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Curriculum Vitae

Kelly Pike

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ACADEMIC EMPLOYMENT

2017-present Assistant Professor (Tenure-Track), School of HRM, York University

2018-2019 Interim Director, Global Labour Research Centre, York University

2014-2017 Assistant Professor (CLA), Work and Labour Studies, York University

2013-2015 Lecturer, Centre for Industrial Relations and HR, University of Toronto

2012-2013 Post-Doctoral Fellow, Global Employment Standards Database, York

DEGREES

Ph.D. 2014 School of Industrial & Labor Relations, Cornell University, Ithaca NY
Dissertation: *Made in Lesotho: Examining variation in workers' perceptions of labor standards compliance in Lesotho's clothing industry*

M.Sc. 2009 School of Industrial & Labor Relations, Cornell University, Ithaca NY
Thesis: *Depending on the Angle: Perspectives of conflict and workplace climate*

B.Sc. 2003 School of Industrial & Labor Relations, Cornell University, Ithaca NY

HONOURS AND AWARDS

2020 Minister's Award of Excellence (Nominee), Ministry of Colleges and Universities
(Nominated by VP Research & Innovation, York University)

2019 Distinction in Social Justice Research Award (Nominee), York University

2018 LA&PS Dean's Award for Excellence in Teaching (Nominee), York University
(Nominated by students in HRM3422 Industrial Relations, Fall 2017)

PUBLICATIONS

Journal Articles

Pike, Kelly and Beth English. (2021). And Roses Too: How the Better Work program facilitates gender empowerment in global supply chains. *Gender, Work and Organization* doi: 10.1111/gwao.12740

Pike, Kelly. (2020). Voice in Supply Chains: Does the 'Better Work' program lead to improvements in labor standards compliance? *Industrial and Labor Relations Review* 73(4): 913-938.

Pike, Kelly. (2020). Dialogue and Coordination: How hybrid models can strengthen labor standards enforcement. *Journal of Developing Societies* 36(3): 312-334.

Colvin, Alexander J.S. and Kelly Pike. (2014). Saturns and Rickshaws Revisited: What Kind of Employment Arbitration System has Developed? *Ohio State Journal on Dispute Resolution* 29(1): 59-83.

Colvin, Alexander J.S. and Kelly Pike. (2013). Beyond Baby-Splitting: Arbitrator Decision-Making Patterns in Employment Cases. *Dispute Resolution Journal* 68(2): 57-67.

Book Chapters

Pike, Kelly (2021). Comments on the Public Consultations Summary Report: Towards a socially Responsible Trade Policy- A Challenge for Canada and its Partners. Ch. 5, Sec. 6 in S. Zini, É. Boulanger, and M. Rioux (eds.), *Vers une politique commerciale socialement responable dans un context de tensions commerciales/ Towards a socially responsible trade policy in a context of trade tensions* (pp. 162-168). Presses de l'Université du Québec.

Pike, Kelly (2019). Women's Work in Kenya's Athi River EPZ: Opportunity or Exploitation? Ch. 10 in B. English, M. Frederickson and O. Sanmiguel-Valderrama (eds.), *Global Women's Work: Perspectives on Gender and Work in the Global Economy* (pp. 215-233). Routledge.

Colvin, Alexander J.S. and Kelly Pike (2015). Access to Justice in Employment Arbitration? Ch. 37 in S. Estreicher and J. Radice (eds.), *Beyond Elite Law – Access to Justice in America* (pp. 529-543). Cambridge University Press.

Pike, Kelly and Shane Godfrey (2014). Workers' Perceptions of Compliance with Labour Standards: Assessing Opportunities and Challenges for Better Work in Lesotho's Apparel Sector. Ch. 8 in A. Rossi, A. Luinstra and J. Pickles (eds.), *Towards Better Work: Understanding Labour in Apparel Global Value Chains* (pp. 191-211). Palgrave Macmillan.

Conference Proceedings

Colvin, Alexander J.S. and Kelly Pike (2012). The Impact of Case and Arbitrator Characteristics on Employment Arbitration Outcomes. *Canadian Industrial Relations Association Conference Proceedings*, Quebec City, Quebec, May 2010.

Pike, Kelly (2009). Depending on the Angle: Perspectives on conflict and workplace climate. *22nd Annual International Association for Conflict Management Conference Proceedings*, Kyoto, Japan, June 2009.

