

**MARK S. ANNER**  
501F Keller Building  
The Pennsylvania State University  
University Park, PA 16802  
[msa10@psu.edu](mailto:msa10@psu.edu)  
(April 2020)

## EDUCATION

Ph.D., Government, Cornell University	August 2004
M.A., Government, Cornell University	May 2001
M.A., Latin American Studies, Stanford University	July 1991
B.A., Political Science, Tufts University ( <i>Magna Cum Laude</i> )	May 1985

## TEACHING FIELDS AND RESEARCH INTERESTS

International and Comparative Employment Relations	Corporate Social Responsibility
Latin America, Vietnam, Bangladesh, India	Apparel Industry
Global Supply Chains	Workers' Rights

## ACADEMIC APPOINTMENTS

<b>Associate Professor</b> , Labor and Employment Relations, and Political Science, Penn State University.	2012-present
<b>Assistant Professor</b> , Labor Studies and Employment Relations, and Political Science. Penn State University	2005-2012
<b>Visiting Assistant Professor</b> , School of Industrial and Labor Relations, Cornell University.	Spring 2005
<b>Lecturer</b> , Department of Government, Cornell University.	Fall 2004

## ADMINISTRATIVE POSITIONS

<b>Founding Director</b> , Center for Global Workers' Rights, Penn State University	2012-present
<b>Founding Director</b> , MPS in Labor and Global Workers' Rights, Penn State University (part of the Global Labour University network)	2014-present
<b>Co-chair</b> , Latin American Studies program, Penn State University	2012-2014

## NOTABLE AWARDS AND DISTINCTIONS

Susan C. Eaton Outstanding Scholar-Practitioner Award, Labor and Employment Relations Association (LERA).	2019
Advancing a Global Penn State: Outstanding International Research Award (inaugural recipient)	2019
Liberal Arts Researcher Appreciation Award for Fifth Grant at Penn State	2018
Liberal Arts Researcher Appreciation Award, Six Years External Funding, Penn State	2017
James G. Scoville International/Comparative Best Paper Award, Labor and Employment Relations Association (LERA).	2013
Luis Aparicio Emerging Scholar Prize, International Labour and Employment Relations Association (ILERA).	2012
John T. Dunlop Outstanding Scholar Award, Labor and Employment Relations Association (LERA).	2011
Penn State University George W. Atherton Award for Excellence in Teaching (Penn State University's highest award for undergraduate teaching)	2010
Schreyer Honors College Award for Excellence in Honors Teaching	2010

## CURRENT RESEARCH PROJECTS AND WORKING PAPERS

- Anner, M., and M. Dutta. "The Impact of Supply Chain Consolidation on Labor Conditions, Gender, and Workers' Rights in India." [Intended journal for submission: *Environment and Planning A: Economy and Space*.]
- Thomas, H. and M. Anner. "Governing Supply Chains and the Role of the International Labour Organization (ILO)." [Intended journal for submission: *Regulation and Governance*]
- Anner, M. *Worker Resistance in Global Supply Chains*. Book project.

## PUBLICATIONS

### Books

- Anner, M.S. 2011. *Solidarity Transformed: Labor Responses to Globalization and Crisis in Latin America*. Ithaca: ILR Press, an imprint of Cornell University Press.

### Peer-Reviewed Journals Articles, published

- Anner, M., M. Fischer-Daly, and M. Maffie. forthcoming. "Toward a Framework for Studying Employment Relations in a Contingent and Global Economy." *Industrial and Labor Relations Review*.
- Anner, M. 2020. "Squeezing Workers' Rights in Global Supply Chains: Purchasing Practices in the Bangladesh Garment Export Sector in Comparative Perspective." *Review of International Political Economy*, 27(2): 320-347.
- Anner, M. 2019. "Predatory Purchasing Practices in Global Supply Chains and the Employment Relations Squeeze in the Indian Garment Export Sector." *International Labour Review*, 158(4): 779-806.
- Anner, M. 2019. "Addressing Worker Rights Violations in Apparel and Agricultural Supply Chains through Binding, Cost-Sharing Accords." *Agrarian South: Journal of Political Economy*, SAGE Publishing.
- Anner, M., N. Pons-Vignon, and U. Rani. 2019. "For a Future of Work with Dignity: A Critique of the World Bank Development Report, The Changing Nature of Work." *Global Labour Journal*. 10(1): 2-19.
- Anner, M. 2018. "CSR Participation Committees, Wildcat Strikes and the Sourcing Squeeze in Global Supply Chains." *British Journal of Industrial Relations*, 56(1): 75-98.
- Anner, M. 2017. "Monitoring Workers' Rights: The Limits of Voluntary Social Compliance Initiatives in Labor Repressive Regimes." *Global Policy*, 8(3): 56-65.
- Anner, M., and H. Liu. 2016. "Harmonious Unions and Rebellious Workers: A Study of Wildcat Strikes in Vietnam." *Industrial and Labor Relations Review*, 69(1): 3-28.
- Anner, M. 2015 "Worker Resistance in Global Supply Chains: Wildcat Strikes, International Accords, and Transnational Campaigns." *International Journal of Labour Research*. 7(1-2): 17-34.
- Briscoe, F, A. Gupta, M. Anner. 2015. "Social Activism and Practice Diffusion: How Activist Tactics Affect Non-targeted Organizations." *Administrative Science Quarterly*, 60(2): 300-332.
- Anner, M., 2015. "Labor Control Regimes and Worker Resistance in Global Supply Chains." *Labor History*, 56(3): 292-307.
- Fichter, M., M. Anner, F. Hoffer, and Christoph Scherrer. 2014. "The Global Labour University: A New Laboratory of Learning for International Labor Solidarity." *Working USA: The Journal of Labor & Society*. 17 (December): 565-577.
- Anner, M., J. Bair, and J. Blasi. 2013. "Towards Joint Liability in Global Supply Chains: Addressing the Root Causes of Labor Violations in International Subcontracting Networks." *Comparative Labor Law and Policy Journal* 35(1): 1-43.
- Anner, M. 2012. "Corporate Social Responsibility and Freedom of Association Rights: The Precarious Quest for Legitimacy and Control in Global Supply Chains." *Politics & Society* 40(4): 604 - 639.

