

**JENNA E. MYERS** • jenna.myers@utoronto.ca •

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## ACADEMIC POSITION

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**University of Toronto** 2021 - Present  
Centre for Industrial Relations and Human Resources  
Assistant Professor, Organizational Studies and Human Resources

*Research Statement:* I use qualitative field methods to study organizational and occupational dynamics of worker voice and learning, especially during the development, implementation, and use of new workplace technologies.

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## EDUCATION

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**Massachusetts Institute of Technology**, Cambridge, MA  
*Ph.D. in Management, MIT Sloan School of Management, Work and Organizations Group*  
Committee: Katherine Kellogg (chair), Thomas Kochan, Wanda Orlikowski  
*Thesis Title:* Talking Shop: Worker Voice and Representation in the Digital Age  
*Master of Science in Management Research*

**University of Illinois at Urbana-Champaign**, Urbana, IL  
*Bachelor of Science in Business Process Management*  
*Minor in Chemistry*  
Highest Honors

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## PEER-REVIEWED PUBLICATIONS

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**Myers, J.E.** (2023). Triadic Technology Configuration: A Relational Perspective of Technologists' Role in Shaping Cloud-based Technologies. Accepted for publication at *ILR Review*.

**Myers, J.E.** (2023). When Big Brother is Benevolent: How Technology Developers Navigate Power Dynamics Among Users to Elevate Worker Interests. *Academy of Management Discoveries* (ja).  
<https://doi.org/10.5465/amd.2022.0111>

**Myers, J.E.** & Kellogg, K.C. (2022). State Actor Orchestration for Achieving Workforce Development at Scale: Evidence From Four U.S. States. *ILR Review*, 75(1). <https://doi.org/10.1177/0019793920942767>

Kellogg, K. C., **Myers, J. E.**, Gainer, L., & Singer, S. J. (2021). Moving Violations: Pairing an Illegitimate Learning Hierarchy with Trainee Status Mobility for Acquiring New Skills When Traditional Expertise Erodes. *Organization Science*, 32(1), 181-209.  
<https://pubsonline.informs.org/doi/full/10.1287/orsc.2020.1374>

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## PAPERS UNDER REVIEW & WORKING PAPERS

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**Myers, J. E.** What Motivates Employer Engagement? Promoting Youth Career Embeddedness in Two Tennessee Regions (Conditionally accepted at *Economic Development Quarterly*)

**Myers, J.E.** Trained and Constrained: How Vendors Shape Technology Use During Digital Transformation (Revise and resubmit)

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**Myers, J. E.** No Substitute for Skill: An Ethnography of Technology and Training at a Microelectronics Firm  
(Preparing manuscript for submission)

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## WORKS IN PROGRESS

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Hustle or Happenstance? How Career Planning Tendencies Impact Discontinuous Career Changes (Data collection and analysis stage)

Third-party Occupational Orchestration for Overcoming Resistance to Technology Adoption (Data analysis stage; with A. Karunakaran)

Imagined Technologies: Occupational Field Study of Millwright Apprentices and Automation (Data collection stage; with S. Meikle)

The Impact of ChatGPT on the Creation and Ownership of Novel Ideas (Data collection stage; with H. Lifshitz-Assaf, M. Lazar, and S.Y. Choi)

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## CONFERENCE, SEMINAR, AND WORKSHOP PRESENTATIONS

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### **Triadic Technology Configuration: A Relational Perspective of Technologists' Role in Shaping Cloud-based Technologies**

- Academy of Management Annual Meeting, symposium presentation, *Centering Workers in Voice Research: Emerging Frontiers in Worker Voice*, August 2023
- University of Pennsylvania - Wharton People & Organizations Conference, roundtable presentation, October 2022
- Junior Faculty Organization Theory Conference, poster presentation, Ann Arbor, MI, August 2022
- University of Toronto Centre for Industrial Relations and Human Resources, virtual presentation, January 2021
- Academy of Management Annual Meeting, virtual presentation, August 2020
- Labor and Employment Relations Association (LERA) Annual Meeting, virtual presentation, June 2020 (*selected as a "LERA Competitive Paper"*)
- Accepted to the Industry Studies Association Annual Conference, June 2020
- MIT Sloan Institute for Work and Employment (IWER) Seminar, virtual presentation, April 2020

