

## Faculty Publications 2019-2020

### ECONOMICS

#### Blau, Francine

“The Economic and Fiscal Consequences of Immigration: Highlights from the National Academies Report,” (with Hunt, J.), *Business Economics* (2019) 54: 173-176, 2019.

<https://doi.org/10.1057/s11369-019-00132-9> .

“Declining Son Preference in the US,” (with Kahn, L.M., Brummund, P., Cook, J., Larson-Koester, M.), *VOX CEPR Policy Portal*, March 2020, available at <https://voxeu.org/article/declining-son-preference-us> .

“Mentoring Matters for Women in Economics,” Shelly Lundberg ed., (with Ginther, D.K., Currie, J.M., Croson, R.T.A.), in *Women in Economics*, CEPR Press, 2020.

“Can Mentoring Help Female Assistant Professors in Economics? An Evaluation by Randomized Trial,” (with Ginther, D.K., Currie, J.M., Croson, R.T.A.), *American Economic Review*, forthcoming.

“Is There Still Son Preference in the United States?” (with Kahn, L.M., Brummund, P., Cook, J., Larson-Koester, M.), *Journal of Population Economics*, forthcoming, available at <https://doi.org/10.1007/s00148-019-00760-7> .

#### Ehrenberg, Ronald

“In Pursuit of Tenure Track Faculty Positions: Career Progression and Satisfaction of Humanities and Social Science Doctorates,” (with Main, J.B., Prenovitz, S.), *Review of Higher Education* 42, 1309-1336, Summer 2019.

“Are high-quality PhD programs at universities associated with more undergraduate students pursuing PhD study?” (with Jones, T.R.), *Education Economics* 27, 451-471, September 2019.

“The Increasing Stratification of Faculty Employment at Colleges and Universities in the United States” (with Liang Zhang and Xiangmin Liu) *Advances in Industrial and Labor Relations* 26, 2020.

#### Fields, Gary

*Labor Income Share in Asia*, co-edited with Saumik Paul, ADB Institute and Springer, 2019.

“*Labor Income Share in Asia: Conceptual Issues and the Drivers*,” (with Yoshino, N., Paul, S., eds.), in *Labor Income Share in Asia*, Springer, 2019.

“*Confronting Africa’s Employment Problem*,” (with Monga, C., Shimeles, A., Woldemichael, A., eds.) in *Creating Decent Jobs: Strategies, Policies, and Instruments*, African Development Bank, 2019.

“Modeling Migration Barriers in a Two-Sector Framework: A Welfare Analysis of the Hukou Reform in China,” *Economic Modelling*, 2020.

#### Kahn, Larry

“Declining Son Preference in the US,” (with Blau, F., Brummund, P., Cook, J.), *VOX CEPR Policy Portal*, March 2020, available at <https://voxeu.org/article/declining-son-preference-us> .

“Is There Still Son Preference in the United States?” (with Blau, F., Brummund, P., Cook, J., Larson-Koester, M.), *Journal of Population Economics*, forthcoming, available at <https://doi.org/10.1007/s00148-019-00760-7> .

#### Lovenheim, Michael

“The Long-Run Effect of Teacher Collective Bargaining,” (with Willén, A.), *American Economic Journal: Economic Policy*, 11 (3), 292-324, August 2019.

“The Competitive Effects of Online Education,” in Caroline Hoxby and Kevin Stange (Eds.), (with Deming D., Patteson, R.), *Productivity in Higher Education*, 2020.

“Recruiting and Supporting Low-Income, High-Achieving Students at Flagship Universities,” (with Andrews, R., Imberman, S.), *Economics of Education Review*, forthcoming.

### **Riehl, Evan**

“Learning and earning: An approximation to college value added in two dimensions,” (with Saavedra, J.E., Urquiola, M.), edited by C. Hoxby and K. Stange, *Productivity in Higher Education*, The University of Chicago Press, Chapter 4, pp. 105-132, 2019.

