

Professor of Employment Relations and Human Resource Management

Department of Management, London School of Economics and Political Science

r.lamare@lse.ac.uk · ryanlamare.com

ORCID 0000-0003-4935-2341 · Google Scholar · LinkedIn

APPOINTMENTS

London School of Economics and Political Science — Department of Management

2024– Professor of Employment Relations and Human Resource Management

Previous Positions

University of Illinois Urbana-Champaign — School of Labor and Employment Relations

2022–2024 Reuben G. Soderstrom International Labor Relations Professor

2021–2022 Professor

2017–2021 Associate Professor

2015–2017 Assistant Professor

Pennsylvania State University — School of Labor and Employment Relations

2012–2015 Assistant Professor

University of Manchester — People, Management, and Organisations Division

2010–2011 Lecturer (equivalent to Assistant Professor)

University of Limerick — Department of Personnel and Employment Relations

2008–2010 Research Scholar

EDUCATION

Cornell University — School of Industrial and Labor Relations

2008 PhD, Industrial and Labor Relations

2005 MS, Industrial and Labor Relations

2004 BS, Industrial and Labor Relations

EDITORIAL POSITIONS

2024– Editor-in-Chief, *British Journal of Industrial Relations*

2020–2024 Editor-in-Chief, Labor and Employment Relations Association (LERA)

2022–2024 Associate Editor, *Labour and Industry*

Editorial Advisory Boards

2022– *Human Resource Management*

2016– *Human Resource Management Review*

2014– *Human Resource Management Journal*

Special Issue Guest Editor

2024– *ILR Review* — political parties, political systems, and industrial relations

2020–2023 *Industrial Relations* — the impacts of COVID-19 on employment relations

2015–2016 *Advances in Industrial and Labor Relations* — conflict management

HONOURS & AWARDS

2023 James G. Scoville Best International/Comparative Industrial Relations Paper (LERA)

- 2018 Luis Aparicio Prize, runner-up (ILERA)
- 2015 John T. Dunlop Outstanding Scholar (LERA)
- 2010 Thomas A. Kochan & Stephen R. Sleigh Best Dissertation, honourable mention (LERA)

PUBLICATIONS

Books

- 2023 Ariel C. Avgar, Deborah Hann, J. Ryan Lamare, and David Nash, eds. *The Evolution of Workplace Dispute Resolution: International Perspectives*. LERA Annual Research Volume.

Journal Articles

- 2026 J. Ryan Lamare, Margaret M. Huizinga, and Jeffrey P. Thomas. "Punching Upward and Outward: The Mitigating Effects of Employment Conditions on Democratic Discontent." *ILR Review* (forthcoming).
- 2026 Kwon Hee Han, Tingting Zhang, and J. Ryan Lamare. "Methods for Studying Union Effects: A Review and Comparative Analysis of Empirical Industrial Relations Literature." *Industrial Relations Journal* 57(3): 205–231.
- 2025 John W. Budd and J. Ryan Lamare. "Organizational Governance and Trade-Offs Between Pay and Subjective Employee Well-Being: A Comparative Analysis." *British Journal of Industrial Relations* 63(2): 305–322.
- 2024 J. Ryan Lamare, Richard A. Benton, and Patricia Michel Tabarani. "An Empirical Analysis of Race and Political Partisanship Effects on Workplace Mobility Outcomes during Lockdown, Reopening, and Endemic COVID-19." *ILR Review* 77(4): 475–505.
- 2023 Tony Dobbins, Stewart Johnstone, Marta Kahancová, J. Ryan Lamare, and Adrian Wilkinson. "Comparative Impacts of the COVID-19 Pandemic on Work and Employment — Why Industrial Relations Institutions Matter." *Industrial Relations* 62(2): 115–125.
- 2023 John W. Budd, Stewart Johnstone, and J. Ryan Lamare. "Never 'One-Size-Fits-All': Mick Marchington's Unique Voice on Voice, from Micro-Level Informality to Macro-Level Turbulence." *Human Resource Management Journal* 33(3): 539–550.
- 2023 Hye Jin Rho, Christine A. Riordan, Christian Lyhne Ibsen, J. Ryan Lamare, and Maite Tapia. "Do Workers Speak Up When Feeling Job Insecure? Examining Workers' Response to Precarity during the COVID-19 Pandemic." *Work and Occupations* 50(1): 97–129.
- 2022 Weihao Li, J. Ryan Lamare, and Robert Bruno. "Does Union Canvassing Affect Voter Turnout in Times of Political Duress? Empirical Evidence from Illinois." *Labor Studies Journal* 47(3): 213–240.
- 2022 J. Ryan Lamare and John W. Budd. "The Relative Importance of Industrial Relations Ideas in Politics: A Quantitative Analysis of Political Party Manifestos across 54 Countries." *Industrial Relations* 61(1): 22–49.
- 2021 John W. Budd and J. Ryan Lamare. "The Importance of Political Systems for Trade Union Membership, Coverage, and Influence: Theory and Comparative Evidence." *British Journal of Industrial Relations* 59(3): 757–787.
- 2021 Aibak Hafeez and J. Ryan Lamare. "An Empirical Examination of How Third-Party Neutral Sourcing and Qualification Differences Affect Employment ADR Practice Usage: Evidence from the Fortune 1000." *Advances in Industrial and Labor Relations* 26: 125–144.
- 2020 J. Ryan Lamare. "The Devil Is in the Details: Attorney Effects on Employment Arbitration Outcomes." *ILR Review* 73(2): 456–478.
- 2020 David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. "Organizational Conflict Resolution and Strategic Choice: Evidence from a Survey of Fortune 1000 Firms." *ILR Review* 73(2): 431–455.

