

## **CURRICULUM VITAE**

Sarosh Kuruvilla  
Andrew J. Nathanson Family Professor of Industrial Relations,  
Asian Studies and Public Affairs  
357 Ives Hall  
Cornell University  
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### **EXPERIENCE**

Andrew J. Nathanson Family Professor of Industrial and Labor Relations, Cornell University, October 2016 till present.

Professor, Industrial Relations, Asian Studies and Public Affairs, Cornell University, May 2002-October 2016.

Visiting Professor, London School of Economics, 2010—2019 (various lengths)

Director, Southeast Asia Program, Cornell University, 2004-2005, 2008-2009, 2013

Chair, ILR International Programs, 2006-2013

Visiting Professor, Indian Institute of Management, Calcutta, Jan-August 2004

Associate Professor, Industrial Relations and Asian Studies, Cornell University, May 1995-May 2002.

Visiting Professor, Aarhus School of Business, Aarhus, Denmark. Jan-Dec 1997.

Assistant Professor of Labor and Industrial Relations, Cornell University. Jan 1990-May 1995.

Visiting Professor, School of Labor and Industrial Relations, University of the Philippines, 1994.

Teaching and Research Assistant, Department of Industrial Relations and Human Resources, University of Iowa, Jan/1986- July/1987 and Sept/1988 to Dec 1989.

Research Consultant, SACO Trade Union Federation, Stockholm, Sweden, Sept 1987-July 1988.

Labor Relations Manager, Madura Coats Ltd., India, an associate company of the Coats-Vijella Group, U.K. May 1981-Dec 1985.

## **AWARDS**

Fulbright Research Scholar, 2004. Middle East, North Africa, and South Asia. Study: The Indian Outsourcing Industry.

Outstanding Young Scholar Award for the Best Contribution to International and Comparative Labor and Employment Research, 1996-1997. Industrial Relations Research Association, USA.

Outstanding Teacher: ILR School. The Interfraternity Council at Cornell University.

## **EDUCATION**

Ph.D. Business Administration, University of Iowa, December 1989  
Area: Economic Development and Industrial Relations Policy.

Post Graduate Honors Diploma, Personnel Management and Industrial Relations  
Xavier Labor Relations Institute, Jamshedpur, India. June 1979-May 1981.

Bachelor of Commerce and Industrial Organization, University of Madras, India. 1976-1979.

## **RESEARCH & PUBLICATIONS**

### **Books**

From Iron Rice Bowl to Informalization: Markets, Workers and the State in a Changing China. Sarosh Kuruvilla, Ching Kwan Lee and Mary Gallagher (Eds). 2011: Cornell University Press: Ithaca and London

The Transformation of Industrial Relations in Large Enterprises in Korea: Appraisals of Korean Enterprise Unionism. Sarosh Kuruvilla and Changwon Lee, Seoul 2008: Korea Labor Institute.

Colonialism, Nationalism, and the Institutionalization of Industrial Relations in the Developing World. (Eds) Sarosh Kuruvilla and Bryan Mundell. Monographs in Organizational behavior and Industrial Relations, Volume 25, Stamford, CT: JAI Press, 1999

Sarosh Kuruvilla and Wesley Hiers. 2000. Globalization and Industrial Relations in India: Industries and Firms. ILO, Regional Office for Asia and the Pacific, Bangkok.

Trade Unions and Collective Bargaining. Harry Katz, Sarosh Kuruvilla and Lowell Turner. World Bank, PHREE, 1993: Washington DC

### **Articles in Progress**

Sarosh Kuruvilla, Mingwei Liu, Chunyun Li, and Wansi Chen. Field Opacity and Practice Outcomes Decoupling. Private Regulation of Labor Standards in Global supply Chains. (Under Review, ILRR, 2<sup>nd</sup> Revise and Resubmit).

### **Published Refereed Journal Articles**

Santanu Sarkar and Sarosh Kuruvilla. (2019). Constructing Transnational Solidarity: The Role of Campaign Governance. *British Journal of Industrial Relations*. Forthcoming.

Sarosh Kuruvilla. 2019. The Trajectories of Industrial Relations in China and India. In K.R. Shyam Sunder (ed). *Globalisation and Dynamics of Labour Market and Industrial and Employment Relations – Discourses, Institutions and Dynamics*. Palgrave MacMillan. Forthcoming

Sarosh Kuruvilla. 2018. From Cautious Optimism to Renewed Pessimism: Labor Voice and Labor Scholarship in China. *Industrial and Labor Relations Review*, Volume 71, no 5 (October) 2018.