### **Promoting Occupational Embeddedness and Employer Engagement through Workforce Development in Two Tennessee Regions**

- Researchers Workshop for *Economic Development Quarterly's* Special Issue on Workforce Development, virtual presentation, May 2023
- MIT Sloan Institute for Work and Employment (IWER) Seminar, virtual presentation, September 2020
- Accepted to the Industry Studies Association Annual Conference, June 2020

### **When Big Brother is Benevolent: How Technology Developers Navigate Power Dynamics Among Users to Elevate Worker Interests**

- INSEAD Junior Scholar Conference, research presentation, April 2023
- Labor and Employment Relations Association (LERA) Annual Meeting, virtual presentation, *Worker Power in Platform Ecosystems*, June 2022
- University of Ottawa Telfer School of Management Research Seminar Series, virtual presentation, April 2022

- University of Pennsylvania - Wharton People & Organizations Conference, virtual roundtable presentation, September 2021
- Academy of Management Annual Meeting, virtual symposium presentation, *What Makes the Jobs of Tomorrow? The "What" and "Why" of Labor Outcomes from Technological Change*, August 2021
- Accepted to the International Labor and Employment Relations Association (ILERA) World Congress, June 2021

### **Hustle or Happenstance? How Career Planning Tendencies Impact Discontinuous Career Changes**

- University of Toronto Rotman OB/HRM Seminar Series, research presentation, March 2023

### **Trained and Constrained: How Vendors Shape Technology Use During Digital Transformation**

- Stanford University Changing Nature of Work Paper Development Workshop, invited participant, October 2021
- Labor and Employment Relations Association (LERA) Annual Meeting, virtual presentation, June 2021

### **Sequential Ambidexterity for the Integration of New HR Practices Into Existing Operations: The Case of Online Training in Long-term Care Facilities**

- University of Toronto Centre for Industrial Relations and Human Resources Work-in-Progress seminar, virtual presentation, December 2021

### **State Actor Orchestration for Achieving Workforce Development at Scale: Evidence from Four U.S. States**

- Labor and Employment Relations Association (LERA) Annual Meeting, Cleveland, OH, June 2019
- Industry Studies Association Annual Conference, Nashville, TN, May 2019
- Academy of Management Annual Meeting, Chicago, IL, August 2018
- NYU Stern/Columbia Business School East Coast Doctoral Conference, New York, NY, May 2018
- MIT Sloan Work and Organization Studies Group Seminar, Cambridge, MA, April 2018
- Organization Studies/SCANCOR-Weatherhead Paper Development Workshop, Cambridge, MA, October 2017
- European Group on Organizational Studies Annual Colloquium, Copenhagen, Denmark, July 2017

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## **OTHER WRITING**

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**Myers, J.E.** & Vinton, J. (2020). "IR: What is past, passing, and yet to come." Review of *A Field in Flux: Sixty Years of Industrial Relations*, by Robert McKersie. *LERA: Perspectives on Work*, Vol. 24, pg. 104-105.

Bonvillian, W.B., Sarma, S., Perdue, M., & **Myers, J.E.** (2020). The Workforce Education Project, MIT Office of Open Learning

- **Myers, J.E.** Employer Engagement in College and Career Pathways in Middle Tennessee, case study
- **Myers, J.E.** Frontline Worker Training Within Two Manufacturing Firms, case study
- **Myers, J.E.** Out of Tolerance: Worker Voice in the Digital Factory, case study

### Teaching Cases

**Myers, J.E.** Workforce Training at MetalWorks

**Myers, J.E.** Workforce Training at ElectriCo

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## **ACADEMIC HONORS, AWARDS, & SCHOLARSHIPS**

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LERA Competitive Papers, Labor and Employment Relations Association (LERA) Annual Meeting 2020

MIT Sloan, Rafael Lucea Doctoral Award for Sustainability and Social Impact Research	2016, 2017
University of Illinois, University Honors Bronze Tablet	2012

## TEACHING EXPERIENCE

### PhD Committees, University of Toronto

Laura Lam (co-supervisor; in progress), “Technological Change in Care: Understanding Organizational Adaptation and Workers’ Experiences”

### Instructor of Record, University of Toronto

*IRW420, Management Skills for Project and Strategy Implementation* (undergraduate) 2024

