

September 2021

## Salil R. Sapre

School of Human Resources and Labor Relations  
Michigan State University  
sapresal@msu.edu

Office Address: South Kedzie Hall  
368 Farm Lane, Room S415  
East Lansing, MI 48824  
USA

Nationality: Indian

Languages: English (written and spoken proficiency)  
Hindi (written and spoken proficiency)  
Marathi (native language)

## **EDUCATION**

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### **Michigan State University, USA**

August 2016 to May 2022 (*Expected*)

PhD Candidate  
School of Human Resources and Labor Relations

Dissertation Title (proposed): *Made in India: Contestation and Power Dynamics in Export-Oriented Garment Production in the Indian Context.*

Committee: Maite Tapia (Chair); Peter Berg; Mevan Jayasinghe; Jean Jenkins (Cardiff University)

### **Michigan State University, USA**

Fall 2014 to Spring 2016

Master of Human Resources and Labor Relations

### **Visvesvaraya National Institute of Technology (VNIT), India**

Fall 2005 to Spring 2009

Bachelor of Technology (B. Tech.) in Mechanical Engineering

## **FIELDS OF INTEREST**

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International Political Economy of Global Supply Chains; Intersectionality; Gender and Work;  
Comparative Employment Relations; Critical Race Theory

## **RESEARCH**

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### **PUBLICATIONS AND WORK UNDER REVIEW**

Hodder, A., Fullin, G., Kahmann, M., & **Sapre, S. R.** (2018). Walking the tightrope: the imperatives of balancing control and autonomy for young worker groups. *Work and Occupations*, 45(4), 475-500.

Salil R. Sapre, 'Gender-Blindness and its Discontents: The Curious Case of an Indian Feminist Trade Union', Status: *Revise and Resubmit* at *Journal of Industrial Relations*.

Salil R. Sapre, 'Going Global but Staying Local: The Mechanics of a Local Labor Control Regime in Export-Oriented Garment Manufacturing in India', Status: *Under Review* at *the Review of International Political Economy*.

Salil R. Sapre & Maite Tapia, 'Reconceptualizing Labor Contestation by Marginalized Workers through Critical Race Theory', Chapter for LERA Research Volume 2022 on Labor and a Racial Reckoning. Status: *Manuscript under editorial review*.

### **WORK IN PROGRESS**

Salil R. Sapre, 'Customization on the Fly: Innovative Practices for Organizing Rural Migrant Workers in the Indian Garment Industry', Status: *Data analysis stage; target – Industrial Relations Journal*.

Salil R. Sapre, 'What do Civil Society Organizations do? Evidence from New Industrial Relations Actors in Global Supply Chains', Status: *Data collection stage*.

Salil R. Sapre, 'Disaster Capitalism and COVID-19: Consequences for Global Garment Production', Status: *Data collection stage*.

### **OTHER PUBLICATIONS**

Tapia, M., Turner, L., & **Sapre, S. R.** (2018). Can millennials save the labour movement? *London School of Economics Business Review*. <https://blogs.lse.ac.uk/businessreview/2018/12/19/can-millennials-save-the-labour-movement/>

Essays (available upon request) for 'Young Workers and Worker Interest Representation: A Five-Country Comparative Analysis of Case Study Success.' (Project funded by Hans Böckler Stiftung; PIs: Maite Tapia & Lowell Turner)

- a. 'Young Worker Organizing in Contemporary America – A Review of the Literature' (2015)
- b. 'AFL-CIO's Union Summer: A Case Study' (2016)
- c. 'What's 'Next Up' for America's Young Workers?' (2016)

## **SOFTWARE PROFICIENCY**

MAXQDA Software Package for Data Analysis; MS Office Suite

## **TEACHING EXPERIENCE**

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### **INSTRUCTOR**

Income Inequality  
Undergraduate Level, Spring 2022 (scheduled)

