

HYE JIN RHO

School of Human Resources & Labor Relations
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East Lansing, MI 48824
rhohj@msu.edu

EDUCATION

- | | |
|--|------|
| M.S./Ph.D., Massachusetts Institute of Technology | 2018 |
| Institute for Work and Employment Research, Sloan School of Management | |
| Committee: Thomas Kochan (co-chair), Paul Osterman (co-chair), Emilio Castilla | |
| B.A., Northwestern University | 2006 |
| Political Science, International Studies | |

ACADEMIC POSITIONS

- | | |
|---|--------------|
| Assistant Professor (tenure-track) | 2020-present |
| School of Human Resources & Labor Relations | |
| Michigan State University | |

PROFESSIONAL APPOINTMENTS

- | | |
|---|-----------|
| Economist, CEPR (Center for Economic and Policy Research) | 2019-2020 |
| Alfred P. Sloan Foundation Postdoctoral Fellow, CEPR | 2018-2019 |
| Research Affiliate, MIT Sloan Good Companies Good Jobs Initiative | 2018-2020 |

PUBLICATIONS

Citations (August 2026, Google Scholar): **975** citations; h-index: 13

* Denotes equal contributions; ‡ indicates student or research associate at the start of the project

- **Rho, Hye Jin*** and Christine Riordan*. From Rhythms to Stop, Drop, and Roll: Unpacking the Impact of Algorithmic Management on Discretion on Hotel Housekeeping Work. *Industrial and Labor Relations Review*. (Minor revision submitted). https://hyejinrho.com/rho.riordan.2026_proof.pdf
 - SHRLR A Publication
 - Journal Impact factor (Clarivate): 2.3
 - SJR ranking: Q1 in Management of Technology and Innovation, Organizational Behavior and Human Resource Management; Strategy and Management
- Ahleah Miles F.‡, Benjamin Blachly‡, Maite Tapia, **Hye Jin Rho**. Advancing I-O's Engagement with Labor Through Institutionally Supported Interdisciplinarity." 2026. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. <https://doi.org/10.1017/iop.2026.10079>
 - Journal Impact factor (Clarivate): 3.2
 - SJR ranking: Q2 in Applied Psychology and Social Psychology
- Riordan, Christine*, **Hye Jin Rho***, Yeaseul Hur‡, Patricia Tabarani‡, and Deb Figart. 2025. Building Power from the Bottom Up: How Union Leaders Navigate Power Relations under Algorithmic Management. *British Journal of Industrial Relations*. <https://doi.org/10.1111/bjir.70025>
 - SHRLR A Publication
 - Journal Impact factor (Clarivate): 1.8

