

MAITE TAPIA  
Assistant Professor  
School of Human Resources and Labor Relations  
Michigan State University  
South Kedzie Hall  
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## EDUCATION

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**Ph.D. Cornell University**, Industrial and Labor Relations School, 2013

**M.A. Cornell University**, Industrial and Labor Relations School, 2009

**M.A. University of Parma**, Italy, Department of Economy, Political Science, and Law, *Cum Laude*, 2005

**B.A. University of Ghent**, Belgium, Law, *Great Distinction*, 2004

## FIELDS OF INTEREST

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International and comparative employment relations; comparative political economy U.S. and Europe; social movement theory; labor and society; international human resource management; diversity and immigration

## PUBLICATIONS

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Ibsen, Christian and Maite Tapia. Forthcoming. "Trade Union Revitalization: Where are we now? Where to next?" *Journal of Industrial Relations*, 1-22.

Tapia Maite, Tamara L. Lee, and Mikhail Filipovitch. Forthcoming. "Supra-union and intersectional organizing: An examination of two prominent cases in the low-wage US restaurant industry" *Journal of Industrial Relations*.

Tapia Maite, Manfred Elfström, and Denisse Roca-Servat. Forthcoming. "Applying social movement concepts to worker organizing: Mobilizing structures and cultures in the U.S. and China" in *Research in the Sociology of Organizations*.

Tapia Maite, Christian Ibsen, and Thomas A. Kochan. 2015. "Mapping the Frontier of Theory in Industrial Relations: The Contested Role of Worker Representation," *Socio-Economic Review*, 13:1, 157-184.

Tapia Maite. 2013. "Marching to Different Tunes: Commitment and Culture as Mobilizing Mechanisms of Community Organizations and Trade Unions" in: *British Journal of Industrial Relations*, 51:4, pp. 666-688.

Tapia Maite and Lowell Turner. 2013. "Union Campaigns as Countermovements: Mobilizing Immigrant Workers in France and the United Kingdom" in: *British Journal of Industrial Relations*, 51:3, pp. 601-622.

Alberti, Gabriella, Jane Holgate, and Maite Tapia. 2013. "Organising migrants as workers or as migrant workers? Intersectionality, trade unions and precarious work" in: *International Journal of Human Resource Management*, 24:22, pp. 4132-4148.

Lakhani Tashlin and Maite Tapia. 2014. "Organizing the Unorganized: An Examination and History of the Fast Food Movement" in: *Perspectives on Work*. Summer 2014, pp. 22-26.

Tapia Maite and Ryan Hammond. 2012. "Labor and New Social Movements: From Occupying Wall Street to Occupying Journals" in: *Perspectives on Work*. Summer 2012, pp.58-59.

#### WORK IN PROGRESS

Tapia Maite. "Organizational Resilience: Fostering a Relational Culture in Membership Organizations" Under Review and Resubmit at *ILR Review*.

Tapia Maite and Gabriella Alberti. "Migrant Workers, union organizing, and the sociology of work: methodological and theoretical challenges" under Review and Resubmit at *Work, Employment & Society*.

Tapia Maite, Peter Berg, and Salil Sapre. "Shifting Forms of Worker Representation in a time of labor union membership decline" writing stage.

#### BOOKS

Adler Lee, Maite Tapia, and Lowell Turner (eds.). 2014. *Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism*. Ithaca, NY: Cornell University Press.

#### BOOK CHAPTERS

Tapia Maite and Jane Holgate. Forthcoming. "Fighting precariousness: Union strategies towards migrant workers in the UK, Germany, and France" In: *Labor unions and the politics of institutional change in Europe: towards new forms of social solidarity* (eds.) Virginia Doellgast, Nathan Lillie, and Valeria Pulignano, Oxford University Press.

Tapia, Maite and Tashlin Lakhani. Forthcoming. "Organizing Fast Food: Opportunities, Challenges, and the SEIU" In: *Global Challenges to Labour Unions: The SEIU in Focus*. (Eds.) Luis L.M. Aguiar and Lydia Savage. Chicago: University of Illinois.

Tapia, Maite and Gabriella Alberti. Forthcoming. "Social Movement Unionism: A Toolkit of Tactics or a Strategic Orientation." In: *Passions and Interests. Debating the Relationship between Social Movements and Organized Labour*. (Eds.) Jürgen R. Grote and Claudius Wagemann. London: Ashgate.

