

MAITE TAPIA
Assistant Professor
School of Human Resources and Labor Relations
Michigan State University
South Kedzie Hall
368 Farm Lane, Room 410
East Lansing, MI 48824
tapiam@msu.edu

EDUCATION

Ph.D. Industrial and Labor Relations School Cornell University	2009-2013
Visiting PhD Candidate Sloan School of Management, MIT	2011-2013
M.A. Industrial and Labor Relations School Cornell University	2007-2009
M.A. Department of Economy, Political Science, and Law University of Parma, Italy, (<i>Cum Laude</i>)	2004-2005
B.A. Law Department University of Ghent, Belgium, (<i>Great Distinction</i>)	1999-2004

ACADEMIC POSITIONS

Assistant Professor	School of Human Resources and Labor Relations Michigan State University	2013-present
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FIELDS OF INTEREST

International and comparative employment relations; comparative political economy U.S. and Europe; intersectionality; social movement theory; labor and society; diversity and migration.

PUBLICATIONS (refereed)

Citations as of March 2020:

- **505** (Google Scholar) – h-index: 10

Tapia, Maite. 2019. “Not Fissures but Moments of Crises that Can Be Overcome”: Building a Relational Organizing Culture in Community Organizations and Trade Unions. *Industrial Relations*, 58: 229-250. <https://doi.org/10.1111/irel.12229>

Tapia, Maite and Gabriella Alberti. 2018. “Unpacking the Category of Migrant Workers in Trade Union Research: A Multi-Level Approach to Migrant Intersectionalities” *Work, Employment and Society*, 33 (2), 314-325. <https://doi.org/10.1177/0950017018780589>

Tapia, Maite and Lowell Turner. 2018. “Renewed activism for the labor movement: the urgency of young worker engagement” *Work & Occupations*, 45 (4), 391-419. <https://doi.org/10.1177/0730888418785657>

Holgate, Jane, Simms, Melanie, and Maite Tapia. 2018. “The limitations of the theory and practice of mobilization in trade union organizing” *Economic and Industrial Democracy*, 39:4, 599-616. <https://doi.org/10.1177/0143831X18777608>

Tapia Maite, Manfred Elfström, and Denisse Roca-Servat. 2018. “Applying social movement concepts to worker organizing: Mobilizing structures and cultures in the U.S. and China” in *Research in the Sociology of Organizations*, 56, pp.173 – 206. <https://doi.org/10.1108/S0733-558X20180000056008>

Tapia Maite, Tamara L. Lee, and Mikhail Filipovitch. 2017. “Supra-union and intersectional organizing: An examination of two prominent cases in the low-wage US restaurant industry” *Journal of Industrial Relations*, 59:4, 487-509. <https://doi.org/10.1177/0022185617714817>

Ibsen, Christian and Maite Tapia. 2017. “Trade Union Revitalization: Where are we now? Where to next?” *Journal of Industrial Relations*, 59:2, 170-191. <https://doi.org/10.1177/0022185616677558>

Tapia Maite, Christian Ibsen, and Thomas A. Kochan. 2015. “Mapping the Frontier of Theory in Industrial Relations: The Contested Role of Worker Representation,” *Socio-Economic Review*, 13:1, 157-184. <https://doi.org/10.1093/ser/mwu036>

Tapia Maite. 2013. “Marching to Different Tunes: Commitment and Culture as Mobilizing Mechanisms of Community Organizations and Trade Unions” in: *British Journal of Industrial Relations*, 51:4, 666-688. <https://doi.org/10.1111/j.1467-8543.2012.00893.x>

Tapia Maite and Lowell Turner. 2013. “Union Campaigns as Countermovements: Mobilizing Immigrant Workers in France and the United Kingdom” in: *British Journal of Industrial Relations*, 51:3, 601–622. <https://doi.org/10.1111/bjir.12035>

Alberti, Gabriella, Jane Holgate, and Maite Tapia. 2013. “Organising migrants as workers or as migrant workers? Intersectionality, trade unions and precarious work” in: *International Journal of Human Resource Management*, 24:22, 4132-4148. <https://doi.org/10.1080/09585192.2013.845429>

MANUSCRIPTS UNDER REVISE AND RESUBMIT

Tapia, Maite. “Building New Solidarities Among Fragmented Workforces” – **Grant Proposal under Review** (with Jane Holgate) at the Hans Bockler Foundation: **\$570,000/3 years**. We propose a cross-national comparison (US, UK, Norway, France, and Germany) to examine how institutions of worker representation are able to build new solidarities across diverse (based on identity) and fragmented (based on politics and ideology) groups of workers.