- SJR ranking: Q1 in Business, Management and Accounting (miscellaneous), Management of Technology and Innovation, Organizational Behavior and Human Resource Management
- Spektor, Francesca†, Sarah E. Fox, Somang Min†, Grace Sarfo†, Betsy Stringam, Christine A. Riordan, **Hye Jin Rho**, Ben Begleiter, and Jodi Forlizzi. 2025. Working Together: Algorithmic Management and Peer Relationships in the Hospitality Industry. *Proceedings of the ACM SIGGHI Conference on Designing Interactive Systems* (DIS25):3221-3234. <https://doi.org/10.1145/3715336.3735704>
 - The CORE Conference Ranking: A
- Castilla, Emilio* and **Hye Jin Rho***. 2023. The Gendering of Job Postings in the Online Recruitment Process. 2023. *Management Science*, 1-19. <https://doi.org/10.1287/mnsc.2023.4674>
 - SHRLR A Publication
 - Journal Impact factor (Clarivate): 5.7
 - SJR ranking: Q1 in Strategy and Management and Management Science and Operations Research
- **Rho, Hye Jin***, Christine Riordan*, Christian L. Ibsen, J. Ryan Lamare, and Maite Tapia. 2023. Do Workers Speak Up When Feeling Job Insecure? Examining Workers' Response to Precarity During the COVID-19 Pandemic. *Work and Occupations* 50(1):81-113. <https://doi.org/10.1177/07308884221128481>
 - SHRLR A Publication
 - Journal Impact factor (Clarivate): 4.5
 - SJR ranking: Q1 in Organizational Behavior and Human Resource Management; Sociology and Political Science
- Spektor, Francesca†, Sarah E. Fox, Ezra Awumey†, Ben Begleiter, Chinmay Kulkarni, Betsy Stringam, Christine A. Riordan, **Hye Jin Rho**, Hunter Akridge†, and Jodi Forlizzi. 2023. Charting the Automation of Hospitality: An interdisciplinary literature review examining the evolution of frontline service work in the face of algorithmic management. *Proceedings of the ACM on Human-Computer Interaction*, 7(CSCW1):1-20. <https://doi.org/10.1145/3579466>
 - SHRLR A Publication
 - Journal Impact factor (Clarivate): 4.9
 - SJR ranking: Q1 in Computer Networks and Communications; Social Sciences (miscellaneous)
 - The CORE Conference Ranking: A
- Spektor, Francesca†, Sarah E. Fox, Ezra Awumey†, Christine A. Riordan, **Hye Jin Rho**, Chinmay Kulkarni, Marlen Martinez-Lopez†, Betsy Stringam, Ben Begleiter, and Jodi Forlizzi. 2023. Designing for Wellbeing: Worker-Generated Ideas on Adapting Algorithmic Management in the Hospitality Industry. *Proceedings of the ACM SIGGHI Conference on Designing Interactive Systems* (DIS23):623-37. <https://doi.org/10.1145/3563657.3596018>
 - The CORE Conference Ranking: A
- Appelbaum, Eileen, Kalleberg, Arne, **Hye Jin Rho**. 2019. Nonstandard Work Arrangements and Older Americans, 2005–2017. 2019. *Challenge* 62(4):219-241. <https://doi.org/10.1080/05775132.2019.1619043>
- Heymann, Jody, **Hye Jin Rho**, John Schmitt, and Alison Earle. Ensuring a Healthy and Productive Workforce: Comparing the Generosity of Paid Sick Day and Leave Policies in 22 Countries. 2009. *International Journal of Health Services* 40(1):1-22. (Reprinted in in Financial and Economic Crises and Their Impact on Health and Social Well-being, edited by Vicente Navarro and Carles Muntaner. Amityville, NY: Baywood Publishing Company Inc. 2014) <https://doi.org/10.2190/HS.40.1.a>

UNDER REVIEW AND WORKING PAPERS

- Bond, Brittany M., **Hye Jin Rho**, and Mabel Abraham. [Fixing Low-Promotability Work: \(In\)visibility and Gender Disparity in Giving Feedback.](#) *(Submitted at American Sociological Review)*
- **Rho, Hye Jin**. [Multi-layered Labor Contracting and Price Setting Process for Nonstandard Work.](#) *(Draft Paper: to be submitted at Industrial and Labor Relations Review)*
- Riordan, Christine, **Hye Jin Rho**, Yeaseul Hur†, Patricia Tabarani†, and Francesca Spektor†. [Brokering Contested Technologies: Stabilizing and Governing Algorithmic Management.](#) *(Draft paper: to be submitted at New Technology, Work and Employment)*
- Ibsen, Christian, Ryan Lamare, **Hye Jin Rho**, Christine Riordan, Maite Tapia, Hjalmar Alexander Bang Carlsen, Jonas Toubøl. The Role of Nonstandard Work, Economic Insecurity, and Institutions on Health: Empirical evidence from Denmark and the US.
- Basbug, Gokce, **Hye Jin Rho**, and Abdullah Yalaman. Job Search of Older Unemployed Workers: Evidence from Longitudinal Data.
- Sarfo, Grace†, Betsy Stringam, Somang Min†, Jodi Forlizzi, Francesca Spektor†, Sarah Fox, Christine Riordan, **Hye Jin Rho**, and Ben Begleiter. Digital Literacy Training and the Future of Hotel Housekeeping.

