Sean O'Brady

DeGroote School of Business, McMaster University
1280 Main St W, DSB 406, Hamilton, ON L8S 4L8
(c) 1-289-382-9659 (e) obradys@mcmaster.ca

PROFESSIONAL APPOINTMENTS

McMaster University, Hamilton, Ontario 2020 - present
Assistant Professor, DeGroote School of Business
(tenure clock stops for COVID 2020 and birth of fourth child in 2021)

Cornell University, ILR School, Ithaca, New York 2018 - 2019
Postdoctoral Researcher

European Trade Union Institute, Brussels, Belgium June – July 2015
Visiting Researcher

EDUCATION

Université de Montréal, School of Industrial Relations, Montréal, Québec 2019
PhD, Industrial Relations
Dissertation Title: *Negotiating Insecurity? A Comparative Study of Collective Bargaining in Retail Food in Canada, Germany, Sweden, and the United States*
Major: **Unions and labour relations**, Minor: **Labour market policy**
Supervisor: Gregor Murray

- **Honorable Mention**, 2019, Thomas A. Kochan & Stephen R. Sleigh Best Dissertation Award Labor and Employment Relations Association (LERA)

Carleton University, School of Public Policy and Administration, Ottawa, Ontario 2012
MA, Public Administration

Concordia University, Department of Political Science, Montréal, Québec 2010
BA, Political Science (high honours)

CITIZENSHIP

Canadian citizen

RESEARCH INTERESTS

Collective bargaining; trade unions; comparative employment relations; union renewal; labour market policy and institutions; job quality; precarious work; digital labour

RESEARCH GRANTS, AWARDS AND SCHOLARSHIPS

Competitive Research Grants

2026-2031 SSHRC Insight Grant (Co-Investigator): **$395,910 (CAD)**
2025-2026 Washington Center for Equitable Growth (Co-Investigator): **$62,148 (USD)**

2025-2026	British Academy/Leverhulme Small Research Grant SRG (Co-Investigator): **£9,922**
2025-2026	McMaster University DSB Interdisciplinary Research Grant (Co-Investigator): **$15,000 (CAD)**
2025	SSHRC Connection Grant (Co-Investigator): **$24,851 (CAD)**
2022-2023	AFL-CIO Technology Institute (Principal Investigator): **$50,000 (USD)**
2022	Research Grant, Unifor (Principal Investigator): **$5,000 (CAD)**
2020-2022	SSHRC Insight Development Grant (Principal Investigator): **$59,655 (CAD)**
2020-2021	SSHRC Partner Engage Grant (Principal Investigator): **$22,640 (CAD)**
2020-2021	COVID-19 Grant, McMaster Digital Transformation Research Centre (MDTRC)/McMaster University (Principal Investigator): **$10,000 (CAD)**
2012	Research Grant, Canadian Health Coalition (Principal Investigator): **$1,000 (CAD)**

Awards

2020	James G. Scoville Best International Paper Award, Labor and Employment Relations Association **$500 (USD)**
2019	Honorable Mention, Thomas A. Kochan & Stephen R. Sleigh Best Dissertation Award, Labor and Employment Relations Association
2018	UCIRHRP Best Student Paper Award, Labor and Employment Relations Association, **$300 (USD)**
2017	Allen Ponak Best Student Paper Award, Canadian Industrial Relations Association, **$500 (CAD)**
2016	Marcel Pepin Award, Confédération des syndicats nationaux, **$2,500 (CAD)**
2014	Award for Excellence in Student Engagement, School of Industrial Relations, Université de Montréal, **$500 (CAD)**
2008-2009	Dean's List, Concordia University

