

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

ACADEMIC 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 organizational and occupational dynamics of worker voice and 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. (2024). What Motivates Employer Engagement? Promoting Youth Career Embeddedness in Two Tennessee Regions. *Economic Development Quarterly*, 0(0). <https://doi.org/10.1177/08912424241265331>

Myers, J.E. (2024). Triadic Technology Configuration: A Relational Perspective of Technologists' Role in Shaping Cloud-based Technologies. Available online at *ILR Review*.
<https://journals.sagepub.com/doi/10.1177/00197939241232992>

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>

PAPERS UNDER REVIEW & WORKING PAPERS

Myers, J.E. Coordinating Through Data: Unpacking the Role of Metadata in a Digital Manufacturing Ecosystem (Under 2nd review)

Myers, J. E. Adaptive Interdependence for the Incomplete Automation of Work Processes: Evidence from a Microelectronics Manufacturer (Preparing manuscript for submission)

Meikle, S. & **Myers, J.E.** Using Skills to Adjust the Wage Effort Bargain: Evidence from Millwrights in Canada (Preparing manuscript for submission)

WORKS IN PROGRESS

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

CURRENT GRANTS

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

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, research presentation, March 2023

Coordinating Through Data: Unpacking the Role of Metadata in a Digital Manufacturing Ecosystem

- 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

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, 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

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

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

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. (forthcoming, 2024.) “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

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, 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

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

- Average rating: 4.4/5.0

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 2022

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

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:

- 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
- Local Economy
- Organization Science

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
- LERA 25th Annual PhD Student Consortium, Detroit, MI, June 2023
- “PDW: Using a POS Lens to Advance Managerial Diversity, Equity, and Inclusion Practices,” Academy of Management Annual 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:

- 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, 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)

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