WORK IN PROGRESS

- **Rho, Hye Jin**, Christine Riordan, and Shannon Potter†. The Role of Algorithmic Management Technology in Shaping Worker Well-being in Hotel Housekeeping. *(Draft writing stage)*
- **Rho, Hye Jin** and Andrew Weaver. How Skill Demands Affect Time-to-Hire: Evidence from Applicant Tracking Data of Nonstandard Workers. *(Draft writing stage)*
- **Rho, Hye Jin** and Christine Riordan. A Multifaceted Model of Employment Relationship for Nonstandard Work. *(Draft writing stage)*
- **Rho, Hye Jin**, Andrew Weaver, and Tingting Zhang. Longitudinal Predictors of Skill Demands in U.S. Manufacturing. *(Data analysis stage)*
- **Rho, Hye Jin**, Christine Riordan, and Wenjia Cao†. Understanding the Role of Transparency in the Job Matching Process for Travel Nurses. *(Data analysis stage)*
- **Rho, Hye Jin** and Amanda Chuan. Job Preferences among Food Service Workers during Covid-19: Survey Evidence from a Large Public University. *(Data analysis stage)*
- Chuan, Amanda and **Hye Jin Rho**. Which Job Characteristics Appeal to Students? Evidence from a Natural Field Experiment. *(Data analysis stage)*

BOOK CHAPTERS

- **Rho, Hye Jin** and Christine Riordan. 2026. “Wellbeing”. In: *Elgar Concise Encyclopaedia of Employee Voice*. (Eds.) Rea Prouska, Nadia Kougiannou, Adrian Wilkinson, and Sarah Brooks. Cheltenham, UK: Edward Elgar Publishing.

- Stringam, Betsy, Debrah Figart, Ellen Mutari, Ben Begleiter, Sarah Fox, Franchesca Spektor, Christine Riordan, **Hye Jin Rho**, and Jodi Forlizzi. 2025. “Navigating Technology and Worker Well-Being in the Hospitality Industry”. In *Human-Technology Partnerships at Work*. (Eds.) Tara Behrend. Cambridge: Cambridge University Press.

BOOK REVIEWS

- **Rho, Hye Jin**. 2026. “Beyond Standard and Nonstandard Work.” Review of Disposable Workers. Paul Osterman. Cambridge, MA: Harvard University Press. *LERA Perspectives on Work*.

GRANTS AND AWARDS

- **Winner, John T. Dunlop Award**, 2026, Outstanding Scholar Award, LERA (for contributions that address industrial relations/employment research problems of national significance)
- **Co-Principal Investigator, Russell Sage Foundation**, Program on Future of Work, 2024-2026, \$75,000 (\$37,500 awarded to Hye Jin Rho)
 - “Algorithmic Management in the Hotel Housekeeping: The Role of Technology in Shaping Worker Well-Being and Job Quality” (with Christine Riordan, Jodi Forlizzi, Sarah Fox, and Elizabeth Stringam)
- **Co-Principal Investigator, National Science Foundation (NSF)**, Program on Future of Work at the Human-Technology Frontier, 2021-2026, \$2.5M (\$292,553 awarded to Hye Jin Rho)
 - “Upskilling Workers and Re-designing Workplaces for the Future of Automation in the Hospitality Industry” (with Jodi Forlizzi, Sarah Fox, Chinmay Kulkarni, Ben Begleiter, Ellen Mutari, Deborah M. Figart, Christine Riordan, and Elizabeth Stringam)
- **Principal Investigator, Russell Sage Foundation**, Program on Future of Work, 2020-2024, \$32,508 (\$16,254 awarded to Hye Jin Rho)
 - “Longitudinal predictors of Skill Demands in Targeted U.S. Industries” (with Andrew Weaver)
- **Co-Principal Investigator, The Alfred P. Sloan Foundation**, Program on Outsourcing: Impacts on the U.S. Workforce, 2020-2023, \$250,000 (\$77,510 awarded to Hye Jin Rho).
 - “Platform Driven Outsourcing and its Impact on Work” (with Geoffrey Parker and Erina Ytsma)
- **Lead Investigator, The Alfred P. Sloan Foundation**, Program on Outsourcing: Impacts on the U.S. Workforce, 2020-2022, \$248,477 (59,083 awarded to Hye Jin Rho)
 - “Fissuring or Productivity Divergence? An Organizational Conception of Outsourcing and its Impacts” (with David Weil and Andy Garin)
- **Principal Investigator, MSU HRLR Faculty Research Fund**, 2022, \$2,600.
 - “Job Preferences among Food Service Workers during COVID-19: Survey Evidence from a Large Public University” (with Amanda Chuan, Maite Tapia, and Mevan Jaysinghe)
- **Winner, Susan C. Eaton Scholar-Practitioner Memorial Fund Award**, 2020, “Exercising voice in the decentralized work of travel nursing” (with Christine Riordan) (\$3,000)