Sarosh Kuruvilla and Mingwei Liu. 2017. Varieties of Collective Bargaining in China: The Good, The Bad, and The Ugly. Volume 38, Issue 2, Winter (December) 2017 *Comparative Labor Law and Policy Journal*.

Sarosh Kuruvilla and Ernesto Noronha. 2016. From Pyramids to Diamonds: Legal process Offshoring and Law labor Markets in the US and India. *Industrial and Labor Relations Review*, Vol 69, No. 2, pp. 354-378

Sarosh Kuruvilla and Hao Zhang 2016. Labor Unrest and Incipient Bargaining in China. *Management and Organization Review*, Vol 12, Issue 1, (March) 2016, pp 159-189.

Ernesto Noronha, Premilla D'Cruz and Sarosh Kuruvilla 2016. Globalization of Commodification. *Journal of Contemporary Asia*. Volume 46, No. 4 2016.

Rajah Rasiah, Bruce McFarlane and Sarosh Kuruvilla. 2015. Globalization, Industrialization, and Labour Markets. *Journal of the Asia Pacific Economy*. Volume 20, Number 1, 2015. 2-14.

Sarosh Kuruvilla and Eli Friedman. 2015. Decentralization and Diversity in Chinese Employment Relations. Human Relations. Volume 68, No 2 pp 181-195

Peter Norlander, Chris Erickson, Sarosh Kuruvilla, and Rangapriya Kannan-Narasimhan. 2015. The Offshoring of Knowledge Work and the Emerging Structure of Employment in the Global Economy. E-Journal of International and Comparative Labour Studies.

Manfred Elfstrom and Sarosh Kuruvilla. 2014. The Changing Nature of Labor Unrest in China. Industrial and labor Relations Review, April 2014.

Gregory Jackson, Sarosh Kuruvilla and Carola Frege. 2013 Across Boundaries: The Global Challenges Facing Industrial Relations. British Journal of Industrial Relations. Volume 51. Issue 3. pp 425-439

Tashlin Lakhani, Sarosh Kuruvilla and Ariel Avgar. 2013. From the Firm to the Network: Global Value Chains and Employment Relations Theory. British Journal of Industrial Relations. Vol 51, Issue 3. pp 440-472

Ariel Avgar and Sarosh Kuruvilla. 2011. Dual Alignment of Industrial Relations Activity: From Strategic Choice to Mutual Gains. Advances in Industrial Relations, Vol 18, 2011.

Sarosh Kuruvilla, Robert Hickey and Tashlin Lakhani. 2010. No Panacea for Success. Member Activism, Organizing, and Union Renewal. British Journal of Industrial Relations. Volume 48 No. 1. Jan 2010.

Sarosh Kuruvilla and Aruna Ranganathan (2010). Globalization and Outsourcing: Confronting New Human Resource Challenges in India's Business Process Outsourcing Industry. Industrial Relations Journal. Vol 41, no 2, 136-154

Sarosh Kuruvilla and Aruna Ranganathan. 2008. Economic Development Strategies and Macro and Micro-level Human Resource Policies: The Case of India's Outsourcing Industry: Industrial and Labor Relations Review, Vol 62, No. 1, October 2008, pp.39-73

Kuruvilla, Sarosh and Liu, Mingwei (2007) , "Health Security for the Rural Poor? A Case Study of a Health Insurance Scheme for Rural Farmers and Peasants in India" . International Social Security Review, Vol. 60, No. 4, pp. 3-21, October-December 2007  
(translated into French, Spanish, and German)

Kuruvilla, S.; Liu, M.; Jacob, P. 2007. A Case study of the Yeshasvini Health Insurance Scheme for the Rural poor in India. International Journal of Self Help and Self Care, Vol. 3, No. 3-4, 261-306

Sarosh Kuruvilla and Anil Verma (2006). Hard Law, Soft Law, and the Roles of National Governments in the International Labor Standards Debate. Journal of Industrial Relations. Volume 48, no 1.

