

Ruth Reaney

London School of Economics and Political Science (LSE)
Department of Management
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EDUCATION

Queen's University Belfast 2014 – 2017 (expected)
Doctor of Philosophy (PhD)
Title: *A study of inter-union rivalry and cooperation in the French automobile industry.*

Queen's University Belfast
MSc. in Human Resource Management (CIPD-certified) 2013-2014

Queen's University Belfast
LLB Common and Civil Law with French 2008-2012

EMPLOYMENT

London School of Economics and Political Science (LSE), September 2017 to present

LSE Fellow

I am currently employed as a fellow at LSE, where I teach postgraduate courses such as Organisational Behaviour, Cross-Cultural Management, and Globalisation and Human Resource Management. I am also continuing my research on trade union behaviour.

RESEARCH STATEMENT & INTERESTS

My main area of research is concerned with trade union response to institutional change. To date, this has focused on inter-union dynamics in France, where trade unionism has traditionally been characterised by division, rivalry and fragmentation. In a context of increased bargaining decentralisation, my research examines sub-sectoral employment relations to determine whether inter-union divisions persist in the face of institutional change, or if trade unions have the capacity to overcome their differences in order to defend workers' interests. Other areas of interest include trade union bargaining patterns in light of a more powerful, internationally mobile capital, and the role of "class" in defining trade union identity.

Interests: *Work, Employment, Comparative Employment Relations, French and European Trade Unionism, Industrial Relations, Human Resource Management.*

ACADEMIC PUBLICATIONS

Reaney, R. and Cullinane, N. (*Forthcoming*, 2017) "Workplace unionism under decentralised bargaining in France: A case study of the CGT in the car industry" *Industrial Relations Journal*.

OTHER PUBLICATIONS

Reaney, R. (2017) "Macron's woes: French unions are gearing up for major strikes", *The Conversation*, <http://bit.ly/2xL3U9q>

CONFERENCE PROCEEDINGS

Reaney, R. and Cullinane, N. 2017 “Reinforced fragmentation or coherent cooperation? The impact of the 2008 representativeness reform on local union strategy in the French automobile industry”, *35th Annual International Labour Process Conference*.

Reaney, R. and Cullinane, N. 2016 “Labour relations in the French auto industry: Examining the impact of competitive pressures on cooperation amongst traditionally divided trade unions”, *34th Annual International Labour Process Conference*.

Reaney, R. and Cullinane, N. 2015 “Coercive Comparisons, Micro-corporatism and Historical Institutionalism: Examining Institutional Change in the French Automobile Industry”, *33rd Annual International Labour Process Conference*.

INTERNAL PRESENTATIONS

Reaney, R. and Cullinane, N. 2016. “Inter-union dynamics in the French auto industry: the impact of relocation threats on relations between traditionally divided trade unions”, presented at *Queen’s Management School Doctoral Colloquium*, Queen’s University Belfast.

Reaney, R. 2015. “Do the new labour relations strategies of French automakers promote cooperation amongst rivalrous trade unions?”, presented at *Queen’s Management School PhD Seminar Series*, Queen’s University Belfast.

RESEARCH GRANTS

Award Type	Awarding Body	Value	Year
DEL PhD Scholarship	N.I. Department for Employment and Learning	£57,000	2014
		Total Value	£57,000

OTHER ACTIVITIES

Reviewer	Irish Academy of Management Conference	2017
Discussant	Queen’s Doctoral Colloquium	2016/2017
Gender Equality Committee Member	Queen’s Management School	2016-Present

ADMINISTRATION EXPERIENCE

Module Coordinator: Designing teaching materials, organising module content, managing student issues, managing module moderation, contributing to exam and module review boards, and designing and grading continuous assessments and examinations.

Gender Equality Committee: Monitoring and reporting data relating to undergraduate, postgraduate taught and postgraduate research students, developing action items based on this data where necessary, written and oral contribution to report development for Athena SWAN Bronze Award application (submitted April 2017).

SKILLS

Languages: English (native speaker reading, writing speaking), French (advanced reading, writing, speaking), German (intermediate reading, writing, speaking)

Qualitative Software: NVivo (proficient)

Creation and Delivery of Modules: Developed through role as Module Coordinator on two undergraduate modules whose content, delivery and structure were positively evaluated by students (average 5/5 module evaluation score).

Collaboration in Teaching and Research: Developed through roles as Teaching Assistant on undergraduate modules where collaboration with the Module Coordinator was required to deliver high-quality teaching and through cultivating an emerging body of research for publication.

Oral Communication: Developed through successfully delivering research paper presentations at international conferences and internal seminars, and delivering lectures and tutorial presentations which were positively evaluated (average 4.9/5 score).

Written Communication: Developed through writing research papers and abstracts accepted to international conferences and preparing research papers for submission to ranked journals.

TEACHING EXPERIENCE

Module	Level	Role	Date	Evaluation Score
International and Comparative Human Resource Management	B.A. (Level 3)	Coordinator & Lecturer	2016	5/5
People Resourcing	B.A. (Level 3)	Coordinator & Lecturer	2015	5/5
Human Resource Management	BSc. (Level 2)	Teaching Assistant	2015	4.8/5
			Average	4.9/5

OTHER TEACHING ACTIVITIES

Module	Task	Date
BSc. Human Resource Management	Grading Continuous Assessment (approx. 160)	Spring, 2017
BSc. Human Resource Management	Grading Examination Scripts (approx. 170)	Spring, 2016 Spring, 2017
MSc. Research Methods	Organising and Leading Dissertation Workshop	Spring, 2016