- **Winner, The Alfred P. Sloan Foundation**, 2018-2019, Postdoctoral Research Grant, \$122,187
 - “Multi-layered Labor Market Intermediaries in the Recruitment and Assignment of Workers to Non-standard Work Arrangements” (\$122,187) (2018-2019)
- **Recipient, Scanlon-Lesieur Memorial Fund at MIT**, Summers 2012-2017
- **Finalist, Edna Award for Social Justice**, Berger-Marks Foundation, 2011

NON-PEER-REVIEWED PUBLICATIONS (SELECTED)

- **Rho, Hye Jin**, Julie Yixia Cai, and Shawn Fremstad. 2020. “Labor Market Transitions of Young People During the Pandemic,” Center for Economic and Policy Research Report.
- **Rho, Hye Jin** and Shawn Fremstad. 2020. “Multiple Jobholders: Who Are They and How Are They Impacted by the Pandemic,” Center for Economic and Policy Research Article (*Cited in the New York Times*, July 23, 2020; *Chicago Tribune*, June 24, 2020)
- Brown, Hayley, Shawn Fremstad and **Hye Jin Rho**. 2020. “Racial Inequality Among Workers in Frontline Industries: Black Workers are Overrepresented and Undercompensated,” Center for Economic and Policy Research Article. (*Cited in CBS News*, June 5, 2020; *CNBC*, July 7, 2020)
- Fremstad, Shawn, **Hye Jin Rho**. 2020. “The Impact of the Pandemic on Young People’s Employment and Economic Security,” Center for Economic and Policy Research Article.
- Fremstad, Shawn, **Hye Jin Rho**, and Hayley Brown. 2020. “Meatpacking Workers are a Diverse Group Who Need Better Protections,” Center for Economic and Policy Research Article. (*Interview with WBEZ*, *Chicago NPR News*, May 15, 2020; *Cited in Politico*, April 29, 2020; *The Hill*, April 30, 2020; *USA Today*, Aug 31, 2020)
- **Rho, Hye Jin**, Hayley Brown, and Shawn Fremstad. 2020. “A Basic Demographic Profile of Workers in Frontline Industries,” Center for Economic and Policy Research Report. (*Cited in HuffPost*, April 8, 2020; *Global Citizen*, April 9, 2020; *Vox*, April 10, 2020; *Philadelphia Tribune*, April 15, 2020; *CNN Business*, April 15, 2020; *Mother Jones*, April 17, 2020; *The New York Times*, April 27, 2020; *MarketWatch*, May 4, 2020 (cited by NY Governor Andrew Cuomo); *The Atlantic*, May 7, 2020; *NBC News*, May 8, 2020; *Business Insider*, June 4, 10, 2020; *MIT Technology Review*, July 30, 2020; *The Seattle Times*, Aug 16, 2020; *Chicago Reader*, October 20, 2020)
- **Rho, Hye Jin**, Shawn Fremstad, and Jared Gaby-Biegel. 2020. “Contagion Nation 2020: United States Still the Only Wealthy Nation without Paid Sick Leave,” Center for Economic and Policy Research Report. (*Cited in Vox Video*, March 27, 2020)
- Medlin, Aaron and **Hye Jin Rho**. 2019. “Young Workers in Nonstandard Work Arrangements, 2005-2017,” Center for Economic and Policy Research Report.
- **Rho, Hye Jin**. “Upward Trend in Wage Inequality among AAPI Workers in the US Continues,” 2019. Center for Economic and Policy Research Article.
- **Rho, Hye Jin** and Hayley Brown. 2019. “Union Membership Byte 2019,” Center for Economic and Policy Research Briefing Paper. (*Cited in the Guardian*, Feb 8, 2020)
- Baker, Dean and **Hye Jin Rho**. 2011. “The Potential Savings to Social Security from Means Testing,”

Center for Economic and Policy Research Briefing Paper. (*Cited in LA Times, Dec 2, 2019*)