Sarosh Kuruvilla, and Anil Verma. (2004). Globalization, Logics of Action, International Labor Standards, and National Government Roles. Quarterly Journal of Labor Policy, Volume 4, No. 2. pp 25-44

Tony Edwards and Sarosh Kuruvilla. International HRM: national business systems, organizational politics and the international division of labour in MNCs, International Journal of HRM. Volume 16, no 1, January 2005, 1-21.

Sarosh Kuruvilla and Anil Verma. 2004. Logics of Action, Global Labor Standards, and National Government Roles. KLI Quarterly Journal of Labor Policy. Vol 4.

Christopher Erickson, Sarosh Kuruvilla, and Rene Ofreneo. Globalization and Industrial Relations in the Philippines. Industrial Relations. April 2003.

Sarosh Kuruvilla ,Christopher Erickson and Alvin Hwang. 2002. An Assessment of the Singapore Skills Development System: Lessons for Developing Countries. World Development. Forthcoming in the August 2002 issue (Vol. 30,No. 8), pp. 1461-1476

Stephen Frenkel and Sarosh Kuruvilla. 2002. Logics of Action, Globalization, and Employment Relations Change in China, India, Malaysia, and the Philippines. Industrial and Labor Relations Review, Vol 55, no. 3 (April). Pp.387-412

Sarosh Kuruvilla and Christopher Erickson. 2002. Change and Transformation in Asian Industrial Relations. Industrial Relations. Volume 41, no 2 (April) , 171-228

Sarosh Kuruvilla, Subesh Das, Hyunji Kwon and Soon-won Kwon. 2002. Union Growth, Decline and Revitalization in Asia. British Journal of Industrial Relations, Vol 40, No. 3, September, pp.431-463

Sarosh Kuruvilla and Adam Lee. 2002. The Changing Social Contract in Asia. Global Business Review, Volume 2, no. 2, 259-288.

Sarosh Kuruvilla and Stephen Frenkel. 2001. Globalization and Workplace Relations in the Electronics Industries in India, China, Malaysia, and the Philippines. Indian Journal of Labour Economics Vol.44, No.3. July-September 2001. pp.429-446.

Sarosh Kuruvilla. Globalization, Workers, and Industrial Relations Institutions in Southeast Asia. Southeast Asia Bulletin, Fall-Winter 2000-2001. Cornell University. pp. 12-16

Sarosh Kuruvilla. 2004. Assessing the Progress of Countries on Social Dialogue: Development of New Indicators. International Institute for Labor Studies, ILO, Geneva. October: 2003. Decent Work and Social Dialogue: Concepts and Measurement. ILO, 2004

Sarosh Kuruvilla and Wesley Hiers. 2000. Globalization and Industrial Relations in India. A Study of Industries and Firms. ILO: Regional Office for Asia and the Pacific: Bangkok,.

Sarosh Kuruvilla, Mark Anner, Christopher Erickson, Maragtas Amante, Rene Ofreneo and Ina Ortiz Globalization and Employment Relations in the Philippines. 2000.. ILO: Regional Office for Asia and the Pacific: Bangkok.

Sarosh Kuruvilla and Rodney Chua . 2000. How Do Nations Develop Skills? Lessons from the Skill Development Experiences of Singapore. Global Business Review, Vol 1, No. Jan-June 2000, pp. 11-49.

Stephen Frenkel and Sarosh Kuruvilla 1999. Member-Union Relations in Korea. British Journal of Industrial Relations: vol 37, no. 4, 559-575

Chris Erickson and Sarosh Kuruvilla. 1998. What is Industrial Relations Transformation?. Industrial and Labor Relations Review, Vol 52. No. 1, (October), 1998.

Christopher L. Erickson and Sarosh Kuruvilla. 1998. Industrial Relations Implications of the Asian Financial Crisis. Perspectives on Work. IRRA, 1998, Vol 2, No.1, pp.

Kuruvilla-The Political Economy of Industrialization and Industrial Relations: A Rejoinder. 1999. Industrial Relations Journal. Volume 29, No. 1, March 1998, pp. 78-82.

Sarosh Kuruvilla. 1996 Industrialization Strategies and National Industrial Relations Policy in Southeast Asia: Singapore, Malaysia, Philippines, and India. Industrial and Labor Relations Review, Vol 49, no. 4, pp. 635-657.

