

# CURRICULUM VITAE

## MINGWEI LIU

Department of Labor Studies and Employment Relations  
School of Management and Labor Relations, Rutgers University  
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### **EDUCATION**

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Ph.D. Industrial and Labor Relations, Cornell University, 2009  
M.S. Economics, Central University for Nationalities, China, 2003  
B.S. International Finance, University of International Business & Economics, China, 1999

### **EMPLOYMENT**

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2022- Professor and Associate Dean for Research  
School of Management and Labor Relations, Rutgers University  
Political Science Department (affiliated), Rutgers University  
2015- Founding Director, Center for Global Work and Employment  
2024 Interim Director of Ph.D. Program in Industrial Relations and Human Resources  
2016-2022 Associate Professor (affiliated), Political Science Department, Rutgers University  
2015-2022 Associate Professor  
School of Management and Labor Relations, Rutgers University  
2015-2019 Co-Director of Ph.D. Program in Industrial Relations and Human Resources  
2009-2015 Assistant Professor  
School of Management and Labor Relations, Rutgers University

### **OTHER WORK EXPERIENCE**

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2024- Executive Committee Member (Representative of North America), International  
Labor and Employment Relations Association  
2021- Board Member and Treasurer, China Labor Watch (New York)  
2018-2020 Academic Committee of Alibaba Research Institute  
2016- Board Member, Rutgers Center for Chinese Studies  
2015-2019 Founding Trustee, Electronics Watch (European Union)

### **RESEARCH INTERESTS**

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International and comparative employment relations and human resource management; technology and work; labor movement in China; high-performance work systems; minimum wages; corporate social responsibility, labor standards in global supply chains; skill development; labor and human resource issues in overseas Chinese firms

**PUBLICATIONS** (underlined names denote graduate students or visiting students/scholars under my supervision when the project was initiated)

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#### **Guest-Edited Peer-Reviewed Journal Special Issues**

Tony Fang, Mingwei Liu, and Christopher F. Parmeter. Special Issue: AI, Remote Work, and Productivity. *Journal of Productivity Analysis*, 2026 (forthcoming)

Liu, Mingwei, Ngai Pun, and Chris Smith. Special Issue: Chinese Labor Studies and the Influence of Michael Burawoy. *Critical Sociology*, 2026 (forthcoming)

Liu, Mingwei and Chunyun Li. Special Issue: Technological Upgrading, Global Expansion, and the Changing Landscape of Labor in China and Beyond. *Journal of Contemporary China*, 2026 (forthcoming)

Liu, Mingwei, Hao Zhang, and Russell Lansbury. Special Issue: Situating the debates on technologies and work in the Asia Pacific. *Asia Pacific Journal of Human Resources*, 2026 (forthcoming)

Zhao, Shuming, Mingwei Liu, Cherrie Jihua Zhu, and Hong Liu. 2023. Special Issue: The role of leadership in human resource management: perspectives and evidence from Asia Pacific. *Asia Pacific Business Review*, 29(1).

Zhao, Shuming, Mingwei Liu, Hong Liu, and Zhiqiang Liu. 2021. Special Issue: Innovation-Driven Human Resource Management Practices in the Digital Era. *Chinese Management Studies*, 15(4).

Liu, Mingwei, Chao C. Chen, Fang Lee Cooke, and Leigh Anne Liu. 2019. Special Issue: Human Resource Management in Multinational Corporations in and From China. *Human Resource Management*, 58(5).

Schulze-Cleven, Tobias and Mingwei Liu. 2017. Special issue: Collective action: Engaging ideas, interests and institutions. *Journal of Industrial Relations*, 59(4).

### **Refereed Journal Articles**

Jia, Hailong, Yuelong Wan, Mingwei Liu, Yue Oiu. 2026 (forthcoming). Burawoy's Marking-Out Game in China's Labor Studies: Extension, Adaptation, and Deviation. *Critical Sociology*.

Liu, Mingwei, Hao Zhang, and Russell Lansbury. 2026 (forthcoming). Situating the debates on technologies and work in the Asia Pacific. *Asia Pacific Journal of Human Resources*.

Jiang, Zhenwu, Yuhua Xie, Mingwei Liu, and Yiming Wang. 2026. Determinants of Employee Victory in Telecommuting Labor Disputes: A Configurational Approach. *Human Resource Management* 1–11. <https://doi.org/10.1002/hrm.70048> (the first three authors contribute equally).

Zhou, Lian, Xue Lei, Mingwei Liu, Xinran Huang, Rui Hou. 2025. Algorithmic competency of on-demand labor platform workers: Scale development, antecedents, and consequences. *Asia Pacific Journal of Human Resources*, 63(2): e70004. [doi.org/10.1111/1744-7941.70004](https://doi.org/10.1111/1744-7941.70004) (the first three authors contribute equally).

Yang, Zhengxiong, Mingwei Liu, Shiwei Zhang, Chenxi Yin. 2024. The effects of monthly minimum wages on the labor market. *China Economic Review*, 88. doi.org/10.1016/j.chieco.2024.102310.

Liu, Mingwei, Hao Zhang, and Yi Sui. 2024. Workplace Artificial Intelligence Regulation in China: Between Efficiency and Social Stability. *ILR Review*, 77(5), 813-824.

Wang, Yiming, Yuhua Xie, Mingwei Liu, Yongxing Guo, DuoJun He. 2024. Silent Majority: How Employees' Perceptions of Corporate Hypocrisy Are Related to Their Silence. *Journal of Business Ethics*, 195(2), 315-334 (the first three authors contribute equally).

Ou, Jiaojiao, Mingwei Liu, Shuming Zhao, Yixuan Zhao, and Xia Cao. 2024. Team Cognitive Diversity and Individual Creativity: The Roles of Team Intellectual Capital and Inclusive Climate. *Personnel Review*, 53(8), 2147-2164.

Jia, Jianfeng, Fangjian Wu, Mingwei Liu, Guiyao Tang, Yujie Cai, and Hailong Jia. 2023. How leader-member exchange influences person-organization fit: a social exchange perspective. *Asian Business & Management*, 22(2), 792-827.

Zhao, Shuming, Mingwei Liu, Meng Xi, Cherrie J. Zhu & Hong Liu. 2023. The role of leadership in human resource management: perspectives and evidence from China, *Asia Pacific Business Review*, 29(1), 1-10.

Zhang, Huirong, Mingwei Liu & Sarosh Kuruvilla. 2022. "Implementation and Effects of the Private Regulation of Labor Standards in Global Supply Chains", *Social Science Journal*, 2022(2), 141-154. [In Chinese]

Zhao, S., Liu, M. and Xi, M. 2021. "Guest editorial: Innovation-driven human resource management practices in the digital era", *Chinese Management Studies*, 15 (4), 761-768.

Sun, Zhongwei, Mingwei Liu & Hailong Jia. 2020. "The Internal Labor Market and the Transformation of Labor Relations in China: Based on Survey Data and Fieldwork on Migrant Workers in the Pearl River Delta." *Social Sciences in China*, 41(3), 131-151. DOI: 10.1080/02529203.2020.1806486

Kuruvilla, Sarosh, Mingwei Liu, Chunyun Li, and Wansi Chen. 2020. "Field Opacity and Practice-Outcomes Decoupling: Private Regulation of Labor Standards in Global Supply Chains." *Industrial and Labor Relations Review*, 73(4), pp.841-872.

Jia, Henry Hailong, and Mingwei Liu. 2020. "An Autopsy of the TPP Labour Chapter." *Journal of Chinese Human Resource Management* 11 (1): 3–21.

Cooke, Fang Lee, Mingwei Liu, Leigh Anne Liu, and Chao C. Chen. 2019. "Human Resource Management and industrial relations in Multinational Corporations in and from China: Challenges and New Insights." *Human Resource Management*, 58 (5), 455-471.

Ouyang, Can, Mingwei Liu, Yan Chen, Ji Li, and Weiping Qin. 2019. “Overcoming Liabilities of Origin: Human Resource Management Localization of Chinese Multinational Corporations in Developed Markets.” *Human Resource Management*, 58 (5), 543-561.

Zhou, Lian, Mingwei Liu, Min Li, and Minwan Lin. 2019. “Union Commitment in Chinese Context: Scale Development and Its Predictive Effects on Citizenship Behaviors and Intention to Quit.” *Human Resources Development of China*, 36 (9), pp.78-91. [In Chinese]

Li, Chunyun and Mingwei Liu. 2018. “Overcoming the Collective Action Problems Facing Chinese Workers: Lessons from Four Protests against Walmart.” *Industrial and Labor Relations Review*, 71 (5), pp. 1078-1105.

