

Jianxuan Lei

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EDUCATION

University of Minnesota Twin Cities <i>Ph.D., Department of Work and Organizations, Carlson School of Management</i> <i>Advisor: Dr. John W. Budd</i>	Minneapolis, MN May 2026 (Expected)
University of Minnesota Twin Cities <i>Master of Human Resources and Industrial Relations</i>	Minneapolis, MN May 2021
Renmin University of China <i>Bachelor in Business Administration</i> <i>Visiting student to Aalto University, Finland in 2017</i>	Beijing, China June 2019

RESEARCH INTERESTS

I study industrial relations with a focus on labor unions. My current research follows two lines of inquiry. First, I investigate causes of union decline, with particular attention to how employer resistance has contributed to the weakening of organized labor. Second, I explore various strategies that can support union revitalization, such as building inclusive labor movements and fostering rewarding collective experience. My research integrates diverse theorizing in the social sciences (e.g., economics, sociology, and psychology) to motivate quantitative analyses using rigorous econometric methods. Through this interdisciplinary approach, I seek to deepen our understanding of union decline and identify actionable pathways for union revitalization.

PUBLICATION

Lei, Jianxuan. “The importance of legal strength for trade unions: Theory and evidence from China.” *Industrial Relations: A Journal of Economy and Society* 63.4 (2024): 491-511. <https://doi.org/10.1111/irel.12351>.

WORK IN PROGRESS

Lei, Jianxuan, Xin Meng, and Xueyu Wang. “Do you hear the people sing? The impact of strikes on workers’ mental health.” Status: under review.

Lei, Jianxuan. “From gender antagonism to inclusive solidarity? Trade union membership and attitudes towards women’s employment.” Status: working paper.

Lei, Jianxuan. “Contested solidarity: Trade union membership and immigration attitudes in Europe.” Status: manuscript development.

Lei, Jianxuan. “Normalizing opposition to labor unions: The impact of the 1981 PATCO strike on union organizing.” Status: data analysis.

Lei, Jianxuan. “Union representation roles and job performance: Evidence from professional men’s and women’s basketball.” Status: data collection.

Lei, Jianxuan. “The impact of local chambers of commerce on labor unions.” Status: idea formation.

PRESENTATIONS

Lei, Jianxuan, Xin Meng, Xueyu Wang. June 2025 (accepted for presentation). “Do you hear the people sing? The impact of strikes on workers’ mental health.” Labor and Employment Relations Association 77th Annual Meeting, Seattle, WA.

Lei, Jianxuan. Feb 2025. “Normalizing opposition to labor unions: The impact of the 1981 PATCO strike on union organizing” Work and Organizations Department Student Workshop Series. Minneapolis, MN.

Lei, Jianxuan, Xin Meng, Xueyu Wang. Nov 2024. “Do you hear the people sing? The impact of strikes on workers’ mental health.” Work and Organizations Department Work in Progress Seminar. Minneapolis, MN.

Lei, Jianxuan, Xin Meng, Xueyu Wang. Nov 2024. “Do you hear the people sing? The impact of strikes on workers’ mental health.” Work and Organizations Department Student Workshop Series. Minneapolis, MN.

Lei, Jianxuan. June 2024. “Contested Solidarity: Trade Union Membership and Immigration Attitudes in Europe.” Labor and Employment Relations Association 76th Annual Meeting, New York, NY

Lei, Jianxuan. Oct 2023. “Contested Solidarity: Trade Union Membership and Immigration Attitudes in Europe.” Work and Organizations Department Student Workshop Series. Minneapolis, MN.

Lei, Jianxuan. Aug 2023. “Trade union membership and women’s right to work: From gender antagonism to inclusive solidarity?” Carlson School of Management Multi-Disciplinary Academic Research Summit. Minneapolis, MN

Lei, Jianxuan. June 2023. “Trade union membership and women’s right to work: From gender antagonism to inclusive solidarity?” Labor and Employment Relations Association 75th Annual Meeting. Detroit, MI

Lei, Jianxuan. May 2022. “Trade union membership and women’s right to work: The complex dynamics between gender, labor, and politics in Europe.” The Centre for Employment Relations, Innovation and Change Doctoral Conference, University of Leeds, UK (Remote)

TEACHING AND OTHER WORK EXPERIENCE

Undergraduate Instructor Minneapolis, MN
University of Minnesota Twin Cities *Spring 2024*

HRIR 3071 Union Organizing and Labor Relations
HRIR 3072 Collective Bargaining and Dispute Resolution

Teaching Assistant Minneapolis, MN
University of Minnesota Twin Cities *2021-Present*

HRIR 3071 Union Organizing and Labor Relations (2022 Spring)
HRIR 5442 Performance Management (2021 Fall)
HRIR 5662 Personnel Economics (2022 Spring, 2022 Fall)
HRIR 6501 Compensation and Benefits (2025 Spring)
HRIR 6701 Labor Relations and Collective Bargaining (2023 Spring, 2025 Spring)
HRIR 6801 Master of Human Resources and Industrial Relations Practicum (2022 Fall, 2024 Fall)
MBA 6111 Organizational Behavior (2024 Fall)
MCOM 5400 Managerial Communication (2021 Fall)
MGMT 4040 Negotiation Strategies (2022 Fall)

Research Assistant Minneapolis, MN
University of Minnesota Twin Cities *Supervised by Dr. John W. Budd*

Project on gender equality, political parties, and industrial relations (2024–2025)
Project on the impact of adult union status on children’s life course (2021–2023)
Project on the ideological distribution of labor union members (2019–2020)

SERVICE & ACTIVITIES

Refereeing: (journal) ILR Review; (conference) Labor and Employment Relations Association 77th Annual Meeting.

Labor Organizer and Bargaining Committee Member Minneapolis, MN
UMN Graduate Labor Union - UE 1105 *2022-2024*

Organized graduate workers around unionization, pay and fees, workplace safety, abuse and discrimination, and quality of work. Represented graduate workers in collective bargaining with the University of Minnesota on leave policies and international students’ rights.

AWARDS & HONORS

2025, University of Minnesota Doctoral Dissertation Fellowship (\$25,000)

2025, Carlson School of Management Doctoral Dissertation Fellowship (\$7,500)

2024, Work and Organizations Department Dare to Care Research Award (\$1,500)

2023-2025, Carlson School Ph.D. Student Conference Travel Fellowship (approx. \$3,000 in total)

2022, Labor and Employment Relations Association Best Student Paper (\$300)

2022–2025, Carlson School Summer Research Fellowship (\$5000 each summer)

2021–2025, Carlson School Ph.D. Student Fellowship (approx. \$4,500 per semester)

PROFESSIONAL AFFILIATIONS

Labor and Employment Relations Association (Member, 2021-Present)

Academy of Management (Member, 2025-Present)

DISSERTATION COMMITTEE

[Dr. John W. Budd](#) (Advisor)

Professor, Industrial Relations Land Grant Chair

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[Dr. Colleen Flaherty Manchester](#) (Chair)

Professor, Board of Overseers Professorship

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[Dr. Tom VanHeuvelen](#)

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