Book Reviews

Pike, Kelly. (2017). Review of *Labour Regulation and Development: Socio-Legal Perspectives* by Shelley Marshall and Colin Fenwick (Eds.), in *Industrial and Labor Relations Review 70*, 4: 1060-1062.

Pike, Kelly. (2012). Review of *From Servants to Workers: South African Domestic Workers and the Democratic State* by Shireen Ally, in *Journal of Comparative Labor Law and Policy* 34, 2: 557-561.

Research Reports, Briefs, and Discussion Papers

Chowhan, James and Kelly Pike (2021). Impacts of COVID-19 on the Working Arrangements of Faculty and Staff. *A report on the results of a survey of faculty and staff at York University, part of the broader project on COVID Homeworking for University Staff Survey (CHUSS). Published on GLRC website in May 2021 (and Y-File story).*

Pike, Kelly (2020). Impacts on the Shop Floor: An evaluation of the Better Work – Gap Inc. program on Workplace Cooperation. *ILO-IFC Better Work Discussion Paper*, No.40.

Pike, Kelly (2020). The Better Work Academy: Approach and impact in Gap Inc. factories. *ILO-IFC Better Work Research Brief*.

Pike, Kelly and Beth English (2020). Better Work Beyond the Workplace: A comparative study of gender dynamics in Bangladesh, Cambodia, Kenya, Lesotho and Vietnam. *ILO-IFC Better Work Discussion Paper,* No.35.

Godfrey, Shane, Debbie Collier, Deirdre McCann, Kelly Pike, Roger Ronnie and Abigail Osiki (2019). Developmental Enforcement? Challenges to public and private enforcement of labour standards in the South African and Lesotho garment sectors. *A report of the Decent Work Regulation in Africa Project, funded by the UK Global Challenges Research Fund. (see Executive Summary)*

Pike, Kelly, Shane Godfrey, Silvia Marina Pinheiro and Anne Posthuma (2018). Enforcing Labour Laws. In D. McCann (ed.), *Unacceptable Forms of Work: Global Dialogue / Local Innovation* (pp. 25-28). Durham University.

Pike, Kelly and Shane Godfrey. (2015). Worker and Management Perceptions of the Impact of Better Work Lesotho. *ILO-IFC Better Work Research Brief*.

Pike, Kelly and Shane Godfrey (2015). Two Sides to Better Work: A comparative analysis of worker and management perceptions of the impact of Better Work Lesotho. *ILO-IFC Better Work Discussion Paper,* No.20.

Pike, Kelly and Shane Godfrey (2012). Corporate Social Responsibility and the Worker Stakeholder: Lesotho Clothing Workers' Perceptions of What Makes Better Work. *ILO-IFC Better Work Discussion Paper*, No.7.

Pike, Kelly. (2012). Better Work Lesotho: Garment Industry Baseline Report: Worker Perspectives from the Factory and Beyond. *International Labour Office.*

Pike, Kelly. (2006). *AFT Public Employees Compensation Survey: A survey of professional, scientific and related occupations in State Government.* A Publication of the American Federation of Teachers, Washington DC.

Magazines, Newsletters, Op-Eds and Blogs

Pike, Kelly and Nthabeleng Molise. (2020). Developing-world working conditions amid COVID-19. Do unions in Lesotho have a fighting chance? *Perspectives on Work* 24(1): 64-70.

McCann, Deirdre, Kelly Pike and Karina Patricio. (2020). How to protect the women who make our clothes? Worker voice is vital in the pandemic. Blog post published at the *London School of Economics Social Policy Blog*, 9 July 2020.

English, Beth and Kelly Pike. (2020). Will the Pandemic Set Women Back? Op-Ed published at *Project Syndicate*, 14 May 2020.

McCann, Deirdre and Kelly Pike. (2020). Work-life balance is a global dream: just listen to workers themselves. Blog published at *Medium*, 20 January 2020.

Pike, Kelly. (2009). New Signals. *Signal Newsletter*, 25(1): 26.

Pike, Kelly, Sean Rogers and Sun-Wook Chung. (2009). Where Does The Field Go From Here? Perspectives on the future of work and employment relations. *Perspectives on Work* 13(1): 53-54.