Sun, Zhongwei, Mingwei Liu, and Hailong Jia. 2018. “The Internal Labor Market and the Transformation of Labor Relations in China”, *Chinese Social Science*, 2018 (7), pp.81-105. [in Chinese]

Zhou, Lian, Mingwei Liu, Tao Yang, and Jing Xi. 2018. “The Multilevel Antecedents of Union Commitment in China: A Psychological Bonds Perspective.” *Human Resources Development of China*, 35 (1), pp.147-155. [In Chinese]

Liu, Mingwei and Sarosh Kuruvilla. 2017. “The State, the Unions, and Collective Bargaining in China: The Good, the Bad, and the Ugly.” *Comparative Labor Law and Policy Journal*, 38 (2), pp. 187-210.

Wang, Xiao and Mingwei Liu. 2016. “Convergence and Divergence: A Comparative Study of Chinese and American Labor Relations under Economic Globalization.” *Human Resources Development of China*, 33 (16), pp.90-98. [In Chinese]

Liu, Mingwei and Chunyun Li. 2014. “Environment Pressures, Managerial Industrial Relations Ideologies, and Unionization in Chinese Enterprises,” *British Journal of Industrial Relations*, Vol.52, No. 1, pp. 82-111.

Qing, Shisong and Mingwei Liu. 2014. “Effects of Employment Contracts and Trade Unions on Labor Rights: Evidence from CGSS 2008.” *Sociological Review of China*, Vol.2, No.1, pp.58-71. [In Chinese]

Avgar Ariel, Rebecca Givan, and Mingwei Liu. 2011. “Patient Centered but Employee Delivered: Patient-Centered-Care, Turnover, and Organizational Outcomes,” *Industrial and Labor Relations Review*, Vol.64, No.3, pp.423-440 [The authors contributed equally to the paper; order was determined alphabetically.]

Avgar Ariel, Rebecca Givan, and Mingwei Liu. 2011. “A Balancing Act: Work-Life-Balance and Multiple Stakeholder Outcomes in Hospitals,” *British Journal of Industrial Relations*, Vol.49, No.4, pp.717-741. [The authors contributed equally to the paper; order was determined alphabetically.]

Liu Mingwei. 2010. "Union Organizing in China: Still a Monolithic Labor Movement?" *Industrial and Labor Relations Review*, Vol.64, No.1, pp. 30-52.

Givan Rebecca, Avgar Ariel, and Mingwei Liu. 2010. "Having Your Cake and Eating It Too? The Relationship between HR and Organizational Performance in Healthcare," *Advances in Industrial and Labor Relations*, Vol. 17, pp. 31-67.

Kuruvilla Sarosh and Mingwei Liu. 2007. "Health Security for the Rural Poor? A Case Study of a Health Insurance Scheme for Rural Farmers & Peasants in India", *International Social Security Review*, 60 (4), pp. 3-21. [Published in four languages: English, French, German, and Spanish]

Kuruvilla Sarosh, Mingwei Liu, and Priti Jacob. 2005. "A Case Study of the Yeshasvini Health Insurance Scheme for the Rural Poor in India", *International Journal of Self Help & Self Care*, 3 (3-4), pp. 261-306.

Liu Mingwei. 2005. "Convergences or Divergences: A Review of the Frontier Research in Comparative Industrial Relations", *China Labor Economics*, 2 (4), pp. 138-151. [In Chinese]

## **Books**

Zhao, Shuming, Mingwei Liu, Meng Xi, Cherrie Jiuhua Zhu, and Hong Liu (eds.) 2024. *The role of leadership in human resource management: perspectives and evidence from China*. London: Routledge.

Liu, Mingwei and Chris Smith (eds) 2016. *China at Work: A Labor Process Perspective on the Transformation of Work and Employment in China*. London: Palgrave Macmillan.

## **Book Chapters**

Liu Mingwei and Yi Sui. 2026. "China's Governance of Artificial Intelligence: Domestic Ordering and Global Influence." In Ji Li & Gregory Shaffer (eds) *China and Transnational Legal Ordering: Disaggregating the State*. Cambridge University Press. Forthcoming.

Liu Mingwei. 2020. "China." In Frege, Carala and John Kelly (eds) *Comparative Employment Relations in the Global Political Economy (2<sup>nd</sup> Edition)*, London: Routledge, pp.470-501.

Liu Mingwei and David Finegold. 2017. "Emerging Economic Powers: The Transformation of the Skills Systems in China and India." In Buchanan, J, Finegold, D, Mayhew, K and Warhurst, C (eds) *Oxford Handbook of Skills and Training*. Oxford, UK: Oxford University Press, pp.529-556.

Li Chunyun and Mingwei Liu. 2016. "A Pathway to a Vital Labor Movement in China? A Case Study of a Union-Led Protest against Walmart." In Liu, Mingwei and Smith, Chris (eds) *China at Work: A Labor Process Perspective on the Transformation of Work and Employment in China*. London: Palgrave Macmillan, pp. 281-311.

Wang Fuxi and Mingwei Liu. 2016. “Collective Consultation in China: A Comparative Study of Two Auto Companies.” In Liu, Mingwei and Smith, Chris (eds) *China at Work: A Labor Process Perspective on the Transformation of Work and Employment in China*. London: Palgrave Macmillan, pp. 233-254.

Smith Chris and Mingwei Liu. 2016. “In Search of the Labor Process Perspective in China.” In Liu, Mingwei and Smith, Chris (eds) *China at Work: A Labor Process Perspective on the Transformation of Work and Employment in China*. London: Palgrave Macmillan, pp.1-28.

Liu Mingwei, Frederick S. Bentley, Mary Thi Evans, and Susan J. Schurman, 2015. “Globalization and Labor in China and the United States: Convergence and Divergence.” In Anita Chan (ed) *Chinese Workers in Comparative Perspective*. Ithaca: Cornell University Press, pp.44-68.

Liu Mingwei. 2014. “Conflict Resolution in China.” In William K. Roche, Paul Teague, Alex Colvin (eds) *Oxford Handbook of Conflict Management in Organizations*. Oxford, UK: Oxford University Press, pp. 494-519.

Liu Mingwei. 2013. “China.” In Frege, Carala and John Kelly (eds) *Comparative Employment Relations in the Global Political Economy*, London: Routledge, pp.324-347.

Liu Mingwei. 2011. “ ‘Where There Are Workers, There Should Be Trade Unions’: Union Organizing in the Era of Growing Informal Employment.” In Kuruvilla Sarosh, Ching Kwan Lee, and Mary Gallagher (eds), *From Iron Rice-bowl to Informalization: Markets, State, and Workers in a Changing China*. Ithaca: Cornell ILR Press, pp. 157-172. [A 2011 Princeton University Industrial Relations Section Noteworthy Book in Industrial Relations and Labor Economics]

Lee Chang-Hee and Mingwei Liu. 2011. “Collective Bargaining in Transition: Measuring the Effects of Collective Voice in China.” In Susan Hayter (ed), *The Role of Collective Bargaining in the Global Economy: Negotiating for Social Justice*, Cheltenham, UK; Northampton, MA: Edward Elgar; Geneva, Switzerland: International Labor Office, pp.205-226.

Liu Mingwei, Chunyun Li, and Sunghoon Kim. 2011. “Chinese Trade Unions in Transition: A Three-Level Analysis.” In Shelton Peter, Sunghoon Kim, Yiqiong Li, and Malcolm Warner (eds), *China’s Changing Workplace*. London: Routledge, pp. 277-300.

Su Zhongxing, Xiangquan Zeng, and Mingwei Liu. 2010. “Vocational Qualification Certificates and Their Impacts on Technical Workers’ Skill Level and Earnings.” In Zeng Xiangquan (ed), *Research on the Strategy of Employability Improvement in the Context of Dual Transformation*, Beijing: China Renmin University Press, pp. 172-186. [In Chinese]

Kuruvilla Sarosh and Mingwei Liu. 2010. “Tripartism and Economic Reforms in Singapore and the Republic of Korea.” In Lydia Fraile (ed), *Blunting Neo-Liberalism: Tripartism and Economic Reforms in the Developing World*. NY: Palgrave Macmillan, pp. 85-127.