Lee, Tamara and Maite Tapia. “Radical Confrontation of Industrial Relations Theory: The Troubling Lack of Critical Race Theory and Intersectionality within Union Revitalization Research” Under Revise and Resubmit at *ILR Review*.

MANUSCRIPTS TO BE SUBMITTED AND RESEARCH IN PROGRESS

Lee, Tamara and Tapia, Maite. “Cross-cultural movement and solidarity building: the Women’s March and the Labor Movement.” To be submitted to *Industrial Relations*.

Tapia, Maite. “Transnational diffusion of community organizing to the UK and Germany.” (Writing stage).

Tapia, Maite, Ibsen, Christian, and DeOrtentii, P. “Striking in Solidarity: UAW-GM strike” (data collection stage)

Tapia, Maite and Rebecca Givan. “Nurses and Lecturers on Strike: comparing campaigns and solidarity building in healthcare and education”. (Data collection stage)

Tapia, Maite and Valeria Pulignano. “Freelancers in the creative sector and traditional trade unions: forms of solidarity-building”. (Research design stage)

BOOKS

Adler Lee, Maite Tapia, and Lowell Turner (eds.). 2014. *Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism*. Ithaca, NY: **Cornell University Press**. (57 citations – Google Scholar)

- Review of our book:
 - o Pulignano, Valeria. (2015). Book Review: Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism. *ILR Review*, 68(1), 240–241. <https://doi.org/10.1177/0019793914556248>
 - o Danaj, Sonila. (2015), Book Reviews. *British Journal of Industrial Relations*, 53: 164-165. <https://doi.org/10.1111/bjir.12112>

BOOK CHAPTERS

Tapia, Maite and Tashlin Lakhani. Forthcoming. “Organizing Fast Food: Opportunities, Challenges, and the SEIU” In: *Global Challenges to Labour Unions: The SEIU in Focus*. (Eds.) Luis L.M. Aguiar and Lydia Savage. Chicago: University of Illinois.

Tapia Maite and Jane Holgate. 2018. “Fighting precariousness: Union strategies towards migrant workers in the UK, Germany, and France” In: *Labor unions and the politics of institutional change in Europe: towards new forms of social solidarity* (eds.) Virginia Doellgast, Nathan Lillie, and Valeria Pulignano. London: Oxford University Press, pp. 188-206.

Tapia, Maite and Gabriella Alberti. 2018. “Social Movement Unionism: A Toolkit of Tactics or a Strategic Orientation.” In: *Passions and Interests. Debating the Relationship between Social Movements and Organized Labour*. (Eds.) Jürgen R. Grote and Claudius Wagemann. London: Ashgate, pp. 109-127.

Tapia Maite. 2014. “The Dialectic Approaches to Organizing Migrant Workers in the UK: Postwar to 2010” In: *Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism*. (Eds.) Adler Lee, Maite Tapia, and Lowell Turner. Ithaca, NY: Cornell University Press, pp. 52-68.

Tapia Maite, Lowell Turner, and Denisse Roca Servat. 2014. “Union Campaigns as Countermovements: ‘Best Practice’ Cases from the United Kingdom, France, and the United States.” In: *Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism*. (Eds.) Adler Lee, Maite Tapia, and Lowell Turner. Ithaca, NY: Cornell University Press, pp. 14-34.

BOOK REVIEWS

Tapia, M. 2018. Review of Working for Respect: Community and Conflict at Walmart. Reich, A. and Bearman, P. New York: Columbia University Press. *Industrial and Labor Relations Review*, 72(2), 516–517.