- Caraway T., Rickard S., and Anner M. 2012. "International Negotiations and Domestic Politics: The case of IMF Labor Market Conditionality." *International Organization*, 66(Winter): 27-61.
- Anner, M. 2011. "The Impact of International Outsourcing on Unionization and Wages: Evidence from the Apparel Export Sector in Central America." *Industrial & Labor Relations Review*, 64(2): 305-322.
- Anner, M. and T. Caraway. 2010. "International Institutions and Workers' Rights: Between Labor Standards and Market Flexibility." *Studies in Comparative International Development*, 45(2): 151-169.
- Anner, M. 2009. "Two Logics of Labor Organizing in the Global Apparel Industry." *International Studies Quarterly*, 53(3): 545-570.
- Anner, M. 2008. "Meeting the Challenges of Industrial Restructuring: Labor Law Reform and Enforcement in Latin America." *Latin American Politics and Society*, 50(2): 33-65.
- Anner, M. 2007. "Forging New Labor Activism in Global Commodity Chains in Latin America." *International Labor and Working-Class History*, 72 (Fall):18-41.
- Anner, M., I. Greer, M. Hauptmeier, N. Lillie and N. Winchester. 2006. "The Industrial Determinants of Transnational Solidarity: Global Inter-Union Politics in Three Sectors" *European Journal of Industrial Relations*, 12(1):7-27.
- Anner, M. and P. Evans. 2004. February. "Building Bridges Across a Double-Divide: Alliances Between U.S. and Latin American Labor and NGOs." *Development in Practice*, 14(1&2): 34-47.
- Anner, M. 2003. "Industrial Structure, the State, and Ideology: Shaping Labor Transnationalism in the Brazilian Auto Industry." *Social Science History*, 27(4): 603-634.
- Anner, M. 2001. "Labor and Economic Globalization in Eastern Europe and Latin America." *Labor Studies Journal*, 26(1): 22-41.
- Anner, M. 2001. "The International Trade Union Campaign for Core Labor Standards in the WTO." *Working USA: The Journal of Labor and Society*, 4(5): 43-63.
- Fitzsimmons, T. and M. Anner. 1999. "Civil Society in a Postwar Period: Labor in the Salvadoran Democratic Transition." *Latin American Research Review*, 34(3): 103-128.

### Contributions to Edited Volumes

- Anner, M. 2018. "Strikes in Vietnam." In *Workers' Movements and Strikes in the Twenty-First Century: A Global Perspective*. Jorg Nowak, Madhumita Dutta, Peter Birke (editors). New York: Rowman & Littlefield International. Pp. 63-80.
- Anner, M., & K. Galhera. 2018. "Employment Relations in Latin America." In *The Routledge Companion to Employment Relations*. Adrian Wilkinson, Tony Dundon, Jimmy Donaghey, and Alexander Colvin (editors). New York: Routledge. Pp. 387-401.
- Bair, J., M. Anner, & J. Blasi. 2017. "Sweatshops and the Search for Solutions, Yesterday and Today." In *Unmasking the Global Sweatshop: Health and Safety of the World's Garment Workers*. Geert de Neve and Rebecca Prentice (editors). Philadelphia, PA: University of Pennsylvania Press. Pp. 29-56.
- Anner, M, J. Bair, & J. Blasi. 2016. "Learning from the Past: The Relevance of Twentieth-Century New York Jobbers' Agreements for Twenty-First Century Global Supply Chains." In *Achieving Workers' Rights in the Global Economy*. Richard P. Appelbaum and Nelson Lichtenstein (editors). Ithaca: ILR Press, An Imprint of Cornell University Press. Pp. 239-258.
- Anner, M. & J. Hossain. 2016. "Multinational Corporations and Economic Inequality in the Global South: Causes, Consequences and Countermeasures in the Bangladeshi and Honduran Apparel Sector." In *Combating Inequality: The Global North and South*, Alexander Gallas, Hansjörg Herr, Frank Hoffer, and Christoph Scherrer (editors). New York: Routledge. Pp. 93-110.
- Anner, M., 2015. "Social Downgrading and Worker Resistance in Apparel Global Value Chains." In *Putting Labour in its Place: Labour Process Analysis and Global Value Chains*, Kirsty Newsome, Phil Taylor, Jennifer Bair, and Al Rainnie (editors). Palgrave, London. Pp. 152-170.

