

# Tingting Zhang

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Updated on August 2, 2024

## CURRENT ACADEMIC POSITIONS

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|---|----------------|
| Assistant Professor (Tenure Track)<br>School of Labor & Employment Relations, University of Illinois at Urbana-Campaign                 | 2021 - present |
| Affiliated Faculty (Courtesy appointment)<br>Women and Gender in Global Perspectives Program, University of Illinois at Urbana-Campaign | 2021 - present |
| Research Affiliate (Courtesy appointment)<br>Knee Center for the Study of Occupational Regulation, West Virginia University             | 2021 - present |

## EDUCATION

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Ph.D., Industrial Relations and Human Resources, University of Toronto  
M.A., Economics, University of Toronto  
B.A. Honours, Economics, University of British Columbia  
B.Sc., Computer Science, Shandong University

## REFEREED JOURNAL PUBLICATIONS

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† equally contributed as first authors; † Equal contribution and authors listed in alphabetical order  
\* graduate student coauthor

- [18] † Frangi, L. , Signoretti, A. , & **Zhang, T.** (forthcoming). Union officers' turnaway: Push, pull, and values in Canada, Italy, and the United States. *British Journal of Industrial Relations*.
- [17] † Smith, C., **Zhang, T.**, Frangi, L., & Duxbury, L. (2023). Would you like to become a union leader? Analyzing leadership intentions through a generational lens. *Industrial Relations Journal*, 54(6), 425-444. doi:10.1111/irj.12402. [Open Access](#).
- [16] Lyu, M.†, **Zhang, T.**†, & Ye, H. (2023). Occupational licensing and delicensing: Latest evidence in China. *British Journal of Industrial Relations*, 61(4), 895-921. doi:10.1111/bjir.12747. [Open Access](#).
- [15] Fang, T., **Zhang, T.**, & Hartley, J.\* (2023). Determinants of small businesses' attitudes towards hiring immigrants: Evidence from the Atlantic Canada. *Journal of Immigrant and Refugee Studies*, 1-16. doi: 10.1080/15562948.2023.2219634.
- [14] **Zhang, T.** & Zhang, P. (2023). Uneven returns to non-degree credentials for older workers. *Work, Aging and Retirement*. doi:10.1093/workar/waad007.
- [13] **Zhang, T.**, Banerjee, R., & Amarshi, A.\* (2023). Does Canada's Express Entry meet the challenges of the labour market?. *Journal of Immigrant and Refugee Studies*, 21(1), 104-118. doi:10.1080/15562948.2022.2133201.
- [12] Frangi, L. & **Zhang, T.** (2022). Global union federations on affiliates' websites: Forces shaping unions' global organizational identity. *British Journal of Industrial Relations*, 60(2), 444-466. doi:10.1111/bjir.12631.
- [11] **Zhang, T.** & Gunderson, M. (2022). The differential impact of COVID-19 on labour market outcomes of immigrants in Canada. *Canadian Public Policy*, 48(3), 473-490. doi:10.3138/cpp.2021-043.