UNPUBLISHED PROFESSIONAL REPORTS

Pike, Kelly. (2017). Meeting Targets: Evaluating Phase 1 of the Better Work-Gap Inc. Partnership on Workplace Cooperation. *Technical report for internal circulation at International Labour Office and Gap Inc.*

Pike, Kelly. (2016). Better Work Five Years Later: Worker perspectives on labour standards compliance in the final year of Better Work Lesotho. *Technical report for internal circulation at International Labour Office.*

Conference Presentations

Chowhan, James and Kelly Pike (2021, June 5-8). "Telework and the Impact of COVID-19 on Work-Life Balance, Stress, Job Satisfaction, and Job Performance among University Faculty and Staff. To be presented at the *Canadian Industrial Relations Association*, virtual conference May 2021.

Pike, Kelly. (2020, June 24th-27th). "Rethabile's Story: Film Screening and Discussion. Presented at the *International Labor and Employment Relations Association*, scheduled for Toronto ON but held virtually due to COVID-19.

Pike, Kelly. (2020, June 13th-15th). "Rethabile's Story: Film Screening and Discussion on Trade Unions and Labor Transnationalism. Presented at the *Labor and Employment Relations Association Conference*, scheduled for Portland OR but held virtually due to COVID-19.

Pike, Kelly. (2019, July 8th-10th). "Rethabile's Story: Film Screening and Panel Discussion on the Future of Work in Africa". Launched at the *Regulating for Decent Work Conference* at the International Labour Office, Geneva, Switzerland.

Pike, Kelly. (2019, July 8th-10th). "Enforcing Labour Laws in Southern Africa: An examination of the multi-stakeholder model in South Africa and Lesotho." Presented at the *Regulating for Decent Work Conference* at the International Labour Office, Geneva, Switzerland.

Pike, Kelly. (2019, June 12th-16th). "From Auditor to Trainer: How buyers can play a more active role in improving labor standards in supply chains." Presented at the *Labor and Employment Relations Association Conference,* Cleveland, Ohio.

Pike, Kelly. (2019, March 28th-30th). "A New World Trade Order? Assessing the Barriers and Openings for Reforming Global Trade Agreements." Presented at the 60th annual conference of the *International Studies Association*, Toronto, Canada.

Pike, Kelly. (2019, March 1st-3rd). "Trade Policy: Embedding Sustainability and Fairness." Presented at Canada's 7th *National Fair Trade Conference*, Ottawa, Canada.

Pike, Kelly. (2018, October 25th-27th). "A Look at the Better Work-Gap Inc. Program on Workplace Cooperation: Challenges and Opportunities for 'Training of Trainers' to Strengthen Industrial Relations and Social Dialogue in Supply Chains." Presented at *CRIMT (the Interuniversity Research Centre on Globalization at Work) Conference*, Montreal, Canada.

Pike, Kelly. (2017, July 3rd-5th). "Lessons from Lesotho: Assessing the Impact of Better Work in Lesotho, 2010-2016." Presented at the *Regulating for Decent Work Conference* at the International Labour Organization, Geneva, Switzerland.

Pike, Kelly. (2017, June 1st-4th). "Before and After Better Work: An evaluation of labour standards compliance from adoption through expiry of Better Work in Lesotho." Presented at the *Labor and Employment Relations Association Conference*, Anaheim, California.

Pike, Kelly and Shane Godfrey. (2015, July 8th-10th). "Two Sides to Better Work: A comparative analysis of worker and management perceptions of the impact of Better Work Lesotho." Presented at *Regulating for Decent Work Conference* at the International Labour Organization, Geneva, Switzerland.

Pike, Kelly. (2015, April 15th). "Women and Work in Kenya's Clothing EPZs: Opportunity or Exploitation?" Presented at the *International Labour Process Conference*, Athens, Greece.

Pike, Kelly. (2014, May 30th). "Better Work Lesotho Impact Assessment: Comparative study of workers' feedback from 2011 and 2013." Presented at the *Labor and Employment Relations Association Conference*, Portland, Oregon.

Pike, Kelly. (2013, June). "The Loom that Spins the Threads: Understanding the relationship between supervisor relations and labour standards compliance in Lesotho's clothing industry." Presented at the *Labor and Employment Relations Association Conference*, St. Louis, Missouri.

