

## Tingting Zhang

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Personal website  
Updated on December 9, 2023

### 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 or equal contribution; ‡ Authors listed in alphabetical order

\* graduate student coauthor

- [17] 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](#).
- [16] 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](#).
- [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*. 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:10.1080/15562948.2022.133201.
- [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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- [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 & REPORTS

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- [9] Han, K.\* , Lamare, R., & **Zhang, T.** (2023). The evolution of industrial relations research methods: A review of key union effects studies from the late 20th to early 21st century. *Research Methods of Employment Relations*.
- [8] Lewin, D. & **Zhang, T.†** (2023). Collective bargaining in the high technology sector. *Collective Bargaining under Duress II*.
- [7] Frangi, L. & **Zhang, T.** (2023). Appeal and identity of unionism. In Gall, G. (Eds.), *The Handbook on Labor Unions*.
- [6] Banerjee, R. , **Zhang, T.**, & Frangi, L. (2022). The Apprenticeship Pathway: Skilled Trades and Immigrant Integration in Canada. Research Initiative on Education + Skills (RIES) Report.
- [5] 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.
- [4] 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](#)
- [3] Timmons, E.†, **Zhang, T.†**, & Bryson, A. (2019). Occupational licensing - benefits and barriers. *Perspectives on Work*. University of Illinois Press. [\* equally contributed as first authors]
- [2] 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.
- [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.” 2<sup>nd</sup> revised & resubmitted to *ILR Review* [minor revision].
- [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] Banerjee, R., **Zhang, T.**, & Amarshi, A. “Does Diversity and Inclusion Include Immigrants? Employer and Skilled Newcomer Experiences and Perspectives from the Canadian Context.” Revise & resubmit to *International Journal of Human Resource Management*.
- [4] Frangi, L., Signoretti, A., & **Zhang, T.** “Good-bye Unions: Push, Pull, and Values in Union Officers’ Turnaway Decisions in Canada, Italy, and the United States.” Revise & resubmit to *British Journal of Industrial Relations*.

## 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

- “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
- *“Heterogenous 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**

- *“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**
- *“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**
- *“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 form 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 form 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 PRESENTATIONS

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- 2023 Shanghai JiaoTong University (China, virtual)
- 2022 Segreteria Dipartimento Sociologia e Ricerca Sociale, University of Trento (Italy, virtual); Renmin University (China, virtual)
- 2021 School of Labor and Employment Relations, 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

- Campus Research Board Research Grant, University of Illinois at Urbana-Champaign, PI  
\$28,250 2022 - 2023
  - 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

- 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 — University of Toronto

- 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)<br>Girard School of Business, Merrimack College     | 2019 - 2021 |
| Assistant Professor of Management (Tenure Track)<br>College of Business (AACSB), Western New England University                | 2017 - 2019 |
| Assistant Professor of Human Resource Management (Limited Term)<br>Ted Rogers School of Management (AACSB), Ryerson University | 2016 - 2017 |

## 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   | 2013                     |
| “Ontario Minimum Wage Report, 2013”  |                          |

## PROFESSIONAL SERVICE

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|   |                |
|---|----------------|
| Ad-hoc Reviewer, <i>Journal of Applied Psychology, American Sociological Review, Journal of Vocational Behavior, Human Resource Management Journal, British Journal of Industrial Relations, Industrial Relations, Relations Industrielles / Industrial Relations, Labor Studies Journal, Journal of Labor Research, Canadian Public Policy, International Journal of Manpower, Applied Economics</i> | 2017 - present |
| Reviewer, <i>Academy of Management Annual Conference (HR and Career divisions)</i>  | 2016 - present |
| Reviewer, <i>Labor and Employment Relations Association Competitive Paper Award</i>   | 2019 - present |
| Committee member, LERA@ASSA Meeting Program Committee   | 2023-2025      |
| Committee member, Thomas A. Mahoney Mentoring Award, <i>Academy of Management Annual Conference (HR division)</i>   | 2021           |
| Scientific Chair of the Labour Markets Research Track,<br><i>International Labour and Employment Relations Congress of the Americas</i>   | 2019 - 2020    |
| Member, Allen Ponak Best Student Paper Award Committee,<br><i>Canadian Industrial Relations Association (CIRA)</i>  | 2018           |
| Organizer of the Junior Faculty Consortium,<br><i>Labor and Employment Relations Association Annual Meeting</i>   | 2020           |
| Co-organizer of the Doctoral Students Consortium,<br><i>Labor and Employment Relations Association Annual Meeting</i>   | 2017           |
| Member of Organizing Committee, <i>Canadian Research Data Centre Annual Conference</i>  | 2015           |



## PROFESSIONAL AFFILIATIONS

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*Labor and Employment Relations Association*

*Academy of Management (HR, GDO, Career, and Health Care divisions)*

*Society for Human Resource Management, SHRM-CP*

*American Economics Association*

*Industrial Studies Association*