

Carla Cecilia Lima Aranzaes
Assistant Professor - School of Labor and Employment Relations
The Pennsylvania State University
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EDUCATION

Aug 2024 PhD Human Resources and Labor Relations. Michigan State University.

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

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

RESEARCH INTERESTS

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

REFEREED PUBLICATIONS AND PAPERS UNDER REVIEW

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

Tapia, M., Lee, T.L. & Lima Aranzaes, C. Confronting legacies of white dominance: Challenges to inclusive worker organizing through the storytelling of Amazon warehouse workers. *Stato e mercato, Rivista quadrimestrale*. 1/2024, pp. 67-100, doi: 10.1425/113953

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

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

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

MANUSCRIPT TO BE SUBMITTED AND RESEARCH IN PROGRESS

Lima Aranzaes, C. Gaining support via social media: evidence from Amazon's unionization campaign.

Lima Aranzaes, C. The strength of social ties during a representation campaign: a union's battle against Amazon on social media.

Lee, T.L., Tapia, M., Lima Aranzaes, C.. Divide to conquer: building walls in Southern Amazon warehouses.

Lima Aranzaes, C. & Blackwell, D. Examining Worker-Led Organizing In The U.S. South: "Don't Quit. Organize!".

REPORT

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

CONFERENCE PRESENTATIONS

Lima Aranzaes, C. Gaining support via social media: evidence from Amazon's unionization campaign. Paper presented at the *Labor and Employment Relations Association 76th Annual Meeting*. Manhattan, 2024.

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

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

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

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

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

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

FUNDING & AWARDS

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

DATA ANALYTICAL SKILLS

Software: R, SPSS, Excel.

ACADEMIC SERVICE

Co-Chair for the 2024 LERA PhD Student Consortium. LERA 76th Annual Meeting. Manhattan, June, 2024

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

Dean's Student Advisory Council (2021 –2022)

School of HRLR Speaker Series Committee (2021 – 2022)

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

PROFESSIONAL AFFILIATION

Member, Labor and Employment Relations Association (LERA)

EMPLOYMENT AND WORK EXPERIENCE

Aug 2019 – June 2024 Research and Teaching Assistant at the School of Human Resources and Labor Relations Michigan State University

Assist and support lead researchers in:

- Collection of data, both quantitatively (e.g., survey, web scraping) and qualitatively (e.g., interviews, observation).
- Analysis of data, both quantitatively (e.g., regression, hierarchical linear modeling, social network analysis) and qualitatively (e.g., grounded theory, critical race theory).
- Review of relevant literature with a multidisciplinary approach.
- Preparation of manuscripts and documentation for publication in scholarly journals and with research partners.
- Coordination of fieldwork activities including site visits, interviews, and meetings with stakeholders.
- Recruitment of research participants.
- Presentation of preliminary research findings.
- Preparation of grant proposals.
- Monitoring of the progress of research projects.

Teach and assist lead instructors:

- Planification of class sessions.
- Provide guidance to undergrad students.
- Grade reporting.

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

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

LANGUAGE SKILLS

Bilingual in Spanish (Native) and English.

German – Basic

Russian – Basic

VOLUNTEERING ACTIVITIES

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

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

REFERENCES

Dr. Maite Tapia

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