Tapia Maite. 2014. "The Dialectic Approaches to Organizing Migrant Workers in the UK: Postwar to 2010" In: *Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism*. (Eds.) Adler Lee, Maite Tapia, and Lowell Turner. Ithaca, NY: Cornell University Press.

Tapia Maite, Lowell Turner, and Denisse Roca Servat. 2014. "Union Campaigns as Countermovements: 'Best Practice' Cases from the United Kingdom, France, and the United States." In: *Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism*. (Eds.) Adler Lee, Maite Tapia, and Lowell Turner. Ithaca, NY: Cornell University Press.

#### BOOK REVIEWS

Tapia, M. 2009. Review of *Organizing Urban America: Secular and Faith-based Progressive Movements*. Swartz, Heidi. Minneapolis: University of Minnesota Press. *Interface Journal* 9(2): 340-343.

Tapia, M. 2010. Review of *Community Unionism. A Comparative Analysis of Concepts and Contexts* – Edited by Jo McBride and Ian Greenwood. *British Journal of Industrial Relations* 48 (2):498-500.

Tapia, M. 2010. Review of *Organizing at the Margins: The Symbolic Politics of Labor in South Korea and the United States*. By Jennifer Jihye Chun. Ithaca: Cornell University Press. *Industrial and Labor Relations Journal*. 63 (4): 739-740.

Tapia, M. 2010. Review of *Identity work in social movements*. Edited by Jo Reger, Daniel Myers and Rachel Einwohner, Minneapolis: University of Minnesota Press. *Interface Journal*, 2(2): 377-379.

Tapia, M. 2011. Review of *Power in Coalition: Strategies for Strong Unions and Social Change*. By Tattersall, Amanda. Ithaca, NY: ILR Press. *Comparative Labor Law and Policy Journal*, 32(4): 1107-1110.

Tapia, M. 2013. Review of *Tweets and the Streets: Social Media and Contemporary Activism*. By Paolo Gerbaudo. London: Pluto Press. *Interface Journal*, 5(2): 548-551.

Tapia, M. 2014. Review of *Union Voices: Tactics and Tensions in UK Organizing*. Jane Holgate, Melanie Simms, and Edmund Heery. Ithaca, NY: Cornell University Press/ILR Press. *Industrial and Labor Relations Journal*. 67(1): 276-277.

Tapia, M. 2015. Review of *New Labor in New York: Precarious Workers and the Future of the Labor Movement*. Edited by Ruth Milkman, Edd Ott. Ithaca, NY: Cornell University Press/ILR Press. *Industrial and Labor Relations Journal*. 68 (4): 960-961.

## GRANTS, AWARDS, AND FELLOWSHIPS

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**Principal Investigator, Hans Böckler Foundation Grant**, Eur 300,000, 2014-2017: Project on trade unions and their strategies towards young workers in the US, UK, Germany, France, and the Netherlands (with Lowell Turner)

**Winner, Labor Research and Action Network Faculty Award (LRAN)**, 2014 (\$6,000) with Tashlin Lakhani

**Honorable Mention, Best Dissertation Award**, Labor and Employment Relations Association, 2014

**Winner, Doctoral Student Paper Award**, International Labour Process Conference, Rutgers University, 2013

**Winner, Best Paper Award**, Equality, Diversity, and Inclusion Conference, July 2012 (with Gabriella Alberti and Jane Holgate)

**Winner, Susan C. Eaton Scholar Award**, Labor and Employment Relations Association, 2012 (\$3,000)

**Einaudi Travel Grant**, Einaudi Institute for European Studies, Cornell University 2008, 2009, 2010, 2011 (\$1,000)

**Winner, Benjamin Miller Fellowship**, ILR School, Cornell University, 2011 (\$2,500)

**Winner, Research Award**, Institute for the Social Sciences, Cornell University, 2011 (\$1,000)

**Winner, Seidman Prize**, ILR School, Cornell University, 2011 (\$750)

**Winner, UCIRHRP Best Student Paper Competition**, Labor and Employment Relations Association, 2011 (\$300)

**ERU Young Researcher Fellowship Award**, Cardiff Business School, 2010 (£500)

**Michele Sicca Pre-Dissertation Grant**, Einaudi Institute for European Studies, Cornell University, 2008 (\$2,500)

**Doctoral Student Paper Award**, International Industrial Relations Association, Warwick Business School, 2007 (registration and accommodation expenses)