## **Technical Reports**

Liu Mingwei, Hailong Jia, Mengxi Yang, Jacob Barnes, Phela Townsend, and Peng Li. 2018. *The Impact of Alibaba E-Commerce Platforms on Employment in the United States*. New Brunswick, NJ: Center for Global Work and Employment.

Liu Mingwei. 2013. *Governing Labor Standards in the Chinese Electronics Manufacturing Industry: Labor Market Institutions and Global Value Chain Governance*. Geneva: ILO.

Lee Chang-Hee and Mingwei Liu. 2011. *Measuring the Effects of the Collective Voice Mechanism and the Labor Contract Law*. Geneva, ILO (in both English and Chinese).

### **Working Paper Series**

Liu, Mingwei and Sui, Yi, China and Regulation of Artificial Intelligence (December 06, 2025). Available at SSRN: <https://ssrn.com/abstract=5874043> or <http://dx.doi.org/10.2139/ssrn.5874043>

Liu Mingwei. 2009. "Toward Labor Flexibility with Chinese Characteristics? The Case of the Chinese Construction Machinery Industry." *Industry Studies Working Paper*: 2009-10.

### **Teaching Case**

Liang, Xiaojie, Mingwei Liu, Mengxi Yang, Bo Fu, and Guilan Yu. 2026. Bokai Chaoyang: Exploring the Path of Training for Ride-hailing Drivers. China Business Case Platform.

### **Magazine Articles**

Liu Mingwei. 2014. "The Future of Chinese Labor Relations?" *Perspectives on Work*, Vol. 18, pp. 76-119.

### **Book Reviews**

Liu Mingwei. 2019. "Fighting Capital Mobility in China: Striking to Survive: Workers' Resistance to Factory Relocations in China" By Fan Shigang, Chicago, Illinois: Haymarket Books. *New Labor Forum*, 28(2), 1-4.

Liu Mingwei. 2014. "Insurgency Trap: Labor Politics in Postsocialist China." By Eli Friedman. Ithaca and London: Cornell University Press. *Industrial and Labor Relations Review*, Vol.67, No.4, pp.1329-1331.

Liu Mingwei. 2013. "Recent Books on Chinese Labor and Industrial Relations." *Industrial and Labor Relations Review*, Vol.66, No.5, pp. 1234.

Liu Mingwei. 2013. "Trade Unions in China: The Challenge of Labour Unrest. By Tim Pringle. London: Routledge, 2011." *Industrial and Labor Relations Review*, Vol.66, No.5, pp. 1240-1242.

Liu Mingwei. 2011. “The Challenge of Labor in China – Strikes and the Changing Labour Regime in Global Factories by Chris King-Chi Chan, Routledge, Taylor & Francis Group, London, 2010.” *British Journal of Industrial Relations*, Vol.50, No.1, pp. 179-181.

## **CONFERENCE PROCEEDINGS, PRESENTATIONS AND INVITED TALKS**

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### **Keynote or Plenary Addresses**

Keynote Speaker, 1<sup>st</sup> Annual Global Labor Governance Forum: Knowledge, Institutions, and Practices for Sustainable Globalization. Renmin University—ILO Beijing Office, Beijing, China, July 12, 2025.

Keynote Speaker, Forum on Chinese Companies Going Overseas, Shanghai, China, June 24, 2024

Keynote Speaker, Forum on Gig Work Industries, Shenzhen, Guangdong Province, China, December 19, 2023

Keynote Speaker, International Conference on Digital Economy and Enterprise Technology Innovation, Nanjing, Jiangsu, China, September 23, 2023.

Keynote Speaker, International Conference on Technology and Work, Renmin University of China, Beijing, China, July 16, 2023.

Keynote Speaker, Forum on Innovative Human Resource Management Practices, Quanzhou, Fujian, China, December 4, 2021.

Keynote Speaker, 20<sup>th</sup> Annual Meeting of China’s Association of Human Resource Development Teaching and Practicing, Tianjin, China, July 13, 2019.

Keynote Speaker, 19<sup>th</sup> Annual Meeting of China National Human Resource Management Faculty Development, Nanjing, China, October 27-28, 2018.

Keynote Speaker, China General Chamber of Commerce White Paper Launching, Waldorf Astoria New York, NYC, January 19, 2016.

### **Other Invited Addresses**

Invited Speaker, The France-ILO Meeting 2018: The Future of Work: More Voice for Better Decisions in the Enterprise. Paris, France, Oct. 12, 2018.

Invited Speaker, Brookings-CCIEE China-United States Employment Roundtable. The Brookings Institution, Washington, DC., December 11, 2017.

Invited Speaker at the China Roundtable, Sloan School of Management, MIT, Boston, MA: Nov.21-22, 2013.

Invited Speaker, “Issues and Opinions on China Politics”, *Voice of America*, October 31, 2013.

Invited Speaker, “Jersey Talk TV Series Episode 12 Labor Law”, Icepn Video Production, July 26, 2011.

Invited Speaker at the China Labor Roundtable, the US State Department, Washington D.C., April 12, 2011.

Invited Speaker at the China Policy Meeting of AFL-CIO, Washington D.C., March 15, 2011.

Invited Speaker on China Labor Issues, Solidarity Center, Washington D.C., March 15, 2011.

Invited Speaker, ICEPN TV Special Interview, October 5, 2010.

Invited Speaker on Labor Relations in China, NJ Chapter of LERA, February 1, 2010.

Invited Speaker at the conference of “Relations between the US and China Labor Movement”, Cornell ILR Global Labor Institute and the CUNY Joseph S. Murphy Labor Institute, New York City, May 5, 2008.

Invited Speaker at the conference of “Labor Law Reform in China: What are the Implications for Worker Rights? For Political Liberalization?” Albert Shanker Institute, Washington D.C., January 15-16, 2008.

### **Other Presentations**

Mingwei Liu. Employee-Organization Relationships and Workplace Deviance: A Critical Perspective. School of Labor and Employment Relations, UIUC, Oct.3, 2025.

Qiu, Yue and Mingwei Liu. Robots, Employment, and Labor Income Share: Evidence from Chinese Industrial Firms. LERA Annual Meeting in Seattle, WA, June 12-15, 2025.

Ren, Chaoran and Mingwei Liu. The Impact of Social Insurance Payroll Taxes on Employment Externalization: Firm-Level Evidence from China. LERA Annual Meeting in Seattle, WA, June 12-15, 2025.

Mingiwe Liu. Automation, Occupational Structure, and Productivity: Evidence from Korean Workplace Panel Survey, AI, Remote Work, and Productivity: An International Conference. Memorial University of Newfoundland, St. John’s, NL, Canada, May 8-9, 2025.

Mingwei Liu. Employee-Organization Relationships and Workplace Deviance: A Critical Perspective. Telfer School of Business, University of Ottawa, Canada, March 28, 2025.

Liu, Jiachun, Mingwei Liu, and Weiguo Yang. Trapped in Precarity? Longitudinal Effects of Informal Employment in China, the LERA Annual Meeting in New York City, June 26-30, 2024.

Qiu, Yue, Mingwei Liu, and Xiliang Feng. Understanding Worker Perceptions of AI Job Threats: A Multilevel Analysis of Determinants, the LERA Annual Meeting in New York City, June 26-30, 2024.

Can Ouyang and Mingwei Liu. Balancing Business and Politics in Subsidiary Management: Configurations of Headquarters' Control Strategies over Foreign Subsidiaries. The Eleventh International Symposium on Multinational Business Management, Nanjing, China, June 21-23, 2024.

Mingwei Liu. Workplace Artificial Intelligence Regulation in China: Between Efficiency and Security. School of Law, UC Irvine, April 22, 2024.

Liu, Hua, Mingwei Liu, and Kuang Tang. Managerial Perceptions of Employee Value and Adoption of High Involvement Work Practices: Evidence from Matched Employer-Employee Survey in China, the LERA Virtual Annual Meeting, June 2-5, 2022.

Zhan, Jing, Mingwei Liu, and Yue Zhao. Well-Being on Tap: Work Arrangements and Health of Online Food-Delivery Platform Workers, the LERA Virtual Annual Meeting, June 2-5, 2022.

Zhou, Lian, Chunyun Li, Mingwei Liu, Long Zhang, and Jonathan Booth. "Employee-Organization Relationships and Workplace Deviance: A Marxist Perspective," the LERA Virtual Annual Meeting, June 5-8, 2021.