- Schmitt, John, **Hye Jin Rho**, Nicole Woo. 2011. “Unions and Upward Mobility for Asian American and Pacific Islander Workers,” Center for Economic and Policy Research Briefing Paper.
- **Rho, Hye Jin**. 2010. “Hard Work in the Public Sector,” Center for Economic and Policy Research Briefing Paper.
- **Rho, Hye Jin**. 2010. “Hard Work? Patterns in Physically Demanding Labor Among Older Workers,” Center for Economic and Policy Research Briefing Paper. (*Cited in The New York Times, September 12, 2010; The New York Times Economix blog, August 23, 2010; New America Media, August 14, 2010; CBS Evening News, October 09, 2010; The Washington Independent article, August 26, 2010; Ross Eisenbrey’s Testimony before the U.S. Senate Committee on Health, Education, Labor, and Pensions, October 7, 2010; Radio interview with Counterspin, FAIR, September 17, 2010.*)
- Schmitt, John, **Hye Jin Rho**, Heidi Hartmann, and Ashley English. 2010. “More Men to Benefit From Expanded Coverage Under Healthcare Reform.” Institute for Women’s Policy Research, Fact Sheet, IWPR #A14. (*Cited in Kansas City Star, June 18, 2010*)
- **Rho, Hye Jin** and John Schmitt. 2010. “Health-Insurance Coverage Rates for US Workers, 1979-2008,” Center for Economic and Policy Research Briefing Paper. (*Cited in Healthcare Finance News, March 23, 2010*)
- Schmitt, John, **Hye Jin Rho**, Nicole Woo. 2009. “Unions and Upward Mobility for Asian Pacific American Workers,” Center for Economic and Policy Research Briefing Paper.
- Schmitt, John, **Hye Jin Rho**, Alison Earle, and Jody Heymann. 2009. “Paid Sick Days Don’t Cause Unemployment,” Center for Economic and Policy Research Briefing Paper. (*Cited in The New York Times article, May 22, 2009*)
- **Rho, Hye Jin**, John Schmitt, Alison Earle, and Jody Heymann. 2009. A Review of Sickness-related Leave in 22 High Human Development Index Countries,” Center for Economic and Policy Research Briefing Paper.
- Heymann, Jody, **Hye Jin Rho**, John Schmitt, and Alison Earle. 2009. “Contagion Nation: A Comparison of Paid Sick Day Policies in 22 Countries,” Center for Economic and Policy Research Briefing Paper. (*Cited in the Healthy Families Act of 2009, H.R.2460, 111th Congress (2009); Cited in The Philadelphia Inquirer, August 16, 2010; Business First of Columbus, September 21, 2009; Workforce Management, June 11, 2009; St. Petersburg Times, June 7, 2009; Greenwich Time, June 4, 2009; The Huffington Post, May 20, 2009; The Huffington Post, May 19, 2009; Uprising Radio, May 19, 2009; The Washington Post blog, May 19, 2009; The New York Times, May 15, 2009*)
- Schmitt, John, **Hye Jin Rho**, Shawn Fremstad. 2009. “U.S. Unemployment Now as High as Europe,” Center for Economic and Policy Research Briefing Paper. (*Cited in The New York Times, May 22, 2009*)
- Fremstad, Shawn, Rebecca Ray and **Hye Jin Rho**. 2008. “Working Families and Economic Insecurity in the States: The Role of Job Quality and Work Supports,” Center for Economic and Policy Research Briefing Paper.

PRESENTATIONS

- Society for the Advancement of Socio-Economics (SASE) 2026 in Bordeaux (*July 2026*)

