

Michael D. Maffie

Cornell University
 SC Johnson College of Business
 Nolan School of Hotel Administration
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ACADEMIC POSITIONS

Assistant Professor of Management and Organizations SC Johnson College of Business, Nolan School of Hotel Administration Cornell University	2022-Present
LER Alumni Endowed Early Career Professor Assistant Professor Labor and Employment Relations School Pennsylvania State University	2021-2022 2018-2022
Affiliate Assistant Professor College of Information Sciences and Technology Pennsylvania State University	2018-2022

EDUCATION

Ph.D. Cornell University, Ithaca NY School of Industrial and Labor Relations	August 2018
MILR Cornell University, Ithaca NY School of Industrial and Labor Relations	May 2013
B.A. Miami University, Oxford OH	May 2008

PUBLICATIONS AND WORKS IN PROGRESS

*Authors listed in alphabetical order

°Authors listed in alphabetical order after first author

†Undergraduate student at time of writing

Peer-Reviewed Publications

18. Cutcher-Gershenfeld, Joel, Paul Beninger, Alan Blatecky, Pat Canavan, Jill Gemmill, Brooks Hanson, John C. Klensin, Namchul Shin, **Michael Maffie**°, Erezi Odbo-Gebhardt, Rajesh Sampath, Susan Winter, Kimberly Zarecor. *Forthcoming*. “[The Chilling of Data Sharing and Reuse for Clinical Therapeutics](#)”. *Clinical Therapeutics*.

17. **Maffie, Michael** & Hector Hurtado†. *Forthcoming*. “[The Enshittification of Work: Platform Decay and Labor Standards in the Gig Economy](#).” *British Journal of Industrial Relations*.

16. Saksida, Tina, **Michael Maffie**, Katja Mihelič, Barbara Culiberg & Ajda Merkuž. *Forthcoming*. “[Casually Cynical or Trapped? Exploring Gig Workers' Reactions to Psychological Contract Violation](#)”. *Journal of Managerial Psychology*.

15. **Maffie, Michael** & Tashlin Lakhani. 2025. “[Human Resource Management in New Service Arrangements: Extending the Ability, Motivation, Opportunity \(AMO\) Framework into the Gig Economy](#)”. *Human Resource Management*. Vol 64(5): 1263-1280.
14. Cutcher-Gershenfeld, Joel, Ken Anderson, Karen S. Baker, Nicholas Berente, Helen M. Berman, Alan Blatecky, Christine L. Borgman, Patrick Canavan, Bobby Clark, Yaminette Diaz-Linhart, Alysia Garmulewicz, Alyson Gounden Rock, Michael Haberman, Ron Hutchins, John Leslie King, Christine R. Kirkpatrick, John C. Klensin, Kimberlyn Rachael Leary, Spencer Lewis, W. Christopher Lenhardt, **Michael Maffie***, Lauren A. Michael, Barbara B. Mittleman, Rajesh Sampath, Sarah Soroui, Namchul Shin, Miya Ward, Susan J. Winter, and Kimberly E. Zarecor. 2025. [The Consortia Century](#). Oxford University Press.
13. **Maffie, Michael**. 2024. “[Politiced Shopping in the Gig Economy: Retaliation and Solidarity from the ‘Other Side’ of the App](#)”. *Industrial Relations: A Journal of Economy and Society*. Vol 63(3): 343-367.
12. **Maffie, Michael**. 2024. “[Visible Hands: How Gig Companies Shape Workers’ Exposure to Market Risk](#)”. *Industrial Relations: A Journal of Economy and Society*. Vol 63(1): 59-79.
11. **Maffie, Michael**. 2024. “[Adversaries or Cross-Organization Co-workers: Exploring the Relationship between Gig Workers and Conventional Employees](#)”. *Industrial & Labor Relations Review*. Vol 77(1): 3-31
Lead article in issue.
Academy of Management Best Paper Award (2023)
Academy of Management Conflict-in-Context Award (2023)
10. **Maffie, Michael**. 2023. “[The Mythology of ‘Big Data’ as a Source of Corporate Power](#)”. *British Journal of Industrial Relations*. Vol 61(3): 674-696.
Top-10 Most Cited Article (2023, 2024)
9. **Maffie, Michael**. 2023. “[Becoming a Pirate: Independence as an Alternative to Exit in the Gig Economy](#)”. *British Journal of Industrial Relations*. Vol 61(1): 46-67
Top-10 Most Cited Article (2023, 2024)
Academy of Management Best Paper Award (2021)
Academy of Management Conflict-in-Context Award (2021)
Featured on Gig Work Life
8. **Maffie, Michael** & Mark Gough. 2023. “[Bargaining Against the Machine: A Theory of Bargaining Power in the Gig Economy](#)”. *Advances in Industrial and Labor Relations*. Vol 27:83-99
7. **Maffie, Michael**. 2022. “[The Global ‘Hot Shop’: COVID-19 as a Union Organizing Catalyst](#)”. *Industrial Relations Journal*. Vol. 53(3): 207-219.
6. **Maffie, Michael**. 2022. “[The Perils of Laundering Control Through Customers: Conflict and Resistance in the Ride-hail Industry](#)”. *Industrial & Labor Relations Review*. Vol 75(2):348-372
Used in MIT graduate seminar as “exemplar” mixed-methods paper (2023)
Industries Studies Ralph Gomory Best Paper Award (2023)
Academy of Management Best Paper Award (2019)
Academy of Management Conflict-in-Context Award (2019)
5. Anner, Mark, Matthew Fischer-Daly, & **Michael Maffie**.* 2021. “[Fissured Employment Relations and Networked Solidarity: Emerging Patterns of Bargaining in an Increasingly Contingent World of Work](#)”. *Industrial & Labor Relations Review*. Vol 74(3): 689-714
4. **Maffie, Michael**. 2020. “[Are We Sharing or Gig-ing? A Classification of Control in the Platform Economy](#)”. *Industrial Relations Journal*. Vol 51(6):536-555