Yang, Zhengxiong, Shiwei Zhang, and Mingwei Liu. "Crossover Design and Effects of Minimum Wages on Wages and Employment in China", the LERA Virtual Annual Meeting, June 5-8, 2021.

Mingwei Liu and Can Ouyang. 2020. Dragons in the West: Internally- versus Externally-Oriented Localization Strategies of Chinese Multinationals in Developed Economies. The Tenth International Symposium on Multinational Business Management, Nanjing, China, November 21-22.

Can Ouyang and Mingwei Liu, 2020: Controlling Developed-Country Subsidiaries via Human Resource Management. Proceedings, 2020, <https://doi.org/10.5465/AMBPP.2020.22006abstract>

Pan, Yan, Mingwei Liu, and Jian Han. "The Effects of Alternative Employment Arrangements on the Sales Performance in China's Retail Industry", the LERA Virtual Annual Meeting, June 13-16, 2020.

Qu, Jiaojiao and Mingwei Liu. "Examining the Relationship Between Team Cognitive Diversity and Individual Creativity", the LERA Virtual Annual Meeting, June 13-16, 2020.

Gao, Panpan, Mingwei Liu, Xiliang Feng and Huirong Zhang. "The Influence of Internet Use on Gender Wage Gap of Migrant Workers", the LERA Virtual Annual Meeting, June 13-16, 2020.

Yang, Zhengxiong, Mingwei Liu, and Shiwei Zhang. “The Effect of Monthly Minimum Wages on Working Hours and Employment”, the LERA Annual Meeting in Cleveland, OH, June 13-16, 2019.

Cao, Man, Mingwei Liu and Shuming Zhao. “Authentic Leadership and Work-family Facilitation: The Role of Psychological Availability and High-performance Work Systems”, the LERA Annual Meeting in Cleveland, OH, June 13-16, 2019.

Kaifeng Jiang, Mingwei Liu, and Chunyun Li. “Allies or Competitors? A Contingency Perspective on the Relationship between Unionization and High-Performance Work Practices”, the LERA Annual Meeting in Cleveland, OH, June 13-16, 2019.

Zhou, Lian, Mingwei Liu, Chunyun Li, and Min Li. “Labor Relations Climate, Psychological Contract Breach, and Workplace Deviance: The Moderating Role of High Involvement Work Practices and Firm Ownership.” the LERA Annual Meeting in Cleveland, OH, June 13-16, 2019.

Zhou, Lian, Mingwei Liu, and Min Li. “The multilevel antecedents and outcomes of union commitment in China: a psychological bonds perspective.” The ILERA World Congress in Seoul, Republic of Korea, July 23-27, 2018.

Jia, Hailong and Mingwei Liu. “Selective Enforcement of Labor Law in China.” The ILERA World Congress in Seoul, Republic of Korea, July 23-27, 2018.

Liang, Xiaojie and Mingwei Liu. “Job Quality in China: Scale Development and Antecedents.” the LERA Annual Meeting in Baltimore, MD, June 14-17, 2018.

Yang, Yufang, Mingwei Liu, and Yuhua Xie. “Labor Non-Governmental Organization-Assisted Collective Bargaining: A New Brand of Labor Activism in China?” the LERA Annual Meeting in Baltimore, MD, June 14-17, 2018.

Jia, Hailong and Mingwei Liu. “Selective Enforcement of Labor Law in China: Evidence from Chinese General Social Surveys”. International Labor Process Conference, Buenos Aires, Argentina, March 21-23, 2018.

Can Ouyang and Mingwei Liu. “Dragons in the West: Localization Strategies of Chinese MNCs in Developed Economies.” The Academy of Management Annual Meeting in Atlanta, GA, August 4-8, 2017. doi: 10.5465/AMBPP.2017.15827abstract

Can Ouyang and Mingwei Liu. “From South to North: Institutional Pressures and Strategies of Emerging Market MNCs in Developed Economies.” The Academy of International Business Annual Meeting in Dubai, UAE, July 2-5, 2017.

Yanting Zhu and Mingwei Liu. “Antecedents of Class Consciousness of Chinese Peasant Workers: A New Working Class in the Making?” the LERA Annual Meeting in Anaheim, CA, June 1-4, 2017.

Lian Zhou and Mingwei Liu. "The Multilevel Antecedents and Outcomes of Union Commitment in China: A Psychological Bonds Perspective", the LERA Annual Meeting in Anaheim, CA, June 1-4, 2017.

Hailong Jia, Mingwei Liu, and Yuhua Xie. "Protests of Chinese Informal Workers: A Comparative Study of Two Strikes of Sanitation Workers", the LERA Annual Meeting in Anaheim, CA, June 1-4, 2017.

Mingwei Liu. "From Labor Power to Powerful Labor in the Glocal Economy: The Case of China", International Labor Process Conference, Berlin, Germany, April 4-6, 2016.

Yan Chen, Mingwei Liu, and Can Ouyang. "Testing Institutional Theory: Sources of Isomorphic Pressures and Localization of Human Resource Management in U.S. Subsidiaries of Chinese Multinational Companies", paper presented at the conference, "The Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation", Rutgers University, March 17-18, 2016.

Can Ouyang and Mingwei Liu. "Strategic Intent, Resource Dependence, and Pathways to Local Responsiveness: Chinese Multinationals in a Developed Market", paper presented at the conference, "The Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation", Rutgers University, March 17-18, 2016.

Mingwei Liu. "Comparative Employment Relations in the Global Political Economy." 17<sup>th</sup> World Congress of International Labor and Employment Relations Association, Cape Town, South Africa, September 7-11, 2015.

Chen Wansi, Chunyun Li, Mingwei Liu, and Yucheng Eason Zhang. "Workplace Social Support, Adjustment, and Motivation of Chinese Rural Migrant Workers". *Academy of Management Proceedings*, 2015:1 12596; doi:10.5465/AMBPP.2015.12596abstract

Zhang Yucheng Eason, Wansi Chen, Mingwei Liu, and Chunyun Li. "Third-Party Reactions to Supervisory Mistreatment: A Multilevel Moderated Mediation Model." *Academy of Management Proceedings*, 2015:1 12601; doi:10.5465/AMBPP.2015.12601abstract

Mingwei Liu and Chunyun Li. "Corporate Social Responsibility, Global Value Chain Structure, and Working Conditions in the Chinese Consumer Electronics Manufacturing Industry", the LERA Annual Meeting in Pittsburgh, PA, May 28-31, 2015.

Mingwei Liu and Chunyun Li. "Corporate Social Responsibility and Labor Standards in Supplier Factories: Does Global Value Chain Structure Matter?" *British Journal of Industrial Relations Special Issue Workshop*, London School of Economics, April 23-24, 2015.

Heungjun Jung and Mingwei Liu. "The Effects of CSR on Performances: the mediating role of High Involvement Work Practices." *British Journal of Industrial Relations Special Issue Workshop*, London School of Economics, April 23-24, 2015.

Liu Mingwei. "The Puzzle of Strong Union Effects in China". Invited presentation at the Economics Department of Harvard University, Boston, MA: April 23, 2014.

Li Chunyun and Mingwei Liu. "Organizational Power in Formation? Worker Perceptions of Power, Industrial Action Tactics, and Outcomes in China," the LERA Annual Meeting in Portland, Oregon, May 29-June 1, 2014.

Wang Fuxi and Mingwei Liu. "Collective Consultation in China: A Comparative Study of Two Auto Factories," the LERA Annual Meeting in Portland, Oregon, May 29-June 1, 2014.

Liu Mingwei.. "Skill Development in China: Toward a High-Skills Equilibrium?" Paper presented at the Association of Asian Studies annual meeting in Philadelphia, PA, March 27-30, 2014.

Liu Mingwei. "Governing Labor Standards in the Chinese Electronics Manufacturing Industry: Labor Market Institutions and Global Value Chain Governance." ILO-Neuchatel University Workshop, ILO, Geneva, August 25, 2013.

Liu Mingwei. and Yujie Cai. "The Future of Chinese Industrial Relations." the LERA Annual Meeting in St Louis, June 6-9, 2013.

Liu Mingwei. "China on Strike: An Analysis of Reported Strikes, 2008-2012." Workshop on Sectoral Bargaining in China, Cornell University, Ithaca, NY, March 29-30, 2013.