- [10] Frangi, L., **Zhang, T.**, & Banerjee, R. (2021). Constructing inequalities: Tenure trajectories of foreign-born workers and union strategies in the Milan construction sector. *British Journal of Industrial Relations*, 59(2), 474-502. doi:10.1111/bjir.12567.
- [9] † Dhuey, E., Lamontagne, J., & **Zhang, T.** (2021). Full-day kindergarten: Effects on maternal labor supply. *Education Finance and Policy*, 16(4), 533-557. doi:10.1162/edfp\_a\_00321. [Open Access](#).
- [8] † Banerjee, R., Hou, F., Reitz, J., & **Zhang, T.** (2021). Evaluating foreign skills: The effects of credential assessment on skilled immigrants' labor market performance in Canada. *Canadian Public Policy*, 47(3), 358-372. doi:10.3138/cpp.2021-014.
- [7] **Zhang, T.** & Banerjee, R. (2021). Bridges or barriers? The long-term earnings effects of immigrants' early labor market adversities. *International Migration Review*, 53(3), 646-670. doi:10.1177/01979183211000286.
- [6] Frangi, L.†, **Zhang, T.†**, & Hebdon, R. (2020). Tweeting and retweeting for 'fight for \$15': Unions as adaptive dinosaur leaders?. *British Journal of Industrial Relations*, 58(2), 301-335. doi:10.1111/bjir.12482.
- [5] **Zhang, T.** & Gunderson, M. (2020). Impact of occupational licensing on wages and wage inequality: Canadian evidence 1998 - 2018. *Journal of Labor Research*, 41(4), 338-351. doi:10.1007/s12122-020-09310-7.
- [4] † Berry, M., Gomez, R., Kaufman, B., Wilkinson, A., & **Zhang, T.** (2020). Is it "you" or "your workplace"? Predictors of job-related training in the Anglo-American world. *International Journal of Training and Development*, 24(3), 173-203. doi:10.1111/ijtd.12192. [Media: LSE Business Review](#)
- [3] **Zhang, T.** (2019). Effects of occupational licensing on compensation in Canada. *British Journal of Industrial Relations*, 57(4), 791-817.
- [2] † Banerjee, R., Verma, A., & **Zhang, T.** (2019). Brain gain or brain waste? Horizontal, vertical, and full job-education mismatch and wage progression among skilled immigrant men in Canada. *International Migration Review*, 53(3), 646-670.
- [1] † Gomez, R., Gunderson, M., Huang, X., & **Zhang, T.** (2015). Do immigrants gain or lose by occupational licensing?. *Canadian Public Policy*, 41(Supplement 1), S80-S97.

## REFEREED CONFERENCE PROCEEDINGS & WORKING PAPERS

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- [6] Fang, T., **Zhang, T.**, & Hartley, J.\* (2023). Examining the determinants of managers' hiring attitudes towards immigrant workers: Evidence from an employer survey. *IZA Discussion Papers*, No. 16219. [Access](#)
- [5] Banerjee, R., **Zhang, T.**, & Amarshi, A.\* (2022). Does diversity and inclusion include immigrants? Employer and skilled newcomer experiences and perspectives from the Canadian context? *Academy of Management Proceedings*, 2022(1). [Best Paper for the Gender and Diversity (GDO) division] doi:10.5465/ambpp.2022.95.
- Dorothy Harlow Best Conference Paper Award, Academy of Management Annual Meeting, 2022
- [4] Mysicka, R., Culter, L., & **Zhang, T.** (2020). Licence to capture: The cost consequences to consumers of occupational regulation in Canada. CD Howe Institute Research Paper. No. 575. [Access](#)
- [3] † Dhuey, E., Lamontagne, J., & **Zhang, T.** (2019). The impact of full-day kindergarten on maternal labour supply. *IZA Discussion Papers*, No. 12507. [Access](#)
- [2] **Zhang, T.** (2018). Does occupational licensing increase income inequality? *Academy of Management Proceedings*, 2018(1). doi.org/10.5465/AMBPP.2018.62. [Best Paper for the Social Issues Management (SIM) division] doi:10.5465/ambpp.2018.62.
- [1] † Bryson, A., Gomez, R., & **Zhang, T.** (2014). All-star or benchwarmer? Relative age, cohort size and career success in the NHL. *IZA Discussion Papers*, No. 8645. [Access](#)

## BOOK CHAPTERS

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- [6] † Frangi, L., Kallas, J., Lamare, R., & **Zhang, T.** (forthcoming). International trends in unionization. *Global Industrial Relations*.
- [5] † Han, K.\*, Lamare, R., & **Zhang, T.** (forthcoming). The evolution of industrial relations research methods: A review of key union effects studies from the late 20th to early 21st century.
- [4] † Han, K.\*, **Zhang, T.**, & Bruno, R. (2024). Union representation during a pandemic: The case of K-12 school COVID protocols, public health and individual autonomy. *Project for Middel Class Renewal*. School of Labor & Employment Relations, UIUC.
- [3] † Lewin, D. & **Zhang, T.** (2024). Collective bargaining in the high technology sector. In Howard, S. & Clark, P. (Eds.), *Collective Bargaining under Duress II*, LERA 2024 Research Volume.
- [2] Frangi, L. & **Zhang, T.** (2024). Union identity and appeal. In Gall, G. (Eds.), *The Handbook on Labor Unions*. ISBN:9781788215510.
- [1] † Bryson, A., Gomez, R., & **Zhang, T.** (2017). All-star or benchwarmer? Relative age, cohort size and career success in the NHL. In Frick, B. (Eds.), *Breaking the Ice: The Economics of Hockey*. Springer: Springer Publishing.