3. **Maffie, Michael.** 2020. “[The Role of Digital Communities in Organizing Gig Workers](#)”. *Industrial Relations: A Journal of Economy and Society*. Vol 59(1): 123-149.
Wiley “Top Cited Paper” (2022)
Wiley “Top Downloaded Paper” (2022)
2. Cutcher-Gershenfeld, Joel, Karen S. Baker, Nicholas Berente, Paul Berkman, Pat Canavan, F. Alex Feltus, Alysia Garmulewicz, John Leslie King, Christine Kirkpatrick, Chris Lenhardt, Spencer Lewis, **Michael Maffie**^o, Barbara Mittleman, Rajesh Sampath, Namchul Shin, Shelley Stall, Susan Winter & Pips Veazy. 2020. “[Negotiated Sharing of Pandemic Data, Models, and Resources](#)”. *Negotiation Journal*. Vol 36(3):497-534.
Wiley Top 10 Most Downloaded Articles (2020).
1. **Maffie, Michael.** 2019. “[Labor Standards Violations and Employment Arbitration: An Empirical Assessment](#).” *Advances in Industrial and Labor Relations*. Vol 25: 39-59.

Other Publications

6. Cutcher-Gershenfeld, Joel, Karen S. Baker, Nicholas Berente, Paul Berkman, Pat Canavan, F. Alex Feltus, Alysia Garmulewicz, John Leslie King, Christine Kirkpatrick, Chris Lenhardt, Spencer Lewis, **Michael Maffie**^o, Barbara Mittleman, Rajesh Sampath, Namchul Shin, Shelley Stall, Susan Winter & Pips Veazy. 2022. “[When Launching a Collaboration, Keep it Simple](#).” *Stanford Social Innovation Review*. Spring. *Feature Article for Spring 2022*.
5. Rachel Aleks, **Michael Maffie**, & Tina Saksida. 2020. “The Role of Collective Bargaining in a Digitized Workplace.” In [Reimagining the Governance of Work and Employment](#), edited by Dionne Pohler. Ithaca, NY: Cornell University Press, pp. 85-111.
4. **Maffie, Michael** & Allison Elias. 2019. “[Platform Design as a Managerial Act: Analyzing Sexual Harassment in the Gig Economy](#).” *Perspectives on Work*. Pp. 18-22
3. DeVault, Ileen, Maria Figueroa, Fred Kotler, **Michael Maffie**^o, & Tim Wu. 2019. “[On-Demand Platform Workers in New York State: The Challenges for Public Policy](#)”. Cornell Worker Institute. New York, NY.
Report cited by *Salon*, *The News International*, and AFL-CIO amicus brief in *Vega v. Postmates*.
2. Lipsky, David Bruce, J. Ryan Lamare, & **Michael Maffie**. 2014. “[Mandatory Employment Arbitration: Dispelling the Myths](#).” *Alternatives to the High Cost of Litigation*. 32(9): 133-146.
1. Klingel, Sally & **Michael Maffie**. 2011. “[Conflict Management Systems in Higher Education](#).” *Dispute Resolution Journal*. 66(3): 12-17.