- Industry Studies Association (ISA) 2026 Conference in Washington, DC (*June 2026*)
- LERA 77th Annual Meeting in Minneapolis, MI (Presenter; Session Chair; Best Posters session chair; LERA Hospitality Council Meeting moderator) (*June 2025*)
- International Sociological Association (ISA) Forum of Sociology, Rabat, Morocco. (*July 2025*)
- LERA 76th Annual Meeting in Seattle, WA (Presenter; co-author of a presenter; Session Chair; Best Posters session chair; LERA Hospitality Council Meeting moderator) (*June 2025*)
- Wharton AI and Future of Work Conference, University of Pennsylvania, Philadelphia, PA. (*May 2025*)
- Interuniversity Research Centre on Globalization and Work (CRIMT) 2024 Conference, Montreal, Canada. (*October 2024*)
- Invited presentation at University of Greenwich, Centre for Research in Employment and Work (CREW) (*November 2024*). “From rhythms to stop, drop and roll: Unpacking the impact of algorithmic management on discretion in hotel housekeeping work”
- Cornell University’s AI and Future of Work Conference (*October 2024*)
- 17th Annual People and Organizations Conference, The Wharton School of University of Pennsylvania in Philadelphia, PA (*September 2024*)
- Academy of Management (AOM) Conference, Chicago, IL. (Panel on Technologies and Their Stakeholders in HRM: Insights Derived from Worker-Centered Experiences) (*August 2024*)
- European Group for Organizational Studies (EGOS) Colloquium, Cagliari, Italy. (*July 2024*)
- LERA/ILERA/FMCS Conference, NY, NY (Academic Vice Chair on the Program Committee; Presenter; co-author of two presenters; Best Posters session chair) (*June 2024*)
- LERA@ASSA in San Antonio, TX (symposium on Vulnerable Workers, Training, and Employment Outcomes; discussant at a session) (*January 2024*)
- LERA 75th Annual Meeting in Detroit, MI (Presenter on the Panel on Algorithmic Management in Hotel Housekeeping: Implications for Worker Well-Being; co-author of two presenters; Best Posters session chair) (*June 2023*)
- Outsourcing Network Workshop, University of Chicago, IL. (*June 2023*)
- ILERA European Congress Meeting in Barcelona, Spain. (*September 2022*)
- Society for the Advancement of Socio-Economics (SASE) in Amsterdam (cancelled due to COVID) (*July 2022*)
- LERA 74th Annual Meeting, Virtual (panel chair; Best Posters session chair) (*June 2022*)
- Wharton/Columbia management, Analytics, and Data (MAD) Conference in New York (co-author presented) (*May 2022*)
- Special Issue of Work and Occupations Mini-Conference on “Precarious Employment and Well-Being during the COVID-19 Pandemic” (*January 2022*)
- Outsourcing Network Panel at Urban Institute, Virtual (*January 2022*)
- The Evolution and Future of Work Speaker Series, Michigan State University. (*December 2021*)
- “Focus Tour: Work” Program at Broad Art Museum, Michigan State University. (*July 2021*)
- LERA 73rd Annual Meeting, Virtual. (co-author presented; Best Posters session chair) (*June 2021*)

- Michigan State University SHRLR Seminar (*November 2020*)
- LERA 72nd Annual Meeting, Virtual, LERA (Best Papers: Wages and Skills) (*June 2020*)
- ASSA/LERA Annual Meeting in San Diego (Session on Labor Force, Productivity, and Mobility; Discussant on a session). (*January 2020*)
- 16th Annual Symposium of the Journal of Law, Economics, & Policy, George Mason University (The Changing Nature of Work and the Economics of Employment in the 21st Century; Discussant at 'Changing Demographics and the End of Workin' 9 to 5') (*November 2019*)
- 12th Annual People and Organizations Conference, The Wharton School of University of Pennsylvania in Philadelphia, PA (Plenary session on Pay and Benefits) (*September 2019*)
- American Sociological Association (ASA) Meeting in New York, NY (Regular session on 'Technology, Flexibility, and Work Arrangement') (*August 2019*)
- Society for the Advancement of Socio-Economics (SASE) in New York, NY, Session on Labor Markets, Education, and Human Resources (*June 2019*)
- Industry Studies Association (ISA) Conference in Nashville, TN (Session on Shaping Labor Market Outcomes for Regions, Firms, and Employees) (*June 2019*)
- Labor Research and Action Network (LRAN) Conference in Cleveland, OH (Session on domestic outsourcing: new perspectives on research and organizing) (*June 2019*)
- LERA 71st Annual Meeting in Cleveland, OH (Session on New Approaches to Research on Domestic Outsourcing) (*June 2019*)
- American Sociological Association (ASA) Meeting in Montreal, QC (Regular session on 'Organizations, Occupations, and Work'. (*August 2017*)
- LERA 69th Annual Meeting in Anaheim, CA (Session on Work Organization and Public Policy II) (*June 2017*).
- The Global Labour Research Centre Graduate Student Symposim at York University, Canada. (*October 2016*).
- American Sociological Association (ASA) Meeting in Chicago, IL (Regular session on 'Gender Bias, Segregation, and Opportunities at Work'. (*August 2015*)
- MIT Economic Sociology Working Group in Cambridge, MA. (*April 2015*); MIT Institute for Work and Employment Research (IWER) Workshop in Cambridge, MA. (*April 2015*)
- AEA/LERA Meeting in Boston (Discussant at 'Economic Approaches to Employers Screening Workers and Workers Screening). (*January 2015*).
- 7th Annual People and Organizations Conference at The Wharton School of University of Pennsylvania in Philadelphia, PA. (Plenary session on 'Gender and the Labor Market') (*October 2014*)
- LERA Annual Meeting in Portland, OR. (Regular session on 'Labor Supply'). (*May 2014*)
- MIT Institute for Work and Employment Research (IWER) Seminar in Cambridge, MA. (*April 2014*)