## REPORTS & WHITE PAPERS

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- [6] Han, K.\*, **Zhang, T.**, & Bruno, R. (2024). Union representation during a pandemic: The case of K-12 school COVID protocols, public health and individual autonomy. *Project for Middel Class Renewal*. School of Labor & Employment Relations, UIUC.
- [5] Banerjee, R., **Zhang, T.**, & Frangi, L. (2022). The apprenticeship pathway: Skilled trades and immigrant integration in Canada. Research Initiative on Education + Skills (RIES) Report.
- [4] Albert, K. & **Zhang, T.** (2021). Uneven returns to credentials for older workers with baccalaureate degrees: A study of nationally representative survey data on college graduates. AARP Research Report.
- [3] von Rueden, C., Bambalaitė, I., & **Zhang, T.** (2020). Section 3.2.1 North America - Canada in Measuring occupational entry regulations: A new OECD approach. OECD Economics Department Working Papers, No. 1606, OECD Publishing, Paris. [Access](#)
- [2] Timmons, E.†, **Zhang, T.†**, & Bryson, A. (2019). Occupational licensing - benefits and barriers. *Perspectives on Work*. University of Illinois Press.
- [1] Gunderson, M., **Zhang, T.**, & Dijkema, B. (2017). Up, up, and away: The impact of restrictive tendering on municipal contracting in Ontario. Cardus Construction Competitiveness Monitor Research Paper.

## OP-ED PIECES & BOOK REVIEWS

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- [5] Kim, K.\* & **Zhang, T.** (2023). Book Review: International & Comparative Employment Relations (7th edition), edited by Greg Bamber, Fang Lee Cooke, Virginia Doellgast, & Chris F. Wright. *Comparative Labor Law and Policy Journal*.
- [4] **Zhang, T.** (2022). A new New Deal?. Book Review: Shaping the Future of Work: A Handbook for Action and a New Social Contract, by Tom Kochan & Lee Dyer. *Perspectives on Work*. University of Illinois Press.
- [3] **Zhang, T.**, Lyu, M., & Timmons, E. (2021). What the US and EU can learn from China's occupational licensing reform? Knee Center for the Study of Occupational Regulation. [Access](#)
- [2] Frangi, L.†, **Zhang, T.†**, & Hebdon, R. (2020). Can unions become social media opinion leaders?. London School of Economics Business Review. [Access](#)

- [1] Gunderson, L., **Zhang, T.**, Gomez, R. (2020). Relaxing restrictions on occupational licensing as a response to COVID-19. *Master Post: Policy Responses to COVID-19*. Center for Industrial Relations & Human Resources, University of Toronto. Also published on the Canadian Law of Work Forum. [Access](#)

## SUBMITTED PAPERS

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- [1] Yang, D.†, & **Zhang, T.**† “Voice without Representation: Worker Voice in China’s Networked Public Sphere.” 3<sup>rd</sup> revised & resubmitted to *ILR Review*.
- [2] **Zhang, T.**, & Frangi, L. “A Transformation towards Social Movement Unionism? Examining Social Media Networks in the Case of Fight for \$15.” Revise & resubmit to *ILR Review*.
- [3] Frangi, L.†, Fiorrito, J.†, & **Zhang, T.**† “Enhancing Comparative Industrial Relations: Revisiting the United States-Canada Union Puzzle through Union Voting Intentions.” Reject and resubmit at *ILR Review*.
- [4] Banerjee, R., **Zhang, T.**, & Amarshi, A. “Does Diversity and Inclusion Include Immigrants? Employer and Skilled Newcomer Experiences and Perspectives from the Canadian Context.” Under review at *Diversity, Equity and Inclusion*.