Sarosh Kuruvilla. 1996. National Industrialization Strategies and their Influence on Workplace HR Practices: Case Studies in Malaysia and the Philippines. Human Resource Management Journal. Vol 6 no. 3 1996

Sarosh Kuruvilla. 1996. Economic Development, Industrial Relations and Democracy in the Twenty-First Century in South and Southeast Asia. Past Trends and Future Directions.. Industrial Relations Journal. Vol 27. No 1, March 1996.

Magnus Sverke and Sarosh Kuruvilla. 1996. New Conceptualizations: Development and test of an Integrated Theory. 1996. Journal of Organizational Behavior Volume 16. Pp. 505-533.

Sarosh Kuruvilla and Ricky Iverson. 1996. Antecedents of Union Loyalty; The effect of individual dispositions and organizational context.. Journal of Organizational Behavior. Volume 16, pp. 557-583.

Christopher Erickson and Sarosh Kuruvilla. 1995. Labor Costs and the Social Dumping Debate in the European Union. Industrial and Labor Relations Review, Vol 48 no.1 (October) 28-48.

Sarosh Kuruvilla and Ponniah Arudsothy. 1995. Economic Development, National Industrial Relations Policies, and Workplace IR/HR Practices in Malaysia. 1995.. In Thomas A. Kochan, Anil Verma, Russell Lansbury, in Industrial Relations and Human resource Management in an Era of Global Markets: An Asia-Pacific Perspective, Routledge: New York: 1995.

Sarosh Kuruvilla and Jack Fiorito. 1994. Who will help?: The Determinants of Willingness to Work for Unions. Relations Industrielles, Vol 49, No. 3,

Charles Mueller, Sarosh Kuruvilla and Ricky Iverson. 1994. Swedish Professionals: Gender Differences. 1994. Social Forces, Vol 72, no. 2, 555-573.

Sarosh Kuruvilla, Harry Katz, and Lowell Turner. Industrial Relations Reform in S. Korea: Principles and Policies in IR Systems Design. 1994. Seoul: Korea Labor Institute

Sarosh Kuruvilla and Ricky Iverson. 1994. Does Dual Commitment Underlie Company and Union Commitment? Evidence from Australia, Sweden, and the United States.. Research and Practice in Human Resource Management. Volume 3, no. 1.

Paul Jarley and Sarosh Kuruvilla . 1994. American Trade Unions and Public Approval: Can Unions Please All of the People All of the Time?. Journal of Labor Research. Vol XV, no. 2 (Spring) 1994, pp. 97-116.

Sarosh Kuruvilla, Daniel G Gallagher, and Kurt Wetzel. 1993. An Investigation of Member-Union Attitude Formation: Evidence from Sweden and Canada. 1993.. Industrial and Labor Relations Review, Vol 46, No. 3 (April) pp. 499-515

Harry Katz, Sarosh Kuruvilla and Lowell Turner . 1993. "Trade Unions and Collective Bargaining: Suggestions for Emerging Democracies in Eastern Europe and the Former Soviet Union" 1993.. In Silverman, Vogt, and Yanowitch (Eds). Double Shift: Transforming Work in Post Socialist and Post Industrial Societies. New York: Sharpe

Sarosh Kuruvilla and Roderick Iverson. 1993. Union Commitment in Australia.. Journal of Industrial Relations.. Vol 35, No. 3, (Sept) 1993.

Sarosh Kuruvilla and Magnus Sverke . 1993. Two Dimensions of Union Commitment Based on the Theory of Reasoned Action: Cross-cultural Comparisons.. Research and Practice in Human

Resource Management, Vol 1. No. 1 pp. 1-16. 1993.

Jonas Pontusson and Sarosh Kuruvilla. 1992. "Swedish Wage Earner Funds: An Experiment in Economic Democracy". 1992. Industrial and Labor Relations Review, Volume 45, No.4, (July) pp. 779-92.

Paul Jarley, Sarosh Kuruvilla and Douglas Casteel 1992. "The Importance of Member Union Relations as a Determinant of Global Union Satisfaction: Additional Evidence". 1992.. Industrial Relations. Vol 29, No 1, (Winter) 1990. 128-135.

Sarosh Kuruvilla, Jack Fiorito, Daniel G. Gallagher and Mitsuru Wakabayashi. 1990. "Union Participation in Japan", Industrial and Labor Relations Review. Vol 43, No. 4, (April) 1990. 374-390.

