

MATISSA HOLLISTER

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Montreal, Quebec H3A 1G5

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USA Citizen, Canada Permanent Resident (citizenship being processed)

EMPLOYMENTMcGill University

Assistant Professor of Organizational Behaviour 2013-current
leaves in 2018, 2019, 2020

Dartmouth College

Assistant Professor of Sociology 2006-2013
Postdoctoral Fellow in Sociology & the Rockefeller Center for Public Policy 2005-2006

ADDITIONAL APPOINTMENTSMcGill University

Associate Member, Sociology Department 2016-current
Associate Member, Centre for Population Dynamics 2016-current

World Economic Forum, San Francisco Centre for the Fourth Industrial Revolution

McGill University Fellow, AI Platform Full time 2019-2020, Part time 2020-2021
Led a project bringing together public, private, non-profit, and academic sectors to develop and pilot guidance on the ethical use of AI in Human Resources.

Fellow, Global AI Council 2019-2022
Fellow to council with top AI leaders from private, public, and academic sectors.

EDUCATION

Harvard University 2006
PhD, Sociology & Social Policy. Fellow, Multidisciplinary Program on Inequality & Social Policy.

Massachusetts Institute of Technology 1998
Master of City Planning. Concentration in Housing, Community, and Economic Development.

Haverford College 1994
B.A. The Growth & Structure of Cities (interdisciplinary major in urban studies, architecture, and urban planning). *Magna cum laude, Phi Beta Kappa.*

PEER REVIEWED PUBLICATIONS

St-Denis, Xavier and Matissa N. Hollister (forthcoming). "Two Paths Towards Job Instability: Comparing Changes in the Distribution of Job Tenure Duration in the United Kingdom and Germany, 1984-2014." *British Journal of Industrial Relations*.

St-Denis, Xavier, and Matissa Hollister (2023). "Are All the Stable Jobs Gone? The Transformation of the Worker–Firm Relationship and Trends in Job Tenure Duration and Separations in Canada, 1976–2015." *Work, Employment and Society*. OnlineFirst, Feb 1. doi: 10.1177/09500170221146916.

Hollister, Matissa N. (2015). "Professions at the Helm or Left Behind? Trends in the Occupations of College Graduates Since WWII." *Journal of Education and Work* 28(3):301-331.

Hollister, Matissa N. and Kristin E. Smith (2014). "Unmasking the conflicting trends in job tenure by gender in the United States, 1983-2008." *American Sociological Review*. 79(1):159-181.

Hollister, Matissa N. (2012) "Employer and Occupational Instability in Two Cohorts of the National Longitudinal Surveys" *The Sociological Quarterly*. 53(2):238-263.

Hollister, Matissa N. (2011). "Employment Stability in the U.S. Labor Market: Rhetoric vs. Reality." *Annual Review of Sociology*. 37(1):305-324.

Hollister, Matissa N. (2009) "Is Optimal Matching Sub-Optimal?" *Sociological Methods & Research*. 38(2):235-264.

Hollister, Matissa N. (2004). "Does Firm Size Matter Anymore? The New Economy and the Causes of the Firm Size Wage Effect." *American Sociological Review*. 69(5):659-676.

UNDER REVIEW

St-Denis, Xavier, Nicole Denier, Matissa N. Hollister, Ibrahima Diallo. "Job transitions during and after a labour market shutdown: The career trajectories of Canadian workers during the first year of the pandemic." Revise & resubmit at *Socius*.

Hollister, Matissa N., Arvind Karunakaran, and Lisa E. Cohen "Taking AI to Task: An Ecological Model of AI-Induced Task Disruption." Under review.

Hollister, Matissa N., Nicole Denier, Xavier St-Denis. "Do employers care about past mobility? A field experiment examining hiring preferences in technology and non-technology jobs." Under review.

OTHER PUBLICATIONS

["Human-Centred Artificial Intelligence for Human Resources: A Toolkit for Human Resources Professionals"](#) Project Lead and Lead Author, World Economic Forum, December 2021.

["Human-Centred AI for HR: State of Play and the Path Ahead"](#) Lead Author, World Economic Forum White Paper, December 2021.

WORKING PAPERS

Hollister, M. N. and L. Cohen, J. Broschak. "Mixed Effects: Examining the Relationships of Job Dissolution to Job-Gender Composition and Mobility."