- Anner, M. & C. Veiga. 2013. "Brazil." *Comparative Employment Relations in the Global Economy*. Carola Frege and John Kelly (editors). New York: Routledge, Taylor and Francis Group. Pp. 265-284.
- Anner, M. 2013. "Workers' Power in Global Value Chains: Fighting Sweatshop Practices at Russell, Nike and Knights Apparel," in *Transnational Trade Unionism: Building Union Power*, Peter Fairbrother, Marc-Antonin Hennebert and Christian Lévesque (editors). New York: Routledge, Taylor and Francis. Pp. 23-41.
- Anner, M. 2010. "The Challenge of Economic Restructuring and the Limits of Labor Reform in Latin America" in *Market, State, and Society in Contemporary Latin America*, William C. Smith and Laura Gómez-Mera (editors.), Malden: Wiley-Blackwell. Pp. 207-230.
- Anner, M. 2008. "Labor Law Reform and Union Decline in Latin America." In *Proceedings of the 60th Annual Meeting of the Labor and Employment Relations Association*. Adrienne E. Eaton (editor). Pp. 149-156.
- Anner, M. 2006. "Labor and the Challenge of Cross-Border, Cross-Sector Alliances." In *Latin America After Neoliberalism: Turning the Tide in the 21st Century?* Eric Hershberg and Fred Rosen (editors). New York: The New Press. Pp. 298-315.
- Anner, M. 2006. "The Paradox of Labour Transnationalism: Trade Union Campaigns for Labor Standards in International Institutions." In *The Future of Organised Labour: Global Perspectives*. Craig Phelan (editor). Bern: Peter Lang Publishing. Pp. 63-90.
- Anner, M. and P. Evans. 2005. "Building Bridges across a Double Divide." In *Development NGOs and Labor Unions: Terms of Engagement*. Deborah Eade and Alan Leather (editors). Bloomfield, CT: Kumarian Press, Inc. Pp. 33-50.
- Anner, M. 2003. "Defending Labor Rights Across Borders: Central American Export-Processing Plants." In *Struggles for Social Rights in Latin America*, Susan Eckstein and Timothy P. Wickham-Crowley (editors). New York: Routledge. Pp. 147-166.
- Anner, M. 2000. "Local and Transnational Campaigns to End Sweatshop Practices." In *Transnational Cooperation Among Trade Union*. Michael Gordon and Lowell Turner (editors). Ithaca, NY: Cornell University Press. Pp. 238-55.

#### **Non-Peer Reviewed Journal Articles**

- Anner, M. 2015. "Worker Resistance in Global Supply Chains: Wildcat Strikes, International Accords, and Transnational Campaigns." *International Journal of Labour Research*. 7(1-2): 17-34.
- Anner, M., I. Greer, M. Hauptmeier, N. Lillie and N. Winchester. 2014. "Determinantes Industriais da Solidariedade Transnacional: Política Intersindical Global em Três Setores." *Estudos Avançados* 28(81): 229-250. [Translation to Portuguese of *EJIR* article by Katiuscia Galhera.]
- Anner, M. 2013. "La Reforma del Derecho Laboral y la Responsabilidad Social Corporativa en América Latina." *Anales Cervantinos*. Lima, Peru.
- Anner, M. 2003. "Segmentierte Produktion und Netzwerk-Solidarität: Die Reaktion der Gewerkschaften in den beiden Amerikas auf die Globalisierung." *WSI-Mitteilungen*, 56(9): 560-565.
- Anner, M. 1996. "¿Hacia la Sindicalización de los Sindicatos?" *Estudios Centroamericanos* (573-574). San Salvador, El Salvador: Universidad Centroamericana, 'José Simeón Cañas.' Pp. 599-614.

#### **Book Reviews and Symposia**

- Anner, M. 2016. "Insurgency Trap: Labor Politics in Postsocialist China," by Eli Friedman. *Global Labour Journal*, 7:3.

- Anner, M. 2012. "Globalization and Labor Rights: Assessing the Impact, a review of *Labor Rights and Multinational Production*," by Layna Mosley. *International Studies Review*, 14, 343–345.
- Anner, M. 2011. "Collective Bargaining in Brazil — A Study on Joint Regulation of the Employment Relationship in Manufacturing," by Carlos Henrique Horn. *British Journal of Industrial Relations*, 49(2): 391–93.
- Anner, M. 2009. *Labour and the Challenges of Globalization: What Prospects for Transnational Solidarity?* edited by Andreas Bieler, Ingemar Lindberg and Deval Pillay. *British Journal of Industrial Relations*, 47(3): 601–602.
- Anner, M. 2008. "Labor in the Global Economy: State and Market-Based Strategies." *Labor History*, 49(3): 341–348. Contribution to the book symposium on *Beyond the Boycott: Labor Rights, Human Rights, and Transnational Activism* by Gay W. Seidman.
- Anner, M. 2004. *Labour Politics in Small Open Democracies: Australia, Chile, Ireland, New Zealand and Uruguay* by Paul G. Buchanan and Kate Nicholls. *Labour/Le Travail* 54 (Fall): 326–328.
- Anner, M. 2004. *Corporate Responsibility & Labour Rights: Codes of Conduct in the Global Economy* by Rhys Jenkins, Ruth Pearson, and Gill Seyfang. *Industrial and Labor Relations Review* 58(1):154–156.
- Anner, M. 2001. *Labor Unions, Partisan Coalitions, and Market Reforms in Latin America*, by Maria Victoria Murillo. *Comparative Labor Law and Policy Journal* 23(1): 233–236.

### **Published Reports**

- Anner, M. 2019, forthcoming. "Sourcing Dynamics, Workers' Rights, and Inequality in Garment Global Supply Chains in India." Center for Global Workers' Rights (CGWR), Pennsylvania State University.
- Anner, M. 2018. "Binding Power: The Sourcing Squeeze, Workers' Rights, and Building Safety in Bangladesh Since Rana Plaza." Center for Global Workers' Rights (CGWR), Pennsylvania State University.
- Anner, M. 2017. "Wildcat Strikes and Better Work Bipartite Committees in Vietnam: Toward an Elect, Represent, Protect and Empower Framework." Better Work Discussion Paper #24. International Labour Office.
- Anner, M., and J. Bair. 2016. "The Bulk of the Iceberg: A Critique of the Stern Center's Report on Worker Safety in Bangladesh." Center for Global Workers' Rights (CGWR), Pennsylvania State University.
- Anner, M. 2015. "Stopping the Race to the Bottom: Challenges for Workers' Rights in Supply Chains in Asia." Berlin: Friedrich Ebert Stiftung.
- CGWR & WRC. 2015. "Unholy Alliances: How Employers in El Salvador's Garment Industry Collude with a Corrupt Labor Federation, Company Unions and Violent Gangs to Suppress Workers' Rights." Washington, D.C. and University Park, PA: Center for Global Workers' Rights and Worker Rights Consortium. January 22.
- Kuruvilla, S., M. Anner, C. Erickson, M. Amante, R. Ofreneo and I. Ortiz. 2000. *Globalization and Employment Relations in the Philippines*. Bangkok, ILO Regional Office for Asia and the Pacific.
- Anner, M. 1998. *La Maquila y El Monitoreo Independiente en El Salvador*. Grupo de Monitoreo Independiente de El Salvador (GMIES).