## RESEARCH IN PROGRESS

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“The Shifting Locus of Labor Conflicts.” (joint with Frangi, L.) Finalizing manuscript. Target journal: *ILR Review*.

“No Jab, No Job? Labor Unions’ Decision-Making and Communication about the Vaccine Mandate.” (joint with Robert Bruno, Kwon Hee Han). Manuscript in preparation. Target journal: *ILR Review*.

“The Impacts of Full-day Kindergarten Programs on Labor Market Outcomes, Childcare Spending, and Welfare Transfers: Evidence from Canadian Tax Records.” (joint with Elizabeth Dhuey). Data analyses in progress.

## PEER-REVIEWED CONFERENCE PRESENTATIONS

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### Labor and Employment Relations Association Annual Meeting

- “*The Evolution of Between- and Within-Field Legitimacy in Industrial Relations: Examining the Methodologies of Thirty Years of Union Effects Studies.*” 2024
- “*Voice without Representation: Worker Voice in China’s Networked Public Sphere.*” 2024
- “*The State of Organizing and Collective Bargaining in the Information Technology Industry.*” 2024
- “*The Development of Collective Labor Conflicts in the Past Three Decades in the US.*” 2024
- “*Longitudinal Predictors of Skill Demands.*” 2024
- “*Shifting Gears in the Gig Economy: A Study of Mobility among Chinese Food Delivery Couriers.*” 2024
- “*When Union Officers Leave the Unions: A Three-Country Comparison.*” 2023
- “*Fighting for Collective Bargaining Rights: Labor Unions Social Media Discourse in Mobilizing Public Support.*” 2023
- “*Voice without Representation: Worker Voice in China’s Networked Public Sphere.*” (Virtual) 2022
- “*General Union Attitude and Situational Union Voting Intentions: A Comparative Analysis between the USA and Canada.*” (Virtual) 2022
- “*The Shifting Locus of Labor Conflicts.*” (Virtual) 2022
- “*Global Union Federations in Affiliates’ Websites: Centripetal and Centrifugal Forces at Play in Organizational Identity.*” (Virtual) 2021
- “*Still Two Different Twins? Union Attitudinal and Behavioral Insights Across the USA-Canada Border.*” (Virtual) 2021
- “*Connected but Still Fragmented: The Development of Inter-Union Communication Network on Social Media.*” (Virtual) 2020

- *“The Long-term Scarring Effect of Early Labour Market Experience: Evidence from the Tax Return.”* 2019
- *“An Online Social Capital Unionism? Challenges in Fight for \$15 Campaign on Twitter.”* 2019
- *“Are We Still Who We Are? Identity Shifts over a Merger.”* 2018
- *“The Path towards a Licensing Law: Case Studies on Human Resources Professionals in Canada.”* 2018
- *“The Value of Non-Degree Credentials: A Lifecourse Perspective.”* 2018
- *“Brain Gain or Brain Waste? Horizontal, Vertical and Full Job-Education Mismatch and Wage Progression Among Skilled Immigrant Men in Canada.”* 2017
- *“Tweeting and Retweeting for FF\$15: Are Unions Transforming Themselves?”* 2017
- *“Does Occupational Licensing Restrict Interprovincial Labour Mobility? Evidence from Canadian Longitudinal Data.”* 2017
- *“Impact of Occupational Licensing on Wage Inequality.”* 2016
- *“An Alternative Voice through Online Activism: the Case of ‘Fight for \$15’.”* 2016
- *“The Impact of Unionization and Occupational Licensing Coverage on Work Stress: Longitudinal Evidence in Canada.”* 2015
- *“A Social Network Analysis of the Canadian Union Movement.”* 2014

### **International Labor and Employment Relations Association (ILERA)**

- *“Moving towards Social Movement Unionism? Social Media Networks Insights in the Case of Fight for \$15.”* World Congress, (Virtual) 2021
- *“Health Care Practitioners Without Borders? The Impact Of Licensing Requirements On The Career Paths Of Skilled Immigrants.”* 10th Regional Congress of the Americas, (Virtual) 2020
- *“A Social Network Perspectives Of The Fight For \$15 Movement.”* 10th Regional Congress of the Americas, (Virtual) 2020
- *“Gaining Back Influence through Social Media? Analyzing Twitter Network to Predict Trade Union Influence in North America.”* World Congress, 2018
- *“Effects of Occupational Licensing and Unionization on Wage Inequality.”* World Congress, 2018