Pike, Kelly. (2012, May). "CSR and the Employee Stakeholder: Examining workers' perceptions of what makes Better Work." Presented at the *Canadian Industrial Relations Association Conference*, Calgary, Alberta.

Pike, Kelly. (2011, October 28th). "Lesotho's Apparel Industry: What is the role for Better Work?" Presented at the *Better Work Conference*, Washington DC.
Pike, Kelly. (2010, November). "Labour standards enforcement in the apparel industry." Presented at the *Leadership and Management in Sub-Saharan Africa Conference*, Cape Town, South Africa.

Colvin, Alexander J.S. and Kelly Pike. (2010, June). "Enforcing Employment Rights Through ADR Systems: An empirical examination of employment arbitration." Presented at the *Canadian Industrial Relations Association*, Quebec City, Quebec.

Pike, Kelly. (2010, January). "Depending on the Angle: Perspectives on Conflict and Workplace Climate." Presented at the *Labor and Employment Relations Association Conference,* Atlanta, Georgia.

Pike, Kelly. (2009, June). "Perspectives on Conflict and Workplace Climate." Presented at the *International Association on Conflict Management Conference*, Kyoto, Japan.

Pike, Kelly. (2008, October). "Conflict and Culture: The pre-electronic medical records climate in nursing homes." Presented at the 7th Biennial *UMass Boston Conflict Studies Conference*, Boston, Massachusetts.

Other Workshop Participation and Attendance

Invited participant, International Innovation Forum, Corridor 2: Labor Innovation. September 20-24, 2021 (online).

Co-organizer and Discussant, *Panel - Labor in Global Supply Chains Part I: Disruptions to the Status Quo*, at the annual conference of the *Labor and Employment Relations Association* (virtual), June 5, 2021.

Invited speaker, *Job quality and economic and social development: a case study of the Global Garment Industry in a post-COVID-19 world*, International Labour Office (webinar), May 5, 2021.

Invited moderator, *The ILO – A critical examination of the past 100 years, and imagination for the next*. York University, GLRC speaker series, February 28, 2020.

Invited speaker, *screening of "Rethabile's Story" and discussion on the regulation of workers' rights in supply chains*. York University, GLRC speaker series, November 20, 2019.

Invited speaker, *Better Work: Review and reflections on past evidence and lessons learned*. *Better Work Policy Impact Workshop.* ILO, Geneva, Switzerland, July 11, 2019.

Invited discussant, *Roundtable – Centenary of the ILO*. International Conference on Socially Responsible Trade Policy in Canada and Abroad. UQAM, Montreal, QC, February 28, 2019.

Invited speaker, *Multistakeholder approaches of trade policy: The Canadian experience*. *International Conference on Socially Responsible Trade Policy in Canada and Abroad.* University of Quebec at Montreal (UQAM), Montreal, QC, February 27, 2019.

Co-organizer and invited speaker, Two-Day Regional Impact Meeting on Decent Work Regulation in Africa, Cape Town, South Africa, June 2018.

Co-organizer and invited facilitator, Three-Day Regional Planning Workshop for Decent Work Regulation in Africa, Cape Town, South Africa, April 2018.

Participant, *Roundtable and launch of Pan-Canadian Expert Network on socially responsible trade policy.* University of Quebec at Montreal (UQAM), Montreal QC, February 9, 2018.

Invited discussant, *Global Challenges to Effective Labour Rights*. Durham University Law School, Durham UK, December 8, 2017.

Participant, *ILRR Special Issue Paper Development Workshop on Global Supply Chins*, Massachusetts Institute of Technology, Boston, MA, November 16, 2017.

Participant, *Towards a socially responsible trade policy (NAFTA countrywide public consultations)*, Fasken Martineau DuMoulin offices, Toronto ON, October 3, 2017.

Participant, *Human Rights Defenders: The Need for Support*, facilitated by Ryerson CSR Institute at Global Affairs Canada, Ottawa ON, September 29, 2017

Attendee, *Human Rights due diligence in supply chains*, Global Affairs Canada, Ottawa ON, September 29, 2017.

Attendee, *Bringing Responsibility Home: A symposium on business, human rights and the role of home states,* Parliament Hill, Ottawa ON, September 28, 2017.

Network partner invitee, *Unacceptable Forms of Work*, Durham University Law School, Durham UK, September 14-15, 2017.