Comparative Human Capital Systems  
Undergraduate Level, Fall 2021

Research Methods and Analysis  
Undergraduate Level, Fall 2019

### **GUEST LECTURES**

'Employment Relations in India'  
Undergraduate Level, Spring 2019

'Institutions – Varieties of Capitalism'  
Graduate Level, Fall 2018

## **FELLOWSHIPS, GRANTS AND AWARDS**

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(Award amounts greater than or equal to \$500 declared)

**Conference Award**, Council of Graduate Students, Michigan State University – 2021

**Shao Chang Lee Graduate Student Best Paper Award** (third place), Asian Studies Center, Michigan State University (\$1,000) – 2021  
Paper Title: *Gender-Blindness and its Discontents: The Curious Case of an Indian Feminist Trade Union*

**Dr. Delia Koo Global Student Fellowship**, Asian Studies Center, Michigan State University (\$3,000) – 2021

**COVID-19 Remote Working Technology Award**, Council of Graduate Students, Michigan State University – 2021

**Conference Award**, Council of Graduate Students, Michigan State University – 2020 [not availed]

**Summer Research Grant**, School of Human Resources and Labor Relations, Michigan State University (\$1,000) – 2019

**Dr. Delia Koo Global Student Fellowship**, Asian Studies Center, Michigan State University (\$5,000) – 2019

**Research Fellowship**, School of Human Resources and Labor Relations, Michigan State University (\$500) – 2018

**The Charles P. and Linda A. Thompson Endowment for Social Science Research**, College of Social Science, Michigan State University (\$4,139) – 2018

**Travel for Research Collection Award**, Center for Gender in Global Context, Michigan State University (\$500) – 2018

**Research Enhancement Award**, Office of the Dean, College of Social Science, Michigan State University – 2018

**Research Enhancement Award**, School of Human Resources and Labor Relations, Michigan State University (\$500) – 2018

**Summer Research Grant**, School of Human Resources and Labor Relations, Michigan State University (\$1,000) – 2017

**Summer Research Award**, College of Social Science, Michigan State University (\$1,300) – 2017

**Research Enhancement Fellowship**, The Graduate School, Michigan State University (\$1,000) – 2017

## **CONFERENCES AND WORKSHOPS**

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Session Organized and Chaired: ‘Power Dynamics in Global Supply Chains: Novel Perspectives across Contexts and Scales’ at International Labour and Employment Relations Association (ILERA) 19<sup>th</sup> World Congress in June 2021 [online event].

‘Going Global but Staying Local: The Mechanics of a Local Labor Control Regime in Export-Oriented Garment Manufacturing in India’

- European Group for Organizational Studies (EGOS) 37<sup>th</sup> Colloquium at Vrije Universiteit Amsterdam, The Netherlands, in July 2021 [online event].
- International Labour and Employment Relations Association (ILERA) 19<sup>th</sup> World Congress in June 2021 [online event].
- Invited Talk: Interuniversity Research Centre on Globalization and Work (CRIMT) Doctoral Day in June 2021 [online event].
- Labor and Employment Relations Association (LERA) 73<sup>rd</sup> Annual Meeting in June 2021 [online event].
- Second Annual Industrial Relations PhD Students Conference at Rutgers University, Piscataway, NJ, in March 2021 [online event].
- Association for Asian Studies Virtual Annual Conference (AAS 2021) in March 2021 [online event].

- Midwest Conference on Asian Affairs (MCAA 2020), Indiana University, Bloomington, IN, in October 2020 [online event].
- New Voice in Work and Labour Studies Workshop Series, York University Global Labour Research Centre & Canadian Association for Work & Labour Studies (CAWLS), Toronto, Canada, in October 2020 [online event].

‘Reconceptualizing Labor Contestation by Marginalized Workers through Critical Race Theory’ (with Maite Tapia)

- Labor and Employment Relations Association (LERA) 73<sup>rd</sup> Annual Meeting in June 2021 [online event].