Paul Lansing and Sarosh Kuruvilla. 1987. "Industrial Dispute Resolution in India: Theory and Practice.". 1987. Loyola of Los Angeles International and Comparative law Journal, Vol 9, no.2, 1987, pp. 345-375.

Paul Lansing and Sarosh Kuruvilla 1988. "US Business Divestment in S. Africa: In who's best interest?" 1988. Journal of Business Ethics. Vol 7, 1988, 561-574.

Paul Lansing and Sarosh Kuruvilla 1986. "Job Reservation in India". 1986., Labor Law Journal, Vol 37, no 9, Sept 1986, pp 653-659.

## **Book Reviews**

Sarosh Kuruvilla. 2012. Review of Cheaper by the Hour: Temporary Lawyers and the Deprofessionalization of the Law. Work, Employment and Society, 2012.

Sarosh Kuruvilla and Ariel Avgar. 2006. Review of Gurus, Hired Guns and Warm Bodies. Industrial and Labor Relations Review. Volume 59, no 2. pp 326-329

Review of "Inclusive Unionism" by Jelle Visser. Sarosh Kuruvilla Industrial and Labor Relations Review, Vol 45 No. 2 (January 1992), pp. 392-398.

Review of "Comparative Industrial Relations: Contemporary Research and Theory" by Roy Adams. Sarosh Kuruvilla Industrial and Labor Relations Review, Vol 46, no. 4 (July 1993).

Review "The ILO in Africa" by Kwamina Panford. Industrial and Labor Relations Review.

Review of Brian Levine Worker Rights and Labor Standards in Asia's four new tigers. A Comparative Perspective. Industrial and Labor Relations Review, Vol 52, no. 3, April 1999 pp.



487-488.

Review of Keith Whitfield and George Strauss. *Researching the World of Work. Strategies and methods in Studying Industrial Relations*. Cornell University Press.

Review of *Globalization and Labour Relations* edited by Peter Leisink, Edward Elgar, Cheltenham, UK, British Journal of industrial Relations.

### **Chapters in Books and Research Reports**

Sarosh Kuruvilla and Chaturong Napathorn. 2017. Globalization and Employment Relations in Southeast Asia. Asian Handbook of HRM. Forthcoming.

Sarosh Kuruvilla, Tashlin Lakhani. 2013. Global Value Chains and offshoring. In Carola Frege and John Kelly (eds), *Comparative Employment Relations in the Global Economy*. Routledge: London

Sarosh Kuruvilla and Sunwook Chung. 2012. Informalization and Re-regulation in East Asia. In Malcolm Warner (ed)., *Managing Across Diverse Cultures in Asia*. Routledge.

Sarosh Kuruvilla and Mingwei Liu. (2010). The Influence of Tripartism on Economic Reform in Singapore and Korea. In Lydia Fraile and Lucio Baccaro (Eds), *Blunting Neo-Liberalism: Tripartism and Economic Reforms in the Developing World*. In Palgrave/ILO: London, Geneva, pp.85-122

Employee Turnover in the Business Process Outsourcing Industry in India, Aruna Ranganathan, and Sarosh Kuruvilla, in Kirk St. Amant (Ed) *IT outsourcing: Concepts, Methodologies, Tools and Applications*. IGI Global: 2009

Sarosh Kuruvilla. 2007. Skills Development in Singapore and India's Outsourcing Sector. In Dennis Rondinelli and John Heffron (Eds). *Globalization and Change in Asia*. London: Lynne Reiner: 2007 (January).

Kuruvilla, S. (2006). *Sustainable workforce development: The paths of Singapore and India* (Impact Brief 4). Ithaca, NY: School of Industrial and Labor Relations, Cornell University. <http://digitalcommons.ilr.cornell.edu/impactbrief/4>

Sarosh Kuruvilla. 2006. Social Dialogue for Decent Work. In Dharam Ghai (Ed) "Decent Work: Objectives and Strategies". International Institute for Labor Studies,, ILO: Geneva.

