

MAITE TAPIA
Associate Professor
School of Human Resources and Labor Relations
Michigan State University, South Kedzie Hall
368 Farm Lane, Room 410, East Lansing, MI 48824
tapiam@msu.edu

ACADEMIC POSITIONS

Associate Professor	School of Human Resources and Labor Relations Michigan State University	2020-
Assistant Professor	School of Human Resources and Labor Relations Michigan State University	2013-2020

EDUCATION

Ph.D.	Industrial and Labor Relations School Cornell University	2009-2013
	Visiting PhD Candidate Sloan School of Management, MIT	2011-2013
M.A.	Industrial and Labor Relations School Cornell University	2007-2009
M.A.	Department of Economy, Political Science, and Law University of Parma, Italy, (<i>Cum Laude</i>)	2004-2005
B.A.	Law Department University of Ghent, Belgium, (<i>Great Distinction</i>)	1999-2004

FIELDS OF INTEREST

Worker voice; social justice organizations; intersectionality; Critical Race Theory; comparative political economy U.S. and Europe; social movement theory; labor and society; diversity and migration.

PUBLICATIONS (refereed)

Citations as of March 2022:

- 883 (Google Scholar) – h-index: 12

Lee, Tamara and Maite Tapia. 2021. Confronting Race and Other Social Identity Erasures: The Case for Critical Industrial Relations Theory. *ILR Review*.
<https://doi.org/10.1177/0019793921992080>

Tapia, Maite. 2019. “Not Fissures but Moments of Crises that Can Be Overcome”: Building a Relational Organizing Culture in Community Organizations and Trade Unions. *Industrial Relations*, 58: 229-250. <https://doi.org/10.1111/irel.12229>

Tapia, Maite and Gabriella Alberti. 2018. “Unpacking the Category of Migrant Workers in Trade Union Research: A Multi-Level Approach to Migrant Intersectionalities” *Work, Employment and Society*, 33 (2), 314-325. <https://doi.org/10.1177/0950017018780589>

Tapia, Maite and Lowell Turner. 2018. “Renewed activism for the labor movement: the urgency of young worker engagement” *Work & Occupations*, 45 (4), 391-419.
<https://doi.org/10.1177/0730888418785657>

Holgate, Jane, Simms, Melanie, and Maite Tapia. 2018. “The limitations of the theory and practice of mobilization in trade union organizing” *Economic and Industrial Democracy*, 39:4, 599-616. <https://doi.org/10.1177/0143831X18777608>

Tapia Maite, Manfred Elfström, and Denisse Roca-Servat. 2018. “Applying social movement concepts to worker organizing: Mobilizing structures and cultures in the U.S. and China” in *Research in the Sociology of Organizations*, 56, pp.173 – 206. <https://doi.org/10.1108/S0733-558X20180000056008>

Tapia Maite, Tamara L. Lee, and Mikhail Filipovitch. 2017. “Supra-union and intersectional organizing: An examination of two prominent cases in the low-wage US restaurant industry” *Journal of Industrial Relations*, 59:4, 487-509. <https://doi.org/10.1177/0022185617714817>

Ibsen, Christian and Maite Tapia. 2017. “Trade Union Revitalization: Where are we now? Where to next?” *Journal of Industrial Relations*, 59:2, 170-191.
<https://doi.org/10.1177/0022185616677558>

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. <https://doi.org/10.1093/ser/mwu036>

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, 666-688. <https://doi.org/10.1111/j.1467-8543.2012.00893.x>

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, 601–622. <https://doi.org/10.1111/bjir.12035>

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, 4132-4148. <https://doi.org/10.1080/09585192.2013.845429>

MANUSCRIPTS UNDER REVIEW

Lee, Tamara and Tapia, Maite. “Cross-cultural movement and solidarity building: the Women’s March and the Labor Movement.” *Under Review*.

Tapia, Maite, Alberti, Gabriella, and Holgate, Jane. Beyond a white-dominated industrial relations framework: accounting for race and racialized migration in union organizing. *Under Review*.

Rho, Hye Jin, Riordan, Christine, Ibsen, Christian, Ryan Lamare, Maite Tapia. “When do workers speak up? Employment precarity, job insecurity, and worker voice during Covid-19”. *Under Review*.

Ibsen, Christian, Ryan Lamare, Hye Jin Rho, Christine Riordan, Maite Tapia, Hjalmar Alexander Bang Carlsen, Jonas Toubøl “The Comparative Effects of Work Arrangements and Institutions on COVID-19 Anxiety and Insecurity: Evidence from a Cross-National Survey of Danish and American Workers.” *Under Review*.

MANUSCRIPTS TO BE SUBMITTED AND RESEARCH IN PROGRESS (selection)

Lima, Carla, Ibsen, Christian, DeOrtentiis, P., and Maite Tapia. “Striking in Solidarity: Evidence from the 2019 UAW-GM strike.”

Tapia, Maite, Ibsen, Christian, Strolle, Mark. “A tale of two union Locals: Member satisfaction and unions’ strategic goals.”

Muszynski, Karol, Pulignano, Valeria, Tapia, Maite. It takes three to tango. Bargaining power in freelancing platform work.