Research Scholarships and Fellowships

2018-2020	Postdoctoral Fellowship, Fonds de recherche du Québec – Société et culture, **$60,000 (CAD)**
2017	Research Dissemination Scholarship, Interuniversity Research Centre on Globalization and Work, **$2,915 (CAD)**
2016	Thesis Progression Scholarship, School of Industrial Relations, Université de Montréal, **$4,500 (CAD)**
2016	Research Dissemination Scholarship, School of Industrial Relations, Université de Montréal, **$1,150 (CAD)**
2015-2018	Doctoral Research Scholarship, Fonds de recherche du Québec – Société et culture, **$60,000 (CAD)**
2015	Studentship, Interuniversity Research Centre on Globalization and Work, **$15,000 (CAD)**
2015	International Exchange Scholarship, Interuniversity Research Centre on Globalization and Work, **$2,875 (CAD)**
2014	Entry Scholarship, School of Industrial Relations, Université de Montréal, **$3,000 (CAD)**
2013-2014	Recruitment Scholarship, Interuniversity Research Centre on Globalization and Work, **$15,000 (CAD)**
2010-2011	Joseph-Armand Bombardier Canada Graduate Scholarship, Social Science and Humanities Research Council, **$17,500 (CAD)**
2010-2012	Graduate Scholarship, Carleton University, **$12,000 (CAD)**
2010	Dean of Graduate Studies Entrance Scholarship for Domestic Students, Carleton University, **$2,000 (CAD)**

REFEREED JOURNAL ARTICLES

Dobbins, T., Cooke, F.L., Prouska, R., Williams, S., & O'Brady, S. (Forthcoming). Theorizing the Impacts of Polycrisis on Employment Relations: Complexity and Diversity at a Global Scale. *British Journal of Industrial Relations*.

O'Brady, S., & Kim, J. (2026). Contested Automation: Double Indeterminacy, Union Power, and Job Quality in Call Centers. *Work and Occupations*. Minor Revisions.

Doellgast, V., O'Brady, S., & Kim, J. (2026). Spatial control, precarity, and union resistance in digital remote work: An analysis of 'work from home' in US and Canadian call centers. *Work, Employment, and Society*.

O'Brady, S., Doellgast, V., & Starcevic, J. (2025). Worker Voice and Mutual Gains From Remote Performance Management: Evidence From Digitalized Services in North America and Germany. *Human Resource Management Journal*, *35*(4), 864-878.

O'Brady, S., Bamber, G. J., & Cooper, B. (2025). Academic capitalism and precarity in the neoliberal university: job insecurity and stress in two liberal market economies. *Industrial Relations Journal*, *54*(4), 291-300.

O'Brady, S., Doellgast, V., & Blatter, D. (2024). The high costs of outsourcing: Vendor errors, customer mistreatment, and well-being in call centers. *Industrial Relations: A Journal of Economy and Society*, *63*(1), 80-103.

- **Wiley "Top Cited Paper' (2023, 2025)**
- **Wiley "Most Read Paper' (2025)**

Doellgast, V., Wagner, I., & O'Brady, S. (2023). Negotiating limits on algorithmic management in digitalised services: cases from Germany and Norway. *Transfer: European Review of Labour and Research*, *29*(1), 105-120.

Peetz, D., O'Brady, S., Weststar, J., Coles, A., Baird, M., Cooper, R., Charlesworth, S., Pyman, A., Ressia, S., Strachan, G., & Troup, C. (2022). Control and Insecurity in Australian and Canadian Universities during the COVID-19 Pandemic. *Relations industrielles/Industrial Relations*, *77*(2).

O'Brady, S. (2021). Fighting precarious work with institutional power: Union inclusion and its limits across spheres of action. British Journal of Industrial Relations, *59*(4), 1084-1107.

- **Wiley "Top Cited Paper' (2021)**

O'Brady, S., & Doellgast, V. (2021). Collective Voice and Worker Well-being: Union Influence on Performance Monitoring and Emotional Exhaustion in Call Centers. *Industrial Relations: A Journal of Economy and Society*, *60*(3), 307-337.

- **Wiley "Top Cited Paper' (2021)**

O'Brady, S. (2020). Partnering against insecurity? A comparison of markets, institutions and worker risk in Canadian and Swedish retail. British Journal of Industrial Relations, 58(1), 142-167.

- **UCIRHRP Best Student Paper Award, Labor and Employment Relations Association**

O'Brady, S. (2019). Rethinking precariousness and its evolution: A four-country study of work in food retail. European Journal of Industrial Relations, 25(4), 327-344.

- **Allen Ponak Best Student Paper Award, Canadian Industrial Relations Association**
- **James G. Scoville Best International Paper Award, Labor and Employment Relations Association**

O'Brady, S., Gagnon, M. A., & Cassels, A. (2015). Reforming private drug coverage in Canada: inefficient drug benefit design and the barriers to change in unionized settings. *Health Policy*, *119*(2), 224-231.