Hollister, Matissa N., Nicole Denier, Xavier St-Denis. "Two views on employment mobility: Reconciling the job instability and business dynamism literatures"

GRANTS

"Shocked by uncertainty – the socio-economic impacts of the pandemic on life courses." 2021-22
co-PI. INRS Covid Innovation Grant (\$100,000)

"Should I stay or should I go? The consequences of job mobility on future hiring prospects." PI. SSHRC Insight Grant (\$66,640) 2018-22

"The automation of hiring: Implications for workers today and into the future." PI. McGill 2019-21
Social Sciences and Humanities Development Grant Program (\$6,618).

"What do we really know about job instability trends? New approaches to measurement issues using data from Canada & the US." PI. Russell Sage Foundation Presidential Award 2017-19
(\$35,000)

"Unmasking Conflicting Trends in Job Tenure in Canada and Around the Globe." PI. McGill 2014-16
Social Sciences and Humanities Development Grant Program (\$5,900).

“Corporate Downsizing and Restructuring in the United States, 1971-present.” PI. National Science Foundation (\$115,000) 2010-12

“Corporate Downsizing and Restructuring in the United States, 1971-present.” PI. Social Science Research Grant, Nelson A. Rockefeller Center for Public Policy Research, Dartmouth College (\$9,660) 2008

PUBLIC EVENTS, OP-EDS, MEDIA APPEARANCES & PRESS COVERAGE, ETC.

Co-chair, HR Working Group, Responsible AI Certification Standards, October 2021-current.

“AI in Hiring” Invited guest. *Let’s Go*, CBC Radio One Montreal, February 2023.

Invited participant. Global Technology Governance Retreat, World Economic Forum, June 2022.

“Reimagining the Future of Work” Panelist. Futures Week, Policy Horizons, Government of Canada, June 2022.

“[An Ethical, Human-Centred Approach to AI in Human Resources, with Matissa Hollister](#)” *Delve* podcast, June 2022.

“AI and Labour Market Matching” Panelist. OECD International Conference on AI in Work, Innovation, Productivity and Skills, February 2022.

“[Impact of AI on human resources.](#)” *Wall Street Journal*. Coverage of my work, January 2022.

“[How to keep the 'human' in human resources with AI-based tools.](#)” Op-ed, *Agenda*. December 2021.

Consultations with U.S. Equal Employment Opportunity Commissioner Sonderling, August 2021, January 2022, and ongoing.

“Intrapreneurship Using Data Science” Instructor. McGill Executive Institute Leading a Sustainable Future course, November 2021.

“The AI in HR Paradox” Instructor. McGill Executive Institute Level Up Webinar, May 2021.

“How best can we address the digital divide to ensure AI is developed without borders?” Panelist. World Summit AI Americas, April 2021.

“The rise and risk of ethical talent AI” Australasian Talent Conference Digital Event, April 2021.

“AI in Hiring” Panelist. Center for Democracy and Technology Working Group Series, March 2021.

“Biases in AI” Panelist. Women in High Performance Computing, Rocky Mountain Advanced Computing Consortium, November 2020.

“Advancing Inclusive AI” Panelist. Center for Equity, Gender & Leadership, UC Berkeley Haas School of Business, November 2020.

“Human-Machine Collaboration” Panelist. FU.SE Building the Future of Work Together, September 2020.

“Using AI in Human Resources: Creating policies that enable the future of work” Session organizer and facilitator. Cogx 2020, July 2020.

“[Here’s how to check in on your AI system, as COVID-19 plays havoc.](#)” Op-ed, *Agenda*. May 2020.

“Artificial Intelligence and the Pandemic” Guest. *The Agenda with Steve Paikin*, TVO. April 2020.

“[A Call for Social Reinvention \(While Keeping our Distance\)](#)” Op-ed, *Delve*. April 2020.

“[AI can help with the COVID-19 crisis - but the right human input is key.](#)” Op-ed, *Agenda*. March 2020.

“[A.I. is transforming the job interview—and everything after](#)” quoted in *Forbes* article, January 2020.

“How Will AI Impact Employment and Society as a Whole?” Keynote speaker at How AI is Changing the Way We Do Business, hosted by the British Quebec Business Coalition, September 2018.

“Understanding AI.” North Hill Community, March 2018.

“Is AI Coming for Your Job: A Leadership Dialog with Yann LeCun and Matissa Hollister.” Desautels Faculty of Management, Montreal, October 2017. https://youtu.be/f_BMAyKy9Mg

[Expert panel on careers](#), *Breakfast Television Montreal*. March 2017.