- 2019 J. Ryan Lamare and David B. Lipsky. "Resolving Discrimination Complaints in Employment Arbitration: An Analysis of the Experience in the Securities Industry." *ILR Review* 72(1): 158–184.
- 2019 Elaine Farndale, J. Ryan Lamare, Maja Vidovic, and Amar S. Chauhan. "Understanding Financial Participation across Market Economies." *International Studies of Management & Organization* 49(4): 402–421.
- 2019 Weihao Li, Ying Chen, and J. Ryan Lamare. "The Effects of Ownership on Labor Standards in China: A Comparison of Foreign Multinationals and Indigenous Firms." *Advances in Industrial and Labor Relations* 25: 91–117.
- 2018 John W. Budd, J. Ryan Lamare, and Andrew R. Timming. "Learning about Democracy at Work: Cross-National Evidence on Individual Employee Voice Influencing Political Participation in Civil Society." *ILR Review* 71(4): 956–985.
- 2017 M. Teresa Cardador, Brandon C. Grant, J. Ryan Lamare, and Gregory B. Northcraft. "To Be or Not to Be Unionized? A Social Dilemma Perspective on Worker Decisions to Support Union Organizing." *Human Resource Management Review* 27(3): 554–568.
- 2016 J. Ryan Lamare. "Union Experience and Worker Policy: Legislative Behavior in California, 1999–2012." *ILR Review* 69(1): 113–141.
- 2016 J. Ryan Lamare. "Labor Unions and Political Mobilization: Diminishing Returns of Repetitious Contact." *Industrial Relations* 55(2): 346–374.
- 2016 David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. "Introduction: New Research on Managing and Resolving Workplace Conflict: Setting the Stage." *Advances in Industrial and Labor Relations* 22: ix–xxxi.
- 2016 J. Ryan Lamare. "Beyond Repeat Players: Experience and Employment Arbitration Outcomes in the Securities Industry." *Advances in Industrial and Labor Relations* 22: 135–160.
- 2016 Anthony McDonnell, Patrick Gunnigle, Jonathan Lavelle, and J. Ryan Lamare. "Beyond Managerial Talent: 'Key Group' Identification and Differential Compensation Practices in Multinational Companies." *International Journal of Human Resource Management* 27(12): 1299–1318.
- 2015 J. Ryan Lamare and James W. Lamare. "Electoral Reform, Situational Forces, and Political Confidence: Results from a Multi-Wave Panel." *Electoral Studies* 40: 361–371.
- 2015 J. Ryan Lamare, Felicity Lamm, Nadine McDonnell, and Helen White. "Independent, Dependent, and Employee: Contractors and New Zealand's Pike River Coal Mine Disaster." *Journal of Industrial Relations* 57(1): 72–93.
- 2014 Thomas J. Stipanowich and J. Ryan Lamare. "Living with ADR: Evolving Perceptions and Use of Mediation, Arbitration and Conflict Management in Fortune 1,000 Corporations." *Harvard Negotiation Law Review* 19(Spring): 1–68.
- 2014 J. Ryan Lamare and David B. Lipsky. "Employment Arbitration in the Securities Industry: Lessons from Recent Empirical Research." *Berkeley Journal of Employment and Labor Law* 35(1–2): 113–133.
- 2014 Michael Wasser and J. Ryan Lamare. "Unions as Conduits of Democratic Voice for Non-Elites: Worker Politicization from the Shop Floor to the Halls of Congress." *Nevada Law Journal* 14(2): 396–413.
- 2014 Evelyne Leonard, Valeria Pulignano, J. Ryan Lamare, and Tony Edwards. "Multinational Corporations as Political Players." *Transfer: European Review of Labour and Research* 20(2): 171–182.
- 2013 J. Ryan Lamare, Patrick Gunnigle, Paul Marginson, and Gregor Murray. "Union Status and Double-Breasting at Multinational Companies in Three Liberal Market Economies." *ILR Review* 66(3): 696–722.
- 2013 David B. Lipsky, J. Ryan Lamare, and Abhishek Gupta. "The Effect of Gender on Awards in Employment Arbitration Cases: The Experience in the Securities Industry." *Industrial Relations* 52(S1): 314–342.