BOOK CHAPTERS

Doellgast, V., Dorigatti, L., O'Brady, S., & Wagner, I. (Forthcoming). Algorithmic management in call centres: Old wine in new bottles? *From Taylorism to Algorithmic Management: A multi-sector analysis of technology, control and worker experiences*. Edited by Amara, U.R., & Williams, M. Resubmitted.

O'Brady, S. (2024). Institutional Power Resources: A Critical Analysis. Arnholtz, J. and Refslund, B. Workers, Power and Society: Power Resource Theory in Contemporary Capitalism. New York: Routledge, 76-96.

Walsworth, S., O'Brady, S., and Taras, D. (2021). Employment relations in Canada. Bamber, G., Cooke, F.L., Doellgast, V., and Wright, C. *International and Comparative Employment Relations: Global Crises and Institutional Responses. 7th Edition*. London: Sage, 92-127.

Cassels, A., O'Brady, S., and Gagnon, M.A. (2016). Why Employers in Canada Waste $5 Billion a Year on Inefficient Drug Coverage? Roos, N., O'Grady, K., Boriskewich, E., Meloche-Holubowski, M., Shimmin, C., Wittmeier, K., and Armstrong, N. (eds). In Why We Need More Canadian Health Policy in the Media. Winnipeg: EvidenceNetwork.ca: pp.291-293.

WORKING PAPERS/CHAPTERS

O'Brady, S., Dorigatti, L., & Wagner, N. Neoliberal Trajectories under Algorithmic Management: Relational Power and Change in Industrial Relations. Abstract submitted to SI.

Dupuis, M., & O'Brady, S. Industrial relations in North America. *Global Industrial Relation*s. Edited by Morley, J.M., Gunnigle, P., and Collings, D. Under Review.

O'Brady, S., Arnholtz, J., & Refslund, B. Institutions as worker power resources in contemporary capitalism. Target: *Socioeconomic Review*. Revising paper after rejection.

WORKS IN PROGRESS

Benassi, C., Pannini, E., and O'Brady, S. Unions, institutions, and the social regulation of digital work. SI introduction. Slated for publication in 2027. *ILR Review*.

O'Brady, S., and Starcevic, J. Leveraging algorithmic control against worker power: A new model for union busting the precariat. In preparation. Target: *ILR Review*.

Starcevic, J., & O'Brady, S. Managerial bias and the weaponization of algorithmic human resource management: From control to resistance in digitalized services. In preparation. Target: *Human Resource Management*.

O'Brady, S., Benassi, C., Dorigatti, L., and Pannini, E. Algorithmic control and the fate of industrial relations: From erosion to resilience in contemporary capitalist democracies. Abstract in preparation for SI. Target: *British Journal of Industrial Relations*.

Vidal, M., Eaglesham, R., Greer, I., and O'Brady, S. Why employers want poverty-level wages: Evidence from Tompkins County. In preparation. Target: *ILR Review*.

O'Brady, S., and Kim, J. Collective voice and the quality of work under algorithmic management: Union outcomes in Canadian and US call centers. Data analysis. Target: *Industrial Relations: A Journal of Economy and Society*.

OTHER PUBLICATIONS

Reports

Doellgast, V., O'Brady, S., Kim, J., and Walters, D. (2023). *AI in Contact Centers: Artificial Intelligence and Algorithmic Management in Frontline Service Workplaces*. Ithaca: Cornell University.

Eaglesham, R., Greer, I., Klingel, S., O'Brady, S., Osterreich, S., Rodriguez, M.E., Vidal, M., and Weaver, R. (2023). *A Living wage for Tompkins County? Tompkins County Living Wage Working Group Feasibility Study*. Ithaca: Cornell University.

Doellgast, V. and O'Brady, S. (2020). *Making call center jobs better: The relationship between management practices and worker stress*. Ithaca: Ithaca: Cornell University.

Book reviews

O'Brady, S. (2023). Book Review: Closing the Enforcement Gap: Improving Employment Standards Protections for People in Precarious Jobs, by Leah F. Vosko. *ILR Review*, *76*(1), 244–246.

O'Brady, S. (2016). Hogler, R.L. The End of American Labor Unions: The Right-to-Work Movement and the Erosion of Collective Bargaining. *Journal of Industrial Relations*, *58*(2), 291-293.