BOOK

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**. (72 citations)

Davis, Sheri, Lee, Tamara, Tapia, Maite, and Williams R, Naomi (eds.). Forthcoming 2022. *Industrial Relations and a Racial Reckoning: Building Power and Organizing from Below*. Labor and Employment Relations Association Series.

REPORT

Lee, Tami, Tapia, Maite, Pinto, Sanjay, Bustamante, Ali, Lima Aranzaes, Carla, Shimek, Spencer. 2022. Amazon's Policing Power. A Snapshot from Bessemer.

BOOK CHAPTERS (selection)

Sapre, Salil, and Tapia, Maite. Forthcoming 2022. "Reconceptualizing Labor Contestation by Marginalized Workers through Critical Race Theory". In: *Industrial Relations and a Racial Reckoning: Building Power and Organizing from Below*. (eds.) Davis, Sheri, Lee, Tamara, Tapia, Maite, and Williams R, Naomi.

Tapia, Maite and Lakhani, Tashlin. 2022. Organizing Fast Food: Opportunities, Challenges, and SEIU. In *Purple Power: Challenges of the SEIU over the last four decades*. (eds.) Luis Aguiar and Joseph McCartin. Chicago: University of Illinois Press.

Tapia Maite and Jane Holgate. 2018. "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. London: Oxford University Press, pp. 188-206.

Tapia, Maite and Gabriella Alberti. 2018. "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, pp. 109-127.

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, pp. 52-68.

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, pp. 14-34.

GRANTS, AWARDS, AND FELLOWSHIPS (selection)

Winner Luis Aparicio Prize, 2021, Outstanding Research Scholar Award at International Level, ILERA

Principal Investigator, MidMichigan Poverty Network, \$25,000, 2020-2021: Project on working conditions for restaurant workers in Greater Lansing Area.

Winner John T. Dunlop Award, 2019, Outstanding Research Scholar Award, LERA

Principal Investigator, Hans Böckler Foundation Grant, Euro 300,000 (~ \$400,000), 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)

WORKSHOPS AND CONFERENCES (Selection)

“Where is Critical Race Theory in Industrial Relations” Paper presented at LERA 2021 and ILERA 2021 conferences (virtual).

“Bringing in Sector and Social Identity: A Theoretical Framework of Strategies of Worker Representation” paper presented at LERA Conference, Cleveland, OH, 2019.

“The Lack of Critical Race Theory in IR theory” (with Tamara Lee) paper presented at LERA Conference, Cleveland, OH, 2019

“Social Identity and Industrial Relations” Paper presented at CRIMT conference, Montreal, Canada, 2018.

“The Women’s March and Intersectional Organizing: Lessons for the Labor Movement” (with Tamara Lee) paper presented at the LERA Conference, Baltimore, MD, 2018.

“Urgency of Young Worker Engagement in Trade Unions: Cross-National Evidence” (with Lowell Turner) paper presented at the LERA conference, Baltimore, MD, 2018.

“Fighting precariousness: Union strategies towards migrant workers in the UK, Germany, and France” (with Jane Holgate) paper presented at the SASE conference, Lyon, France, 2017.

“Supra-union and intersectional organizing: An examination of two prominent cases in the low-wage US restaurant industry” (with Tamara Lee) paper presented at the LERA conference, Anaheim, CA, 2017.

“Trade Union Revitalization: Where are we now? Where to next?” (with Christian Ibsen) paper presented at the LERA conference, Anaheim, CA, 2017.

“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 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.

TEACHING EXPERIENCE

Michigan State University (2013-)

International Human Resource Management (Master level) – SIRS scores above average

Comparative Employment systems (Master level) – SIRS scores above average

Employment Relations (Undergraduate level) – SIRS scores above average

Voice and Democracy at Work (Undergraduate level) – SIRS scores above average

PhD Seminar on Labor and Employment Research Perspectives (Spring 2022)

ILR School, Cornell University (2011)

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

(Undergraduate level)

Mentoring at MSU

Mentored at least eleven undergraduate students since 2013.

Chair, PhD student Salil Sapre, MSU SHRLR (2015-)

Chair, PhD student Carla Lima, MSU SHRLR (2021-)

Member, PhD committee Anna Wilcoxson, MSU Sociology Dept (2017-)

PROFESSIONAL SERVICE AND MEMBERSHIP

Michigan State University, School of Human Resources and Labor Relations

- Chair, DEI committee (2020-2021)
- Member, Research and Scholarship Committee (2018-)
- Chair, PhD Committee, MSU School of Human Resources and Labor Relations (2014-2016)
- Faculty Search Committee (2014, 2016, 2017, 2019)
- Co-chair of SHRLR Speaker Series (2013-2014; 2018-2019)

Executive Board Member and Program Committee Member, Labor and Employment Relations Association (LERA: 2019-)

Fellow, The Worker Institute, Cornell University

Ad Hoc Reviewer for *ILR Review*, *British Journal of Industrial Relations*, *Work and Occupations*, *Work, Employment & Society*, *Socio-Economic Review*, *Interface Journal*, *Labor Studies Journal*, *Journal of Industrial Relations*, *National Science Foundation*

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

LANGUAGES AND SOFTWARE

Languages:

Dutch (mother tongue)

English (fluent speaking and reading)

Italian (advanced speaking and reading)

Spanish (advanced speaking and reading)

French (advanced speaking and reading)

German (basic speaking and reading).

Software: MaxQDA, Atlas.ti