Research in Progress

Cameron, Lindsey, Kalie Wertz, & **Michael Maffie**. [Article on voice in online communities] R&R at *Industrial & Labor Relations Review*.

Maffie, Michael. [Labor process theory and the gig economy] R&R at *Human Relations*.

Michael Maffie, Joel Cutcher-Gershenfeld, et al. [Pluralism and multi-stakeholder consortia] In Batt, R., J. Cutcher-Gershenfeld, A. Frost, J.P. MacDuffie. *Collective Voice in the 21st Century: Advancing Social Justice at Work. Essays Honoring Thomas A. Kochan*. Ithaca: Cornell. First R&R.

Maffie, Michael, Ovul Sezer & Tashlin Lakhani. [HRM and gig work] Under review at *Human Resource Management*.

GRANTS, AWARDS, RECOGNITION, AND FELLOWSHIPS

Faculty Teaching Award. (2024). Nolan School of Hotel Administration, Cornell University.

Ralph Gomory Best Industries Studies Paper (2023). Industries Studies Association. Awarded to a paper that advances the frontiers of knowledge through field research and engaging with industry practitioners.

John T. Dunlop Outstanding Scholar Award (2023). Labor and Employment Relations Association. This award recognizes the best contribution to research that addresses an industrial relations/employment problem of national significance.

Conflict in Context Award (2023). Academy of Management Conflict Management Division.

Maffie, Michael. "Adversaries or Synthetic Coworkers: Exploring the Relationship Between Gig Workers and Employees."

Best Paper Award (2023). Academy of Management Conflict Management Division.

Maffie, Michael. "Adversaries or Synthetic Coworkers: Exploring the Relationship Between Gig Workers and Employees."

Conflict in Context Award (2021). Academy of Management Conflict Management Division.

Maffie, Michael. "Becoming a Pirate: Leaving the Gig Economy."

Best Paper Award (2021). Academy of Management Conflict Management Division.

Maffie, Michael. "Becoming a Pirate: Leaving the Gig Economy."

New Directions Award (2019). Academy of Management Conflict Management Division.

Maffie, Michael. "I Got 1099 Problems but Finding a Ride Ain't One: Conflict Resolution in the Ridehail Industry."

Best Paper and Newman Award Nominee (2019). Academy of Management Conflict Management Division. The Newman Award is AoM's top prize for a paper based on a dissertation.

Maffie, Michael. "I Got 1099 Problems but Finding a Ride Ain't One: Conflict Resolution in the Ridehail Industry."

Conflict-in-Context Award Winner and Newman Award Nominee (2017). Academy of Management Conflict Management Division.

Maffie, Michael. "Conflict and Conflict Resolution in the Rideshare Industry."

Best Paper Award (2017). Academy of Management Conflict Management Division.

Maffie, Michael. "Conflict and Conflict Resolution in the Rideshare Industry."

ILR Representative, Cornell "Festival of Scholarship" (2017). Faculty from each of Cornell's seven schools select up to two students to represent the school at this university-wide event.

Benjamin Miller Award (2016). Cornell University. This award recognizes the top two dissertation proposals at the ILR School.