O'Brady, S. (2014). Weil, D. The Fissured Workplace: Why Work Became So Bad for So Many and What Can Be Done to Improve It. *Relations industrielles / Industrial Relations*, 69(3): 221-222.

Articles in popular press

O'Brady, S. (2021). "La Suède montre l'exemple dans la création de bons emplois dans le secteur de la vente au détail." The Conversation, August 4th.

O'Brady, S. (2021). "What Canada can learn from Sweden about creating middle-class retail jobs." The Conversation, July 18th.

Weststar, J., Troup, C., Peetz, D., Ramia, I., O'Brady, S., Werth, S., Campbell, S. and Ressia, S. (2020). "Working from home during COVID-19: What do employees really want?". *The Conversation*, November 4th.

O'Brady, S. (2015). Politicians! To thine own ideologies be true. National Post. October 26th.

Cassels, A., & O'Brady, S. (2015). Canadian Employers Waste $5 Billion a Year on Inefficient Drug Coverage. Vancouver Sun. February 10th.
O'Brady, S., and Scrimger P. (2014). Bill 3 is a major setback for labour relations in Québec. Montréal Gazette. December 8th.

CONFERENCE PAPERS / PRESENTATIONS

Invited talks

2025 Guest lecture, PhD seminar on work and technology, ILR School, Cornell University
2025 Speaker, Communications Workers of America, Regional conference in San Diego
2025 Speaker, Unifor, Regional conference in Trois-Rivières
2024 Speaker, National Assembly on Workplace Democracy, University of Toronto
2024 Speaker, Office of the Auditor General of Canada
2023 Keynote, Canadian Industrial Relations Association, York University, Annual Conference
2023 Speaker, Unifor, Telco Conference
2023 Speaker, School of Industrial Relations, Université de Montréal, Academic Careers Workshop
2023 Guest Lecture, School of Labor and Employment Relations, University of Illinois
2022 Speaker, Communications Workers of America, AT&T Mobility Southeast Unit
2022 Speaker, Centre for Industrial Relations and Human Resources (CIRHR), University of Toronto, Research Seminar Series
2022 Speaker, University of Aalborg and University of Copenhagen, Online Workshop on Power Resources
2021 Co-Presenter, Provost Council, McMaster University
2021 Panelist, Labor and Employment Relations Association, Special Webinar Series
2020 Panelist, Labor and Employment Relations Association, PhD Consortium
2019 Speaker, Communication Workers of America, various webinars and workshops
2018 Speaker, ILR School, Cornell University, Ithaca, NY, Brown Bag Workshop
2018 Panelist, Canadian Industrial Relations Association, Graduate Consortium Panel

Conference Presentations

O'Brady, S., and Starcevic, J. "Control and punishment: Algorithmic performance management and union busting vulnerable workforces". Canadian Industrial Relations Association, Annual Conference. Toronto, ON. 2025

O'Brady, S., and Kim, J. "Contested automation: Double indeterminacies, union resistance, and the quality of work in digitalized services", Society for the Advancement of Socio-Economics, Annual Conference, Montréal, QC, 2025.

Starcevic, J., O'Brady, S., and Doellgast, V. "Worker voice and mutual gains from digital HRM: A comparison of remote performance management in North American and German call centers", Society for the Advancement of Socio-Economics, Annual Conference, Montréal, QC, 2025.

Bamber, G., O'Brady, S., and Cooper, B. "Comparative Academic Capitalism and Neoliberal Universities: Job Insecurity and Stress in Two Liberal Market Economies in Divided Times", Society for the Advancement of Socio-Economics, Annual Conference, Montréal, QC, 2025.

Doellgast, V., Wagner, I., and O'Brady, S. "Negotiating Limits on Algorithmic Management in Digitalized Services: Cases from Germany and Norway", CRIMT, Conference, Montréal, QC, 2024.

O'Brady, S., Bjarke, R., and Arnholtz, J. "Building Worker Power in the Shadow of the State: Theorizing Institutional Power Resources in the Neoliberal Era", CRIMT, Conference, Montréal, QC, 2024.

O'Brady, S., Doellgast, V., and Kim, J. "Spatial Control, Precarity, and Resistance in Digital Remote Work: An Analysis of 'Work From Home' in Us and Canadian Call Centers", CRIMT, Conference, Montreal, QC, 2024.