**Cornell University, Research Fellowship** (2007-2012)

#### WORKSHOPS AND CONFERENCES (Selection)

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“Organizing the Fragmented Unorganized: Strategies and Institutional Experimentation in the US Fast Food Industry” (with Tashlin Lakhani) paper presented at CRIMT, International Conference Montreal, Canada, 2015.

“Overcoming Diversity Challenges: A relational culture in membership organizations” Paper presented at American Sociological Association (ASA), Chicago, IL, 2015.

“A new model of organizing in the fast food industry” Paper presented and panel organizer at the Labor and Employment Relations Association (LERA) conference in Portland, OR, 2014.

Invited to panel on “Industrial Relations and Comparative Political Economy: How To Productively Engage Each Other’s Concepts?” at SASE conference (Society for the Advancement of Socio-Economics), Chicago, IL, 2014.

“Innovative organizing strategies and low-wage workers.” Co-organizer of conference and discussant of panel at Transatlantic Social Dialogue, New York City, NY, 2014.

“Organizing Migrants as Workers or as Migrant Workers? The concept of Intersectionality.” Paper presented at Council for European Studies (CES) conference, Amsterdam, the Netherlands, 2013.

“Hybrid logic of organizing: mobilizing structures and cultures” Paper presented at the Labor and Employment Relations Association (LERA) Conference, Amsterdam, the Netherlands, 2013.

“Union Campaigns as Countermovements: Mobilizing Immigrants in France and the U.K.” (with Lowell Turner) Paper presented at the International Labor and Employment Relations Association Conference, Philadelphia, PA, 2012.

“Sustained Mobilization Capacity: Community Organizing in Boston and Berlin” Paper presented at the Council for European Studies (CES) Conference, Boston, MA, 2012.

Invited to panel on “Strategies of State and Civil Society: Germany and the U.S.” at the Rosa Luxembourg Conference on Transformative Organizing, Berlin, Germany, 2011.

Organizer Symposium, “Community Unionism: A Cross-National Comparative Analysis” at the Labor and Employment Relations Association Conference, Denver, CO, 2011.

“Transactional versus Relational Commitment in Trade Unions and Community Organizations” Paper presented at Cardiff University, Annual Conference Employment Research Unit on “Ideas at Work.” 2010.

“Make Some Noise! Member Mobilization in Trade Unions and Community Organizations.” Paper presented at the Council for European Studies (CES) Conference, Montréal, Canada, 2010.

## TEACHING EXPERIENCE

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Michigan State University

International Human Resource Management

Intro to Labor and Employment Relations

ILR School, Cornell University

Comparative Labor Movements: Strategic Reform in Europe and the U.S.

ILR School, Cornell University, 2008-2010

Teaching Assistant, Politics of the Global North

Guest Lecture, Università di Modena (Italy), March 2008

## RESEARCH SKILLS

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Languages:

Dutch (first language)

English (fluent speaking and reading)

Italian (fluent speaking and reading)

Spanish (advanced speaking and reading)

French (advanced speaking and reading)

German (basic speaking and reading)

Software: Atlas.ti, STATA

## PROFESSIONAL EXPERIENCE

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Researcher at Global Labor Institute, Cornell University, New York City, Summer 2007-2008

Researcher at Labor Institute “Fondazione Istituto per il Lavoro”, Bologna, Italy, 2005-2007

Project Leader, Community of Parma, Italy, 2005

## PROFESSIONAL SERVICE AND MEMBERSHIP

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Chair, PhD Committee, MSU School of Human Resources and Labor Relations (2014-2016)

Fellow, The Worker Institute, Cornell University

Reviewer for *British Journal of Industrial Relations*, *Work and Occupations*, *Work, Employment & Society*, *Socio-Economic Review*, *Interface Journal*, *Labor Studies Journal*

Member of Labor Research and Action Network, Labor and Employment Relations Association, Council for European Studies, Social Movements Research Network