

GREG DISTELHORST

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CURRENT POSITION

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

PREVIOUS POSITIONS

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

2016-2018 *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

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

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

PEER-REVIEWED PUBLICATIONS

13. Amengual, M. and G. Distelhorst. 2025. Cooperation and Punishment in Managing Social Performance: Labor Standards in the Gap Inc Supply Chain. *Strategic Management Journal*. 46(11): 2663-2689
12. Distelhorst, G., Stroehle, J. and D. Yang. 2025. Self-Regulation for Reputation-Sensitive Buyers: SA8000 in China. *Management Science*. 71(8): 6925–6942
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
 - Winner, 2023 Shingo Research Award
 - Media: *Harvard Business Review*, <https://goo.gl/NjIZUb>
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

Amengual, M. and G. Distelhorst. Order Overload? 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. Exporting, Firm-specific Institutions, and Labor Conditions: Evidence from Garment Industry Workers

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 in Global Supply Chains

INVITED RESEARCH PRESENTATIONS

Cornell University – ILR School, Global Labor and Work Department	2026
OECD Side Session - Driving Compensation Improvements in Value Chains	2026
Stanford University - Center for Human Rights and International Justice	2024
University of British Columbia, Okanagan Campus - Political Science	2024
Salzburg Global Seminar - China's Role in the 21st Century	2024
ASU Carey School of Business - Supply Chain Management Group	2023
Carleton University Sprott School of Business	2023
USC Marshall School - China Workshop	2022
International Association of Chinese Management Research	2022
Peking University - International Economics Workshop	2021
Princeton University - Center on Contemporary China	2020
Rutgers Business School - Supply Chain Management Seminar	2020
MIT - Institute for Work and Employment Research Seminar	2020
University of Michigan - Ross School, Igniting Impact Conference	2020
UK Department for International Development (DFID)	2019
London School of Economics - Employment Relations Seminar	2019
University of Texas at Austin - Comparative Politics Series	2019
Brown University - Just Supply Chains Workshop	2019

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

RECENT CONFERENCE PRESENTATIONS

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
 ComplianceNet Annual Meeting
 ISA - International Studies Association
 LERA - Labor and Employment Relations Association
 SBE - Strategy and the Business Environment Conference

AWARDS AND FELLOWSHIPS

Shingo Research Award	2023
Outstanding Paper Award, AAA MAS Midyear Meeting	2022
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

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

2024–25	Strategic Human Resource Leadership Program (Exec Ed): Analytics Session
2023–24	ESG Designation (Exec Ed): 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

University of Toronto

CIRHR PhD Program Director	2021–2025
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–ongoing
Rotman School of Management, Strategy Area, PhD Admissions Committee	2020–2023
CIRHR Faculty Hiring Committees	2018, 2019, 2021, 2022, 2024, 2026
Dept of Political Science, Faculty Hiring Committees	2022, 2023
CIRHR Director Search Committee	2020
CIRHR Work-in-Progress Research Seminar, Founder	2018
CIRHR International Liaison	2018–2020

MIT

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

External

OECD Due Diligence in the Garment and Footwear Sector, Informal Expert Group	2024-2025
LERA Labor in Supply Chains Series, founder and co-organizer with Prof. Kelly Pike	2017-2021
ARCS Annual Meeting Doctoral Colloquium, Co-organizer	2018

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.

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.

MEDIA ENGAGEMENT

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

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

Coding—R (RStudio, Quarto, RMarkdown, Bookdown), Stata, LaTeX, Perl, Visual Basic

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