

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

EDUCATION

Massachusetts Institute of Technology, Cambridge, MA

Ph.D. in Management, MIT Sloan School of Management, Work and Organizations Group

M.S. in Management Research

University of Illinois at Urbana-Champaign, Urbana, IL

B.S. in Business Process Management

Minor in Chemistry

Highest Honors

ACADEMIC POSITION

University of Toronto

2021 - Present

Centre for Industrial Relations and Human Resources

Assistant Professor, Organizational Studies and Human Resources

PEER-REVIEWED PUBLICATIONS

Gill, B., Mageraga, A., Gandhi, R., Lam, L., **Myers, J.**, Zuberi, D., & Pinto, A. D. (2026). Key strategies for organising workers engaged in non-standard employment: a multi-case study analysis. *Labour and Industry*, 36(2), 240–265. <https://doi.org/10.1080/10301763.2026.2633957>

Doggett, O., **Myers, J.E.**, Ratto, M., & Chandra, P. (2026). Prism of Labour: Unsettling Knowledge Skill and Technology in Work Infrastructures. In *Proceedings of the 2026 CHI Conference on Human Factors in Computing Systems (CHI '26)*, April 13–17, 2026, Barcelona, Spain. ACM, New York, NY, USA, 20 pages. <https://doi.org/10.1145/3772318.3790791>
CHI 2026 Honourable Mention Award

Myers, J. E. (2025). What Motivates Employer Engagement? Promoting Youth Career Embeddedness in Two Tennessee Regions. *Economic Development Quarterly*, 39(1), 24-36.
<https://doi.org/10.1177/08912424241265331>

Myers, J. E. (2024). Triadic Technology Configuration: A Relational Perspective on Technologists' Role in Shaping Cloud-Based Technologies. *ILR Review*, 77(3), 307-335.
<https://doi.org/10.1177/00197939241232992>
2025 Industry Studies Association Ralph Gomory Best Industry Studies Paper Award (runner-up), 2020 LERA Competitive Paper

Myers, J. E. (2024). When Big Brother is benevolent: How technology developers navigate power dynamics among users to elevate worker interests. *Academy of Management Discoveries*, 10(3), 438-462.
<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>

PAPERS UNDER REVIEW & WORKING PAPERS

Meikle, S. & Myers, J.E. To Conceal or Reveal: Strategic Skill Deployment as a Mechanism of Worker Power (Under second review)

Myers, J. E. Human Skill in Automated Systems: Reliability Labour and the Fragility of Production (Under review)

Myers, J.E. Monitoring Work, Not Workers: Labour Control by Exclusion in Data-driven Workplaces (Under review)

Myers, J. E. Who Learns to Signal Fit? Cultural Adaptation and Inequality in Job Searching (Revising manuscript for submission)

GRANTS

Myers, J.E. Social Sciences and Humanities Research Council of Canada Institutional Research Grant, April 2024 – March 2025. \$1,279.53.

Myers, J.E. *When Does Upskilling Lead to Successful Career Transitions?* University of Toronto Connaught New Researcher Award 2023-24. \$18,820.

Jetha A (PI), Arrandale V, Bagheri E, Banerjee A, Birch K, Biswas A, Bonaccio S, Cukier W, De Stefano V, Dobson K, Dupuis M, Frenette M, Gignac MAM, Goldfarb A, Hopwood P, Irvin E, Khan N, Kristman V, Loewen P, MacEachen E, Mamdani M, Myers JE, Peters S, Pinto A, Rosella L, Rowland P, Rudzicz F, Shaw J, Smith B, Smith MJ, Smith P, Sriharan A, Treviranus J, Vahid Shahidi F, van Jaarsveld D, Voiseux G, Vold K, Vu V, Wu N, Zuberi D. Sriharan A, Treviranus J, Vold K, Voiseux G, Vu V, Wu N, Zuberi D. Partnership for Artificial Intelligence and Quality of Working Lives and Worker Well-Being (PAIQ). Social Sciences and Humanities Research Council of Canada Partnership Grant - Stage 2. 2025;7 years. \$2,499,192 (with matching confirmed \$843,532 cash and \$1,791,505 in-kind partner support and \$608,000 unconfirmed partner support).

CONFERENCE, SEMINAR, AND WORKSHOP PRESENTATIONS

Human Skill in Automated Systems: Reliability Labour and the Fragility of Production

- European Group on Organizational Studies Annual Colloquium, Bergamo, Italy (online), July 2026
- Work Family Researchers Network Biennial Meeting, Montreal, QC, June 2026
- Canadian Industrial Relations Association (CIRA) Conference, Toronto, ON, June 2025
- McGill University Organizational Behaviour Seminar Series, invited presentation, March 2025
- University of Pennsylvania - Wharton People & Organizations Conference, roundtable presentation, September 2024

To Conceal or Reveal: Strategic Skill Deployment as a Mechanism of Worker Power

- Labor and Employment Relations Association (LERA) Annual Meeting, Seattle, WA, June 2025 (*selected as a “LERA Competitive Paper”*; *presented by co-author*)
- Canadian Industrial Relations Association (CIRA) Conference, Toronto, ON, June 2025 (*presented by co-author*)

Monitoring Work, Not Workers: Labour Control by Exclusion in Data-driven Workplaces