Liu Mingwei.and Shisong Qing. "The Effects of Labor Contracts on Chinese Workers' Welfare and Job Quality." the LERA annual meeting in San Diego, January 4-6, 2013.

Liu Mingwei and Jeffery Wilson. "China: Collective Bargaining, Collective Contracts, and Strikes." Bloomberg-BNA Webinar, September 25, 2012.

Liu Mingwei. "Do Chinese Trade Unions Protect Workers' Rights?" the International Labor and Employment Relations Meeting in Philadelphia, July 2-5, 2012.

Liu Mingwei. "China's Ten-Fold Increase in Graduates: Will Labor Demand Absorb Them?" the LERA annual meeting in Chicago, IL, January 6-8, 2012.

Liu Mingwei. Mary Evan, and Sue Schurman. "Stages of Economic Growth, Globalization, and Similarities of Chinese and American Industrial Relations" Comparative Chinese Labor Studies Conference, University of Technology, Sydney, Australia, November 18-19, 2011.

Liu Mingwei. "Recent Development of Collective Bargaining in China." Proceedings of the 5<sup>th</sup> American Bar Association Labor and Employment Law Section Annual Conference, Seattle, Washington, November 2-5, 2011.

Qing Shisong and Mingwei Liu. 2011. "Do Chinese Trade Unions Matter?" Proceedings of the 63<sup>rd</sup> Annual of LERA, January 7-9, 2011, pp.123.

Liu Mingwei. "Logics of Action and the Labor Contract Law: Toward A Chinese Way of Soft Enforcement?" Paper presented at the Joint Columbia Seminars on Globalization, Labor and Popular Struggles and on Full Employment, Social Welfare and Equity, Columbia University, November 15, 2010.

Liu Mingwei and Chunyun Li. "Environment Pressures, Managerial Industrial Relations Ideologies, and Unionization in China." Paper presented at the 25<sup>th</sup> Employment Relations Unit Conference, Cardiff Business School, Cardiff, September 13-14, 2010.

Liu Mingwei. "The Enforcement of the Labor Law and Trade Union Law in China." Paper presented at the conference "Chinese Trade Union Law and Labor Law: Review and Prospect," Beijing Normal University, August 18-19, 2010.

Liu Mingwei. "Building China with both Stick and Carrot? Employer Flexibility Strategies and Employee Outcomes in the Chinese Construction Machinery Industry." Paper presented at the Sloan Industry Studies Annual Conference, Chicago, May 5-7, 2010.

Liu Mingwei. "Toward Labor Flexibility with Chinese Characteristics? The Case of the Chinese Construction Machinery Industry." Paper presented at the Association of Asian Studies annual meeting in Philadelphia, PA, March 25-28, 2010.

Liu Mingwei. "Skill Formation in China: Trapped in Low Skill Equilibrium?" Paper presented at the International Labor Process Conference annual meeting in New Brunswick, NJ, March 15-17, 2010.

Liu Mingwei. "Labor Relations in China." Invited talk, NJ Chapter of LERA, February 1, 2010.

Liu Mingwei and Chang Hee Lee. "The Impacts of China's Labor Contract Law on Enterprise Employment Practices and the Role of Enterprise Trade Unions." Paper presented at the LERA annual meeting in Atlanta, GA, January 2-5, 2010.

Liu Mingwei. "China's Workforce Development System," presented at the annual conference of the International Federation of Workers' Education Associations, Rutgers University, October 8-9, 2009.

Liu Mingwei. "The Transformation of Chinese Industrial Workplace: Toward Numerical Flexibility with Chinese Characteristics?" Paper presented at the Sloan Industry Studies Annual Conference, Chicago, May 28-29, 2009.

Avgar Ariel, Rebecca Givan, and Mingwei Liu. "Patient Centered but Employee Delivered: Patient-Centered-Care, Turnover, and Organizational Outcomes," Paper presented at the Sloan Industry Studies Annual Conference, Chicago, May 28-29, 2009.

Liu Mingwei. “Union Organizing in China: Swimming, Floating, or Sinking?” Paper presented at the conference of “Breaking Down Chinese Walls: The Changing Faces of Labor and Employment in China,” Cornell University, September 26-28, 2008.

Liu Mingwei. Invited speaker at the conference of “Relations between the US and China Labor Movement”, Cornell ILR Global Labor Institute and the CUNY Joseph S. Murphy Labor Institute, New York City, May 5, 2008.

Liu Mingwei. Invited speaker at the conference of “Labor Law Reform in China: What are the Implications for Worker Rights? For Political Liberalization?” Albert Shanker Institute, Washington D.C., January 15-16, 2008.

Givan Rebecca, Ariel Avgar, and Mingwei Liu. “Having Your Cake and Eating It Too? The Effects of Hospital Restructuring on Diverse Organization Outcomes”. Paper presented at the LERA annual meeting in New Orleans, LA, January 4-6, 2008.

Liu Mingwei. “Grassroots Union Organizing in China: A Strategic Perspective”. Paper presented at the LERA annual meeting in New Orleans, LA, January 4-6, 2008.

## **AWARDS AND HONORS**

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Distinction Award, the Eighth National Excellent Case Developer Competition, China Business Case Center, 2026

Best Paper Award, the Eleventh International Symposium on Multinational Business Management, Nanjing, China, 2024

National Outstanding Achievement Award of Teaching (Second Place), Chinese Association of Human Resource Development, 2022

Outstanding Achievement Award of Philosophy and Social Sciences (First Place), Government of Guangdong Province, China, 2021

Best Paper Award, the Tenth International Symposium on Multinational Business Management, Nanjing University, China, 2020

Best Paper Award in Emerging Economies Research, The Academy of International Business, 2017

Chancellor’s Scholar Award, Rutgers University (New Brunswick), 2015.

John T. Dunlop Scholar Award, Labor and Employment Relations Association, 2014.

Early Career Research Award, W.E. Upjohn Institute for Employment Research, 2014 (\$5,000).

Early Career Fellowship, Cardiff Business School, the United Kingdom, 2010 (£ 500).

Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award, Labor and Employment Relations Association, 2010.

Runner-Up for the Best PhD Dissertation, Labor History, 2010.

Sage Fellowship, Cornell University, 2003-2004 (\$15,000).

## **GRANTS AND FELLOWSHIPS**

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Co-Principle Investigator, “Coordination and Integration of Subgroups within Teams: The Concept and Classification of Simmel’s Mediating Behavior and Its Impact Mechanisms on Multilevel Team Cooperation” (Project No.: 72572086), Chinese National Science Foundation, 2025-2028, RMB 410,000 (about US\$57,589).

Principle Investigator, “Building an Inter-Disciplinary Network of Scholars on Studies of Work,” Strategic Initiative Grant of Office of Chancellor-Provost, Rutgers New Brunswick, 2023-2028, \$99,974.

Co-Principle Investigator, “Conceptualization and Effect of Algorithm Inclusion on Online Gig Platform: Driving for ‘Algorithm Empowerment-Algorithm for Good’” (Project No.: 72372047), Chinese National Science Foundation, 2023-2026, RMB 480,000 (about US\$74,688).

Co-Principle Investigator, “How does human resource management achieve win-win for organizational performance and employee well-being? A paradoxical balance perspective” (Project No.: 72072044), Chinese National Science Foundation, 2021-2024, RMB 480,000 (about US\$74,688).

Co-Principle Investigator, “China’s Participation in Developing New Rules of International Labor Standards” (Project No.:19ZDA136), Key Research Program, Chinese National Philosophy and Social Science Foundation, 2019-2023, RMB 800,000 (about US\$114,855).

Co-Principle Investigator, “A Study of Innovation-oriented Human Resource Management Models in Chinese Enterprises” (Project No.: 71832007), Major Research Program, Chinese National Science Foundation, 2019-2023, RMB 2,400,000 (about US\$350,000).

Principle Investigator, corporate grant for “Impact of Alibaba E-Commerce Platform on Employment in the United States,” Alibaba Inc., 2018 (\$50,000).

Principle Investigator, “The Effects of Chinese Trade Unions on Workers”, Rutgers Global, Rutgers University, 2018-2019 (\$4,000).

Co-Principle Investigator, “Research on Interests, Roles, Action Styles and Interactive Mechanisms among the Parties of Labour Relations in China” (Project No.:16AZD013), Major Research Program, Chinese National Philosophy and Social Science Foundation, 2016-2020, RMB 350,000 (about US\$53,000).