Maffie, Michael. "Conflict and Conflict Resolution in the Rideshare Industry."

Seidman Prize (2015). Cornell University. This annual award recognizes the best paper written by a graduate student.

Maffie, Michael. “An Empirical Assessment of Dispute Resolution Procedures in Fortune 1000 Corporations.”

Policy Debate Critic of the Year (2009). CEDA Northeast region. This award recognizes the top policy debate critic in the Northeast as voted by their peers. The Northeast region includes Harvard, Dartmouth, Columbia, Cornell, New York University, West Point Military Academy, Binghamton, and other schools.

REFERRED CONFERENCE PRESENTATIONS

Maffie, Michael. (2025). “(Not?) Tweeting Right Through It: The Role of Gender in Justice-Oriented Organizations’ Response to #MeToo”. Academy and Management. Copenhagen, Denmark.

Maffie, Michael. (2025). “Computational Social Science and Labor Relations”. Labor and Employment Relations Association. Seattle, WA.

McElroy, Charles, **Michael Maffie**, Joel Cutcher-Gershenfeld, Sarah Soroui, et al. (2024). “The Rise of AI/ML in Research Data Work: A New Era for Data Workers”. ILR Review Special Issue Conference on Artificial Intelligence. Ithaca, NY.

Maffie, Michael & Tashlin Lakhani. (2024). “Examining the Effects of High Commitment Human Resource Practices in the Gig Economy”. Labor and Employment Relations Association. New York, NY.

Maffie, Michael & Tashlin Lakhani. (2024). “Examining the Effects of High Commitment Human Resource Practices in the Gig Economy”. Academy and Management. Chicago, IL.

Maffie, Michael. (2023). “Adversaries or Synthetic Coworkers: Exploring the Relationship Between Gig Workers and Employees”. Academy of Management. Boston, MA.

Maffie, Michael. (2023). “What do Gig Workers Want? New Evidence from Ride-hail and Instacart Workers”. LERA Conference. Detroit, MI.

Maffie, Michael. (2022). “What do Gig Workers Want? A Study of Voice on Digital Platforms”. CRIMT Conference. Montréal, Canada.

O’Brady, Sean, Hannah Johnston, **Michael Maffie**, Farnaz Ghaedipour. (2022). “Rise of the Techno-Precariat: Understanding Insecurity in the Digital Age”. CRIMT Conference. Montréal, Canada.

Joel Cutcher-Gershenfeld, **Michael Maffie**, et al. (2022) “Negotiated Patterns of Institutional Change: Implications for Change Agents and Sustaining Agents”. Presented at the Tom Kochan Festschrift in Boston, MA.

Maffie, Michael, Joel Cutcher-Gershenfeld, et al. (2022). “Multi-Stakeholder Consortia in Labor and Employment Relations.” Presented at the Tom Kochan Festschrift in Boston, MA.

Maffie, Michael. (2022). “Conflict in the Gig Economy.” Presented at the Academy of Management in Seattle, WA.

Saksida, Tina, Katarina Katja Mihelic, **Michael Maffie**, Barbara Culiberg, & Ajda Merkuz. “Should I Stay or Should I Go? Ride-hail Driver Reactions to Uber’s Covid-19 Response”. (2022). Presented at the Academy of Management in Seattle, WA.

Maffie, Michael. (2021). “Becoming a Pirate: Leaving the Gig Economy.” Presented at the Academy of Management virtual conference.

Maffie, Michael. (2021). "Collective Bargaining in the Modern University." Presented at LERA virtual conference.

Aleks, Rachel, **Michael Maffie**, and Tina Saksida. (2020). "Collective Bargaining in the Digitized Workplace." Presented at LERA virtual conference.

Aleks, Rachel, **Michael Maffie**, and Tina Saksida. (2020). "Collective Bargaining in the Digitized Workplace." Presented at ILERA virtual conference.

Maffie, Michael. (2020). "Algorithmic Management and Worker Voice in the Platform Economy." Academy of Management Conference (Presentation cancelled due to COVID-19).