### **Sanders, Seth**

*Human Capital Investment: A History of Asian Immigrants and Their Family Ties*, (with Duleep, H., Regets, M., Phanindra, V.W.), Palgrave, forthcoming.

“Estimating the Effect of School Quality on Mortality in the Presence of Migration: Evidence from the Jim Crow South,” (with Aaronson, D., Mazumder, B., Taylor, E.), *Journal of Labor Economics*, forthcoming.

“Immigrant Earnings Assimilation in the United States: A Panel Analysis, (with Rho, D.), *Journal of Labor Economics*, forthcoming.

### **Vilhuber, Lars**

“Effects of a Government-Academic Partnership: Has the NSF-Census Bureau Research Network Helped Improve the US Statistical System?”, (with Weinberg, D.H., Abowd, J., Belli, R.F., Cressie, N., Folch, D.C., Holan, S.H., Levenstein, M.C., Olson, K.M., Reiter, J.P., Shapiro, M.D., Smyth, J.D., Soh, L.-K., Spencer, B.D., Spielman, S.E., Wikle, C.K.), *Journal of Survey Statistics and Methodology*, <https://doi.org/10.1093/jssam/smy023>

“Relaunching the Journal of Privacy and Confidentiality,” *Journal of Privacy and Confidentiality*, 8 (1), 2018.

“Remembering Stephen Fienberg,” (with Slavković, A.), *Journal of Privacy and Confidentiality*, 8 (1), 2018.

“View from Academia: Making Confidential Data Part of Reproducible Research,” In National Academies of Sciences, Engineering, and

Medicine (Ed.), *Methods to Foster Transparency and Reproducibility of Federal Statistics*, Washington DC: The National Academies Press, pp. 63-66, 2019.

## **HUMAN RESOURCE STUDIES**

### **Batt, Rosemary**

“Strategic Dilemmas: How Managers use HR Practices to Meet Multiple Goals,” (with Lee, J.E., Moynihan, L.), *British Journal of Industrial Relations*. 57(3): 513–539, 2019. <https://onlinelibrary.wiley.com/doi/abs/10.1111/bjir.12433>

“Are Lower Private Equity Returns the New Normal?” in M. Wright, K. Amess, N. Bacon, and D. Siegel, eds., (with Appelbaum, E.), *The Routledge Companion to Management Buyouts*. London: Routledge, pp. 248-277, 2019.

“The Potential for Good Jobs in Hospitals and Outpatient Care,” In Paul Osterman, ed., (with Appelbaum, E.), *Creating Good Jobs: An Industry-Based Strategy*. Cambridge: MIT Press, pp. 145-186, 2020.

“The Changing Nature of the Restaurant Industry: Implications for the Quality of Jobs, Wages, and Inequality,” In Paul Osterman, ed., (with Lakhani, T., Lee, J.E., Ouyang, C.), *Creating Good Jobs: An Industry-Based Strategy*. Cambridge: MIT Press, pp. 187-235, 2020.

“The Agency Costs of Private Equity: Why do Limited Partners Still Invest?” (with Appelbaum, E.), *Academy of Management Perspectives*. Online first. February 2020, <https://journals.aom.org/doi/10.5465/amp.2018.0060>

“Path Dependency versus Social Unionism in Healthcare: Bringing Employers Back In.” (with Kallas, J., Appelbaum, E.), Special issue of *Work and Occupations*, “Consequences of Change in Healthcare for Organizations, Workers, and Patients,” forthcoming. <https://us.sagepub.com/en-us/nam/journals-permissions>

## **Bell, Bradford**

“Talk and let talk: The effects of language proficiency on speaking up and competence perceptions in multinational teams,” (with Li, J., Yuan, Y., Bazarova, N.), *Group and Organization Management*, 44(5), 953-989, 2019.