Sarosh Kuruvilla, 2006. Conclusion: Large Firm Industrial Relations at the Cross-roads. In Changwon Lee and Sarosh Kuruvilla (Eds) *The Transformation of Industrial Relations in Large-*

size enterprises in Korea: Appraisals of Korean Enterprise Unionism. Seoul: Korea Labor Institute

Sarosh Kuruvilla, Stephen Frenkel and David Peetz. 2002. MNCs as Important Diffusers of Best practice Employment Relations in Developing Nations: Discussion and Propositions based on Selected Case Studies. in W.M. Cooke Ed, *Multinational Companies & Transnational Workplace Issues*. Quorum Books:

*Regionalization and Industrial Relations in ASEAN*. 2000. Sarosh Kuruvilla, Corinne Osborne and Byron Gibson. ILO: Geneva,

*The Impact of Globalization on Economies and Industrial Relations Systems: Theory and Evidence*. Sarosh Kuruvilla. 2000. In C.S. Venkataratnam and A Sivananthiran (Eds), *Globalization, Labour Management Relations in South Asia*. New Delhi: ILO-SAAT and IIRA

*Transnational Labor Relations in Asia, Problems and Prospects*. 2000 Sarosh Kuruvilla. Geneva: ILO

*Globalization and Employment Relations in South Asia*. 1999. Sarosh Kuruvilla, ILO: New Delhi.

*Globalization and Employment Relations: A Framework for Research*. 1997. Sarosh Kuruvilla. ILO EASTMAT: Bangkok

*Asian Growth Triangles*. Basu Sharma, Anil Verma, and Sarosh Kuruvilla. In Udo Staber, Norm Schaefer and Basu Sharma, eds., *Business Networks, Production Clusters, and Industrial Districts: Making the Most of Complexity*. Berlin: Walter de Gruyter, 1996.

*Industrialization Strategies and Industrial Relations Policy in Malaysia*. Sarosh Kuruvilla. In Stephen Frenkel and Jeffrey Harrod (Eds) *Industrialization and Labor Relations: Contemporary Research in Seven Countries* Ithaca, ILR Press: 1996.

*The Linkages between Industrialization Strategies, National Industrial Relations Policies, and Workplace IR/HR Policies in Southeast Asia*. Sarosh Kuruvilla. In Kerstin Wever and Lowell Turner (Eds.) *Comparative Political Economy of Industrial Relations*. The 1995 IRRA Research Volume

*Unit Labor Cost Differentials in the EC*. Christopher Erickson and Sarosh Kuruvilla. In Sanford M. Jacoby (Ed.), *National Labor, Global Capital: Societal Responses to Economic Integration in Asia, Europe and North America*. Oxford University Press. 1994

*NAFTA, AFTA, and Industrial Relations in ASEAN*. Sarosh Kuruvilla and Adam Pagnucco. 1994. In Harry C. Katz and Maria Cook (Eds.) *Regional Integration and Industrial Relations in*

North America. Institute for Collective Bargaining: Ithaca, 233-254.

"Trade Unions and Collective Bargaining". Harry Katz, Sarosh Kuruvilla, and Lowell Turner. In Impediments to Competitive Labor Markets: An Overview of Policy and Research Issues. The World Bank. 1994.

"The Implications of Europe 1992 for Labor Management Relations: Comment." 1992. Sarosh Kuruvilla. In Harry C Katz ed., The Future of Industrial Relations, Ithaca: Institute for Collective Bargaining, 1991.

### **Research Grants**

Sustainable Labor Practices in Global supply Chains. The GAP Foundation 2015. \$750,000.

Sustainable Labor Practices in the Global Economy. Fair Labor Association, \$ 60,000

Cornell, ILR Dean: Developments in India and China, \$ 350,000, 2015-2019.

Institute for Social Sciences Cumulative Grants: \$20,000

Lehman Grants for China Activities 2009-2011: \$ 20,000

Fulbright Fellowship. US Department of State, December 2003-August 2004.

ILO-Japan Institute of Labor: Globalization and Employment Relations in Asia. Principal Investigator. 250,000\$ US. 1995-2000

Faculty Incentive Grants, Cornell University, 1992-93: \$ 10000

Faculty Incentive Grants, 1994-1998: \$ 15,000 (Cumulative)

Center for Advanced Human Resource Studies. 1992-93, 2004-2005 Industrial and Human Resource Practices in the Electronics Industry in S. E. Asia. \$ 11000

Institute for Collective Bargaining, 1992-93. Research Grant, \$ 3000.

Hu-shih memorial Grant Awards. East Asia Program, Cornell.

