

Christine A. Riordan

School of Labor and Employment Relations
University of Illinois at Urbana-Champaign
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ACADEMIC POSITIONS

Assistant Professor, School of Labor and Employment Relations
University of Illinois at Urbana-Champaign, 2019-present

EDUCATION

Institute for Work and Employment Research
Massachusetts Institute of Technology, Sloan School of Management
Doctoral Candidate, September 2012 – February 2019
Master of Science, Management Studies, 2015

Robert F. Wagner Graduate School of Public Service at New York University
Master of Urban Planning, Economic Development and Housing Specialization, May 2008
Independent Research Capstone: Immigrant Labor in an Urban Economy: Mexican Workers in Philadelphia’s Construction Industry

University of California, Los Angeles
Bachelor of Arts, International Development Studies, December 2002
Bachelor of Arts, Spanish Literature, December 2002

School for International Training, Nicaragua and El Salvador
Applied to B.A. in International Development and BA in Spanish at UCLA, Fall 2002
Program: Revolution, Transformation and Civil Society

ACADEMIC PUBLICATIONS

Kochan, T., Riordan, C. Kowalski, A., Khan, M., & Yang, D. (forthcoming). The changing nature of employee and labor-management relationships. *Annual Review of Organizational Psychology and Organizational Behavior*.

Kochan, T. & Riordan, C. (2016). Employment relations and growing income inequality: Causes and potential options for its reversal. *Journal of Industrial Relations*, 58(3): 419-440.

Riordan, C. & Osterman, P. (2016). Externalization of work by corporate law firms: Implications for careers and the profession. In Burton, D., Cohen, L., & Lounsbury, M. (Eds). *Research in the*

Sociology of Organizations pp.335-363. Emerald Group Publishing Limited.

Iskander N., Riordan C., & Lowe N. (2013). Learning in place: Immigrant spatial and temporal strategies for occupational advancement. *Economic Geography*, 89:53-75.

Iskander N., Lowe N., & Riordan C. (2010). The rise and fall of a micro-learning region: Mexican immigrants and construction in center-south Philadelphia. *Environment and Planning A*, 42(7): 1595-1612.

IN PROGRESS

Riordan, C., & Kowalski, A. From Bread and Roses to #MeToo: Revisiting the bases and dynamics of conflict in IR theory. Accepted to the *Industrial and Labor Relations Review* Special Issue Conference: Toward New Theories in Employment Relations, May 2018. *Currently under review*.

Riordan, C. Task-based stratification: How technical, social, and relational characteristics of tasks drive stratification in corporate law. (Submitting to *Administrative Science Quarterly*).

Riordan, C. Task allocation and stratification: An analysis of tasks, opportunities, and rewards in legal careers. Working paper.

Helfen, M., Pekarek, A., & Riordan, C. Organizational institutionalism and employment relations: Shared concerns and new possibilities. Working paper.

PRESENTATIONS AND CONFERENCES

“Task allocation and stratification: The distribution of opportunity structures in large law firms.”
Law and Society. Toronto, Canada. June 2018.
Labor and Employment Relations Association. Baltimore, MD. June 2018.
European Group on Organization Studies, Industrial Relations and Organizations Subtheme.
Tallinn, Estonia. July 2018.

“The social formation of conflict and the challenge it poses to industrial relations theory.” With Kowalski, A.
ILR Review Conference and Special Issue: Toward New Theories in Employment Relations.
MIT Sloan School of Management. Boston, MA. May 2018.

“A rolling stone gathers no moss? Corporate law, restructuring, and stratification of opportunity structures.”
Academy of Management. Chicago, IL. August 2018
Law and Society. Mexico City, Mexico. June 2017.
American Sociological Association, Roundtable discussion. Montreal, Canada. August 2017.

“Relationships, perceptions, and power: Conflict and negotiation in the diffused employment

relationship.” With Kowalski, A.

Labor and Employment Relations Association. Anaheim, CA. May 2017.

European Group on Organizational Studies, Industrial Relations and Organizations Subtheme. Copenhagen, Denmark. July 2017.

“One relationship to rule them all: What an employment relations perspective means for relationships at work.” With Kowalski, A., Khan, M., and Yang, D.

Institute for Work and Employment Seminar Series, MIT Sloan School of Management.

Boston, MA. November 2016.

“Restructuring in corporate law Firms: Implications of a changing division of labor for organizational inequality.”

Institute for Work and Employment Seminar Series, MIT Sloan School of Management.

Boston, MA. November 2015.

Industry Studies Association and Labor and Employment Relations Association (Joint Session). Minneapolis, MA. May 2016.

“Externalization of work by corporate law firms: Implications for careers and the profession.”

People and Organizations Conference, Wharton School of Business, University of Pennsylvania. Philadelphia, PA. October 2014.

Labor and Employment Relations Association Winter Meeting. Boston, MA. January 2015.

Discussant, “Coping with and bouncing back from job loss.” Academy of Management, Chicago, IL. 2018.

COURSES TAUGHT

University of Illinois at Urbana-Champaign

LER 542 Collective Bargaining

MIT Sloan School of Management

15.662x: Shaping the Future of Work, MITx (Instructor: Kochan, T.)

Video lectures: The Decline of Unions, Emerging Forms of Worker Voice, Worker Voice and Technology

15.301: Managerial Psychology (Instructor: Osterman, P.)

Teaching Section: Research Methods in the Social Sciences

RESEARCH ASSISTANTSHIPS

MIT Sloan School of Management and MIT Leadership Center, 2016-2017

Prof. Deborah Ancona

Qualitative data analysis (interview coding, content analysis); interview-based fieldwork.

Robert F. Wagner Graduate School of Public Service, NYU, 2006-2009

Prof. Natasha Iskander

Ethnographic and interview-based fieldwork; qualitative and quantitative data analysis.

PROFESSIONAL SERVICE AND MEMBERSHIPS

Reviewer, *Labor Studies Journal*, 2018.

Reviewer, *Humanity and Society*, 2017.

Member, Labor and Employment Relations Association, 2013-present.

Co-convener: Annual PhD Consortium, Labor and Employment Relations Association Annual Meeting. Portland, OR. June 2015.

Member, American Sociological Association, Labor and Labor Movements Section, 2016-present.

Member, European Group on Organizational Studies. 2017-present.

Member, Academy of Management, Careers Section. 2017-present.

Co-convener, PhD Working Group, Institute for Work and Employment Research, MIT Sloan. 2015-2016

OTHER ACTIVITIES AND SKILLS

Language Spanish: Advanced proficiency (oral, writing, and reading).

San Francisco Day Labor Program: Volunteer ESL Instructor. San Francisco, CA. 2004-2006