*IRE3007, Qualitative Research Methods in Work and Organizations* (PhD) 2023

– Average rating: 5.0/5.0

*IRE242, HRM for Industrial Relations and HR Professionals* (undergraduate) 2023

– Average rating: 4.2/5.0

*IRW 240, Introduction to Work and Organizations* (undergraduate) 2022-2023

– Average rating: 4.6/5.0

*IRE 240, Introduction to Employment Relations* (undergraduate) 2022

– Average rating: 4.8/5.0

### Invited Guest Speaker, MITx

*Bringing Workers’ Voice Into Technology and Employment Strategies* (online) 2022

– For Professor Thomas A. Kochan and the AFL-CIO Technology Institute

**Kaufman Teaching Certification Program Recipient**, MIT Teaching + Learning Lab 2020

### Teaching Assistant, MIT Sloan School of Management

*Managing Sustainable Businesses for People and Profit* (MBA) 2018

– For Professor Thomas A. Kochan and Barbara Dyer

– Overall rating: 7.0/7.0

*Leading Organizations* (MIT Sloan Fellows Program) 2016

– For Professor John Van Maanen

– Overall rating: 5.7/7.0

**Invited Guest Speaker**, Harvard Graduate School of Education 2017, 2018

*New Pathways for College and Career Readiness: Increasing Opportunity and Equity Through Education*

– For Nancy Hoffman and Amy Loyd

**Section Leader**, University of Illinois at Urbana-Champaign College of Business 2011

*Business 101: An Introduction to Professional Responsibility* (undergraduate)

– For C. K. Gunsalus

## ACADEMIC SERVICE & OUTREACH

### University of Toronto Service:

- Member, PhD Admissions Committee, Centre for Industrial Relations and Human Resources, 2021-2024
- Organizer, External Research Seminar, Centre for Industrial Relations and Human Resources, 2023-2024
- Organizer, Work-in-Progress Seminar, Centre for Industrial Relations and Human Resources, 2021-2022

**Ad-Hoc Reviewer:**

- Organization Science
- American Sociological Review
- Academy of Management
  - o Technology and Innovation Management (TIM) Division
  - o Organization and Management Theory (OMT) Division, ABCD (Above and Beyond the Call of Duty) Award, 2019

**Invited Speaker:**

- LERA 25<sup>th</sup> Annual PhD Student Consortium, Detroit, MI, June 2023
- “PDW: Using a POS Lens to Advance Managerial Diversity, Equity, and Inclusion Practices,” Academy of Management Meeting, virtual panel, August 2021
- “Workforce Education and the Implications of COVID-19,” National Academies of Sciences, Engineering, and Medicine, webinar, April 2021
- “By the Numbers: Challenges of Telling a Quantitative Story,” Pathways to Prosperity Network Institute, Cambridge, MA, October 2018
- “Think Regionally, Act Regionally,” Pathways to Prosperity Network Institute, Cambridge, MA, October 2016

**Organizer or Co-organizer:**

- Chair, “Approaching the Study of Technology and Work Through Multiple Lenses,” Labor and Employment Relations Association (LERA) 72<sup>st</sup> Annual Meeting, virtual session, June 2020
- Co-organizer, 1<sup>st</sup> Annual Industrial Relations Ph.D. Student Conference, Cornell ILR School, Ithaca, NY, March 2020
- Co-chair, Ph.D. Student Consortium, Labor and Employment Relations Association (LERA) 71<sup>st</sup> Annual Meeting, Cleveland, OH, June 2019
- Organizer, “Models and Policies for Training Middle-skill Workers,” Labor and Employment Relations Association (LERA) 71<sup>st</sup> Annual Meeting, Cleveland, OH, June 2019
- Organizer, Work and Organization Studies Seminar, MIT Sloan School of Management, Cambridge, MA, 2017-2019
- Co-organizer, Boston Field Researchers Conference (BFRC), MIT Sloan School of Management, Cambridge, MA, 2016, 2018

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**PROFESSIONAL AFFILIATIONS**

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Academy of Management (AOM)

Labor and Employment Relations Association (LERA)

Boston Field Researchers Community Member

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**INDUSTRY & OTHER EXPERIENCE**

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<b>Program Assistant</b> , Northwestern University School of Communication	2014-2015
<b>Corps Member</b> , Teach for America – Memphis	2012-2014
<b>Senior Project Manager</b> , Illinois Business Consulting	2012