### **EXTERNAL GRANTS**

2018-2019

Anner, M. S. (Principal Investigator). 100%, "The Palm Oil Supply Chain in Colombia: Working Conditions, Firm Interactions and the Distribution of Value Along the Chain." Solidarity Center. Total awarded: USD 35,000.	2017-2019
Anner, M. S. (Principal Investigator). 100%, "Sourcing Dynamics, Workers Rights, and Inequality in Garment Global Supply Chains in India," Ford Foundation, Total awarded: \$230,000.00.	2017-2018
Anner, M. S. (Principal Investigator). 100%. "Workers' Rights in Wine and Olive Oil Global Supply Chains in Morocco," Solidarity Center. Total awarded: \$60,000.	2017
Anner, M. S. (Principal Investigator). 100%, "Exploratory Research on Sourcing Dynamics and Workers' Rights in the Indian Apparel Export Sector," Institute of International Education, Associations, Total awarded: \$17,787.00.	2016-2017
Anner, M. (Principal Investigator). 100%, "The Context & Framework for Sustainable Sourcing: Sourcing Dynamics in the Bangladesh RMG Sector," Netherlands Embassy Dhaka, Bangladesh, Total awarded: \$11,511.00.	2014-2015
Anner, M. S. (Principal Investigator), "Global Workers' Rights Data Collection and Dissemination Project, Phase 2," International Labour Organization. Total awarded: \$80,000.00.	2013
Anner, M. S. (Principal Investigator), "Global Workers' Rights Data Collection and Dissemination Project, Phase I," International Labour Organization, Total awarded: \$29,000.00.	2010-2012
Anner, M. S. (Principal Investigator). 100%, "Sloan Industry Studies Fellowship," Alfred P. Sloan Foundation, Total awarded: \$45,000.00.	2009
Anner, M. S. (Principal Investigator). Fellowship. 100%, "SSRC-IDRF Book Fellowship," Social Science Research Council (SSRC). [Professional editing support; no direct monetary award]	2007
Anner, M. S. (Principal Investigator). Sponsored Research, "W.E. Upjohn Institute for Employment Research," W.E. Upjohn Institute, Nonprofit Foundations. Total requested: \$5,000.00. Total awarded: \$5,000.00.	2001-2002
Anner, M. S. (Principal Investigator). 100%. "SSRC-IDRF Dissertation Fellowship," Social Science Research Council (SSRC). \$16,349.	

**SELECTED CONFERENCE PAPERS AND INVITED PRESENTATIONS**

- 2019: Paper presentation. "Governing Supply Chains and the Role of the International Labour Organization (ILO)." International Symposium on Globalization and Social Justice: A Century of ILO Action, 1919-2019. Paris, France, July.
- 2019: Invited paper presentation. "Four Strategies for Addressing Workers' Rights in Global Value Chains." International workshop on Justice and Labor Rights in the Global Era. Zichron Yaakov, Israel, June.
- 2019: Plenary presentation. "The Global Labour Indicators: A Tool for Worker Movements." Global Labour University Annual Conference. Berlin, Germany, March.
- 2019: Invited talk. "Sourcing Dynamics, Workers' Rights, and Inequality in Garment Global Supply Chains in India" Research report back, Ford Foundation, Delhi, India, March.
- 2019. Invited talk. "Challenges and Opportunities for Labor in Latin America." Strategic Deliberation A Just Future of Work: Worker Rights, Informality & Labor Movements, Open Societies Foundation. London, UK, January.
- 2018. Invited presentation: "Social Responsibility in Global Supply Chains: Where do we go from here?," Workshop: From social auditing to human rights due diligence, Clean Clothes Campaign (CCC) and Business & Human Rights Resource Centre, Brussels, Belgium.