### **ASSA/AEA (American Economics Association) Annual Meeting**

- *“The Long-term Effects of Apprenticeship Training and Certification on Immigrant-native-born Earning Gaps.”* 2024
- *“Occupational Licensing and Delicensing: Latest Evidence in China.”* 2023
- *“Heterogeneous Returns of Acquiring Occupational Credentialing at Different Age and the Prevalence of Engaging in Entrepreneurial Activities.”* (Virtual) 2022
- *“The Impact of Full-day Kindergarten on Maternal Labor Supply and Welfare Transfers: New Evidence from Tax Records.”* (Virtual) 2020
- *“Effects of Occupational Licensing and Unions on Labour Market Earnings in Canada.”* 2019
- *“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.”* 2016
- *“Effects of Unionization and Occupational Regulation Coverage on Employee Compensation in Canada.”* 2015

### **Academy of Management Annual Meeting**

- *“Trade Union Officers’ Departure Decisions: A Comparative Study.”* 2024
- *“Voice without Representation: Worker Voice in China’s Networked Public Sphere.”* 2023
- *“Does Diversity and Inclusion Include Immigrants? Employer and Skilled Newcomer Experiences and Perspectives from the Canadian Context.”* 2022
- *“Is It ‘You’ or ‘Your Workplace’? Predictors of Job-related Training in the Anglo-American World.”* (Virtual) 2020
- *“Does Occupational Licensing Increase Income Inequality?”* 2018
- *“Tweeting and Retweeting for FF\$15: Are Unions Transforming Themselves?”* 2017
- *“Effects of Unionization and Occupational Regulation Coverage on Employee Compensation in Canada.”* 2016

### **OECD Online Workshop on Regulatory Barriers to Competition in Professional Services: Measures and Reform Experiences**

- *“Regulatory Barriers in Canadian Professions.”* (Virtual) 2021
- ILO Centenary and the Future of Global Worker Rights Conference**
- *“Improving Fundamental Labour Rights through Stronger Global Union Federations: Strategies to Elicit Affiliates’ Commitment.”* 2019
- International Metropolis Conference**
- *“Evaluating Foreign Credentials: The Effects of Credential Assessment on Skilled Immigrants’ Labour Market Performance.”* 2019
- Society for the Advancement of Socio-Economics (SASE) Annual Meeting**
- *“Are We Still Who We Are? Identity Shifts among Federations and Local Unions over a Merger.”* 2018
  - *“An Alternative Voice through Online Activism: the Case of ‘Fight for \$15’.”* 2016
- Western Economic Association International Annual Meeting**
- *“The Impact of Recognizing Foreign Occupational Credentials on Long-Term Labor Market Outcomes in Canada.”* 2024
  - *“Occupational Licensing: Effect on Labor Market Performance.”* (Virtual) 2021
  - *“The Path Towards a Licensing Law: Case Studies on Human Resources Professionals in Canada.”* (Virtual) 2020
- Industry Studies Association Annual Conference**
- *“Microfoundation of Hybrid Professionalism: The Role of Paradox Mindset.”* (Virtual) 2021
- Annual Knee Center Occupational Licensing Conference, Saint Francis University**
- *“Occupational Licensing: Effect on Labor Market Performance.”* (Virtual) 2021
  - *“The Path towards a Licensing Law: Case Studies on Human Resources Professionals in the U.S. and Canada.”* (Virtual) 2020
  - *“Does Occupational Licensing Increase Income Inequality?”* 2019
- People and Organizations Conference, Wharton School at University of Pennsylvania**
- *“Do Occupational Regulations Restrict Career Mobility? New Evidence from Canadian Tax Records.”* 2018
- Association for Education Finance and Policy Annual Meeting**
- *“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.”* 2016
- Canadian Industrial Relations Association Annual Meeting**
- *“Navigating Privilege and Precarity: Understanding the Migration Experiences of Former International Students in Canada.”* 2024
  - *“Does Diversity and Inclusion Include Immigrants? Employer and Skilled Newcomer Experiences and Perspectives from the Canadian Context.”* 2022
  - *“The Long-term Scarring Effect of Early Labour Market Experience: Evidence from the Tax Return.”* 2019
  - *“Organizational Identity Shift in the Event of Union Merger.”* 2018
  - *“Tweeting and Retweeting for FF\$15: Are Unions Transforming Themselves?”* 2017
  - *“Effects of Unionization and Occupational Regulation Coverage on Employee Compensation in Canada.”* 2016
  - *“An Alternative Voice through Online Activism: the Case of ‘Fight for \$15’.”* 2016
  - *“Who Says What to Whom? A Content Analysis of Public Messages of Trade Unions in Canada and the United States.”* 2015
  - *“A Social Network Analysis of the Canadian Union Movement.”* 2014
- Canadian Economics Association Annual Meeting**