Tapia, M. 2018. Review of Building Power from Below: Chilean Workers Take on Walmart. Bank Muñoz, C. Ithaca: Cornell University Press. *Work and Occupations*, 46(1), 92–94.

Tapia, M. 2015. Review of New Labor in New York: Precarious Workers and the Future of the Labor Movement. Edited by Ruth Milkman, Edd Ott. Ithaca, NY: Cornell University Press/ILR Press. *ILR Review*. 68 (4): 960-961.

Tapia, M. 2014. Review of Union Voices: Tactics and Tensions in UK Organizing. Jane Holgate, Melanie Simms, and Edmund Heery. Ithaca, NY: Cornell University Press/ILR Press. *ILR Review*. 67(1): 276-277.

Tapia, M. 2013. Review of Tweets and the Streets: Social Media and Contemporary Activism. By Paolo Gerbaudo. London: PlutoPress. *Interface Journal*, 5(2): 548-551.

Tapia, M. 2011. Review of *Power in Coalition: Strategies for Strong Unions and Social Change*. By Tattersall, Amanda. Ithaca, NY: ILR Press. *Comparative Labor Law and Policy Journal*, 32(4): 1107-1110.

Tapia, M. 2010. Review of Identity work in social movements. Edited by Jo Reger, Daniel Myers and Rachel Einwohner, Minneapolis: University of Minnesota Press. *Interface Journal*, 2(2): 377-379.

Tapia, M. 2010. Review of Community Unionism. A Comparative Analysis of Concepts and Contexts – Edited by Jo McBride and Ian Greenwood. *British Journal of Industrial Relations* 48 (2):498-500.

Tapia, M. 2010. Review of *Organizing at the Margins: The Symbolic Politics of Labor in South Korea and the United States*. By Jennifer Jihye Chun. Ithaca: Cornell University Press. *ILR Review*. 63 (4): 739-740.

Tapia, M. 2009. Review of *Organizing Urban America: Secular and Faith-based Progressive Movements*. Swartz, Heidi. Minneapolis: University of Minnesota Press. *Interface Journal* 9(2): 340-343.

GRANTS, AWARDS, AND FELLOWSHIPS

Winner John T. Dunlop Award, 2019, Outstanding Research Scholar Award, LERA

Principal Investigator, Hans Böckler Foundation Grant, Eur 300,000, 2014-2017:
Project on trade unions and their strategies towards young workers in the US, UK, Germany, France, and the Netherlands (with Lowell Turner)

Winner, Labor Research and Action Network Faculty Award (LRAN), 2014 (\$6,000)
with Tashlin Lakhani

Honorable Mention, Best Dissertation Award, Labor and Employment Relations Association, 2014

Winner, Doctoral Student Paper Award, International Labour Process Conference, Rutgers University, 2013

Winner, Best Paper Award, Equality, Diversity, and Inclusion Conference, July 2012 (with Gabriella Alberti and Jane Holgate)

Winner, Susan C. Eaton Scholar Award, Labor and Employment Relations Association, 2012 (\$3,000)

Einaudi Travel Grant, Einaudi Institute for European Studies, Cornell University 2008, 2009, 2010, 2011 (\$1,000)

Winner, Benjamin Miller Fellowship, ILR School, Cornell University, 2011 (\$2,500)

Winner, Research Award, Institute for the Social Sciences, Cornell University, 2011 (\$1,000)

Winner, Seidman Prize, ILR School, Cornell University, 2011 (\$750)

Winner, UCIRHRP Best Student Paper Competition, Labor and Employment Relations Association, 2011 (\$300)

ERU Young Researcher Fellowship Award, Cardiff Business School, 2010 (£500)

Michele Sicca Pre-Dissertation Grant, Einaudi Institute for European Studies, Cornell University, 2008 (\$2,500)

Doctoral Student Paper Award, International Industrial Relations Association, Warwick Business School, 2007 (registration and accommodation expenses)

Cornell University, Research Fellowship (2007-2012)

WORKSHOPS AND CONFERENCES (Selection)

“Bringing in Sector and Social Identity: A Theoretical Framework of Strategies of Worker Representation” paper presented at LERA Conference, Cleveland, OH, 2019.

