

Carla Cecilia Lima Aranzaes
HRLR Doctoral Candidate - School of Human Resources and Labor Relations
Michigan State University
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EDUCATION

Aug 2019 – Present PhD Candidate. Michigan State University. School of Human
Expected May 2024 Resources and Labor Relations.

Dec 2009 Master's degree in Organizational Psychology. Universidad
Autónoma del Estado de Morelos (Mexico)

Mar 2004 Degree in Business Administration. Universidad Católica Boliviana
San Pablo (Bolivia)

RESEARCH INTERESTS

Leadership ▪ Collective voice ▪ Workers well-being ▪ Comparative labor relations ▪ Unionization process ▪ Critical Race Theory ▪ Grounded Theory ▪ Social network analysis

REFEREED PUBLICATIONS AND PAPERS UNDER REVIEW

Lima Aranzaes, C., Ibsen CL., DeOrtentiis P. S. & Tapia M. Solidarity with Atypical Workers? Survey evidence from the General Motors vs. United Auto Workers strike in 2019. *British Journal of Industrial Relations*. <https://doi.org/10.1111/bjir.12763>

Lima Aranzaes, C. C., & Juárez García, A. (2008). Un estudio exploratorio sobre estresores laborales en conductores de transporte público colectivo en el estado de Morelos, México. *Cienc. Trab*, 126-131.

Lee, T.L., Tapia, M., Lima Aranzaes, C., Sapre, S. R., Shimeck, S., Pinto, S., & Bustamante, A. R. The Militarization of Employment Relations: Contemporary Worker Control in Amazon Fulfillment Centers. *Under Revise and Resubmit at Work and Occupations*.

Tapia M., Ibsen CL., DeOrtentiis P. S. & Lima Aranzaes, C. A Tale of Two Locals: The Strategic Choice of a Trade Union during the 2019 GM-UAW Strike and Member Satisfaction. *Under Revise and Resubmit at ILR Review*.

MANUSCRIPT TO BE SUBMITTED AND RESEARCH IN PROGRESS

Lima Aranzaes, C. (*under revision*) Gaining support via social media: evidence from Amazon's unionization campaign. *To be submitted at ILR Review*.

Lima Aranzaes, C. (*data collected and at writing stage*). The strength of social ties during a representation campaign: a union's battle against Amazon on social media.

Lee, T.L., Tapia, M., Lima Aranzaes, C. (*data collected and at writing stage*). Divide to conquer: building walls in Southern Amazon warehouses.

Lima Aranzaes, C. & Blackwell, D. (*in progress*). Examining Worker-Led Organizing In The U.S. South: "Don't Quit. Organize!". *To be submitted at the British Journal of Industrial Relations*.

REPORT

Lee, T.L., Tapia, M., Pinto, S., Bustamante, A, Lima Aranzaes, C. & Shimeck, S. Amazon's Policing Power, a snapshot from Bessemer. Available at <https://smlr.rutgers.edu/news-events/smlr-news/study-amazon-uses-power-police-subdue-workers-and-enforce-obedience>

CONFERENCE PRESENTATIONS

Lima Aranzaes, C. Gaining support via social media: evidence from Amazon's unionization campaign. Paper presented at the *Labor and Employment Relations Association 75th Annual Meeting*. Detroit, 2023.

Lima Aranzaes, C. & Blackwell, D. Examining Worker-Led Organizing In The U.S. South: "Don't Quit. Organize!". Paper presented at the *Labor Research and Action Network Conference*. Washington, DC, 2023

Lima Aranzaes, C. Gaining support via social media: evidence from Amazon's unionization campaign. Paper presented at *MSU School of Human Resources and Labor Relations' Speaker Series*. East Lansing, Michigan, 2023.

Lima Aranzaes, C. Gaining support via social media: evidence from Amazon's unionization campaign. Paper presented at *MSU College of Education, for Dr. Kenneth Frank's research group*. East Lansing, Michigan, 2022.

Lima Aranzaes, C., Ibsen CL., DeOrtentiis P. S. & Tapia M. Solidarity with Atypical Workers? Evidence from the 2019 UAW-GM strike. Paper presented at the *Labor and Employment Relations Association 72nd Annual Meeting*. Online, 2021.

Lima Aranzaes, C. A social network perspective on the decision to unionize in the US. Idea presented at the *2nd Annual Industrial Relations PhD Student Conference – Idea Generation, Cornell University*. Online, 2021.

FUNDING & AWARDS

2023	The Susan C. Eaton Scholar-Practitioner Grant, LERA 2023 (\$2,000)
2023	The Shobha Ramanand Graduate Fellowship, MSU (\$2,900)
2023	LRAN New Scholars Research Grants 2022 – 2023 (\$3,000)
2022	Corey Endowment Award from the College of Social Science (\$2,520)
2022	Early Start Program Summer Assistantship, MSU (\$3,000)
2021	Early Start Program Summer Assistantship, MSU (\$2,500)
2020	Early Start Program Summer Assistantship, MSU (\$2,500)
2018 – 2019	Hubert H. Humphrey Fellowship Program (Fulbright Scholarship) at Michigan State University
2007 – 2009	Scholarship for Master’s Degree Studies at Universidad Autónoma del Estado de Morelos, México

TEACHING

Instructor		Rating
Fall 2023	Comparative Human Capital Systems – 42 students	-
Spring 2023	Applied Org Leadership – HRLR 311 – 50 students	4.45/5.00
Summer 2022	Applied Org Leadership – HRLR 311 – 62 students	4.19/5.00
Fall 2021	Applied Org Leadership – HRLR 311 – 47 students	4.10/5.00

Teaching Assistant

Summer 2021	Applied Org Leadership – HRLR 311
Summer 2020	Applied Org Leadership – HRLR 311
Fall 2020	Applied Org Leadership – HRLR 311

DATA ANALYTICAL SKILLS

Software: R, SPSS, Excel.

ACADEMIC SERVICE

Guest Speaker for the Preparation For Academic Life Program (PAL) at the English Language Center at Michigan State University. August, 2022 and 2023.

Dean's Student Advisory Council (2021 –2022)

School of HRLR Speaker Series Committee (2021 – 2022)

Moderator for the "Future Directions of Work & Radicalism" panel at the *Gender, Women's Suffrage, and Political Power: Past, Present, and Future (GWSP) Conference*. Online, 2020.

PROFESSIONAL AFFILIATION

Member, Labor and Employment Relations Association (LERA)

PROFESSIONAL EXPERIENCE

Dec 2010 – Jun 2019 Head of Talent Management at Monopol Ltda. – Bolivia

- Supervision and monitoring of the recruitment and selection process, ensuring compliance with procedures and quality objectives.
- Supervision and monitoring of the improvement plan for organizational climate..
- Supervision and monitoring of the training plan, development of training indicators, and competency management according to position and workers' profiles.
- Responsible for managing the organizational functions manual, while ensuring the consistency and structure of job descriptions.
- Monitoring of the Human Resources Division's key performance indicators.
- Development, improvement, and implementation of the performance evaluation process.
- Supervision and monitoring of the internal communication media.

LANGUAGE SKILLS

Bilingual in Spanish (Native) and English.

German – Basic

Russian – Basic

VOLUNTEERING ACTIVITIES

Assistance for Grant applications at a North Carolina union. Online, summer 2023.

Community leafleting for Jobs to Move America and The Alabama Coalition for Community Benefits in support of Amazon workers. Bessemer, Alabama, 2022.

REFERENCES

Dr. Maite Tapia
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