- 2013 J. Ryan Lamare. "Mobilization and Voter Turnout: Should Canvassers Worry about the Weather?." *PS: Political Science & Politics* 46(3): 580–586.
- 2013 Ariel C. Avgar, J. Ryan Lamare, David B. Lipsky, and Abhishek Gupta. "Unions and ADR: The Relationship between Labor Unions and Workplace Dispute Resolution in U.S. Corporations." *Ohio State Journal on Dispute Resolution* 28(1): 63–106.
- 2013 Maria Figueroa, Jeff Grabelsky, and J. Ryan Lamare. "Community Workforce Agreements: A Tool to Grow the Union Market and to Expand Access to Lifetime Careers in the Unionized Building Trades." *Labor Studies Journal* 38(1): 7–31.
- 2010 J. Ryan Lamare. "The Interactive Effects of Labor-Led Political Mobilization and Vote Propensity on Turnout: Evidence from Five Elections." *Industrial Relations* 49(4): 616–639.
- 2010 J. Ryan Lamare. "Union Influence on Voter Turnout: Results from Three Los Angeles County Elections." *ILR Review* 63(3): 454–470.
- 2010 Anthony McDonnell, J. Ryan Lamare, Patrick Gunnigle, and Jonathan Lavelle. "Developing Tomorrow's Leaders — Evidence of Global Talent Management in Multinational Enterprises." *Journal of World Business* 45(2): 150–160.

Articles Under Review

- Cherise Regier and J. Ryan Lamare. "Recognition without Power? Decomposing the Union–Job Satisfaction Puzzle in Post-Thatcher Britain." R&R, *ILR Review*.
- J. Ryan Lamare and John W. Budd. "The Role of Political Parties in Shaping Women's Labor Market Policies and Outcomes: A Longitudinal Analysis of Party Characteristics, Positions, and Effects." R&R, *Industrial Relations*.

Working Papers

- Cherise Regier, J. Ryan Lamare, and Faraz Shahidi. "Employee Voice and Workplace Wellbeing in the Age of AI: Cross-National Empirical Evidence."
- Giorgos Galanis, J. Ryan Lamare, and Christian R. Proaño. "Multiplicity, Distance and Unionisation."