Co-Principle Investigator, conference grant for “Chinese Multinational Companies Abroad: Strategy, Operation, and Impact,” Multidisciplinary Research Teams (IMRT) Award, Rutgers Newark, 2015-2016 (\$26,720).

Principle Investigator, conference grant for “China Rising: Implications for Work and Employment in China and Beyond,” Confucius Institute of Rutgers University, 2015-2016 (\$9,000).

Principle Investigator, conference grant for “China Rising: Implications for Work and Employment in China and Beyond,” Rutgers China Office, 2015-2016 (\$5,000).

Principle Investigator, conference grant for “China Rising: Impact on Work and Employment in the Globalized World,” Centers for Global Advancement and International Affairs, Rutgers University, 2015-2016 (\$2,500).

Principle Investigator, conference grant for “China Rising: Implications for Work and Employment in China and Beyond,” Rutgers University Center for Chinese Studies, 2015-2016 (\$1,500).

Principle Investigator, “Corporate Social Responsibility Codes of Conduct Monitoring in Global Supply Chains: Accuracy of Factory Audit, Determinants of Compliance, and Impact on Suppliers”, Centers for Global Advancement and International Affairs, Rutgers University, 2014-2015 (\$8,000).

Principle Investigator, “The Promotion of Democratic Trade Union Elections in China: A Pilot Project.” British Foreign and Commonwealth Office (via China Labor Watch), 2014 (£14,449 or \$24,048).

Co-Principle Investigator (with Yujie Cai, Peng Cheng, and Qing Ye), “Forms and Consequences of Employee Participation: An Empirical Study in China’s Knowledge-Intensive Firms.” Research Development Fund of Xi’an Jiaotong-Liverpool University, 2013-2015 (RMB 99,950 or USD \$16,319).

Principal Investigator, “Research on Governing Labor Standards in the Chinese Electronic Manufacturing Industry: Labor Market Institutions and Governance of Global Value Chains”, International Labor Organization, 2012 (\$8,500).

Research Grant for Research on Governing Labor Standards in the Chinese Electronic Manufacturing Industry: Labor Market Institutions and Governance of Global Value Chains, School of Management and Labor Relation, Rutgers University, 2011-2012 (\$6,000).

Research Grant for the Economic Effects of Chinese Trade Unions, School of Management and Labor Relation, Rutgers University, 2009-2010 (\$6,000).

Research Grant for China HRM Field Research (with Sarosh Kuruvilla and Sun Wook Chung), Center for Advanced Human Resource Studies, Cornell University, 2008-2009 (\$6,250).

Principal Investigator, “The Links between Chinese Enterprise Union Governance and Industrial Relations Outcomes”, International Labor Organization, 2008 (\$5,000).

Research Grant for China HRM Field Research (with Rose Batt, Sunghoon Kim and Xiangmin Liu), Center for Advanced Human Resource Studies, Cornell University, 2006-2007 (\$5,000).

Summer Fellowship, School of Industrial & Labor Relations, Cornell University, 2005 (\$2,800).

## **MEDIA REPORTS & INTERVIEWS**

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Associated Press, BBC, The Nation, Bloomberg-BNA, Quartz, Harvard Business Review, Dow Jones, The Washington Post, Voice of America (VOA), NJBIZ, Ice Production Network, Made in China; Jamaica Gleaner; China Business Network; China Daily

## **COURSE TAUGHT**

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Introduction to Labor Studies and Employment Relations  
Comparative Labor Movements  
International and Comparative Employment Relations  
People, Work, and Organization (in-person and online)  
Employee Relations/Human Resources in China  
Employment Relations Theory and Practice (in person and online)  
PhD Seminar: Industrial Relations Theory and Research  
AI and Robotic Workplace Revolution: Skills to Thrive and Lead Transformation

### **Supervised Student Independent Study**

#### **Ph.D. Students**

So Ri Park, Ph.D. student, Fall 2022  
Yan Pan, Ph.D. student, Spring 2020, Fall 2022  
Hailong Jia, Ph.D. student, Fall 2019  
Phela Townsend, Ph.D. student, Spring 2018  
Hailong Jia, Ph.D. student, Fall 2017

#### **MLER Students**

Jenna Nichols, MLER student, Spring 2017  
Carol Jardot, MLER student, Fall 2016  
Ardcha Premruedeelert, MLER student, Spring 2016  
Carey Murray, MLER student, Spring 2015  
James K. Mulbah, MLER student, Fall 2010

#### **Undergraduate Students**

Cai Mengdi, undergraduate student, Fall 2019 and Spring 2020

Cui Yucheng, undergraduate student, Fall 2019 and Spring 2020  
Liu Jianglin, undergraduate student, Fall 2019 and Spring 2020  
Liu Zhuoxin, undergraduate student, Fall 2019 and Spring 2020  
Sun Xiaoqiao, undergraduate student, Fall 2019 and Spring 2020

## **PROFESSIONAL AFFILIATIONS & SERVICE**

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Member of Labor and Employment Relations Association  
Member of The Association for Asian Studies  
Member of Academy of Management  
Member of Sloan Industry Studies Association  
Member of Academy of International Business  
Member of The Society of Labor Economists  
Member of The Econometric Society

### **Guest Editor**

*Journal of Productivity Analysis* (2025-)  
*Journal of Contemporary China* (2025-)  
*Critical Sociology* (2025-)  
*Asia Pacific Journal of Human Resources* (2023-)  
*Asia Pacific Business Review* (2020-2021, 2023-)  
*Chinese Management Studies* (2020-2021)  
*Human Resource Management* (2016-2019)  
*Journal of Industrial Relations* (2016-2017)

### **Member of Editorial Board**

*Journal of International Business Studies* (2012--2020)  
*International Journal of Management Reviews* (2014--)  
*Industrial and Labor Relations Review* (2015--)  
*International Journal of Human Resource Management* (2017--)  
*Journal of Industrial Relations* (2019--)  
*Asia Pacific Business Review* (2020--)  
*Work in the Global Economy* (2020--)

**Program Committee**, Labor and Employment Relations Association, 2013-2014, 2018-2021

### **External Grant/Book Manuscript Reviewer**

*National Science Foundation, the United States*  
*Social Sciences and Humanities Research Council of Canada*  
*Cornell University Press*  
*Cambridge University Press*  
*Oxford University Press*  
*Palgrave Macmillan*  
*Lexington Books*

**Ad Hoc Reviewer** for seven academic fields:

**Labor and Industrial Relations Journals**

*Industrial and Labor Relations Review*  
*Industrial Relations*  
*British Journal of Industrial Relations*  
*Industrial Relations Journal*  
*Journal of Industrial Relations*  
*Labor Studies Journal*  
*Employee Relations*  
*Economic and Industrial Democracy*  
*Relations Industrielles/Industrial Relations*  
*The Economic and Labor Relations Review*  
*International Labor Review*

**Business & Management Journals**

*Organization Science*  
*Journal of International Business Studies*  
*Management Science*  
*Human Relations*  
*Human Resource Management*  
*Human Resource Management Journal*  
*International Journal of Human Resource Management*  
*International Journal of Management Reviews*  
*Journal of Business Research*  
*Asia Pacific Journal of Management*  
*Asia Pacific Journal of Human Resources*  
*Personnel Review*  
*Asia Pacific Business Review*  
*Business Ethics: A European Review*  
*Chinese Management Studies*  
*German Journal of Human Resource Management*  
*International Studies of Management & Organization*

**Area Studies Journals**

*The China Quarterly*  
*The China Journal*  
*Modern China*  
*China Information*  
*China: An International Journal*  
*China Perspectives*  
*Asian Studies Review*  
*Journal of Current Chinese Affairs*  
*Contemporanea*

**Sociology Journals**

*American Journal of Sociology*  
*Law and Society Review*  
*International Journal of Comparative Sociology*  
*Critical Sociology*  
*Asian and Pacific Migration Journal*

**Economics Journals**

*Journal of Labor Economics*  
*Journal of Population Economics*  
*Research in International Business and Finance*  
*China Labor Economics*

**Political Science Journals**

*Regulation & Governance*

**Other Journals**

*Urban Geography*  
*Frontiers in Psychology*  
*Sage Open*

**External Letter Writer/Evaluator** for faculty promotion

School of Labor and Employment Relations, University of Illinois Urbana-Champaign  
Department of Sociology, Zhejiang University  
The University of Sydney Business School  
School of Labor and Employment Relations, Penn State University  
School of Business, University of Rhode Island  
Business School, University of New South Wales

**Conference Program Committee Member**, the LERA 2015, 2019-2021 Annual Meetings

**Reviewer**, Poster Session at the LERA 2013 Meeting

**China Stream Organizer** for the 31<sup>st</sup> International Labor Process Conference, New Brunswick, NJ, March 18-20, 2013.