Attendee, *New Conversations Project Conference: Sustainable Labor Practices in Global Supply Chains*, Prince George Ballroom, New York NY, May 3, 2017.

Invited discussant, *Women's Economic Empowerment in the Changing World of Work*. Commission on the Status of Women, United Nations, New York NY, March 14, 2017- cancelled due to inclement weather.

Participant, *BJIR Special Issue Paper Development Workshop on CSR and Labour Standards,* London School of Economics and Political Science, London, UK, April 24, 2015.

Invited speaker, *Does the ILO's Better Work lead to better work? Perspectives from garment factory workers in Lesotho*. York University, GLRC speaker series, February 12, 2015.

Invited speaker, *Does Better Work lead to better work? A before-and-after study of an ILO programme geared towards improving labour standards compliance in Lesotho*. Michigan State University, School of Labor and Industrial Relations, seminar series, April 4, 2014.

Invited speaker, *The Human Side of CSR: Theory, Evidence & Teaching*. Middlesex University, seminar on CSR funded by Middlesex University, April 15, 2013.

Invited speaker, *Made in Lesotho: Examining Clothing Workers' Perceptions of Labor Standards Compliance*. Cornell University ILR School, weekly seminar series funded by the International Comparative Labor/Labor Relations, Law, and History Departments, February 19, 2013.

Invited speaker, *Made in Lesotho: Examining Clothing Workers' Perceptions of Labour Standards Compliance.* University of Toronto, Ontario Institute for Studies in Education, seminar, February 6, 2013.

Invited speaker, *Labour and CSR in Developing Countries*. Ryerson University, Institute for the Study of Corporate Social Responsibility, seminar series, January 31, 2013.

Participant, *European doctoral consortium, LSE*, London, UK, September 16, 2011.

Co-Organizer, Two-Day Workshop on Multi-Party Negotiations, Cornell University, Ithaca, NY, February 28 and March 1, 2009.

Co-Chair, PhD Consortium at the Labor and Employment Relations Association Conference, January 2nd, 2009.

PROFESSIONAL SERVICE

Membership in Professional Associations

Labor and Employment Relations Association, 2007-present
Canadian Industrial Relations Association, 2009-present
Canadian Association of Work and Labour Studies, 2019-2020

Academic Referee/Review

British Journal of Industrial Relations
Global Labour Journal
Industrial and Labor Relations Review
Journal of Comparative Labor Law and Policy
Journal of Development Studies
Journal of Labor and Society
Labor Studies Journal
Work and Occupations

Advisory Roles and Consultations

Member, CETA Canada Domestic Advisory Group for Labour. Invited by the Canadian government to serve in an advisory role on enforceability of the labour chapter of the Comprehensive Economic and Trade Agreement between Canada and the EU (July 2018-present)

> Participant, *Meeting of the Canadian and EU CETA Domestic Advisory Groups*, February 2, 2021.
>
> Participant, *Meeting of the Canadian and EU CETA Domestic Advisory Groups, and Civil Society Forum* (virtual meetings), December 7-9, 2020.
>
> Participant, *Meeting of the Canadian and EU CETA Domestic Advisory Groups*. Brussels, Belgium (held virtually due to COVID-19), September 8-11, 2020.
>
> Participant, *Canada-EU Workshop on Collective Bargaining*, Global Affairs, Government of Canada, Ottawa, November 14, 2019.

Invited moderator, *Civil Society Forum for the Comprehensive Economic Trade Agreement (CETA)*. Global Affairs, Government of Canada, Ottawa, November 12, 2019.

Participant, *Meeting of the Canadian and EU Domestic Advisory Groups*. Global Affairs, Ottawa, November 11, 2019.