Book Chapters

- 2024 Lorenzo Frangi, John Kallas, J. Ryan Lamare, and Tingting Zhang. "International Trends in Unionisation." In M. Morley, P. Gunnigle, and D. Collings, eds., *Global Industrial Relations*. London: Routledge.
- 2024 Kwon Hee Han, J. Ryan Lamare, and Tingting Zhang. "The Evolution of Industrial Relations Research Methods: A Review of Key Union Effects Studies from the late 20th to early 21st Century." In J. Parker, N. Donnelly, S. Ressa, and M. Gavin, eds., *Field Guide to Researching Employment and Industrial Relations*. Cheltenham: Elgar.
- 2023 Ariel C. Avgar, Deborah Hann, J. Ryan Lamare, and David Nash. "Introduction." In *The Evolution of Workplace Dispute Resolution: International Perspectives*. LERA Annual Research Volume.
- 2023 Ariel C. Avgar, J. Ryan Lamare, and Katrina Nobles. "Up for the Challenge? Alternative Dispute Resolution at a Crossroads in the United States." In *The Evolution of Workplace Dispute Resolution: International Perspectives*. LERA Annual Research Volume.
- 2021 John W. Budd and J. Ryan Lamare. "Worker Voice and Political Participation in Civil Society." In K. F. Zimmermann, ed., *Handbook of Labor, Human Resources, and Population Economics*. New York: Springer.
- 2017 J. Ryan Lamare, David B. Lipsky, and Ariel C. Avgar. "Empirical Evidence on Critical Issues in Employment Arbitration Generally and Under FINRA in Particular." In A. Feliu, W. Outten, J. Drucker, B. Winograd, and A. Bloom, eds., *ADR in Employment Law*. Arlington, VA: BNA Books.

- 2016 David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. "The Evolution of Conflict Management Policies in US Corporations: From Reactive to Strategic." In R. Saundry, P. Latreille, and I. Ashman, eds., *Reframing Resolution: Innovation and Change in the Management of Workplace Conflict*. London: Palgrave Macmillan.
- 2014 J. Ryan Lamare, Elaine Farndale, and Patrick Gunnigle. "Employment Relations and IHRM." In D. G. Collings, G. Wood, and P. Caligiuri, eds., *The Routledge Companion to International Human Resource Management*. London: Routledge.
- 2014 David B. Lipsky, Ariel C. Avgar, and J. Ryan Lamare. "Conflict Resolution in the United States." In W. K. Roche, P. Teague, and A. J. S. Colvin, eds., *The Oxford Handbook on Conflict Management*. Oxford: Oxford University Press.
- 2013 J. Ryan Lamare, Jonathan Lavelle, Patrick Gunnigle, and Anthony McDonnell. "Multinational Companies and Trade Union Recognition in Ireland." In T. Turner, D. D'Art, and M. O'Sullivan, eds., *Are Trade Unions Still Relevant? Union Recognition 100 Years On*. Dublin: Orpen Press.
- 2011 J. Ryan Lamare. "Employees without Protections: The Misclassification of Vulnerable Workers in New York." In M. Sargeant and M. Giovannone, eds., *Vulnerable Workers — Safety, Well-Being, and Precarious Work*. London: Gower.
- 2011 Mark Boocock, Zeenie Hannif, Suzanne Jamieson, J. Ryan Lamare, et al. "OHS of Migrant Workers: An International Concern." In M. Sargeant and M. Giovannone, eds., *Vulnerable Workers — Safety, Well-Being, and Precarious Work*. London: Gower.
- 2011 Danae Anderson, J. Ryan Lamare, and Zeenie Hannif. "The Working Experiences of Student Migrants in Australia and New Zealand." In R. Price, P. McDonald, J. Bailey, and B. Pini, eds., *Young People at Work*. London: Gower.
- 2009 Anthony McDonnell, J. Ryan Lamare, and Jonathan Lavelle. "Managing Across Borders: Autonomy, Coordination and Control in MNCs." In J. Lavelle, A. McDonnell, and P. Gunnigle, eds., *Human Resource Practices in Multinational Companies in Ireland*. Dublin: Labour Relations Commission.
- 2009 Felicity Lamm, Gaye Greenwood, J. Ryan Lamare, and Barry Foster. "Bargaining, Negotiation and the Resolution of Conflict." In E. Rasmussen, *Employment Relations in New Zealand* (2nd ed.). Auckland: Pearson.

