

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

POSITION

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 the occupational dynamics of worker voice and situated learning, especially during the development, implementation, and use of new workplace technologies.

EDUCATION

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

PEER-REVIEWED PUBLICATIONS

- 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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WORKING PAPERS AND PAPERS UNDER REVIEW

- Myers, J.E.** Ecological Matching: How Change Agents Shape the Learning of Occupational Groups Following Environmental Change (Revise and resubmit)
- Myers, J. E.** Triadic Technology Configuration: A Relational Perspective of Technologists' Role in Shaping Emerging Technologies (Under second review)
- Myers, J. E.** Beyond Skill Development: Promoting Occupational Embeddedness and Employer Engagement through Workforce Development in Two Tennessee Regions (Preparing manuscript for submission)
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Myers, J.E. & Kellogg, K.C. Sequential Ambidexterity for the Integration of New HR Practices Into Existing Operations: The Case of Online Training in Long-term Care Facilities (Revising manuscript)

WORKS IN PROGRESS

Myers, J.E. Hustle or Happenstance? How Past Role Transitions Impact Discontinuous Career Changes (Data analysis stage)

Myers, J. E. Occupational Socialization and Materiality: Developing an Embodied Understanding of Manual Tools and Techniques to Facilitate Digitally Mediated Work (Data analysis stage)

CONFERENCE, SEMINAR, AND WORKSHOP PRESENTATIONS

Hustle or Happenstance? How Past Role Transitions Impact Discontinuous Career Changes

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

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

Triadic Technology Configuration: A Relational Perspective of Technologists' Role in Shaping Emerging Technologies

- Accepted to 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

Ecological Matching: How Change Agents Shape the Learning of Occupational Groups Following Environmental Change

- 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
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Beyond Skill Development: Promoting Occupational Embeddedness and Employer Engagement through Workforce Development in Two Tennessee Regions

- Accepted to the 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

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

OTHER WRITING

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

ACADEMIC HONORS, AWARDS, & SCHOLARSHIPS

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

University Level

- Instructor of Record**, University of Toronto 2022-2023
Course Name: IRE 240, Introduction to Employment Relations (undergraduate)
 Average rating: 4.8/5.0
Course Name: IRW 240, Introduction to Work and Organizations (undergraduate)
 Average rating: 4.7/5.0
- Invited Guest Speaker**, MITx 2022
Course Name: Bringing Workers' Voice Into Technology and Employment Strategies (online)
 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 2018
Course Name: Managing Sustainable Businesses for People and Profit (MBA)
 For Professor Thomas A. Kochan and Barbara Dyer
 Overall rating: 7.0/7.0
- Invited Guest Speaker**, Harvard Graduate School of Education 2017, 2018
Course Name: New Pathways for College and Career Readiness: Increasing Opportunity and Equity Through Education
- Teaching Assistant**, MIT Sloan School of Management 2016
Course Name: Leading Organizations (MIT Sloan Fellows Program)
 For Professor John Van Maanen
 Overall rating: 5.7/7.0
- Section Leader**, University of Illinois at Urbana-Champaign College of Business 2011
Course Name: Business 101: An Introduction to Professional Responsibility (undergraduate)
 For C. K. Gunsalus

ACADEMIC SERVICE AND OUTREACH

University of Toronto Service:

- Member, PhD Admissions Committee, Centre for Industrial Relations and Human Resources, 2021-2023
- Organizer, External Research Seminar, Centre for Industrial Relations and Human Resources, 2023
- 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
 - Technology and Innovation Management (TIM) Division
 - Organization and Management Theory (OMT) Division, ABCD (Above and Beyond the Call of Duty) Award, 2019

Invited Panelist:

- LERA 25th Annual PhD Student Consortium, Detroit, MI, June 2023
- “Making AI-based Workplace Technologies a “Win-win” for Employers and Workers,” New America, in partnership with World Economic Forum, webinar, May 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) 72st Annual Meeting, virtual session, June 2020
- Co-organizer, 1st 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) 71st Annual Meeting, Cleveland, OH, June 2019
- Organizer, “Models and Policies for Training Middle-skill Workers,” Labor and Employment Relations Association (LERA) 71st 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

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Labor and Employment Relations Association (LERA)

Industry Studies Association (ISA)

Boston Field Researchers Community Member

INDUSTRY & OTHER EXPERIENCE

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