Consultation with Aritzia (global brand for women's fashion) on steps for organizations to take to prevent rollbacks in gender equality and empowerment for global women workers (May 2020)

Consultation with H&M Group on designing a qualitative tool for assessing their sustainability strategy, including implementing a mechanism for capturing worker voice in their global supply chain (December 2019 – January 2020)

PUBLIC APPEARANCES

News

CBC Windsor: News at 6. Invited to comment on 'how to mend fences after prolonged labour dispute' regarding striking library workers and the Board in Essex County (February 16, 2017)

CBC Windsor: News at 6. Invited to comment on 'what to do during a stalemate' regarding labour dispute between library workers and Board in Essex County (December 13, 2016)

Media Mentions and Interviews

Impacts on the Shop Floor: Better Work and Gap Inc. Partner for Progress. (News and stories on Better Work- highlights impact of recent research on global brand's sustainability practices) https://betterwork.org/2020/11/12/impacts-on-the-shop-floor-better-work-and-gap-inc-partner-for-progress/ (November 2020)

How COVID-19 is affecting global clothing industry. https://www.miragenews.com/how-covid-19-is-affecting-global-clothing-industry (October 2020)

How will COVID-19 change us a global society? Will equity lose ground? Interviewed for ***Brainstorm***, a special issue of Y-File, showcasing research and innovation at York. https://www.yorku.ca/research/category/brainstorm/2020/09/how-will-covid-19-change-us-as-a-global-society-will-equity-lose-ground/ (September 2020)

Screening of "Rethabile's Story" at the Canadian Labour International Film Festival (CLIFF). Featured on Y-File: https://www.yorku.ca/research/category/news/2019/12/cliff-features-documentary-based-on-york-university-international-research-collaboration/ (November 2019)

Media on Enforcing Labour Laws: The global regulatory challenge of effective enforcement of labour standards. https://www.dur.ac.uk/law/policyengagement/ufw/challenges/enforcing/ (October 2018)

FUNDING

Contracted Research

2018-2019 International Labour Organization, Geneva
$16,200 USD (~$21,100 CDN)

Deliverable: Impacts on the Shop Floor - An Evaluation of the Better Work - Gap Inc. program on Workplace Cooperation

2017 International Labour Organization, Geneva
$11,450 USD (~$15,450 CDN)

Deliverable: Evaluation report (internal circulation) summarizing effectiveness of Better Work's workplace cooperation training program with Gap, Inc. (Phase 1)

2015-2016 International Labour Organization, Geneva
$23,600 USD (~$31,000 CDN)

a) Conduct third wave of data collection in Lesotho (December 2015).
b) Analyze FGD transcripts (Bangladesh, Cambodia, Kenya, Lesotho, Vietnam).
c) Report: "Two Sides to Better Work: A comparative analysis of worker and management perceptions of the impact of Better Work Lesotho"

2013-2015 World Bank, DC
$38,850 USD (~$51,000 CDN)

Deliverable: Major contributions to the World Bank report *Interwoven: How the Better Work Program Improves Jobs and Life Quality in the Apparel Sector*.

2011 International Labour Organization, Geneva
$4,500 USD

Deliverable: Report on "Baseline data collection of working conditions in Lesotho for ILO Better Work Programme"

Internal Research Grants and Awards

2021 SSHRC Exchange – KMb Grant ($3,850 CDN)
Title: Assessing the impacts of COVID-19 on faculty and staff productivity and well-being
(PI: Hire student to develop interactive website for COVID & University Staff report findings; knowledge mobilization)

2021 LA&PS Dean's Award for Research Excellence ($10,000 CDN)
Title: Impact of COVID-19 on faculty and staff
(Supervisor: Two students code survey data from several Canadian universities)

2020 LA&PS Seed Grant for Collaborative Research Initiative ($5,000 CDN)
Title: Impact of COVID-19 on faculty and staff work arrangements
(PI: Statistician, infographics development in collaboration with Design dept)

2020 LA&PS Research at York (RAY) funding ($5,000 CDN)
Title: Developing GLRC focus on COVID-19 and World of Work
(Co-Supervisor: Hire undergrad RA to research news, literature, short interviews, write-ups for GLRC website to disseminate info)

2020 LA&PS Dean's Award for Research Excellence ($5,000 CDN)
Title: COVID-19 and the World of Work
(Supervisor: Student to develop GLRC website and research repository)

2020 York University $250,000 COVID-19 research fund **(unfunded research)**
Title: Work and Workers in the Time of COVID-19: Restructuring, Resistance and Opportunity in the Pandemic-Driven Economic Emergency
(Co-Investigator on proposal requesting $12,115; Collaboration between 8 GLRC Executive members and Library's Digital Scholarship Infrastructure Department)