Reports, Reviews & Other

- 2026 J. Ryan Lamare and Margaret Huizinga. "Entry: Organized Labor." In *Encyclopedia of International Human Resource Management and Global Talent Management* (accepted).
- 2026 J. Ryan Lamare and Margaret Huizinga. "Entry: International Labour Organization (ILO)." In *Encyclopedia of International Human Resource Management and Global Talent Management* (accepted).
- 2021 J. Ryan Lamare. "Book review: McKersie, R. B. (2018), *A Field in Flux: Sixty Years of Industrial Relations*." *Work and Occupations* 48(4): 502–504.
- 2014 David B. Lipsky, J. Ryan Lamare, and Michael D. Maffie. "Mandatory Employment Arbitration: Dispelling the Myths." *Alternatives to the High Cost of Litigation* 32(9): 133–146.
- 2014 J. Ryan Lamare. "The Evolution of ADR Systems at Large U.S. Corporations." *Dispute Resolution Magazine* 20(3): 4–7.
- 2014 Felicity Lamm, Nadine McDonnell, and J. Ryan Lamare. "The Impact of Disasters on Independent Contractors: Victims of Circumstances." *E-Journal of International and Comparative Labour Studies* 3(3): 79–109.
- 2013 J. Ryan Lamare. "The Arbitration of Employment Discrimination Cases in the Securities Industry." *Dispute Resolution Journal* 68(1): 97–102.
- 2012 David Holman, J. Ryan Lamare, Damian Grimshaw, Lynne Holdsworth, and Mick Marchington. "The Diffusion of 'Good' HR Practices Across the Supply Chain." Manchester: ACAS.

- 2011 Maria Figueroa, Jeff Grabelsky, and J. Ryan Lamare. "Community Workforce Provisions in Project Labor Agreements: A Tool for Building Middle-Class Careers." Ithaca, NY: Cornell University ILR School.
- 2011 John Logan, Erin Johansson, and J. Ryan Lamare. "New Data: NLRB Process Fails to Ensure a Fair Vote." Berkeley, CA: UC Berkeley Center for Labor Research and Education.
- 2010 David B. Lipsky, Ronald L. Seeber, and J. Ryan Lamare. "Equity and Efficiency in Employment Arbitration: Lessons from FINRA." *Dispute Resolution Journal*.
- 2007 Fred B. Kotler, J. Ryan Lamare, and Linda H. Donahue. "The Cost of Worker Misclassification in New York State." Ithaca, NY: Cornell University ILR School.

RESEARCH GRANTS

- 2026 National Academy of Arbitrators — British employment tribunal effectiveness and fairness in resolving public disputes (with William Fleming)
- 2020 National Academy of Arbitrators — seed grant for research on workplace conflict management
- 2019 Cornell Center for Advanced Human Resource Studies — organizational conflict management strategies at Fortune 1000 firms (with Ariel C. Avgar and David B. Lipsky)
- 2019 National Academy of Arbitrators — organizational conflict management strategies at Fortune 1000 firms (with Ariel C. Avgar and David B. Lipsky)
- 2014 Center for Global Studies, Pennsylvania State University — cross-national comparisons of ADR systems at large U.K. and U.S. corporations
- 2013 Searle Civil Justice Institute, Law & Economics Center, George Mason University School of Law — employment arbitration in the securities industry (with David B. Lipsky)
- 2011 Fairness at Work Pilot Project — diffusion of HR practices across supply chains (with Damian Grimshaw, David Holman, Mick Marchington, and Jill Rubery)
- 2010 ACAS Research Partnership — diffusion of HR practices across supply chains (with Grimshaw, Holman, Marchington, and Rubery)
- 2008 Seed Funding Research Grant — governance structures and multinational companies (with Jonathan Lavelle)