“The Lack of Critical Race Theory in IR theory” (with Tamara Lee) paper presented at LERA Conference, Cleveland, OH, 2019

“Social Identity and Industrial Relations” Paper presented at CRIMT conference, Montreal, Canada, 2018.

“The Women’s March and Intersectional Organizing: Lessons for the Labor Movement” (with Tamara Lee) paper presented at the LERA Conference, Baltimore, MD, 2018.

“Urgency of Young Worker Engagement in Trade Unions: Cross-National Evidence” (with Lowell Turner) paper presented at the LERA conference, Baltimore, MD, 2018.

“Fighting precariousness: Union strategies towards migrant workers in the UK, Germany, and France” (with Jane Holgate) paper presented at the SASE conference, Lyon, France, 2017.

“Supra-union and intersectional organizing: An examination of two prominent cases in the low-wage US restaurant industry” (with Tamara Lee) paper presented at the LERA conference, Anaheim, CA, 2017.

“Trade Union Revitalization: Where are we now? Where to next?” (with Christian Ibsen) paper presented at the LERA conference, Anaheim, CA, 2017.

“Organizing the Fragmented Unorganized: Strategies and Institutional Experimentation in the US Fast Food Industry” (with Tashlin Lakhani) paper presented at CRIMT, International Conference Montreal, Canada, 2015.

“Overcoming Diversity Challenges: A relational culture in membership organizations” Paper presented at American Sociological Association (ASA), Chicago, IL, 2015.

“A new model of organizing in the fast food industry” Paper presented and panel organizer at the LERA conference in Portland, OR, 2014.

Invited to panel on “Industrial Relations and Comparative Political Economy: How To Productively Engage Each Other’s Concepts?” at SASE conference (Society for the Advancement of Socio-Economics), Chicago, IL, 2014.

“Innovative organizing strategies and low-wage workers.” Co-organizer of conference and discussant of panel at Transatlantic Social Dialogue, New York City, NY, 2014.

“Organizing Migrants as Workers or as Migrant Workers? The concept of Intersectionality.” Paper presented at Council for European Studies (CES) conference, Amsterdam, the Netherlands, 2013.

“Hybrid logic of organizing: mobilizing structures and cultures” Paper presented at the LERA Conference, Amsterdam, the Netherlands, 2013.

“Mobilizing Structures and Cultures: IAF organizing in London, Berlin, and Boston” paper presented at ILPC conference, Rutgers University, NJ, 2013.

“Union Campaigns as Countermovements: Mobilizing Immigrants in France and the U.K.” (with Lowell Turner) Paper presented at the International Labor and Employment Relations Association Conference, Philadelphia, PA, 2012.

“Sustained Mobilization Capacity: Community Organizing in Boston and Berlin” Paper presented at the Council for European Studies (CES) Conference, Boston, MA, 2012.

Invited to panel on “Strategies of State and Civil Society: Germany and the U.S.” at the Rosa Luxembourg Conference on Transformative Organizing, Berlin, Germany, 2011.

Organizer Symposium, “Community Unionism: A Cross-National Comparative Analysis” at the LERA Conference, Denver, CO, 2011.

“Transactional versus Relational Commitment in Trade Unions and Community Organizations” Paper presented at Cardiff University, Annual Conference Employment Research Unit on “Ideas at Work.” 2010.

“Make Some Noise! Member Mobilization in Trade Unions and Community Organizations.”
Paper presented at the Council for European Studies (CES) Conference, Montréal, Canada,
2010.