2019 LA&PS Minor Research Grant ($5,000 CDN)
Title: Terms and Conditions: An assessment of stakeholder brand agreements
(PI: conduct fieldwork in Lesotho)

2019 LA&PS Dean's Award for Research Excellence ($5,000 CDN)
Title: Socially responsible trade policy and the enforceability issue
(Supervisor: Student to conduct literature review and attend relevant workshops)

2019 YUFA Teaching-Learning Development Grant ($5,000 CDN)
Labour Arbitration Video: The Termination Grievance of the Alleged Beer Theft
(Co-Applicant with David Doorey)

2018 LA&PS Dean's Award for Research Excellence ($5,000 CDN)
Title: Work and gender dynamics in the global garment industry
(Supervisor: Student to conduct extensive literature review)

2017 LA&PS Minor Research Grant ($5,000 CDN)
Title: Development Trajectories in Global Value Chains: Evidence from Lesotho
(PI: conduct fieldwork in Lesotho)

2012 Allen Ponak Best Student Paper Award ($500 CDN)
Awarded to a graduate student with the best paper submitted to the Board of the Canadian Industrial Relations Association

2011 Benjamin Miller Fellowship Award, Cornell ILR School ($1,000 USD)
Awarded to a graduate student with a leading proposal for research activities related to completion of a PhD dissertation

2010 Benjamin Miller Fellowship Award, Cornell ILR School ($2,500 USD)
Awarded to a graduate student with the best proposal for research activities related to completion of a PhD dissertation

International Research Affiliations and Collaborations

2020-present York Research Lead, COVID Homeworking for University Staff Survey
International collaboration between 14 universities in Canada and Australia

2015-present International Team Member, Collective Bargaining Database Wage Indicator Foundation

2017-2019 Major Research Partner, Decent Work Regulation in Africa

CREATIVE/ARTISTIC ENDEAVOURS

Title: **Rethabile's Story**
Details: Documentary based on my research and produced by Dreamscope as part of the project on Decent Work Regulation in Africa (in which I am a major research partner). I organized the interviewees and questions/content to focus on. The film launched at the ILO in Geneva in July 2019, and subsequently screened at the GLRC and the Canadian Labour International Film Festival (Nov 2019), as well as LERA and ILERA (June 2020).
Media clip from launch in Geneva (4 minutes):
https://www.youtube.com/watch?v=w8cvf0f6fcA&feature=youtu.be
Short version (8 minutes): https://www.youtube.com/watch?v=jvsAuc6WyPE
Full version (25 minutes): https://www.youtube.com/watch?v=jqTHTZBu64s

Title: **Better Work for Better Lives**
Details: 10-minute documentary produced by the World Bank using footage/material I gathered in Lesotho through interviews with workers in the factory and at home
Link: http://www.worldbank.org/en/news/video/2015/09/28/better-work-for-better-lives
Full press release: http://www.worldbank.org/en/topic/gender/publication/interwoven-how-better-work-program-improves-jobs-life-quality-apparel-sector

TEACHING

UNDERGRADUATE

Courses taught

School of Human Resource Management (2017 – present)

HRM 3422: Industrial Relations (F17, W18, SU18, F19, W20, F20, W21, SU21, F21, W22)
HRM 4490: Negotiations (F17, W18, F18, W21)
HRM 7010: Qualitative Research Methods (F18, W20, W21, W22)

Work and Labour Studies, Department of Social Science (2014 – 2017)

SOSC 2210: Labour Relations in Canada (FY14-15, FY15-16, FY16-17)
SOSC 3240: Labour and Globalization I: North American Perspectives (F15)
SOSC 3241: Labour and Globalization II: Comparative Perspectives (W15, W16, W17)
SOSC 3380: Law, Labour and the State (FY14-15, FY15-16, FY16-17)
SOSC 3815: Jobs, Unemployment and Canadian Labour Market Policy (F14, F16)

GRADUATE

Courses taught

HRM 7010: Qualitative Research Methods (F18, W20, W21, W22)

Masters theses supervisions/committees

PhD Supervisor (2021-present), Tinu Koithara Mathew, School of HRM

MSc Supervisor (2020-present), Samia Syed, Development Studies (Social Science, LA&PS)

OTHER TEACHING-RELATED ACTIVITIES

Seminars, workshops presented

Invited lecture, *Designing and Conducting Qualitative Research*. Talent Cloud, Treasury Board Secretariat, Government of Canada, Ottawa ON (remote seminar), May 26, 2020.