[Huffington Post coverage of research](#). February 2014.

RECENT ACADEMIC PRESENTATIONS

“Do Employers Care About Past Mobility? Evidence from Experimental Studies.” Invited presentation. Institute for Work and Employment Research Seminar Series, MIT Sloan School, April 2022.

“The Challenges and Opportunities of Artificial Intelligence in Human Resources.” Invited presentation. University of Toronto Centre for Industrial Relations and Human Resources Seminar, December 2021.

“The impact of education and past mobility on hiring: evidence from an audit study.” People and Organizations Conference, Wharton School of Business, September 2021.

“Should I stay or should I go? The consequences of job mobility on future hiring prospects.” With Nicole Denier and Xavier St-Denis. American Sociological Association Annual Meeting, Online, August 2020.

“Should I stay or should I go? The consequences of job mobility on future hiring prospects.” With Xavier St-Denis and Nicole Denier. People and Organizations Conference, Wharton School of Business, September 2019.

“Not Her Job: The Role of Gender in Job Dissolution.” With Lisa Cohen and Joseph Broschak. Academy of Management Annual Meeting, Atlanta, August 2017.

“Not Her Job: The Role of Gender in Job Dissolution.” With Lisa Cohen and Joseph Broschak. Organization and Inequality, HEC Paris, May 2017.

“Not Her Job: The Role of Gender in Job Dissolution.” With Lisa Cohen and Joseph Broschak. People and Organizations Conference, Wharton School of Business, September 2016.

PROFESSIONAL SERVICE

Creator of Research Week, an annual event for McGill faculty supporting concentrated work on a research project. 2017-2022

Member of Desautels Committee on Analytics, AI, and Advanced Digital Technologies 2022-2023

Member of McGill University’s ad-hoc Working Group on the Social Impacts of Artificial Intelligence 2017-2019

Member of McGill University’s Research Ethics Board (IRB) 2013-2018

Conference organizer. Fellow Travelers on Different Roads: The Intersections of Economic Sociology and Organizations, Occupations, and Work. Montreal, QC 2017

Ad-Hoc reviewer for American Sociological Review, Demography, Organization Science, Sociological Methods and Research, Work and Occupations, Administrative Science Quarterly, Management Science.

TEACHING EXPERIENCE

Desautels Innovation in Teaching Award 2021

Member of Experiential Teaching and Blended Teaching committees	2021-2023
Graduate Student Teaching Award	2003
<i>Courses taught (* indicates courses I proposed and created, ^ indicates major re-designs)</i>	
<u>McGill University</u>	2013-present
People Analytics*	
Cross-Cultural Management	
Career Theory and Development^	
<u>Dartmouth College</u>	2006-2013
Poverty and Public Policy in the US*	
Poverty and Social Class in America*	
Quantitative Methods^	
The Sociology of Work*	
Food in Society*	
<u>Community College of Vermont</u>	2005
Statistics I ^	
<u>Harvard University</u>	1999-2003
Community Action Research Project, Instructor	
Urban Poverty, Teaching Assistant	
Race and Crime in the America, Teaching Assistant	
Wage Inequality and Families, Teaching Assistant	

SERVICE LEARNING

Taught Poverty and Public Policy in the US, a course involving community-based research projects in collaboration with local non-profit organizations.	2006-2012
Participant in Campus Compact's Problem Based Service-Learning Institute	2008
Faculty advisor and participant, Alternative Spring Break Trip, West Virginia	2008
Community Action Research Project, Instructor	1999-2001

COMMUNITY-BASED WORK

<u>Coastal Enterprises, Inc.</u> , a community development organization in Wiscasset, ME.	
Conducted interviews with employers in Maine who agreed to hire low-income workers in exchange for a loan.	2002
Conducted a case study of Faithworks, a faith-based social enterprise in Maine providing employment opportunities for disadvantaged workers.	2001
Investigated factors behind the poor performance of men in a job-training program for low-income individuals.	1997
<u>Community Development Institute</u> , Philadelphia, PA.	1996
Administrative Assistant	
<u>West Medford Community Coalition</u> , Medford, OR.	1994-1995
Community Organizer	

LANGUAGES

French: highly proficient in reading and speaking, proficient in writing
 Spanish: basic abilities