TEACHING

Michigan State University

- HRLR 401: Income Inequality (undergraduate), Spring 2021, 2023, 2025, 2026
- HRLR 465: Capstone Course on Human Capital & Society (undergraduate), Spring 2021, 2022, 2023, 2024; Fall 2021, 2022, 2023, 2024

- HRLR 858: Human Resources and Employment Relations in South Korea (graduate), Spring 2025, 2026

MIT Sloan School of Management

- 15.S71: Power and Influence (MBA), Teaching Assistant, Spring 2016
- 15.668: People and Organizations (undergraduate), Teaching Assistant, Spring 2013, 2015
- 15.014: Applied Macro and International Economics (MBA), Teaching Assistant, Fall 2014
- 15.698: Seminar in Industrial Relations and Human Resource Management (PhD), Teaching Assistant, Spring 2014

PROFESSIONAL SERVICE

Ad Hoc Reviewer: *Management Science, Organization Science, Industrial and Labor Relations (ILR) Review, American Sociological Review, Socio-Economic Review, Sociological Focus, Social Forces, Gender & Society, Russell Sage Foundation*

Professional Association and Conference Service:

- LERA Hospitality Council Chair (2024-Present)
- Academic Vice Chair of the Program Committee, LERA/ILERA/FMCS Meeting, New York (2024)
- Ex-officio Member of the Program Committee and Poster Session Chair, Labor and Employment Relations Association (LERA) Meetings (2021- Present)
- Chair of 17th Annual PhD Student Consortium, Labor and Employment Relations Association (LERA) Meeting in 2015 (Theme: “Fissured Organizations: A Research Agenda”)
- Organizer of MIT Working Group, Institute for Work and Employment Research (2012-2013, 2015-2017)

Membership: Labor and Employment Relations Association (LERA), Industry Studies Association (ISA), American Sociological Association (ASA), Academy of Management (AoM), and Society for the Advancement of Socio-Economics (SASE)

Advisory Committee:

- NSF Proposal by Dr. Hee Rin Lee, “Designing Economically Productive Robots to Revitalize US Manufacturing” (2026-Present)

Student Advising and Mentoring:

- PhD: Yuxuan Wang (Media & Information, 2026-Present), Olga Aristova (University of Michigan, 2024-Present), Kerrington Curl (HRLR, 2023-2025), Dasom Jang (HRLR, 2021-2023), Jacob McCartney (HRLR, 2020-2021), Nidhi Kalani (Geography, 2023-2024), Wenjia Cao (Economics, 2024-2025)
- Masters: Kelly Manzo (HRLR), Aylasia Steen (HRLR), Krista Moots (HRLR), Roshni Bhowmik (Data Science), Harshitha Jampala (Data Science), Junguk Kim (HRLR), Sangil Kim (HRLR)
- Undergraduate: Attulya Gupta (Computer Science), Jessica Hernandez-Santiago (HRLR), Jack Skidmore (HRLR)

University and Department Service:

- SHRLR FAC Committee (2025- Present)
- SHRLR Merit Review Committee (2023-2025, 2026-Present)
- SHRLR Undergraduate Program Committee (2021-Present)

- SHRLR Speaker Series Organizer (2024- Present)
- SHRLR South Korea Program Lead and Advisor (2025- Present)
- Center for Gender in Global Context, Core and GJEC Associated Faculty (2021-Present)
- SHRLR Advisory Board DEI Subcommittee (2022-2024)
- SHRLR John Butler Endowed Chair Hiring Committee (2021-2023)