TEACHING EXPERIENCE

Michigan State University (2013-)

- International Human Resource Management (Master students)
- Employment Relations (Undergraduate students)
- Voice and Democracy at Work (Undergraduate students)

ILR School, Cornell University (2011)

- Comparative Labor Movements: Strategic Reform in Europe and the U.S.
(Undergraduate students)

PROFESSIONAL SERVICE AND MEMBERSHIP

Michigan State University, School of Human Resources and Labor Relations

- Chair, PhD Committee, MSU School of Human Resources and Labor Relations
(2014-2016)
- Member PhD committee (2017-)
- Chair, PhD student Salil Sapre (2015-)
- Faculty Search Committee (2014, 2016, 2017, 2019)
- Co-chair of SHRLR Speaker Series (2013-2014; 2018-2019)

Board Member, Labor and Employment Relations Association (LERA: 2019-)

Fellow, The Worker Institute, Cornell University

Ad Hoc Reviewer for *ILR Review*, *British Journal of Industrial Relations*, *Work and Occupations*,
Work, Employment & Society, *Socio-Economic Review*, *Interface Journal*, *Labor Studies Journal*, *Journal
of Industrial Relations*, *National Science Foundation*

Member of Labor Research and Action Network, Labor and Employment Relations
Association, Council for European Studies, Social Movements Research Network

PROFESSIONAL EXPERIENCE

Researcher at Global Labor Institute, Cornell University, New York City, Summer 2007-
2008

Researcher at Labor Institute “Fondazione Istituto per il Lavoro”, Bologna, Italy, 2005-2007

Project Leader, Community of Parma, Italy, 2005

LANGUAGES AND SOFTWARE

Languages:

Dutch (mother tongue)

English (fluent speaking and reading)

Italian (advanced speaking and reading)

Spanish (advanced speaking and reading)

French (advanced speaking and reading)

German (basic speaking and reading)

Software: Atlas.ti

DEGREES: Ph.D., Industrial Relations, University of Toronto, June 1992. M.A., Economics, University of Toronto, 1968 (Completed course work for Ph.D. in Economics in 1970). B.A., General Arts (Economics Major), University of Toronto, 1966. - Cornell University - Assistant Professor in the School of Industrial and Labor Relations March 1992 to 1999. - Ontario Public Service Employees Union - Senior Research Officer, Research Director May 1968 to August 1992. Areas of expertise. - Hebdon, Robert and Sung Chul Noh. 2013. "A Theory of Workplace Conflict Development: From Grievances to Strikes," chapter 3 in *New Forms and Expressions of Conflict at Work*, edited by Gregor Gall, Palgrave Macmillan. - Gunderson, Morley and Robert Hebdon. all Graduate School Requirements. two academic recommendations (Letters of Recommendation must be uploaded with the online application. Letters submitted to the field directly via mail or email will not be accepted). - Get More Information About. Industrial and Labor Relations, Ph.D. Cornell University. Visit Programme Website. See more of School of Labor and Industrial Relations, UP-Diliman on Facebook. Log In. or. Create New Account. See more of School of Labor and Industrial Relations, UP-Diliman on Facebook. Log In. Forgotten account? UP Solair Student Council 2013-2014. Organisation. HR Employee And Labor relation group PH. Tutor/teacher. Philippine Society for Training and Development - PSTD Davao Chapter. (Formerly Industrial Relations Center). Carlson School of Management University of Minnesota - Twin Cities Minneapolis, MN 55455. Ph.D. Students Principal advisor for: - Amit Kramer, *Studies on Identity*, 2009, Assistant Professor, University of Illinois Urbana-Champaign - Ting Ren, *Studies on Organizational Design, Value Congruence, and Ownership*, 2009, Assistant Professor, Peking University. - Darla Flint-Paulson, *Stakeholder Empowerment and Stakeholder Well-being in Nursing Homes: The Case of. Employees and Customers*, 2009, Assistant Professor, University of Texas-Arlington. - Hua Wang, *The Effects of Employee Stock Ownership and Profit Sharing on Firm Survival*, 2006, Assistant. - Industrial and Labor Relations Review; Industrial Relations; International Industrial and Labor Relations. Program Description. Candidates select major and minor subjects from the following areas: human resource studies; international and comparative labor; labor relations, law and history; and organizational behavior. One minor is selected from outside the ILR Field of Study. Contact Information.