Principal Investigator: "Factors influencing union satisfaction, union commitment and union participation amongst professional union members in Sweden." Arbetsmiljofonden (Work Environment Fund), Stockholm, Sweden. Awarded March 1988. Grant Number 88-0345. 50,000 Swedish Kronor

Council Of Europe Guest Scholarship for study and research in Industrial Relations at the University of Stockholm, and at the Arbetslivcentrum (Swedish Center for Working Life), Stockholm, Sweden. Sept 1987-July 1988.

Ponder Fellowship, Department of Industrial Relations and Human Resources, University of Iowa, 1987-1988, 1988-1989.

## **TEACHING**

### Doctoral Courses:

The Doctoral Sweatshop at LSE, June 2016

The Doctoral Sweatshop, Queen Mary University, June 2015

The Doctoral Sweatshop in India, XLRI Xavier Institute of Management, Ongoing.

Qualitative Research Methods (Cornell, LSE, Scandinavian Research Consortium)

Advanced Research Methods (Cornell)

Qualitative Research Methods (Aarhus, Stockholm, Oslo, London)

Trade Union Policy and Structure (Cornell)

### Graduate Courses:

Negotiations in Practice (Cornell)

Negotiations in Practice (Cornell Law School)

Negotiations (Aarhus)

International Human Resource Management (Aarhus)

Collective Bargaining (Cornell)

Industrial Relations in Asia (Cornell)

Industrial Relations Systems (New York)

Globalization and Human Resource Management (London School of Economics)

Global Industrial Relations (Cornell, Seoul, Antwerp, Zurich, Caracas, Detroit,

Lagrange): Via Videoconferencing.

Comparative Industrial Relations, LSE

### Undergraduate:

China and India in the Global Economy

Collective Bargaining, Industrial Relations (Cornell)

Collective Bargaining (Manila)

Industrial Relations in Asia (Cornell)

Globalization, Labor, Capital, and Work (Cornell)

Globalization and HRM, (LSE)

## Doctoral Students

Name of Student	Current Appointment
Elena Iankova, 1994	Visiting Professor, SUNY Binghamton
Shih-Wei Pan , 1995	Minister of Labor, Taiwan, (resigned 2016)
Byoung-hoon Lee, 1995	Professor, Sociology, Chungang University
Jean Clifton, 1996	Professor North Central College
Subesh Das 2004	Chief Secretary, Government of India (IAS)
Hyunji Kwon 2005	Professor, Seoul National University
Soonwon Kwon 2005	Professor, Sookmyung University
Sunwook Chung 2010	Professor, Sogang University
Aruna Ranganthan (MS) 2010	Professor, Stanford University
Tashlin Lakhani 2013	Professor, Ohio Sate University
Tamara Lee 2014	Professor, Rutgers University
Chaturong Napathorn 2015	Professor, Thammasat University
Hao Zhang 2017	Accepted position as Professor, Renmin University
Omar Manky	Doctoral student
Matt Fisher-Daly	Doctoral Student

## Professional Associations

Academy of Management  
Industrial Relations Research Association  
International Industrial Relations Association

## Editorial and Reviewer Activity

**Past Associate Editor:** British Journal of Industrial Relations

**Editorial Boards:** Industrial and Labor Relations Review,  
Global Business Review

**Reviewer for:** Academy of Management Journal, Academy of Management Review, Industrial and Labor Relations Review, Industrial Relations, British Journal of Industrial Relations, Relations Industrielles, The Journal of Industrial Relations (Australia), International Journal of Human Resource Management, Human Resource Management Journal

## Consulting: Governments and Multilateral Organizations

**ILO:** Decent Work, 1998-2004

**World Bank:** Asian Financial Crisis, 1998-2002

**Government of India:** Skills and the Outsourcing Industry, 2004-2008

**Government of Singapore:** Skills, and Tripartism. 1996-1998, 2002-2004 and 2015.

**Government of Philippines:** Labor Law, 1994-1996

**Government of Malaysia:** Manpower Forecasting for Vision 2020. 1992-1994

**HR Policy Association:** Training of CHROs, 2010-2014.

**Consulting: Other**

**Fair Labor Association:** Fair Compensation 2014—ongoing

**Corporations:** Variable subjects and over 20 Corporations.

**Languages**

**Fluent:** English, Swedish, Hindi, Tamil, Malayalam

**Written Competence:** Danish

**Currently Studying:** Mandarin (second year)