2018. Plenary presentation. "The Future of Work and Addressing the Challenges Facing Workers in an era of Rightwing Populism." Global Labour University Annual Conference, Campinas, Brazil.
2018. Invited presentation. "Purchasing Practices and Workers' Rights in Garment Global Supply Chains." International Labour Organization Research Department Speaker Series. Geneva, Switzerland.
2018. Paper presentation. "The Price and Sourcing Squeeze in Global Supply Chains and their impact on Working Conditions & Workers' Rights." 114th American Political Science Association (APSA) Annual Meeting & Exhibition, Boston.
2018. Paper presentation. "Employment Relations in Latin America." XXXVI International Congress of the Latin American Studies Association (LASA). Barcelona, Spain
2018. Plenary presentation. "The Global Supply Chain 'Sourcing Squeeze' in the Apparel, and its Impact on Work and Employment Relations in the Emerging Market Economies." International Labour and Employment Relations Association (ILERA), World Congress, Seoul, South Korea.
2018. "Researching Workers' Rights in Global Supply Chains: New Approaches and Challenges." *Regional Global Labour University Alumni Workshop*. IMT, Universidad Nacional, Buenos Aires, Argentina.
2018. "Labour Control Regimes, Worker Resistance, and Social Upgrading in Global Supply Chains." *Global Value Chains – Economic and Social Upgrading*, Berlin School of Economics and Law. Berlin, Germany.
2018. "Las Empresas Multinacionales, Las Cadenas Mundiales de Suministro y los Derechos Laborales." [English Translation: "Multinational Enterprises, Global Supply Chains, and Labor Rights."] *Empresas Multinacionales y Derechos Humanos: Puntos de Conexión: Seminario Internacional*. Universidad de Alcalá, Spain.
2017. "Six Rules for a Sustainable Future of Work with Dignity." *The Future of Work We Want*. ACTRAV- ILO Symposium. Geneva, Switzerland.
2017. "Research Notes on Garment Global Supply in India and Bangladesh." *Presentation at Institute for Human Development*. Delhi, India.
2017. "The Sourcing Squeeze in Garment Global Supply Chains." *5th Conference on Regulating Decent Work*. ILO, Geneva, July 3-5, 2017.
2016. "Stopping the Race to the Bottom: Challenges for Workers' Rights in Supply Chains in Asia." Paper presented at the Workshop: *Core Labour Standards Plus: Linking Trade and Decent Work in Global Supply Chains in Asia*. Bangkok, March 1-2, 2016.
2016. Keynote address. Sustainable Sourcing in the Garment Sector, Embassy of the Kingdom of the Netherlands, Bangladesh, Dhaka, Bangladesh, "Towards Sustainable Sourcing in Garment Global Supply Chains." (September 29, 2016). International.
2015. "Labor Control and Worker Resistance in Global Supply Chains." Video conferencing presentation at the *International Conference: Labour Questions in the Global South*, Centre for Economic Studies and Planning and the Centre for Informal Sector and Labour Studies, Jawaharlal Nehru University, November 18-20, 2015.
2015. "New Workers' Strategies in Global Supply Chains." Presentation at the conference, *The Great Transformation of Work*, Adapt. Bergamo. November 6-7, 2015.
2015. "Climbing to the Top, or Racing to the Bottom?" Conference, *Re-Thinking Asia Dialogue*, Friedrich Ebert Stiftung, Tutzing, Germany, November 2-3, 2015.
2015. "Trade Union Rights in Law and Practice." Global Labour University Conference, "Sharing the Gains: Containing Corporate Power." Washington, DC: September 30 – October 2.
2015. "Upgrading and Downgrading in Global Supply Chains." Video conference participation in Trade Union Strategies for Workers' Rights in the Global Supply Chains of Multinational Companies. Turin, Italy: September 14, 2015.

2015. "Worker-Management Committees [PICCs], Wildcat Strikes, and Better Work in Vietnam. 4th Conference of the Regulating for Decent Work Network, *Developing and Implementing Policies for a Better Future at Work*. Geneva, Switzerland: July 8-10.
- 2015 (co-presentation with Jennifer Bair). "Sourcing, Pricing, and Workers' Rights: Bangladesh in Comparative Perspective." Bangladesh Development Conference, *Transformation Challenges and Opportunities for Bangladesh Garment Industry*. Harvard University, Boston: June 5-6.
2015. "Wildcat Strikes and Worker-Management Committees in Vietnam: Labor's Push from Below for Voice." Paper presentation SASE Conference, *Inequality in the 21st Century*. London: July 2-4.
2015. "Strikes and Worker-Management Committees in the Vietnam Garment Sector." Video Conference participation, *International Conference on Labor Relations and Dispute Resolution*, Ton Duc Thang University, School of Labor Relations and Trade Union. Ho Chi Minh City: March 26-28.
2015. "Social Downgrading and Worker Resistance in Apparel Global Values Chains." Paper presentation at the Latin American Studies Association Annual Congress. San Juan, Puerto Rico: May 27-30.
2015. "Labor control regimes and worker resistance in global supply chains." Paper presentation at the Labor Employment Relations Association 67th Annual Meeting. Pittsburgh: May 28-31.
2015. "Workplace Organizations without Workers' Rights? The Limits of CSR in Labor Repressive Regimes." Video workshop presentation, *Combining Public & Private Labor Standards Protections*. Boston, MA: March 12.
2014. "Wildcat Strikes and Worker Voice in Vietnam's Apparel Export Sector." Paper presented at the Labor and Employment Relations Association annual meeting. Portland, OR. May 29-June 1.
2014. "The Failed Promise of Export-Led Growth and Transnational Activist Campaigns in Central America." Paper presented at the Latin American Studies Association congress. Chicago, IL. May 21-25.
2014. Invited paper presentation. "Combating Inequality in Supply Chains: The Case of the Garment Industry." 9th Annual Global Labour University Conference. Berlin, Germany. May 15-17.
2014. Invited lecture. "Researching Employment Relations: United States & Vietnam." Faculty of Labour Relations and Trade Unions. Ton Duc Thang University. Ho Chi Minh City, Vietnam. April 24.
2014. Invited speaker. "Strikes and Worker Voice in the Vietnam Garment Sector." Better Work, Vietnam. Ho Chi Minh City, Vietnam. April 25.
2014. Conference Paper Presentation. "Labor Control & Local and Transnational Resistance in the Global Apparel Industry" Labour and transnational action in times of crisis: from case studies to theory, Centre for Advanced Study, University of Oslo, Oslo, Norway, February 28, 2014.
2014. Invited Guest Lecture/Paper Presentation. "Workers, Unions, and Wildcat Strikes in Vietnam." School of Industrial Relations Speaker Series, Cornell University, Ithaca, New York, February 4.
2013. Invited Paper Presentation. "Multinational Companies, Global Profit Maximization Strategies, & Trade Union Counter Strategies." Income Inequality, Labour Market Institutions and Workers' Power Conference. Bureau for Workers' Activities ACTRAV/ILO, Geneva, Switzerland. December 12.
2013. Invited Guest Lecture. "Strikes and Worker Voice in Vietnam." *Better Work* Lunch Bag Speaker Series, Better Work, Geneva, Switzerland, Invited. December 5.
2013. Invited Guest Lecture/Paper Presentation. "Toward Decent Work in Global Supply Chains through Buyer Responsibility Agreements?" Decent Work Forum, International Labour Organization. Geneva, Switzerland. December 4.