“Evidence-based principles and strategies for optimizing team functioning and performance in science teams,” In K. L. Hall, A. L. Vogel, & R. T. Croyle (Eds.), (with Kozlowski, S.W.J.), *Strategies for team science success: Handbook of evidence-based principles for cross-disciplinary science and practical lessons learned from health researchers* (pp. 269-293), New York: Springer, 2019.

“Leading from a distance: Advancements in virtual leadership research,” In R. N. Landers (Ed.), (McAlpine, K.L., Hill, N.S.), *The Cambridge Handbook of Technology and Employee Behavior* (pp. 387-418), Cambridge, UK: Cambridge University Press, 2019.

“Advancing team learning: Process mechanisms, knowledge outcomes, and implications,” in J.M. Levin & L. Argote (Ed.), *Handbook of Group and Organizational Learning*, (with Kozlowski, S.W), pp. 195-230, Oxford, UK: Oxford University Press, 2020.

## **Burton, M. Diane**

“The Organizational Design of Entrepreneurial Ventures,” (with Rossi-Lamastra, C.,-Lamastra, Colombo, M., Wasserman, N.), *Strategic Entrepreneurship Journal* 13(3):243-255, 2019.

“Introduction to a Special Issue on Entrepreneurship and Employment: Connecting Labor Market Institutions, Corporate Demography, and Human Resource Management Practices,” (with Fairlie, R.W, Siegel, D.), *ILR Review* 72(5):1050-1064.

“The Controversy Over the Response to the Travel Ban from a Weberian Lens,” Pp. 281 in J.M. Bartunek, K.D. Elsbach, E. Bell, C. Markides, J.G. Chistianson, K.M. Sutcliffe, M.G. Pratt, J A-M. Coyle-Shapiro, M.A. Glynn, W. Ocasio, M.D. Burton, and M.J. Ventresca, “Theorizing About an AOM President’s Response to Crisis and the Counter Responses it Evoked,” (with

Ventresca, M.), *Journal of Management Issues* 28(3):276-282

Special Issue on “Organizational Design of Entrepreneurial Ventures,” (with Colombo, M., Rossi, C., Wasserman, N.), *Strategic Entrepreneurship Journal*, Volume 13(3), September 2019.

Special Issue on “Entrepreneurship and Employment: Labor Market and Human Resource Management Implications,” (with Fairlie, R., Siegel, D.), *ILR Review*. Volume 72(5), October 2019.

“Do Startup Employees Earn More in the Long Run?” (with Sorenson, O., Dahl, M.S., Canales, R.), *Organization Science*, forthcoming.

“Status Passages” *Wiley-Blackwell Encyclopedia of Sociology*, 2nd Edition. Oxford: Wiley-Blackwell, forthcoming.

## **Collins, Christopher**

“Expanding the concept of fit in SHRM: An examination of the relationship between HR practices and charismatic leadership on organizational outcomes,”(with McClean, E.), *Human Resource Management*, 58 (2), 187-202, 2019.

“Expanding the resource-based view model of strategic human resource management,” In Press at *International Journal of Human Resource Management*. Published online January 2020, <https://doi.org/10.1080/09585192.2019.1711442>

## **Hausknecht, John**

“Employee mobility,” In A.J. Nyberg & T. Moliterno (Eds.), *Handbook of Research on Strategic Human Capital Resources* (pp. 447-457). Northampton, MA: Edward Elgar, 2019.

“Initial and longer-term change in unit-level turnover following leader succession: Contingent effects of outgoing and incoming leader characteristics,” (with Li, H., Dragoni, L.), *Organization Science*, in press.

## **Hallock, Kevin**

“Gender Pay Equity Analytics: A Case Study of a Large Multinational Company,” *WorldatWork Journal*, 1Q, Vol. 29(1), 2020.

### **Kehoe, Rebecca**

“The Goldilocks effect of strategic human resource management? Optimizing the benefits of a High Performance Work System through the dual alignment of vertical and horizontal fit,” (with Han, J.H., Kang, S., Oh, I.-S., Lepak, D.P.), *Academy of Management Journal*, 62: 1388-1412, 2019.