Maffie, Michael. (2019). "I Got 1099 Problems but Finding a Ride Ain't One: Conflict Resolution in the Ridehail Industry." Presented at the Academy of Management Annual Meeting in Boston, MA.

Maffie, Michael. (2019). "The Effects of Uber's 180 Days of Change." Presented at the LERA Annual Meeting in Cleveland, OH.

Elias, Allison and **Michael Maffie**. (2019). "Silenced by the Machine: How Algorithmic Design Decisions Conceal Incidents of Sexual Harassment in Platform-Based Work." Presented at the LERA Annual Meeting in Cleveland, OH.

Aleks, Rachel and **Michael Maffie**. (2019). "Unions' Response to #MeToo." Presented at the LERA Annual Meeting in Cleveland, OH.

Anner, Mark, Matthew Fischer-Daly, & **Michael Maffie**. (2019). "Toward a Framework for Studying Employment Relations in a Contingent and Global Economy." Presented at the LERA Annual Meeting in Cleveland, OH.

Michael Maffie. (2019). "How (Net)work Rules Govern the Digital Shop Floor: An Empirical Study of Efficiency, Equity, and Voice on Digital Platforms." Presented at the Industry Studies Association Annual Conference in Nashville, TN.

Maffie, Michael. (2019) "Informal Worker Rights Organizing and Policy — Intense Challenges, Radical Potentials." Panel Chair for the Global Workers' Rights Symposium in State College, PA.

Michael Maffie. (2018). "Conflict on App-Mediated Work: An Empirical Study of the Rideshare Industry." Presented at LERA Annual Meeting in Baltimore, MD.

Michael Maffie. (2018). "The Impact of Computer-Mediated Communication on Union Organizing Activities." Presented at the European Doctoral Workshop in Ithaca, NY.

Anner, Mark, Fischer-Daly, and **Michael Maffie**. (2018). "Toward a Framework for Studying Employment Relations in a Contingent and Global Economy." Presented at the *ILR Review* special issue conference in Boston, MA.

Maffie, Michael. (2017). "Conflict and Conflict Resolution in the Rideshare Industry." Presented at the Academy of Management Annual Meeting in Atlanta, GA.

Maffie, Michael. (2017). "Bargaining Power in the Gig Economy." Presented at the LERA Annual Meeting in Anaheim, CA.

Maffie, Michael. (2016). "An Empirical Assessment of Dispute Resolution Procedures in Fortune 1000 Corporations." Presented at the LERA Annual Meeting in Minneapolis, MN.

INVITED TALKS

Pennsylvania Barrier Remediation Committee, “Gig Work and Voice” Invited Online Presentation	October 2025
Pennsylvania Workforce Development Board, Discussion of gig work regulations Online Discussion	August 2025
DIGM 235, “Digital Platform Architecture.” University of Houston, Houston, TX	March 2025
Cornell University Department of Communication. “Catching the Uber Flu”. Ithaca, NY	December 2024
Panel on AI and the workplace. “AI and Social Inequality”. Big Sky Labor and Employment Conference. Big Sky, Montana	August 2024
Center for Hospitality Research Summit. “Adversaries or Cross-Organizational Co-workers?” April 2024 Cornell University. Ithaca, NY	
Cornell Business Technology Network, “Harnessing the Gig Economy” Ithaca, NY	June 2023
Society of Human Resource Management, “Gig Work and HRM.” Falls Creek, PA	May 2022
CIRHR Seminar, “Becoming a Pirate: Quitting the Gig Economy.” University of Toronto, Toronto, Canada.	October 2021
DIGM 235, “Uber and the Values of Big Data.” University of Houston, Houston, TX	September 2021
ILRLR 4066, “Power and Control in the Gig Economy.” Cornell ILR School, Ithaca NY	April 2021
Cornell Worker Institute. “Improving Labor Standards in the Gig Economy” Cornell University, Ithaca, NY.	November 2020
ILRLR 4066, “Design Decisions and Power in the Gig Economy.” Cornell ILR School, Ithaca NY	October 2020
Penn State LER Alumni Board, “Uber and the Future of Employment Relations Research.” October 2020 Penn State University, State College PA	
COM 2089, The Internet and Everyday Life. “Choice Architecture and Platform Design” September 2020 University of Cincinnati, Cincinnati, OH.	
HRER 588, Capstone in Human Resource Management. “Uber and Future of HR” Penn State University, State College, PA.	March 2020
COM 2089, The Internet and Everyday Life. “Uber and the Design of Digital Platforms” University of Cincinnati, Cincinnati, OH.	January 2020
Cornell Hotel School, “Conflict Resolution in the Ride-hail Industry” Cornell University, Ithaca, NY.	November 2019