2013. Invited Presentation. "Freedom of Association in Apparel Global Supply Chains," Global Meeting on Freedom of Association and Collective Bargaining, DECLARATION, International Labour Organization. Turin, Italy. November 27.
2013. Invited Guest Lecture. "Labor Control and Resistance in the Global Apparel Industry." INWORK Speaker Series, International Labour Organization, Geneva, Switzerland, November 13.
2013. Invited Guest Lecture. "Workers' Rights: Patterns of Violations, Causes, and Potential Solutions." Nordic Delegation to the ILO, International Labour Organization, Geneva, Switzerland, October 28.
2013. Invited Conference Presentation. "Multinational Corporations and Economic Inequality in the Global South: Causes, Consequences, and Countermeasures." Combating Inequality Workshop, Global Labour University, Tata Institute of Social Sciences. Mumbai, India. September 30.
2013. Invited speaker. "Studying Two Logics of Labor Organizing in the Global Economy: A Mixed Methods Approach." PhD Student Workshop, Kassel University, Kassel, Germany. August 18.
2013. Invited Conference Presentation. "Analyzing Micro and Macro Sources of Worker Power in Global Production Networks." Labour Relations and Power in Global Production Networks – Conceptual and Methodological Challenges, Kassel University, Kassel, Germany. August 15.
2013. Paper Presentation. "Vietnam's Strike Wave," ASA Mini-Conference Labor and Global Solidarity – The US, China and Beyond, American Sociological Association, New York, NY, peer-reviewed/refereed. August 12.
2013. Invited presentation. "Towards Joint Liability in Global Supply Chains: Root Causes of Labor Violations in International Subcontracting Networks." Rockefeller Foundation Workshop; *Achieving Workers' Rights in the Global Economy*. Bellagio, Italy. July 2-6.
2013. Invited presentation. "Workers' Rights in Apparel Supply Chains." Workshop on International Labour Standards. Berlin, Germany. June 27-28.
2013. "Sweatshops, Adidas, Penn State & Buyer Responsibility Agreements." Paper presented at the Labor Research and Action Network, annual meeting. Washington, DC. June 18-19.
2013. "Strikes, Employment Relations Institutions, and Better Work in the Vietnamese Apparel Export Sector." Paper presented at the Labor and Employment Relations Association annual meeting. St. Louis, MO. June 5-9.
2013. "Economic Competitiveness and Workers' Rights in Global Value Chains: Central America in Comparative Perspective." Paper presented at the Latin American Studies Association annual congress. Washington, DC. May 29-June 1.
2013. "Towards Joint Liability in Global Supply Chains: Root Causes of Labor Violations in International Subcontracting Networks." Paper presented to the UCLA Sociology Department reading group. May 16. Invited presentation.
2013. "Solidarity Transformed: Labor Responses to Globalization and Crisis in Latin America." Book presentation to the UCLA Institute for Research on Labor and Employment. June 15.
2013. Invited guest speaker/paper presentation. "The Limits of Voluntary Governance Programs: Auditing Labor Rights in the Global Apparel Industry." Paper presented to the University of Minnesota Department of Political Science Speaker Series. April 4.
2013. "Worker Agency in Global Value Chains: Progressive and Regressive Strategies." Paper presented at the International Labour Process Conference. Rutgers University. March 18-20.
2012. Invited paper presentation. "Workers' power in global value chains: Ending sweatshop practices at Russell, Nike and Knights Apparel." Workshop, *New Strategies for Building Transnational Labor Solidarity*. Watson Institute for International Studies. Brown University, Providence, RI, November 9-10.

2012. "Economic Competitiveness, Worker Rights, and CSR in the Honduran and Vietnamese Apparel Export Sectors." Presentation at the Global Labour University Alumni School. Campinas, Brazil. September 26-29. Invited presentation.
2012. "Auditing Rights at Work in a Global Economy: The Limits of Corporate Social Responsibility." Paper presented at the 16<sup>th</sup> World Congress of the International Labour and Employment Relations Association. Philadelphia, PA. July 2-5.
2012. "Buyer Power, Sourcing Strategies and Labor Violations in Global Supply Chains: What can be learned from the history of jobbers agreements in the U.S. apparel industry?" Paper presented at the SASE Mini-Conference: *Regulating Labor and Environment: Beyond the Public-Private Divide*. MIT, Boston, MA. June 29-30.
2012. "Precarious Work, Tentative Strategies: Addressing Sweatshop Practices in Global Value Chains." Paper delivered at the International Congress of the Latin American Studies Association (LASA), San Francisco, California. May 23-26.
2012. "Economic Competitiveness, Worker Rights, and CSR in the Honduran and Vietnamese Apparel Export Sectors." Paper presented at the Labor and Employment Relations Association (LERA) Annual Meeting, Chicago, January 6-8, 2012.
2011. "Auditing Freedom of Association Rights in the Global Apparel Industry" Paper presented to the MIT Institute for Work and Employment Seminar. Cambridge, MA. November 1.
2011. "Auditing Freedom of Association in the Global Apparel Industry." Paper delivered at the Industry Studies Association (ISA) Conference. Pittsburgh, PA, May 31 - June 3, 2011.
2011. "Regulation, Modular Production, and Auto Union Strategies in Argentina and Brazil." Invited guest lecturer. Sun Yat-sen University, Guangzhou, China, April 13, 2011.
2010. "Corporate Social Responsibility and the Challenge of Monitoring Freedom of Association: The Case of the Fair Labor Association." Paper delivered at the International Congress of the Latin American Studies Association (LASA), Toronto, Canada, October 6-9.
2010. "Anti-Sweatshop Activism in the Americas: Building North-South and Labor-NGO Alliances." Invited speaker. *Symposium on Trade Union without Borders*. Centre de Recherche Interuniversitaire sur la Mondialisation et le Travail (CRIMT), Montreal, Canada, September 23-25.
2010. "Segmented Production, Fragmented Labor: The Impact of International Outsourcing on Unionization and Wages in Central America." Paper presented at the International Labour Process Conference (ILPC), New Brunswick, NJ, March 15-17.
2010. "International Financial Institutions and Labor Market Flexibility: The Case of the IMF in Latin America." Invited speaker. Latin American Studies Program (LASP) lecture series. Cornell University, February 8.
2010. "The Private Regulation of Labor Rights: Corporate Social Responsibility and Freedom of Association." Paper presented at the Labor and Employment Relations Association (LERA) Annual Meeting, Atlanta, GA, January 3-5.
2009. "IMF Conditionality and Labor Relations Transformation in Latin America." Paper delivered at the International Congress of the Latin American Studies Association (LASA). Rio de Janeiro, Brazil, June 11-14.
2009. "U.S. Apparel and Auto Global Commodity Chains in Latin America." Invited speaker. *Crisis in the Manufacturing Sector: The Canadian Experience in North American Perspective*. Centre de Recherche Interuniversitaire sur la Mondialisation et le Travail (CRIMT). Montreal, Canada, March 25-26.
2009. "The Impact of International Outsourcing on Wages and Unionization in Latin America's Export Processing Zones." Paper presented at the Labor and Employment Relations Association (LERA) Annual Meeting, San Francisco, January 2-5.
2008. "Re-examining the Influence of International Organizations on Domestic Politics:

- The Case of IMF Labor Market Conditionality between 1980 and 2000.” Delivered at the Annual Meeting of the American Political Science Association (APSA), Boston, MA, August 28-31. (presented with Teri Caraway.)
2008. “Meeting the Challenges of Industrial Restructuring: Labor Reform and Enforcement in Latin America.” Delivered at the 2008 Annual Meeting of the Labor and Employment Relations Association (LERA), New Orleans, January 4-6, 2008
2007. “Transnational Labor Activism and Domestic Radical Flank Mechanisms in Latin American Export Processing Zones.” Paper delivered at the XXVII International Congress of the Latin American Studies Association (LASA), Montreal, Canada, September 5-8.
2007. “Segmented Production, Fragmented Solidarity: Exploring the Paradox of Industrial Growth with Wage Stagnation and Union Decline in Developing Countries.” Paper presented at the Penn State University Globalization Seminar, March 26.
2007. “The Impact of Buyer-Driven versus Produce Driven Commodity Chains on Transnational Labor and NGO Alliance Formation.” Paper presented at the Labor and Employment Relations Association (LERA) 59th Annual Meeting, Chicago, IL, January 5-7.
2006. “Transnational Activism or Domestic Cross-Class Collaboration? Labor Strategies in the Global Apparel Industry.” Paper presented at the Annual Meeting of the American Political Science Association (APSA), Philadelphia, PA, August 30 – September 3.
2006. “The Impact of Labor Law Reform in Latin America: When More Protection is not Enough.” Paper delivered at the XXVII International Congress of the Latin American Studies Association (LASA), San Juan, Puerto Rico, March 15 – 18.
2006. “The Industrial Determinants of Transnational Solidarity: Global Inter-Union Politics in Three Sectors.” Paper presented at the Global Companies, Global Unions, Global Research, Global Campaigns, New York City, February 9-11.
2006. “The Fourth Tier: International Sources of Employment Relations Transformation.” Paper presented at the Labor and Employment Relations Association (LERA) 58th Annual Meeting, Boston, MA, January 5-8.
2005. “Labor Law Reform and Industrial Restructuring in Latin America: When More Protection is not Enough.” Paper presented at the 101st Annual Meeting of the American Political Science Association (APSA), Washington, D.C., September 1-4.
2004. “Between Solidarity and Fragmentation: Labor Responses to Economic Globalization in the Americas.” Paper delivered at the 100th Annual Meeting of the American Political Science Association (APSA), Chicago, IL. September 2-5.
2003. “Between Monitoring and Organizing: International NGO and Union Strategies to End Sweatshop Practices.” Paper delivered at the 99th Annual Meeting of the American Political Science Association (APSA), Philadelphia, PA. August 28 - 31.
2003. “Shaping the Dynamics of Labor Transnationalism: Industrial Structure, the State, and Ideology.” Paper delivered at the XXIV International Congress of the Latin American Studies Association (LASA), Dallas, TX. March 27-29.
2002. “Domestic Structures, Commodity Chains, and Labor Transnationalism in the Latin American Apparel and Auto Industries” Paper delivered at the 98th Annual Meeting of the American Political Science Association (APSA), Boston, MA. August 29 – September 1.
2001. “The International Trade Union Campaign for Core Labor Standards in the WTO.” Paper delivered at the 2001 Annual Meeting of the American Political Science Association (APSA), San Francisco, CA. August 30 – September 2.
2001. “Labor Transnationalism and Production Networks in the Americas.” Paper delivered at the XXIII International Congress of the Latin American Studies Association (LASA). Washington DC. September 6-8.
2001. “The Paradox of Labor Transnationalism: Northern and Southern Trade Unions and the Campaign for Labor Standards in the WTO.” Working Paper #2001-03, Transnational Contention Workshop, Cornell University.

2000. "The Dynamics and Unanticipated Outcomes of the Anti-Sweatshop Movement." Paper delivered at XXII International Congress of Latin American Studies Association (LASA). Miami, FL. March 16-18.