- Academy of Management Annual Meeting, symposium presentation, *Technologies and their Stakeholders in HRM*, Chicago, IL, August 2024
- 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

Who Learns to Signal Fit? Cultural Adaptation and Inequality in Job Searching

- Labor and Employment Relations Association (LERA) Annual Meeting, symposium presentation, *Job Matching*, New York, NY, June 2024
- Academy of Management Annual Meeting, symposium presentation, *Reskilling for the Future of Work*, Chicago, IL, August 2024
- University of Toronto Rotman OB/HRM Seminar Series, invited presentation, March 2023

What Motivates Employer Engagement? Promoting Youth Career Embeddedness 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

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*, Boston, MA, 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, invited 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

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

- INSEAD Junior Scholar Conference, invited 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, invited 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

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

Lowe, N., Kelmenson, S., & **Myers, J.E.** (2024, December) “Centering Workers and Advancing Business Needs: Nine Case Studies of Partnerships in the Manufacturing Sector.” Urban Institute WorkRise Report.

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

ACADEMIC HONORS, AWARDS, & SCHOLARSHIPS

Ralph Gomory Best Industry Studies Paper Award (runner-up), Industry Studies Association	2025
LERA Competitive Papers, Labor and Employment Relations Association (LERA) Annual Meeting	2020, 2025
MIT Sloan, Rafel 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 (supervisor), “Three Essays on Workers and Organizations in Relational Gig Work”

Placement: Assistant Professor, Providence College

Shawn Meikle (supervisor; in progress), “Imagined Technologies: Occupational Field Study of Millwright Apprentices and Automation”

Daniela Gatti (committee member)

Liye Sun (pre-candidacy)

Hector Hurtado (pre-candidacy)

Instructor of Record, University of Toronto

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

2023-2024

- Average rating: 4.9/5.0

<i>IRW420, Management Skills for Project and Strategy Implementation</i> (undergraduate)	2024
– Average rating: 4.5/5.0	
<i>IRW240, Introduction to Work and Organizations</i> (undergraduate)	2022-2024
– Average rating: 4.5/5.0	
<i>IRE242, HRM for Industrial Relations and HR Professionals</i> (undergraduate)	2023
– Average rating: 4.2/5.0	
<i>IRE240, Introduction to Employment Relations</i> (undergraduate)	2022
– Average rating: 4.8/5.0	
Invited Guest Speaker, MITx	2022
<i>Bringing Workers' Voice Into Technology and Employment Strategies</i> (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	
<i>Managing Sustainable Businesses for People and Profit</i> (MBA)	2018
– For Professor Thomas A. Kochan and Barbara Dyer	
– Overall rating: 7.0/7.0	
<i>Leading Organizations</i> (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
<i>New Pathways for College and Career Readiness: Increasing Opportunity and Equity Through Education</i>	
– For Nancy Hoffman and Amy Loyd	
Section Leader, University of Illinois at Urbana-Champaign College of Business	2011
<i>Business 101: An Introduction to Professional Responsibility</i> (undergraduate)	
– For C. K. Gunsalus	

ACADEMIC SERVICE & OUTREACH

University of Toronto Service:

- Co-chair, Workplace Data Collection Cluster, Partnership on the AI and the Quality of Work (PAIQ), 2025-2027
- Reviewer, Connaught Community Partnership Research Program, 2025-2026
- Member, PhD Admissions Committee, Centre for Industrial Relations and Human Resources, 2021-2025
- 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, 2024-2025

Editorial Positions:

- Editorial Review Board, Organization Science, 2025-present

Ad-Hoc Reviewer:

- 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

- Administrative Science Quarterly
- American Sociological Review
- Economic Development Quarterly
- ILR Review
- Information and Organization
- LERA Competitive Papers Competition
- Local Economy
- Organization Science
 - INFORMS Dissertation Competition
- Publius

Invited Speaker:

- Discussant, “Finding Resonance Across the Global Future(s) of Workers: Essential Workers,” Labor and Employment Relations Association (LERA) 76th Annual Meeting, New York, NY, June 2024
- Panelist, LERA 25th Annual PhD Student Consortium, Detroit, MI, June 2023
- Panelist, “PDW: Using a POS Lens to Advance Managerial Diversity, Equity, and Inclusion Practices,” Academy of Management Annual Meeting, virtual panel, August 2021
- Presenter, “Workforce Education and the Implications of COVID-19,” National Academies of Sciences, Engineering, and Medicine, webinar, April 2021
- Presenter, “By the Numbers: Challenges of Telling a Quantitative Story,” Pathways to Prosperity Network Institute, Cambridge, MA, October 2018
- Presenter, “Think Regionally, Act Regionally,” Pathways to Prosperity Network Institute, Cambridge, MA, October 2016

Organizer or Co-organizer:

- Co-organizer, “Reskilling for the Future of Work,” Academy of Management (AOM) 84th Annual Meeting, symposium, Chicago, IL, August 2024
- Chair, “Impact of Automation and AI in the Workplace II,” Labor and Employment Relations Association (LERA) 76th Annual Meeting, New York, NY, June 2024
- 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, 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

Canadian Industrial Relations Association (CIRA)	2025 – Present
Labor and Employment Relations Association (LERA)	2019 - Present
Academy of Management (AOM)	2018 - Present

Boston Field Researchers Community Member	2016-2021
---	-----------

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
--	------