- *“The Value of Foreign Credentials: Educational Credential Assessment and Immigrant Labour Market Integration.”* [Accepted, canceled due to COVID-19] 2020
- *“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.”* 2016
- *“Effects of Unionization and Occupational Regulation Coverage on Employee Compensation in Canada.”* 2015

#### Canadian Research Data Centre Network (CRDCN) annual conference

- *“The Long-term Scarring Effect of Early Labour Market Experience: Evidence from the Tax Return.”* 2018
- *“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.”* 2015
- *“Impact of Occupational Licensing on Wage Inequality.”* 2015

#### Canadian Technologies of Justice Conference

- *“How Labour Movement and Trade Unions Organize Using Social Media.”* 2018

#### CRIMT International Conference

- *“Are We Still Who We Are? an Institutional Renewal for Federations and Local Unions Due to a Merger.”* 2018

#### Global Need for Formal Child Care Conference

- *“The Impact of Full-day Kindergarten Programs on Maternal Labour Supply.”* 2017

#### International Conference on Sport and Society

- *“All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL.”* 2015

### INVITED TALKS

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- 2024 CIRHR, University of Toronto (Canada)
- 2023 Shanghai JiaoTong University (China, virtual);  
Nondegree Credential Research Network Annual Meeting, George Washington University
- 2022 Segreteria Dipartimento Sociologia e Ricerca Sociale, University of Trento (Italy, virtual);  
Renmin University (China, virtual)
- 2021 LER, University of Illinois at Urbana-Champaign (Virtual)
- 2018 Federal Reserve Bank of Chicago; London School of Economics and Political Science (UK);  
Korea Research Institute for Vocational Education and Training (Korea)  
Nanjing University (China)
- 2016 Queens University (Canada)

### RESEARCH GRANT, SCHOLARSHIP & AWARDS

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#### Research Grant

- Center for Social & Behavioral Science Small Grant, University of Illinois at Urbana-Champaign, PI \$30,000 2024 - 2025
- Campus Research Board Research Grant, University of Illinois at Urbana-Champaign, PI \$28,250 2022 - 2024
- Canadian Research Initiative, Education and Skills, University of Toronto, Co-PI \$7,500CAD 2022 - 2023
- Nondegree Credential Research Network Microgrant, George Washington University, PI \$10,000 2021 - 2023
- Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant, Collaborator\* \$83,645CAD 2021 - 2024
- Social Sciences and Humanities Research Council of Canada (SSHRC) Individual Partnership Development Grant, Collaborator\* \$199,712CAD 2020 - 2023

- Faculty Research Development Grant, Merrimack College, \$2,700 2020 - 2021
- Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant, Collaborator\* \$76,135CAD 2019 - 2023
- W.E. Upjohn Institute for Employment Research Institute Early Career Research Grant, PI \$5,000 2019 - 2022

\* SSHRC Grants grant role of "collaborator" to scholars not affiliated with Canadian universities, equivalent to Co-PI