O'Brady, S., Bjarke, R., and Arnholtz, J. "Building Worker Power in the Shadow of the State: Theorizing Institutional Power Resources in the Neoliberal Era". CRIMT, Conference, Montréal, QC, 2024.

O'Brady, S., and Kim, J. "Union Resistance and Job Quality in Call Centers", International Labor and Employment Relations Association/Labor and Employment Relations Association, Conference, New York, 2024.

O'Brady, S. "Power Struggles and Institutional Power Resources", International Labor and Employment Relations Association/Labor and Employment Relations Association, Conference, New York, 2024.

O'Brady, S., and Kim, J. "Union Resistance and Job Quality in Call Centers", International Labor and Employment Relations Association/Labor and Employment Relations Association, Conference, New York, NY, 2024.

O'Brady, S., Chair, Panel on "Drivers of Union Revitalization: A Canadian Roadmap to a Transnational Destination", International Labor and Employment Relations Association/Labor and Employment Relations Association, Conference, New York, NY, 2024.

Doellgast, V., and O'Brady, S. "Negotiating Limits to Algorithmic Management in Digitalized services: Cases from Germany and Norway". Council for European Studies, Annual Conference, Reykjavik, IS. 2023.

O'Brady, S., and Doellgast, V. "Resisting Flexibility at a Distance? A Cross-National Comparison of Union Responses to Remote Work in Contact Centres". CRIMT, Annual Conference, Montréal, QC, 2022.

O'Brady, S., Johnston, H., Maffie, M., and Ghaedipour, F. "Rise of the Techno-Precariat: Understanding Insecurity in the Digital Age". CRIMT, Annual Conference, Montréal, QC, 2022.

O'Brady, S. and Doellgast, V. "Collective Responses to Work from Home during the Pandemic: A Comparison of Contact Centers in Canada, Germany, and the U.S." Society for the Advancement of Socio-Economics, Annual Conference, Amsterdam, NL, 2022.

O'Brady, S. Moderator for "Contending with labour segmentation: Experimenting for equality." Society for the Advancement of Socio-Economics, Annual Conference, Amsterdam, NL, 2022.

O'Brady, S. and Doellgast, V. "Resisting Flexibility at a Distance? A Cross-National Comparison of Union Responses to Remote Work in Contact Centres." Canadian Industrial Relations Association, Annual Conference, Kingston, ON, 2022.

O'Brady, S. and Peters, J. "Low-Wage Work in Canada: Features, Drivers, Comparison", New Voices in Work and Labour Studies Workshop (organized by York University's Global Labour Research Centre and the Canadian Association for Work & Labour Studies), E-Conference, 2020.

Doellgast, V., O'Brady, S., and Blatter, D. "Outsourcing, Burnout, and Union Responses in U.S. Call Centers", Society for the Advancement of Socio-Economics, Annual Conference, E-Conference (initially scheduled for Amsterdam, NL), 2020.

Peters, J. and O'Brady, S. "Low-Wage Work in Canada: Globalization, Financialization, and Institutions", Society for the Advancement of Socio-Economics, Annual Conference, E-Conference (initially scheduled for Amsterdam, NL), 2020.

Blatter, D., O'Brady, S., and Doellgast, V. "Outsourcing, Burnout, and Union Responses in U.S. Call Centers", Labor and Employment Relations, Annual Conference, E-Conference (initially scheduled for Portland, OR), 2020.

O'Brady, S., Chair, Panel on "The Future of Work in Retail: A Critical Discussion of the Pathways to Better Work in the Sector", Canadian Industrial Relations Association, Annual Conference, E-Conference (initially scheduled for Toronto, ON), 2020

O'Brady, S., Chair, Panel on "The Impact of Stress & Work-Family Conflict on Employee Mental Health," 56th Canadian Industrial Relations Association Conference, University of British Columbia, Vancouver, BC, 2019.

O'Brady, S. "Disruptive Markets and Union Responses to Precarious Work: A Cross-National Comparison of Retail." Annual Conference, Society for the Advancement of Socio-Economics, Annual Conference, New York, NY, 2019.

O'Brady, S. "Partnering Against Insecurity? A Comparison of Markets, Institutions, and Worker Risk in Canadian and Swedish Retail." Labor and Employment Relations Association, Annual Conference, Cleveland, OH, 2019.

