

# GREG DISTELHORST

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## CURRENT POSITION

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2021- Associate Professor with Tenure  
University of Toronto  
Centre for Industrial Relations and Human Resources  
and Rotman School of Management, Strategic Management Area (by courtesy)

## PREVIOUS POSITIONS

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2018-2021 Assistant Professor  
University of Toronto  
Centre for Industrial Relations and Human Resources  
and Rotman School of Management, Strategic Management Area

2016-2019 *Mitsubishi Career Development Professor in International Management*  
Assistant Professor of Global Economics and Management  
Massachusetts Institute of Technology  
MIT Sloan School of Management

2015-2016 Associate Professor (tenure-track) of International Business  
University of Oxford  
Saïd Business School

2013-2015 Postdoctoral Fellow  
University of Toronto  
Rotman School of Management

2012-2013 Predoctoral Fellow  
Stanford University  
Center on Democracy, Development and Rule of Law

## EDUCATION

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2013 Ph.D., Political Science, Massachusetts Institute of Technology

2003 B.A., Cognitive Science, *Magna Cum Laude*, Yale University

## PEER-REVIEWED PUBLICATIONS

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12. Distelhorst, G., Stroehle, J. and D. Yang. Self-Regulation for Reputation-Sensitive Buyers: SA8000 in China. Accepted at *Management Science*.
11. Distelhorst, G. and J. Shin. 2023. Assessing the Social Impact of Corporations: Evidence from Management Control Interventions in the Supply Chain to Increase Worker Wages. *Journal of Accounting Research* 61(3): 855-890.
  - 2022 Outstanding Paper Award, American Accounting Association Management Accounting Section (AAA MAS) Midyear Meeting
  - Media: *Wall Street Journal*, [Big Fashion Still Hasn't Figured Out How to Pay a Living Wage](#)
10. Distelhorst, G. and A. McGahan. 2021. Socially irresponsible employment in emerging-market manufacturers. *Organization Science* 33(6): 2135-2158.
  - 2018 People's Choice Award, Alliance for Research on Corp. Sustainability
  - 2018 Best Conference Paper Finalist, Society for Business Ethics
9. Amengual, M., G. Distelhorst, and D. Tobin. 2020. Global Purchasing as Labor Regulation: The Missing Middle. *Industrial and Labor Relations Review*. 73(4): 817-840.
8. Distelhorst, G. and D. Fu. 2019. Performing Authoritarian Citizenship: Public Transcripts in China. *Perspectives on Politics* 17(1): 106-121.
  - Media: *The Economist*, <https://goo.gl/VuLM2a>
7. Distelhorst, G. and R.M. Locke. 2018. Does Compliance Pay? Social Standards and Firm-level Trade. *American Journal of Political Science* 62(3): 695-711.
  - 2018 Dorothy Day Award for Outstanding Labor Research, APSA
6. Distelhorst, G., J. Hainmueller, and R.M. Locke. 2017. Does Lean Improve Labor Standards? Management and Social Performance in the Nike Supply Chain. *Management Science* 63(3): 707-728.
  - Distinguished Winner, 2018 Responsible Research in Management Award
  - Media: *Harvard Business Review*, <https://goo.gl/NjlZUb>  
*Insights by Stanford Business*, <https://goo.gl/Dpnat8>
5. Distelhorst, G. 2017. The Power of Empty Promises: Quasidemocratic Institutions and Activism in China. *Comparative Political Studies* 50(4): 464-498.
  - Media: *Boston Review*, <https://goo.gl/jQLbJZ>
4. Distelhorst, G., and Y. Hou. 2017. Constituency Service Under Nondemocratic Rule: Evidence from China. *The Journal of Politics* 79(3): 1024-1040.
3. Fu, D. and G. Distelhorst. 2017. Grassroots Participation and Repression Under Hu Jintao and Xi Jinping. *The China Journal*, 79: 100-122.
  - Media: *Reuters*, <https://goo.gl/qqUAey>
2. Distelhorst, G., R.M. Locke, T. Pal, and H. Samel. 2015. Production Goes Global, Compliance Stays Local: Private Regulation in Global Electronics. *Regulation & Governance* 9(3): 224-242.
1. Distelhorst, G. and Y. Hou. 2014. Ingroup Bias in Official Behavior: A National Field Experiment in China. *Quarterly Journal of Political Science* 9: 203-230.
  - Media: *The Economist*, <https://econ.st/2UseGvb>