#### **Awards**

- John T. Dunlop Outstanding Scholar Award  
*Labor and Employment Relations Association (LERA)* 2024
- Luis Aparicio Prize (Emerging Scholar Studying Work)  
*International Labour and Employment Relations Association (ILERA)* 2024
- Dorothy Harlow Best Conference Paper Award  
*Academy of Management Annual Meeting, GDO division* 2022
- Morley Gunderson Prize, Centre for Industrial Relations and Human Resources  
*University of Toronto* 2021
- Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award,  
*Labor and Employment Relations Association (LERA)* 2018
- Best Paper of the Academy of Management Annual Meeting, SIM division 2018
- Allen Ponak Best Student Paper Award, *Canadian Industrial Relations Association (CIRA)* 2016

#### **Professional Development Grant**

- Ted Rogers School of Management Conference Grant, Ryerson University 2017

#### **Student Scholarship & Grant**

- Social Sciences and Humanities Research Council of Canada (SSHRC) Doctoral Award 2016 - 2017
- University of Toronto Doctoral Fellowship 2012 - 2016
- Centre for Industrial Relations and Human Resources Research Fellowship 2016
- Canadian Labour Market and Skills Researchers Network Fellowship 2014

### **PAST ACADEMIC POSITIONS**

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- Assistant Professor of Organizational Studies and Analytics (Tenure Track) 2019 - 2021  
Girard School of Business, Merrimack College
- Assistant Professor of Management (Tenure Track) 2017 - 2019  
College of Business (AACSB), Western New England University
- Assistant Professor of Human Resource Management (Limited Term) 2016 - 2017  
Ted Rogers School of Management (AACSB), Ryerson University

### **OTHER RESEARCH EXPERIENCE**

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- Intellectual Services, Organization for Economic Co-operation and Development (OECD) 2019 - 2020
- Research Assistant, University of Toronto 2010 - 2011, 2013 - 2016
  - Centre for Industrial Relations and Human Resources 2013 - 2016
  - University of Toronto Faculty Association 2016
  - Munk School of Global Affairs 2015
  - Department of Economics 2010 - 2011
- Research Assistant, Ryerson University 2015



OBHRM Curriculum Redevelopment Committee

Research Analyst, Ontario Ministry of Labour  
“Ontario Minimum Wage Report, 2013”

2013

**PROFESSIONAL SERVICE**

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Ad-hoc Reviewer, *Journal of Applied Psychology*, *American Sociological Review*, *Journal of Human Resources*, *Journal of Vocational Behavior*, *Human Resource Management Journal*, *British Journal of Industrial Relations*, *Industrial Relations*, *Relations Industrielles/Industrial Relations*, *Labor Studes Journal*, *Diversity, Equity and Inclusion*, *Journal of Labor Research*, *Canadian Public Policy*, *International Journal of Manpower*, *Applied Economics*, *Asia Pacific Journal of Human Resources* 2017 - present

Reviewer, *Academy of Management Annual Conference (HR and Career divisions)* 2016 - present

Reviewer, *Labor and Employment Relations Association Competitive Paper Award* 2019 - present

  

Committee member, LERA Nominating Committee 2024-2025

Committee member, LERA@ASSA Meeting Program Committee 2023-2025

Committee member, Thomas A. Mahoney Mentoring Award, *Academy of Management Annual Conference (HR division)* 2021

Scientific Chair of the Labour Markets Research Track,  
*International Labour and Employment Relations Congress of the Americas* 2019 - 2020

Member, Allen Ponak Best Student Paper Award Committee,  
*Canadian Industrial Relations Association (CIRA)* 2018

Organizer of the Junior Faculty Consortium,  
*Labor and Employment Relations Association Annual Meeting* 2020

Co-organizer of the Doctoral Students Consortium,  
*Labor and Employment Relations Association Annual Meeting* 2017

Member of Organizing Committee, *Canadian Research Data Centre Annual Conference* 2015

**PROFESSIONAL AFFILIATIONS**

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*Labor and Employment Relations Association*  
*Academy of Management (HR, Career, DEI, and Health Care divisions)*  
*American Economics Association*  
*Society for Human Resource Management, SHRM-CP*