

## **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)

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### **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

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### **EDUCATION**

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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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/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. 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

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

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| <b>Stanford University</b> - Governance Project Workshop                       | 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 |

## RECENT CONFERENCE PRESENTATIONS

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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

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|---|------|
| 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

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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

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| 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

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### University of Toronto

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|---|------------------------------------|
| 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

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

## External

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| 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

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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)

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

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