committee member
2018 LERA; 2018 Precarious Work and Vulnerable Workers conference; 2017 LERA; 2016 LERA; 2011 Managing Occupational Health and Safety in Small, Culturally Diverse Workplaces: Issues and Solutions conference

Conference session organizer/chair
2024 LERA; 2022 LERA; 2018 LERA; 2017 LERA; 2016 LERA; 2013 LERA; 2012 LERA; 2012 ILERA; 2008 AIRAANZ

Conference session discussant
2017 LERA; 2015 LERA; 2012 LERA

## SHORT-TERM ACADEMIC VISITS AND NON-ACADEMIC POSITIONS

Visiting Appointments: University of Manchester (Visiting Researcher, 2011-2012); University of Limerick (Associate Research Scholar, 2010-2012)

Short-Term Academic Visits: Monash University (2008); Auckland University of Technology (2008); University of Montreal (2009)

Adjunct Appointments: Auckland University of Technology (Centre for Occupational Health and Safety Research, 2008-2012)

Non-Academic Positions: American Rights at Work (Research Analyst, 2010-2012)

## SERVICE AND PROFESSIONAL ASSOCIATIONS

Ad-hoc Reviewer: *ILR Review*; *Industrial Relations*; *British Journal of Industrial Relations*; *European Journal of Industrial Relations*; *Relations Industrielles/Industrial Relations*; *Economic and Labor Relations Review; Journal of Industrial Relations; Advances in Industrial and Labor Relations; Labor Studies Journal*; *New Zealand Journal of Employment Relations*; *Human Relations*; *Journal of World Business*; *Human Resource Management Journal*; *Human Resource Management Review*; *International Journal of Management Reviews; Social Science Quarterly; Sociological Forum; Journal of Policy Analysis and Management; American Political Science Review; American Journal of Political Science; American Politics Research; Nature Human Behaviour*

PhD supervision
Brandon C. Grant (chair – first position at SUNY-Farmingdale)

Aibak Hafeez (chair – first position at Cornell University)
Weihao Li (chair – first position at IAMW Union)
Yin Lee (first position at NEOMA Business School)
Ki-Jung Kim (first position at Eastern Kentucky University)
Kwon Hee Han (first position at Louisiana State University)
Margaret Huizinga (current student)

Committee membership (*London School of Economics*): Faculty Group Lead (2024-present); PhD Programme Director (2024-present); ER/HR Search Committee (2023-2024); macro OB search committee (2024)

Committee membership (*University of Illinois*): Dean Search Committee (2018-2019, 2021-2022); IR Search Committee (2018, 2020, chair, 2021, chair); Soderstrom Professor Search Committee (2019, chair); HR/IR Search Committee (2015-2016, 2023, chair); Executive Committee (2017-2020, 2021-2024); Speakers Scholars Series Committee (2015-2016); PhD Advisory Committee (2015-2023); MHRIR Admissions Committee (2020-2023); Faculty Senate (2016-2017); Council for Learning Outcomes Assessment (2017-2020); Provost's Labor Advisory Group (2019-present); Illinois International Program Advisory Committee (2019-2023)

Committee membership (*Penn State*): Undergraduate Committee (2012-2015); Graduate Committee (2012-2015); Search Committee (2012-2015); Strategic Planning Committee (2013-2015)

Research group membership (*University of Manchester*): Fairness at Work Research Group (2010-2012); European Work and Employment Research Centre (2010-2012)

Labor and Employment Relations Association: Secretary-Treasurer (2019-2020); Editorial Committee Chair (2020-2024); Poster Session Chair (2016-2019)

PhD student external examiner: Catherine Robertson (Auckland University of Technology, 2018)

Funding proposal reviewer: Czech Science Foundation (2013)

Board member: LERA, Washington, DC chapter (2011-2012)

Professional associations: LERA; ILERA; AOM; ESA; AIRAANZ