COM 2089, The Internet and Everyday Life. “Online Platforms and the Future of Work” February 2019
University of Cincinnati, Cincinnati, OH.

New York City Transportation and Limousine Commission. May 2018
Presented to the research team at the TLC on the impact of proposed regulations on Uber, Lyft, and other
For-Hire Vehicles.

Worker Bargaining Power in the “Gig Economy” May 2018
Cornell University Worker Institute, New York, NY.

Penn State University, “Conflict Resolution in the Ride-hail Industry” November 2017
School of Labor and Employment Relations, State College, PA.

ILRLR 6080, Public Sector Labor Law, “The Uber-ization of Work: Emerging Challenges” Fall 2017
Cornell University, Ithaca, NY.

ILRLS 255, Labor History, “The Emergence of the Gig Economy” Spring 2017
Cornell University, Ithaca, NY.

Department of Labor Relations, Law, and History, “Conflict and Conflict Resolution in the ‘Gig
Economy’” Spring 2017
Cornell University, Ithaca NY.

TEACHING EXPERIENCE

HADM 2810: Human Resource Management
HADM 4815/6815: Digital Platforms
HRER 504: Graduate Seminar on Employment Relations
LER 434: Collective Bargaining and Contract Administration
LER 304: Employment Relations Fundamentals
LER 083S: Seminar on Labor and Employment Relations

STUDENT MENTORSHIP

Ayaj Rana, Cornell '26, MS/Ph.D. in Industrial and Labor Relations (Outside committee member)
Hector Huarto, Cornell '24, Undergraduate McNair Scholar (Faculty mentor)
Leon Zhuang, Cornell '23, MS in Computer Science and Engineering (Faculty mentor)
Uchendu Uchendu, Penn State '22, MS in Information Sciences (Committee member)
Jiahua Ma, Penn State '21, MS in Information Sciences (Committee member)
Ning Ma, Penn State '20, MS in Information Sciences (Committee member)

PROFESSIONAL SERVICE

Computer-Supported Cooperative Work and Social Computing Conference, Reviewer
Academy of Management Conference, Reviewer
LERA Annual Conference, *Ph.D. Student Consortium Co-Organizer*
LERA Annual Conference, *Junior Faculty Consortium Co-Organizer*
Industrial Relations, Reviewer
Industrial Relations (UK), Reviewer
Industrial and Labor Relations Review, Reviewer
Relations Industrielles, Reviewer
Negotiation Journal, Reviewer
Socio-Economic Review, Reviewer

Environment and Planning, Reviewer
British Journal of Industrial Relations, Reviewer
Work, Employment, and Society, Reviewer

SOFTWARE

[Coauthor Google Chrome extension](#) 2024
A full stack web application designed to increase transparency in academic publishing.

MEDIA APPEARANCES

Maffie, Michael. (2020). “[ESPN1530 On Demand: Mike Maffie On MLB Owners vs. Players](#)”. Invited appearance on the *Mo Egger Show* on ESPN radio.

UNIVERSITY SERVICE

CIHLER Committee Cornell University	2022-Present
Research Committee Penn State University	2021-2022
Undergraduate Program Committee Penn State University	2018-2022
Faculty Search Committee Penn State University	2018-2022
Student Mediator, Office of the Judicial Administrator Cornell University	Fall 2016-Spring 2018
Conflict Management Instructor, Residential and New Student Programs Cornell University	Fall 2016, 2017

WORK EXPERIENCE

Assistant Residence Hall Director Cornell University	August 2013-May 2018
Assistant Director of Forensics Cornell University	August 2008-May 2010