O'Brady, S. "How Union Strategies Affect Precarious Work: Explaining Cross-National Divergences in Retail." Canadian Industrial Relations Association, Annual Conference, Vancouver, BC, 2019.

Scrimger, P., Dupuis, M., & O'Brady, S. "Unions in an Era of Financialization: Uncovering its Effects on Labour Relations and Working Conditions." CRIMT Conference, Montréal, QC, 2018.

O'Brady, S. "Negotiating Insecurity? A National Comparison of Union Strategies and Bargaining Institutions in Food Retail." Brown Bag Workshop, ILR School, Cornell University, Ithaca, NY, 2018.

O'Brady, S. "Partnering Against Risk: An Institutional Comparison of Canadian and Swedish Retailers." Annual Conference, Canadian Industrial Relations Association, Toronto, ON, 2018.

O'Brady, S., Ozkan, U.K., & Gebert, R. "How Skills Matter to Job Quality: A Comparative Analysis of Institutional Complementarities and Management Strategies in Food Retail." Annual Conference, Society for the Advancement of Socio-Economics, Lyon, FR, 2017.

O'Brady, S. "Rethinking Worker Risk and its Evolution Across Institutional and Organizational Settings: A Four Country Study of Food Retail." Annual Conference, Canadian Industrial Relations Association, Toronto, ON, 2017.

O'Brady, S. "Resisting Insecurity? A Comparative Study of Collective Bargaining and Economic Risk in Germany, Sweden and the United Kingdom." Annual Conference, Canadian Industrial Relations Association, Saskatoon, SK, 2016.

Gagnon, M., O'Brady, S., & Cassels, A. "Reforming Private Drug Coverage in Canada: Inefficient Benefit Design and the Barriers to Change in Unionized Settings." Canadian Association for Health Services and Policy Research (CAHSPR), Montréal, QC, 2015.

O'Brady, S., Gagnon, M. A., & Cassels, A. "Understanding Private Sector Drug Benefit Negotiations in Unionized Settings and the Barriers to Change." Annual Conference, Canadian Industrial Relations Association, Toronto, ON, 2013.

O'Brady, S., Gagnon, M. A., & Cassels, A. "The Trouble with Private Drug Plans: Explaining the Appetite for Universal Pharmacare." Rethinking Drug Coverage, Canadian Health Coalition / Carleton University, Ottawa, ON, 2013.

TEACHING EXPERIENCE

Assistant Professor, DeGroote School of Business, McMaster University

COMM 2BC3, Undergraduate, Introduction to Human Resources and Labour Relations	2026
COMM 4BC3, Undergraduate, Collective Bargaining	2020, 2022-2025
COMM 4BE3, Undergraduate, Strategic Compensation and Reward Systems	2021-2024
BUSINESS B792, PhD, Field Surveys: Human Resources and Industrial Relations	2020, 2023
BUSINESS B794, PhD, Research Methods and Design (Qualitative)	2023
BUSINESS B712, MBA, Managerial Negotiations	2021

Sessional Instructor, School of Industrial relations, Université de Montréal

REI 6600, Masters, Seminar on Theories of Industrial Relations	2019
REI 6300, Masters, Seminar on Labour Negotiation	2017,2018
REI 2340 Undergraduate, Collective Bargaining	2016

Guest Lecturer, Industrial Relations program, McGill University
INDR 294 Undergraduate, Introduction to Industrial Relations 2016

Teaching Assistant, School of Industrial Relations, Université de Montréal
REI 2340 Undergraduate, Collective Bargaining 2015
REI 2340 Undergraduate, Unionism 2014

SUPERVISION

2022-present (in progress): Member of Anjali Chawla's Supervisory Committee, PhD in Business Administration, DeGroote School of Business, McMaster University
2022-present (in progress), Member of Gerard Di Trolio's Supervisory Committee, PhD in Labour Studies, School of Labour Studies, McMaster University
2020-present (in progress): Member of Spencer Hewitt's Supervisory Committee, PhD in Business Administration, DeGroote School of Business, McMaster University
2020-2025 (defended), Member of Jelena Starcevic's Supervisory Committee, PhD in Labour Studies, School of Labour Studies, McMaster University
2020-2023 (defended), Member of Mojan Naisani Samani's Supervisory Committee, PhD in Business Administration, DeGroote School of Business, McMaster University
2021-2022: Supervisor of Ananna Syed, PhD in Business Administration, DeGroote School of Business, McMaster University