‘Gender-Blindness and its Discontents: The Curious Case of an Indian Feminist Trade Union’

- European Group for Organizational Studies (EGOS) 36<sup>th</sup> Colloquium at Universität Hamburg, Germany, in July 2020 [online event].
- Labor and Employment Relations Association (LERA) 72<sup>nd</sup> Annual Meeting at Portland, OR, in June 2020 [online event].
- Canadian Association for Work and Labour Studies (CAWLS) 2020 Conference at the University of Western Ontario, London, Ontario, Canada, in June 2020 [Conference cancelled].
- Council of Graduate Students Conference at Michigan State University, East Lansing, MI, in February 2020.
- International Graduate Student Symposium at York University, Toronto, Canada, in February 2019.
- Council of Graduate Students Conference at Michigan State University, East Lansing, MI, in February 2019.

‘Responding to the Incongruences: Shifting Forms of Worker Representation’ (with Maite Tapia, Peter Berg, and Christian Lyhne Ibsen)

- Toward New Theories in Employment Relations Industrial and Labor Relations Review Conference at MIT Sloan School of Management, Cambridge, MA, in May 2018.

“What’s ‘Next Up’ for America’s Young Workers?”

- Young Workers and Worker Interest Representation workshop at Amsterdam Institute of Advanced Labour Studies (AIAS), Amsterdam, the Netherlands, in May 2017.

## **SERVICE**

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**Graduate Student Representative**, Graduate Student Hearing Board, College of Social Science, Michigan State University – Fall 2018 to Present

**Diversity, Equity, and Inclusion Committee Student Member**, School of Human Resources and Labor Relations – Fall 2020 to Present

**Coordinator**, School of Human Resources and Labor Relations Speaker Series – Fall 2018 to Spring 2019

## **AFFILIATIONS**

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**Member**, Labor and Employment Relations Association (LERA) – 2019 to Present  
**Member**, European Group for Organizational Studies (EGOS) – 2020 to Present  
**Student Affiliate**, Global Labour Research Centre, York University, Toronto, Canada

## **PROFESSIONAL EXPERIENCE**

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**Tata Consultancy Services Ltd. (TCSL), Mumbai, India** – December 2009 to July 2013  
Initial Learning Program (ILP) – December 2009 to April 2010  
Program Management Officer (PMO) – May 2010 to July 2013

## **NON-ACADEMIC ACTIVITIES**

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- a. Contributor, MSU Graduate Student Race Dialogues – Fall 2020
- b. Contributor, MSU Graduate Student Gender Dialogues – Spring 2019
- c. Vocalist, The Indian Students Organization Band at MSU – 2015 to Present
- d. Contributing author and book/movie reviewer, Indiannerve.com – 2013 to Present
- e. Member, College Editorial Board; The Times of India, Nagpur edition – 2008 to 2009
- f. Participant, TCSL Corporate Social Responsibility Wing, Maitree – 2011 to 2013
- g. Winner, TCSL Maitree Singing Competition – December 2011
- h. Winner, The Best Poetry Award; VNIT College Magazine, INSIGHT – Spring 2009
- i. Winner, Intercollegiate English Creative Writing Contest; VNIT, Nagpur – Spring 2009
- j. Organizing Committee Member, The VNIT Tech Fest, AXIS – Fall 2006

## **REFERENCES**

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Dr. Maite Tapia (chair)  
Associate Professor  
School of Human Resources and Labor Relations  
Michigan State University  
Email: [tapiam@msu.edu](mailto:tapiam@msu.edu)

Dr. Peter Berg  
Professor and Director  
School of Human Resources and Labor Relations  
Michigan State University  
Email: [bergp@msu.edu](mailto:bergp@msu.edu)

Dr. Mevan Jayasinghe  
Associate Professor  
School of Human Resources and Labor Relations  
Michigan State University  
Email: [jayasinm@msu.edu](mailto:jayasinm@msu.edu)

Dr. Jean Jenkins  
Professor of Employment Relations  
Head of Management, Employment and Organisation Section  
Cardiff Business School  
Cardiff, UK  
Email: [jenkinsj1@cardiff.ac.uk](mailto:jenkinsj1@cardiff.ac.uk)