## WORK IN PROGRESS

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- Amengual, M. and G. Distelhorst. Cooperation and Punishment in Managing Social Performance: Labor Standards in the Gap Inc Supply Chain. (R&R)
- Amengual, M. and G. Distelhorst. Order Overload? An Empirical Analysis of Delivery Spikes and Labor Violations in Global Supply Chains.
- Amengual, M., G. Distelhorst, and A. Guasti. What Workers in Global Supply Chains Want.
- Amengual, M., G. Distelhorst, and A. Guasti. Private Labor Monitoring, Government Regulation, and Expectations of Labor Conditions
- Boittin, M., G. Distelhorst, and F. Fukuyama. Reassessing the Quality of Government in China. MIT Sloan Research Paper No. 5181-16.
- Media: *Marginal Revolution*, <https://goo.gl/w5FgDA>
- Boittin, M., G. Distelhorst, and F. Fukuyama. How Meritocratic is China's Bureaucracy? The Perceptions of Local Officials.
- Distelhorst, G. The Political Beliefs of Chinese Officials.
- Distelhorst, G. and Y. Liu. Labor Violations and Manufacturer Performance in China
- Distelhorst, G. and Y. Liu. Purchasing Practices and Employment Practices in Supply Chains

## INVITED RESEARCH PRESENTATIONS

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<b>University of British Columbia, Okanagan Campus</b>	2024
<b>Salzburg Global Seminar - China's Role in the 21st Century</b>	2024
<b>ASU Carey School of Business - Supply Chain Management Group</b>	2023
<b>Carleton University Sprott School of Business</b>	2023
<b>USC Marshall School - China Workshop</b>	2022
<b>International Association of Chinese Management Research</b>	2022
<b>Peking University - International Economics Workshop</b>	2021
<b>Princeton University - Center on Contemporary China</b>	2020
<b>Rutgers Business School - Supply Chain Management Seminar</b>	2020
<b>MIT - Institute for Work and Employment Research Seminar</b>	2020
<b>University of Michigan - Ross School, Igniting Impact Conference</b>	2020
<b>UK Department for International Development (DFID)</b>	2019
<b>London School of Economics - Employment Relations Seminar</b>	2019
<b>University of Texas at Austin - Comparative Politics Series</b>	2019
<b>Brown University - Just Supply Chains Workshop</b>	2019
<b>Stanford University - Governance Project Workshop</b>	2019

<b>UC-San Diego</b> - China Research Workshop	2019
<b>University of British Columbia</b> - Allard School of Law	2019
<b>University of Geneva</b> - Workshop on Business and Human Rights	2019
<b>University of Toronto</b> - Political Behaviour Workshop	2019
<b>Gap Inc</b> - Global Sustainability Conference	2019
<b>Harvard University</b> - SHINE Summit	2018
<b>Stanford GSB</b> - Responsible Supply Chains Conference	2018
<b>Stanford University</b> - State of the Field in Chinese Politics Conference	2018
<b>University of Michigan</b> - Lieberthal-Rogel Center for Chinese Studies	2018
<b>University of Pennsylvania</b> - Center for the Study of Contemp. China	2018
<b>Copenhagen Business School</b>	2018
<b>ESADE</b> - Business and Society Seminar	2018
<b>Free University of Berlin</b> - Institute of China Studies	2018
<b>University of Göttingen</b> - Centre for Modern East Asian Studies	2018
<b>University of Vienna</b> - Department of East Asian Studies	2018
<b>Brown University &amp; Zhejiang University</b> - State Capacity Workshop	2017
<b>Harvard University</b> - Workshop on Chinese Politics	2017
<b>International Political Economy Society</b> - Virtual Workshop	2017
<b>National Sun Yat-Sen University</b> - Conference on Xi Jinping's China	2017
<b>Brown University</b> - Nike Inc Workshop	2017
<b>Notre Dame</b> - Citizens and the State in Authoritarian Regimes	2017
<b>Shanghai Jiaotong University</b> - Empirical Study of China Workshop	2017
<b>Manchester University</b> - Global Production Networks Workshop	2016
<b>MIT Sloan School</b> - IWER Seminar	2016
<b>Stanford University</b> - CDDRL Seminar	2016
<b>University of Edinburgh</b> - Strategy Seminar	2016
<b>University of Toronto</b> - Centre for Industrial Relations and HR	2016
<b>Brown University</b> - Seminar on Comparative Gilded Ages	2015
<b>The New School</b> - Milano School of International Affairs	2015
<b>Wharton School</b> - Multinational Management Seminar	2015
<b>University of Oxford</b> - Saïd Business School	2015
<b>Duke University</b> - New Faces in China Studies Conference	2013
<b>UC-San Diego</b> - China Research Workshop	2013
<b>Stanford and UC-Berkeley</b> - China Social Science Workshop	2013

## CONFERENCE PRESENTATIONS (LAST 5 YEARS)

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### 2023

LERA – Labor and Employment Relations Association

### 2022

ARCS - Alliance for Research on Corporate Sustainability

LERA – Labor and Employment Relations Association

### 2021

ISA – International Studies Association

LERA – Labor and Employment Relations Association

### 2020

LERA – Labor and Employment Relations Association

### 2019

AOM – Academy of Management Annual Meeting

ARCS - Alliance for Research on Corporate Sustainability

APSA - American Political Science Association

AAS - Association for Asian Studies

Business and Human Rights Workshop - University of Geneva

ISA - International Studies Association

LERA - Labor and Employment Relations Association

Strategy and the Business Environment Conference, Stanford University

### 2018

ARCS - Alliance for Research on Corporate Sustainability

APSA - American Political Science Association

ComplianceNet Annual Meeting

IPES - International Political Economy Society

LERA - Labor and Employment Relations Association

Society for Business Ethics

## AWARDS AND FELLOWSHIPS

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Distinguished Winner, Responsible Research in Management Award	2019
Lee-Chin Institute Sustainability Research Grant	2019
APSA Dorothy Day Award for Outstanding Labor Research	2018
Alliance for Research on Corp. Sustainability, People's Choice Award	2018