Invited lecture, *Private Supply Chain Compliance*, delivered in Global Supply Chain Labour Law (Profs. Kevin Kolben and David Doorey), Osgoode Hall Law School, December 6, 2019.

Invited lecture, *The ILO and Better Work*, delivered in IRE 1600, *International Developments in Labour and Human Resource Policy* (Prof. Anil Verma), University of Toronto, May 2021, June 2020, May 2018, May 2016, June 2015, October 2014 & June 2013.

Invited lecture, *Qualitative Research Methods*. Brookfield Institute, Toronto ON, Aug 24, 2018.

Invited lecture, *Employment Relations in the Developing World: The Case of Lesotho*, delivered in IRE 2001, Foundations and Current Issues in IR/HR (Prof. Raphael Gomez), University of Toronto, October 2013.

Invited lecture, *CSR and the ILO's Better Work Lesotho*, delivered in IRE 3004, Special Topics in Employment and Industrial Relations (Prof. Anil Verma), University of Toronto, November 2012.

Invited lecture, *South African Labor Relations and Labor Law*, delivered in ILRIC 6012, Comparative Labor and Employment Law (Prof. Alexander J.S. Colvin), Cornell University, Ithaca, New York, April 2010.

Student-supporting internal grants and awards
(cross-referenced as Scholarly and Professional Contributions- Funding)

2021	SSHRC Exchange – KMb Grant ($3,850 CDN)
	LA&PS Dean's Award for Research Excellence ($10,000 CDN)
2020	LA&PS Research at York (RAY) funding ($5,000 CDN)
	LA&PS Dean's Award for Research Excellence ($5,000 CDN)
2019	LA&PS Dean's Award for Research Excellence ($5,000 CDN)
	YUFA Teaching-Learning Development Grant ($5,000 CDN)
2018	LA&PS Dean's Award for Research Excellence ($5,000 CDN)

Professional development

"eLearning@York: Designing fully online course." A short course hosted by the Teaching Commons at York. November 1 and 8, 2017.

NVivo webinars to improve research and teaching skills:
- Mixed methods research using NVivo (September 10, 2020)
- Explore and visualize your data (June 3, 2020)
- NVivo transcription (May 6, 2020)
- Conducting qualitative fieldwork during COVID-19 (April 21, 2020)
- Panel discussion: Teaching qualitative research online (April 15, 2020)

Seminar participation: Teaching strategies for making labor and employment relations courses relevant in an era of perceived irrelevance (ILERA 9.1 Thursday, June 25, 2020 at 3:30-5pm).

Seminar participation: Innovations in teaching employment relations (ILERA 9.2 Friday, June 26, 2020 at 1:45-3:15pm)

COURSES TAUGHT AT OTHER INSTITUTIONS

University of Toronto, Centre for Industrial Relations and HR (2013 – 2015)

WDW 372: Negotiations (W13)
IRE 244: Labour Relations (SU14)

IRE 2001: Foundations and Current Issues in IR/HR (W14, F15)

TEACHING AWARDS

2018 LA&PS Dean's Award for Excellence in Teaching (Nominee), York University
(Nominated by students in HRM3422 Industrial Relations, Fall 2017)
*Cross-listed under PERSONAL

SERVICE

SERVICE TO THE UNIVERSITY

2021-2024 YUFA Steward, Human Resource Management, Public Policy & Administration

2021 Member, School of HRM hiring committee

2019-present Member, Work and Labour Studies Ad-Hoc Executive Committee

2018-present Member, Student Recruitment and Retention Committee

2015-present Member, Global Labour Research Centre Executive Committee

2019 Member, Work and Labour Studies hiring committee

2018-2019 Interim Director, Global Labour Research Centre

2017 Member, School of HRM hiring committee

2016-2017 YUFA Steward, Work and Labour Studies

2015-2016 Member, Academic Honesty Committee, Social Science

2015-2016 Member, Student Awards Committee, Social Science

2014-2015 Faculty Affiliate, Global Labour Research Centre

2012-2013 Co-Founder (with Paola Rodriguez Hidalgo)
York University Post-Doctoral Researchers Association, leading to establishment of first Post-Doctoral Services Coordinator position at York