KEYNOTE & INVITED TALKS

- 2024 "Industrial Relations Research in the Era of Crises: Rethinking How Unions and Politics Interact." Keynote address, BUIRA
- 2022 "An Empirical Analysis of Race and Political Partisanship Effects on Workplace Mobility Outcomes during COVID-19." IRRU, Warwick Business School
- 2021 "Leveraging ADR to Deliver on Strategic Goals in Organizations: Evidence and Applications from the U.S." ProPEL Hub masterclass (Strathclyde, Sheffield, and CIPD)
- 2019 "An Empirical Assessment of Employment Arbitration Agreements." Invited panel discussant, George Mason University
- 2018 "Vulnerability, Immigration, and Political Participation: Empirical Evidence from California." University of Illinois Urbana-Champaign
- 2014 "The Strategic Underpinnings of Conflict Management in U.S. Corporations." University of Sheffield; Pennsylvania State University
- 2013 "Resolving Discrimination Complaints in Employment Arbitration." George Mason University
- 2013 "Living with ADR: Evolving Perceptions and Use of Mediation, Arbitration and Conflict Management in Fortune 1,000 Corporations." Yale University
- 2012 "The Effects of Gender and Repetition on Securities Industry Employment Arbitration Awards." American Rights at Work

- 2011 “Employee Representation, Multinational Companies and Institutional Context.” Pennsylvania State University
- 2010 “The Industrial Relations System in the United States.” Trinity College Dublin
- 2008 “Union Mobilization and Voter Turnout in Los Angeles.” Cornell University

PUBLIC ENGAGEMENT & MEDIA

- 2024 “What organisations can learn from a Black bus driver in Michigan.” *LSE Business Review*
- 2024 “Race and Politics in US Crises.” *Management With Impact* podcast, episode 1
- 2020 Research featured by the University of Illinois News Bureau (also 2018, 2015)

TEACHING

London School of Economics

The Management of People in Global Companies · Employment Relations and Human Resource Management Seminar · A Social Sciences Perspective of Academic Research in Management · Advanced Quantitative Analysis for Research in Management

University of Illinois Urbana-Champaign

Collective Bargaining · Game Theory and HR Strategy · Human Resource Management · HRM and Strategy · Industrial Relations Theory · Negotiations · Workplace Dispute Resolution

Pennsylvania State University

Introduction to Employment Relations · Seminar in Employment Relations · Workplace Dispute Resolution

University of Manchester

Human Resource Management · International Human Resource Management · Strategic Human Resource Management

Teaching Awards

- 2018–2022 LER Faculty Teaching Excellence Award (three times), University of Illinois
- 2015–2024 List of Teachers Rated as Excellent, University of Illinois

NON-ACADEMIC POSITIONS

- 2010–2012 Research Analyst, American Rights at Work

SERVICE & PROFESSIONAL ACTIVITIES

Administrative Roles — London School of Economics

Faculty Group Lead, Employment Relations and Human Resource Management (2024–); PhD Programme Director (2024–)

PhD Supervision

Chair: Brandon C. Grant (first position, SUNY Farmingdale) · Aibak Hafeez (Cornell University) · Weihao Li (IAMAW)

Committee member: Yin Lee (NEOMA Business School) · Ki-Jung Kim (Eastern Kentucky University) · Kwon Hee Han (Louisiana State University)

Chair (current): Margaret Huizinga

Committees — London School of Economics

Promotions Committee (2026–); ER/HR Search Committee (2023–2024); Macro OB Search Committee (2024)

Committees — University of Illinois

Dean Search Committee (2018–2019, 2021–2022); IR Search Committee (2018, 2020, chair 2021); Soderstrom Professor Search Committee (chair, 2019); HR/IR Search Committee (2015–2016, chair 2023); Executive Committee (2017–2020, 2021–2024); PhD Advisory Committee (2015–2023); MHRIR Admissions (2020–2023); Provost's Labor Advisory Group (2019–); Faculty Senate (2016–2017)

Committees — Pennsylvania State University

Undergraduate, Graduate, Search, and Strategic Planning Committees (2012–2015)

Labor and Employment Relations Association

Nominating Committee Chair (2026); Secretary-Treasurer (2019–2020); Editorial Committee Chair (2020–2024); Poster Session Chair (2016–2019)

Ad-Hoc Reviewer

ILR Review · Industrial Relations · British Journal of Industrial Relations · European Journal of Industrial Relations · Human Relations · Journal of World Business · Human Resource Management Journal · Journal of Policy Analysis and Management · American Political Science Review · American Journal of Political Science · Nature Human Behaviour; among others