**Symposium Organizer** for the LERA Annual Conferences, 2008, 2010, 2013, 2016, 2017; and Asian Studies Association Annual Meeting 2010

**Panel Chair** for “LERA Best Papers Session II: Work Practices”, the LERA Virtual Annual Meeting, June 2-5, 2022; “China's Labor Relations Under Xi Jinping”, the LERA annual meeting in Cleveland, OH, June 13-16, 2019; “HRM Issues in China”, the LERA annual meeting in Cleveland, OH, June 13-16, 2019; “Building and Mobilizing Labor Power in the Global Economy”, the LERA annual meeting in Anaheim, CA, June 1-4, 2017; “Labor Unrest and Industrial Upgrading in China”, the LERA annual meeting in Minneapolis, MN, May 26-29, 2016; “Which Workshop for the World? China vs. Mexico as Hubs for Manufacturing Jobs”, the LERA/ISA annual meeting, in Portland, Oregon, May 29-June 1, 2014; the International Labor

Process Conference, New Brunswick, NJ, March 18-20, 2013; the conference “Chinese Trade Union Law and Labor Law: Review and Prospect,” co-hosted by Beijing Normal University, **Rutgers University**, and University of Greenwich. Beijing: August 18-19, 2010

**Panel Discussant** for “Emerging Models of Employment Relationships in China: Challenges and Opportunities”, LERA Annual Meeting, Denver, CO, January 7-9, 2011; “Labor in Global Supply Chains II: Worker Activism and Labor Regimes in Global Supply Chains,” LERA Annual Meeting in Seattle, WA, June 12-15, 2025.

**Consultant to** U.S. Department of State, American Federation of Labor and Congress of Industrial Organizations, American Center for International Labor Solidarity, International Labor Office, Electronics Watch, China General Chamber of Commerce—USA, and multinational companies

## **UNIVERSITY SERVICE**

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**A & P Committee of Abigail Williams-Butler, School of Social Work, Fall, 2025**

**A & P Committee of Katherine Marçal, School of Social Work, Fall, 2025**

**Co-Organizer, Research Ideation Forum—Future of Learning & Work, Rutgers New Brunswick Campus, 2023.**

**University Steering Committee for the Academic Master Plan, 2021-2022**

**International Advisory Committee, Rutgers University: 2013—2019**

**University Faculty Grievance Committee, 2018**

**Member of Search Committee** for Vice President for International and Global Affairs, Rutgers University, 2015-2016

**Faculty Marshall, Rutgers University Commencement, 2011**

**Gonflonier, Rutgers University Commencement, 2010**

## **SCHOOL/DEPARTMENT SERVICE**

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**Lead the SMLR Strategic Initiative—Developing a network of interdisciplinary scholars on work studies across Rutgers campuses and a labor studies Ph.D. minor area, 2023-**

**Initiating and co-designing the "2+2" Bachelor’s Degree Program** with Xi'an Jiaotong–Liverpool University (in development)

**A & P Committee of Eric Blanc (re-appointment), 2026**

**Teaching Observation, Mary Gatta, People Work Organization, Fall 2025**

**Reader, Eric Blanc's Reappointment, 2025**

**Initiated, co-designed, and coordinate the "3+1" and "3+1+1" Master's Degree Programs** with Huaqiao University (2025-)

**Co-initiated, co-designed, and coordinate TUP@RUTGERS, an innovative non-degree pre-college preparatory program** for highly qualified international students to study at Rutgers for one year and take SMLR credits, in partnership with Rutgers Global (2025-)

**Initiated and co-designed the PhD minor certificate program in labor studies** at Rutgers, 2025-

**Initiated, designed, and manage a for-credit summer program** for qualified international high school students, partnered with Rutgers Global (2025-)

**Chair of A & P Committee of Christopher To (re-appointment), 2025**

**A & P Committee of David Kryscynski's Promotion to Full Professor, 2024**

**IRHR Ph.D. program Interim Director, 2024 Spring**

**Teaching Observation, William Dewyer, Negotiation, Spring 2024**

**Chair of the Search Committee for the Beyster Chair position, 2023-2024**

**Initiated, designed, and manage a for-credit summer program** for qualified international high school students, partnered with Rutgers Global (2025-)

**Initiated, designed, and coordinate the Rutgers Study Abroad Program at Shanghai Jiao Tong University (2024-)**

**Initiated, co-designed and coordinate "4+1" programs** with Shanghai Jiao Tong University, 2023-

**Initiated, co-designed and coordinate "4+1" and "2+1" programs** with Renmin University of China, 2019-

**Initiated, designed, and manage a SMLR Summer Camp Program** with Renmin University of China and Korea University, 2019-

**Initiated, co-designed and coordinate "3+1" and "3+1+1" programs** with Capital University of Economics and Business (first cohort of students in 2019), 2017-

**Initiated, designed and direct a graduate certificate program** with East China University of Science and Technology, 2014-

**Co-planning and organizing Diversity, Equity, and Inclusiveness Training Workshop, SMLR, Oct.20, 2023**

**Reader, Tracy Chang's Promotion to Full Professor, 2023**

**Teaching Observation, Laura Sosa, People Work Organization, Spring 2023**

**Initiated, co-designed, and coordinated a China Online MHRM program with China Association of Labor Economics, 2018-2021**

**Initiated, co-designed, and led an EPE program on Digital HR with China Association of Labor Economics, 2018-2021**

**Co-Director, Center for Global Work and Employment, 2019—  
Founding Director, Center for Global Work and Employment, 2016—2019**

**Reader, Xiangmin Liu's Tenure Review, 2020**

**Teaching Observation, Hailong Jia, People Work Organization, 2020**

**A & P Committee of Xiangmin Liu, 2019**

**Reader, Tobias Schulze-Cleven's Tenure Review, 2018**

**SMLR Dean Search Committee, 2018**

**A & P Committee of Jie (Jasmine) Feng (re-appointment), 2017-2018**

**Peer Evaluation Committee for Merit Pay, LSER, 2017**

**A & P Committee of Rebecca Kehoe (tenure), 2016-2017**

**A & P Committee of Joo H. Han (re-appointment), 2016-2017**

**IRHR Ph.D. program Co-Director, 2015—2019**

**Faculty mentor committee member of**  
Tami Lee (LSER), 2015-2018, mentoring for tenure  
Jie (Jasmine) Feng (HRM), 2015-2021, mentoring for tenure  
Xiangmin (Helen) Liu (HRM), 2017-2020, mentoring for tenure  
Joo H. Han (HRM), 2015-2019, mentoring for tenure

**Initiated and led labor rights and conflict resolution training for frontline workers and managers at Foxconn factories in Shenzhen (2014, 2015) and Chengdu (2016)**

**Initiated and led direct union election and training program at Foxconn factories in Qinhuangdao (2013) and Shenzhen (2014)**