ACADEMIC SERVICE

McMaster University

2026 – present	Member, PhD in Business Program Curriculum Committee
2026 – present	Member, Undergraduate Recruiting, Admissions, and Student Affairs Committee
2024 – present	Member, Faculty of Business Representative to the Faculty of Science
2023 – present	Member, Undergraduate Curriculum Committee
2021 – 2024	Member, Student Awards Committee
2022	Member, Concurrent Work and Labour Relations Certificate working group
2020	Member, 2NG3 curriculum working group

External service

2025-present	Editorial Board Member, Relations Industrielles / Industrial Relations
2025-present	Guest Editor, Special Issue: The Impact of 'Polycrisis' on Employment Relations, British Journal of Industrial Relations
2024-present	Guest Editor, Special Issue: Artificial Intelligence and the Future of Work, ILR Review
2024-present	Coordinator, Workers' Participation Study Group, International Labour and Employment Relations Association
2023-present	Review Editor, Frontiers in Sociology
2017 – 2019	Communications Officer, Canadian Industrial Relations Association
2015 – 2017	Graduate Student Representative, Canadian Industrial Relations Association
2017	Committee Member, Freedom of Association Award, Canadian Industrial Relations Association

2016	Doctoral Consortium Chair, 53rd Canadian Industrial Relations Association conference, University of Saskatchewan
2015 – 2016	Knowledge Transfer Committee Member, Interuniversity Research Centre on Globalization and Work, Université de Montréal
2015	Doctoral Consortium Committee Member, 52nd Canadian Industrial Relations Association conference, HEC Montréal
2012	Committee Member, Canadian Association of Programs in Public Administration conference, Carleton University
2012	Conference Co-Chair, Spectrum Conference, Carleton University
2012	President, School of Public Policy and Administration's Student Association, Carleton

External granting bodies

2025	Reviewer, SSHRC Connection Grants
2025	Reviewer, Fonds de recherche du Québec
2021-2022	Reviewer, Interuniversity Research Centre on Globalization and work's (CRIMT) scholarship committee (for two rounds)
2020	Reviewer, SSHRC Partnership Engage Grants (COVID-19 Special Initiative)

Reviewing

Journals: Industrial Relations: A Journal of Economy and Society; ILR Review; British Journal of Industrial Relations; Human Resource Management Journal; Socio-Economic Review; New Technology, Work and Employment; Relations industrielles/Industrial Relations; Journal of Industrial Relations; Work and Occupations; Industrial Relations Journal; Transfer: European Review of Labour and Research; Journal of Business Ethics; The Economic and Labour Relations Review; Frontiers in Sociology; Journal of Managerial Psychology; NEW SOLUTIONS: A Journal of Environmental and Occupational Health Policy

Books/chapters: Oxford University Press; Athabasca University Press

PROFESSIONAL AFFILIATIONS

Member, Canadian Association of Work and Labour Studies	2022 - present
Member, Labor and Employment Relations Association	2018 - present
Member, Society for the Advancement of Socio-Economics	2017 - present
Member, Canadian Industrial Relations Association	2015 – present
Researcher, Interuniversity Research Centre on Globalization and Work	2013 – present

MEDIA ENGAGEMENT

Live Media Outreach

BNN Bloomberg ('Taking Stock'), CBC News, CBC Radio, Radio Canada, Newstalk 1010, 900CHML - Hamilton Today.

Print Media Outreach

Forbes, The Guardian, The Globe and Mail, CBC, The Hamilton Spectator, Canadian HR Reporter, The National Post, The Ithaca Voice.

Podcast

June 2021. "When Your Boss is an Algorithm." Public Policy Forum.

NON-ACADEMIC PROFESSIONAL EXPERIENCE

Science and Technology Policy Analyst, Environment Canada, Gatineau, QC	2013
Sustainable Development Officer, Public Health Agency of Canada, Ottawa, ON	2012
Economic Researcher (co-op position), Environment Canada, Gatineau, QC	2011
Sustainable Development Officer (co-op position), Public Health Agency of Canada, Ottawa, ON	2011
Bargaining Committee Member, CUPE (Local 4512), Montréal, QC	2009
Secretary Archivist, CUPE (Local 4512), Montréal, QC	2008-2009

LANGUAGE SKILLS

English: Fluent
French: Fluent