

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

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>

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

Myers, J.E. Datafied Reactivity: The Role of Metadata in Interorganizational Coordination between Technologists and Users in Platform-based Services (Under review)

Meikle, S. & **Myers, J.E.** To Conceal or Reveal: Strategic Skill Deployment to Adjust the Wage Effort Bargain (Under review)

Myers, J. E. Managing Failures of Automation through Adaptive Interdependence: The Value of Human Skill During Rapid Technological Change (Preparing manuscript for submission)

WORKS IN PROGRESS

Myers, J. E. Hustle or Happenstance? How Career Planning Tendencies Impact Discontinuous Career Changes (Data analysis stage)

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.

V Jetha A (PI), Arrandale V, Bagheri E, Banerjee A, Birch K, Biswas A, Bonaccio A, Cukier W, Dobson K, Frenette M, Gignac MAM, Hopwood P, Irvin E, Van Jaarsveld D, Khan N, Kristman V, Loewen P, MacEachen E, **Myers JE**, Peters S, Pinto A, Rosella L, Rowland P, Rudzicz F, Vahid Shahidi F, Shaw J, Smith B, Smith MJ, Smith P, 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 1. 2024; 7 years. \$ 2,496,578 (with matching \$545,600 cash and \$1,560,000 in-kind partner support).

CONFERENCE, SEMINAR, AND WORKSHOP PRESENTATIONS

To Conceal or Reveal: Strategic Skill Deployment to Adjust the Wage Effort Bargain

- 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*)

Managing Failures of Automation through Adaptive Interdependence: The Value of Human Skill During Rapid Technological Change

- 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

Datified Reactivity: The Role of Metadata in Interorganizational Coordination between Technologists and Users in Platform-based Services

- 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

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

- 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
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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

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

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

Instructor of Record, University of Toronto

IRE3007, Qualitative Research Methods in Work and Organizations (PhD) 2023-2024

- Average rating: 4.9/5.0

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

- Average rating: 4.5/5.0

IRW240, Introduction to Work and Organizations (undergraduate) 2022-2024

- Average rating: 4.5/5.0

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

- Average rating: 4.2/5.0

IRE240, 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, 2021-2025
- 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:

- ILR 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
- Administrative Science Quarterly
- *Organization Science*
 - INFORMS Dissertation Competition
- American Sociological Review
- Economic Development Quarterly
- Local Economy
- 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

Academy of Management (AOM)	2018 - Present
Labor and Employment Relations Association (LERA)	2019 - 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