**Post-doc search committee member**, Department of Labor Studies and Employment Relations, 2014

**Faculty search committee member**, Department of Labor Studies and Employment Relations, 2011

**Chair, Faculty sub-committee** on reconfiguring undergraduate global/international/comparative curriculum, 2012

**Conference Organizer** for SMLR-Sponsored conferences

1. International conference on Digitalization, DeGlobalization, and the Evolving Landscape of Labor in China, London, Nov.20-21, 2025
2. Global Labor Governance Forum: Knowledge, Institutions, and Practices for Sustainable Globalization, Beijing, China, July 12, 2025
3. International conference on Artificial Intelligence and the Future of Work: Theory, Policy, and Practice, Guangzhou, China, July 4–5, 2025
4. International Conference on AI, Remote Work, and Productivity, Memorial University of Newfoundland, St. John’s, Canada, May 8–9, 2025
5. International Conference on Labor, Work, and Security in the Digital Age, Guangzhou, China, September 1, 2024
6. Young Scholars Training Camp on “Research on Labor Relations in China in the New Era.” Guangzhou, China, August 30-31, 2024.
7. International Conference on Technology and Work, Beijing, China, July 16-18, 2023.
8. “Special Issue Workshop of Asia Pacific Journal of Human Resources”, Beijing, China, July 16, 2023.
9. “Paper Development Workshop of Asia Pacific Journal of Human Resources”, Beijing, China, July 6, 2019.
10. “Regional Template Workshop of the CRIMT Partnership Project”, Beijing, China, June 2, 2019.
11. “Digital Economy and Future of Work”, Renmin University, Beijing, May 31-June 2, 2019
12. “Point-Counterpoint: Digital Technology and Work, Working Arrangements and Workers' Well-Being”, Rutgers University, May 21-22, 2018;
13. “Work and Employment in the Platform Economy”, Renmin University, Beijing, July 14-16, 2017.
14. “The Global Transformation of Work: Market Integration, China’s Rise, and Labor Adaptation”, Rutgers University, March 17-18, 2016;
15. “Global Labor School Deans’ Forum,” co-hosted by School of Labor and Human Resources of Renmin University of China, School of Industrial and Labor Relations of Cornell University, and School of Management and Labor Relations, Rutgers University. Beijing: June 12-13, 2010.
16. “Chinese Trade Union Law and Labor Law: Review and Prospect,” co-hosted by Beijing Normal University, Rutgers University, and University of Greenwich. Beijing: August 18-19, 2010.

**Lecture** for the Nigerian Trade Union Leadership Program held by the labor extension of the School of Management and Labor Relations, June 25, 2018.

**Lecture** for the Swedish Trade Union Leadership Program held by the labor extension of the School of Management and Labor Relations, March 26, 2014.

**Participation** in a consulting project of the Department of Labor Studies and Employment Relations in providing labor relations training materials to a multinational company, 2013-2014.

**Co-design** (with Paula Voos) the “4+1” Master Program in Labor and Employment Relations for students in the School of Labor and Human Resources of Renmin University of China.

### **Ph.D. Students Supervised**

Chunyun Li (Chair), SMLR, Rutgers University, London School of Economics and Political Science

Fuxi Wang (Chair), SMLR, Rutgers University, Placement: University of International Business and Economics

Yan Pan (Chair), SMLR, Rutgers University, Placement: University of Hong Kong

Hailong Jia (Chair), SMLR, Rutgers University, Placement: South China University of Technology

Sean Rogers (Dissertation Committee Member), SMLR, Rutgers University, Placement: New Mexico State University

So Ri Park (Dissertation Committee and Qualification Exam Committee Member), SMLR, Rutgers University, 2021-2025

Sumati Thusoo (Dissertation Committee and Qualification Exam Committee Member), SMLR, Rutgers University, 2025-

Xiyan Liu (Dissertation Committee Member), Department of Sociology, New York University, 2025-

Jacob Barnes (Master Thesis Committee Member), SMLR, Rutgers University, 2018-2019

Phela Townsend (Qualification Exam Committee Member), SMLR, Rutgers University, 2018-2019

Hao Gong (Qualification Exam Committee Member), SMLR, Rutgers University, 2016-2017

Seara Moon-Park (Master Thesis Committee Member), SMLR, Rutgers University, 2013

Yao, Yao (External Examiner), University of Toronto, 2022

Yucheng Eason Zhang (External Examiner), University of New South Wales, 2014

### **Visiting Ph.D. Students & Scholars Supervised**

#### **Visiting Doctoral Students**

Hongyan Wang, Antai College of Economics & Management, Shanghai Jiao Tong University, 2026-

Xinyu Han, School of Applied Economics, University of Chinese Academy of Social Science, 2025-

Yue He, School of Labor and Human Resources, Renmin University, 2025-

Zhuofan Kan, School of Business, Nanjing University, 2025

Xingmo Lin, School of Economics and Management, Tongji University, 2025-

Baipeng Sun, School of Business, Northeastern University, China, 2024-

Yihong Wan, School of Labor and Human Resources, Renmin University of China, 2024-

Yue Qiu, School of Labor Economics, Capital University of Economics and Business, 2023-

Guiqing Zhang, Business School, Hohai University, 2024-2025

Wenshun Li, School of Economics and Management, Tongji University, 2024

Jiachun Liu, School of Labor and Human Resources, Renmin University of China, 2023-2024

Quan Xiao, Business School, Nanjing Normal University, 2023-2024

Shunyi Zhou, School of Labor and Human Resources, Renmin University of China, 2022-2023

Meilin Liu, Antai College of Economics & Management, Shanghai Jiao Tong University, 2021-2022

Hua Liu, School of Labor and Human Resources, Renmin University of China, 2021-2022

Yue Zhao, School of Labor Economics, Capital University of Economics and Business, 2021-2022

Jiaping Zhang, School of Economics and Management, Tongji University, 2019-2020

Panpan Gao, School of Labor Economics, Capital University of Economics and Business, 2019-2020

Man Cao, School of Business, Nanjing University, 2018-2019

Zhengxiong Yang, School of Business, Jilin University, 2018-2019

Xiaojie Liang, School of Business, Jilin University, 2017-2018

Yufang Yang, School of Business, Hunan University, 2017-2018

Mengxi Yang, School of Economics and Management, Tsinghua University, 2017-2018

Yanting Zhu, Department of Sociology, Nanjing University, 2016-2017

Xiao Wang, School of Labor Economics, Capital University of Economics and Business, 2012-2013

Shisong Qing, School of Labor and Human Resources, Renmin University of China, 2009-2010

### **Visiting Scholars**

Hongxing Yang, Associate Professor, School of Social and Public Administration, East China University of Science and Technology, 2025-

Hongjin Li, Associate Professor, School of Economics and Commerce, South China University of Technology, 2025-

Yanxi Liu, Lecturer, College of Humanities and Social Sciences, Yunnan Agricultural University, 2025-

Jiamei Zheng, Associate Professor, School of International Trade and Economics, Shanghai Lixin University of Accounting and Finance, 2024-

Chaoran Ren, Associate Professor, School of Social and Public Administration, East China University of Science and Technology, 2024-

Na Cheng, Professor, School of Marxism, Shanghai University, 2024-

Yuan Zhao, Associate Professor, School of International Organizations, Beijing Foreign Studies University, 2024-

Ying Meng, Lecturer, Yatai School of Business Management, Jilin University of Finance and Economics, 2024-

Hongming Wang, Assistant Director, Zhilin Law Firm, 2023-

Mingming Zhu, Professor of Practice, Peking University, 2023-

Han Li, Associate Professor, School of Management, Shanghai University of Engineering Science, 2023-2024

Shengli Guo, Professor, School of Social and Public Administration, East China University of Science and Technology, 2023-2024

Songqing Tian, Associate Professor, School of Management, Capital Normal University, 2022-2023

Yongqian Tu, Associate Professor, School of Labor and Human Resources, Renmin University, 2020-2021

Guoli Dong, Professor, School of Social and Public Administration, East China University of Science and Technology, 2019-2021

Junyan Hu, Associate Professor, School of Economics and Commerce, South China University of Technology, 2019-2020

Huirong Zhang, Associate Professor, School of Labor Relations, Shangdong Management University, 2019-2020

Yuetang Bian, Associate Professor, Business School, Nanjing Normal University, 2019-2020

Gang Wang, Associate Professor, School of Economics and Management, Beijing Forestry University, 2019-2020

Taiping Pan, Professor, School of Labor Relations, China University of Labor Relations, 2018-2020

Jiaojiao Qu, Assistant Professor, School of Economics and Management, Taiyuan University of Technology, 2018-2020

Lian Zhou, Assistant Professor, School of Management, Guangdong University of Technology, 2018-2019

Lihu Sun, Associate Professor, School of Business Administration, Shanxi University of Finance and Economics, 2018

Chunyong Tang, Professor and Chair, Department of Organization and Strategy, School of Economics and Management, Southwest Jiaotong University, 2017-2018

Yongguo Zhu, Professor and Chair, Department of Human Resource Management, School of Labor Economics, Capital University of Economics and Business, 2016-2017

Weiping Qin, Associate Profess. School of Business, Nanjing University of Finance and Economics, 2015-2016

Wansi Chen, Associate Professor, School of Business, East China University of Science and Technology, 2014-2016

Yuhua Xie, Professor, School of Business, Hunan University, 2015

Jianfeng Jia, Associate Professor, School of Business, 2013-2014