**FULL LISTS OF AWARDS AND DISTINCTIONS**

Susan C. Eaton Outstanding Scholar-Practitioner Award, LERA.	2019
Advancing a Global Penn State: Outstanding International Research Award	2019
Liberal Arts Researcher Appreciation Award for Fifth Grant at Penn State	2018
Liberal Arts Researcher Appreciation Award for 6 years external funding	2017
James G. Scoville International/Comparative Best Paper Award, LERA.	2013
Luis Aparicio Emerging Scholar Prize, ILERA	2012
John T. Dunlop Outstanding Scholar Award, LERA.	2011
Schreyer Honors College Award for Excellence in Honors Teaching, Penn State.	2010
Penn State University George W. Atherton Award for Excellence in Teaching	2010
Winner, Best Paper Competition, Labor and Employment Relations Association	2010
Social Science Research Council Book Fellowship	2009
Rock Ethics Institute Faculty Fellowship, Penn State.	Spring 2007
Best Dissertation, Honorable Mention, LERA.	2006
Winner, Peer-review paper competition, Advances in Industrial and Labor Relations/Labor and Employment Relations Association (LERA).	2006
Nomination, Stephen and Margery Russell Distinguished Teaching Award, Cornell	2004
Social Science Research Council-International Dissertation Research Fellow	2001-2002

**PROFESSIONAL AFFILIATIONS**

International Labor and Employment Relations Association (ILERA)	Member since 2012
American Political Science Association (APSA)	Member since 2000
Latin American Studies Association (LASA)	Member since 1998
Labor and Employment Relations Association (LERA)	Member since 1998

**EDITORIAL AND ADVISORY BOARDS POSITIONS FOR PEER-REVIEW JOURNALS**

<i>ILR Review</i>	2015-present
<i>Global Labour Journal</i>	2015-present
<i>ADAPT</i>	2014-present
<i>International Labour Review</i>	2014-present

**DEPARTMENT, UNIVERSITY, PROFESSION, AND COMMUNITY SERVICE**

**Department Service:**

P&T Committee	2014-present
Graduate Committee	2014-present
AD-14 Department Head Review Committee	2012-2013
Mentor, Annual CGWR Post-Doctoral Scholars	2011-present
Honors Adviser	2008-2012
Tenure-Track Job Search Committee	2005-present
Undergraduate Committee	2007-2012

**Penn State University, College of Liberal Arts**

Director, MPS program in Labor and Global Workers' Rights	2014-present
Director, Center for Global Workers' Rights	2012-present
Co-chair, Latino/a, Latin American and Caribbean Studies committee, LiLACS	2012-2014
Latin American Studies Committee	2005-present

**Penn State University**

Faculty Adviser, United Students Against Sweatshops	2006-present
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**Latin American Studies Association (LASA)**

Co-chair, LASA Labor Section 2012-2013  
 Labor Section council member 2006-present  
 Labor Section, reviewer, best article award 2004, 2006, 2009  
 Program Track Co-Chair, Labor Studies and Class Relations, Congress 2010

**American Political Science Association (APSA)**

Labor Project Advisory Committee 2004-2012  
 Labor Project, article award committee 2009

**Labor and Employment Relations Association (LERA)**

Editorial Committee member 2008-2011

**International Labor and Employment Relations Association (ILERA)**

Executive Committee member 2018-present

**Industrial Studies Association (ISA)**

Early Career Development Committee 2010-2011

**Anonymous Reviewer, Peer Review Journal Articles, for:**

*British Journal of Industrial Relations*  
*Global Labour Journal*  
*Human Relations*  
*Industrial & Labor Relations Review*  
*Industrial Relations: A Journal of Economy and Society*  
*International Studies Quarterly*  
*Labor History*  
*Labor Studies Journal*  
*Latin American Politics & Society*  
*Latin American Research Review*  
*Mobilization*  
*Politics & Society*  
*PS: Political Science & Politics*  
*Regulation & Governance*  
*Review of International Political Economy*  
*Social Forces*  
*Socio-Economic Review*  
*Studies in Comparative International Development*  
*World Development*

**Anonymous Reviewer, Book Manuscripts for Academic Presses:**

*Cornell University Press.*  
*Cambridge University Press.*

**Community Service:**

Expert. Bangladesh Accord arbitration case at the Hague 2017-2018  
 Adviser to the Norwegian Labor Confederation, annual meeting of ILO 2007, 2008, 2016  
 Expert Witness, U.S. Migration Hearings for Salvadoran Refugees 2005; 2011; 2013

**NON-ACADEMIC EMPLOYMENT**

**Global Adviser. Norwegian Confederation of Trade Unions.** Provide general advice to the Solidarity Section of the Confederation on global program strategies and program evaluation. 1998-2018

**Consultant. Norwegian Confederation of Trade Unions.** (El Salvador office) Administered programs with unions in Central and South America, and the Caribbean. Evaluated programs in Zimbabwe, Malawi, and South Africa. 1991-1997

**Coordinator. Independent Monitoring Group of El Salvador.** (El Salvador) 1996-1997

Founded and coordinated first group responsible for monitoring compliance with corporate codes of conduct and local labor legislation in export processing zones.  
**Negotiator/Program Advisor. International Union of Foodworkers.** (El Salvador) 1995-1996  
Advised union during negotiations with Nestlé and developed labor rights program.  
**Adviser. National Federation of Salvadoran Workers.** (El Salvador) 1988-1989  
Developed relations with international labor unions and oversaw implementation of international programs.  
**Union Organizer. Hotel and Restaurant Employees' Union.** (Boston, MA) 1987-1988  
Organizer, hotel and restaurant sector in Boston, MA.

#### **LANGUAGE SKILLS**

Spanish (fluent)  
Portuguese (intermediate)  
French (beginner)

#### **REFERENCES**

Available upon request.