Society for Business Ethics, Best Conference Paper Finalist	2018
MIT Sloan Junior Faculty Research Assistance Program	2017
LERA Competitive Papers Selection (declined)	2017
Stanford University, Freeman Spogli Institute, Predoctoral Fellowship	2012
NSF Doctoral Dissertation Research Improvement Grant	2011
MIT MISTI Greater China Fund for Innovation	2011
National Security Education Program Boren Fellowship	2010
Fulbright U.S. Student Award	2009
Carroll L. Wilson Award, MIT	2007
NSF IGERT Fellowship	2007
Yale-China Association, Mainland China English Teaching Fellowship	2003

## TEACHING

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### Lead instructor

2023-	Sustainability Strategy (MBA), University of Toronto
2022-	Seminar in Causal Inference (PhD), University of Toronto
2022-	People Analytics for HR (Executive), Univ. of Toronto Rotman School of Management
2019-	Data Analytics and Metrics (MA), University of Toronto
2019-	Statistical Computing Short Course (PhD), University of Toronto
2020-22	Research and Analytics for IRHR (Undergraduate), University of Toronto
2016-18	Global Strategy (Executive MBA), MIT Sloan School of Management
2016	Global Strategy (MBA), University of Oxford, Saïd Business School

### Contributing instructor

2023	ESG Designation, Value Chain Sustainability Session
2022	Sustainability Strategy (MBA), University of Toronto (w. Kenneth Corts)
2017-18	Strategies for Sustainable Business (MBA), MIT
2016-17	Global Markets (EMBA), MIT (w. Simon Johnson)
2016-17	Leadership and Integrative Management (EMBA), MIT
2016-18	Action Learning Mentor, MIT: GO-Lab (global), S-Lab (sustainability)

## SERVICE

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### University of Toronto

Associate Director, CIRHR PhD Program	2021-
Completed a major modification of the PhD Program in Industrial Relations and Human Resources, creating a doctoral research methods training sequence and introducing research-based milestones for achieving doctoral candidacy.	
CIRHR PhD Admissions Committee	2020-
Rotman School of Management, Strategy Area, PhD Admissions Committee	2020-
CIRHR Faculty Hiring Committees	2018, 2019, 2021, 2022, 2024
Dept of Political Science, Faculty Hiring Committee	2022, 2023
CIRHR Director Search Committee	2020
CIRHR Work-in-progress seminar, founder/organizer	2018-2019
CIRHR International Liaison	2018-2020

### MIT

MIT Sloan China Seminar, Co-founder and organizer	2017-2019
MIT Distinguished Fellowships Committee	2016-2018

### External service

LERA Labor in Supply Chains Series, founder and co-organizer with Kelly Pike	2017-2021
ARCS Annual Meeting Doctoral Colloquium, Co-organizer	2018

### Reviewer - Political Science

*American Journal of Political Science, American Political Science Review, Asian Studies Review, British Journal of Political Science, Canadian Journal of Political Science, China: An International Journal, The China Journal, The China Quarterly, Comparative Political Studies, Comparative Politics, Governance, International Political Science Review, International Studies Quarterly, The Journal of Politics, Oxford University Press, Political Research Quarterly, Regulation & Governance.*

### Reviewer - Management and Industrial Relations

*British Journal of Industrial Relations, Business Ethics: A European Review, Human Relations, Industrial and Labor Relations Review, Management Science, Organization Science, Nonprofit and Voluntary Sector Quarterly, Proceedings of the National Academy of Sciences, Strategic Management Journal, Strategic Management Society.*

## **MEDIA ENGAGEMENT**

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*The Wall Street Journal* - Big Fashion Still Hasn't Figured Out How to Pay a Living Wage

*Foreign Policy* - Closing the Factory Doors

*Harvard Business Review* - Can Lean Manufacturing Put an End to Sweatshops?

*The Guardian* - Cambridge University Press Accused of Selling Its Soul Over Chinese Censorship.

*The Financial Times* - Cambridge University Press makes U-turn on China censorship.

*The Wall Street Journal* - Cambridge University Press to Restore Hundreds of Articles on Chinese Website.

*The Washington Post* - In reversal, Cambridge University Press restores articles after China censorship row.

*CNN* - World's oldest publisher reverses 'shameful' China censorship.

## **SKILLS**

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Languages—Mandarin Chinese (fluent), Spanish (basic)

Programming—R (RStudio, Quarto, RMarkdown, Bookdown), Perl, Stata, and Visual Basic

Hobbies—birds and nature, sports, chess, karaoke, tabletop RPGs