“Payoffs for layoffs? An examination of CEO relative pay and firm performance surrounding layoff announcements,” (with Bentley, F.S., Fulmer, I.S.), *Personnel Psychology*, 72: 81-106, 2019.

“Building human capital resources: hiring and acquiring,” In A. J. Nyberg & T. P. Moliterno (Eds.), (with Bentley, F.S.), *Handbook of Research on Strategic Human Capital Resources*. Edward Elgar Publishing, 2019.

“Give them some slack – they’re trying to change! The benefits of excess cash, excess employees, and increased human capital in the strategic change context,” (with Bentley, F.S.), *Academy of Management Journal*, 63: 181-204, 2020.

“An expanded conceptualization of line managers’ involvement in human resource management,” (with Han, J.H.), *Journal of Applied Psychology*, 105: 111–129, 2020.

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### **Keller, JR H.**

Book review in “High tech and high touch: Headhunting, technology, and economic transformation,” *Administrative Science Quarterly*, 2019.

“Turned down and taking off? Rejection and turnover in internal talent markets,” (with Dlugos, K.), *Academy of Management Journal*, in press.

### **Park, Tae-Youn**

“What do unions do for mothers? Paid maternity leave use and the multifaceted roles of labor unions,” (with Lee, E.-S., Budd, J.W.), *Industrial and Labor Relations Review*, 72: 662-692, 2019.

“The more identifying, the more creative in groups? Group regulatory focus as a moderator,” (with Lee, E.-S., Paik, Y.), *Journal of Applied Social Psychology*. 49: 117-129, 2019.

## **INTERNATIONAL AND COMPARATIVE LABOR**

### **Bishara, Dina**

“Legacy Trade Unions as Brokers of Transition from Authoritarian Rule? Lessons from Tunisia,” *Comparative Politics*, January 2020, online: [https://www.ingentaconnect.com/content/cuny/cp/pre-prints/content-jcpo\\_52202\\_a#](https://www.ingentaconnect.com/content/cuny/cp/pre-prints/content-jcpo_52202_a#)

“The Generative Power of Protest: A Focus on Time and Space,” *Comparative Political Studies*, forthcoming.

“More Power, Less Relevance? The Consequences of Covid-19 for Trade Unions Worldwide,” (with Greer, I.), *World Development*, forthcoming.

“Precarious Collective Action: Unemployed Graduates Associations in the Middle East and North Africa,” *Comparative Politics*, forthcoming.

Review of “Mobilizing without the Masses: Contention and Control in China,” in Diana Fu, *Governance*, forthcoming.

### **Doellgast, Virginia**

Book review: *Workers without Borders: Posted Work and Precarity in the EU*, by Ines Wagner, Reviewed in *Work and Occupations*, 2019.

“Collective Bargaining,” In *Edward Elgar Handbook of Employee Voice, 2nd Edition.*, Adrian Wilkinson, Jimmy Donaghey, T. Dundon and R. Freeman, eds., (with Benassi, C.), Edward Elgar, 2019.

“Institutions as Constraints and Resources: Explaining Cross-national Divergence in Performance Management,” (with Marsden, D.), *Human Resource Management Journal*. 29(2), 199-216, 2019.

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*Workers Organizing in Europe and the United States, Eighteenth to Twenty-First Centuries*, by Ad Knotter, (with Boyer, R., Reberieux, A.), Reviewed in *Comparative Labor Law and Policy Journal*, 2020.

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Guest Editors for a Special Issue on New Theories in Employment Relations, (with Bidwell, M., Colvin, A.), *Industrial and Labor Relations Review*, forthcoming.

Guest Editors for a Special Issue on Situating Human Resource Management Practices in their Political and Economic Context, (with Vincent, S., Bamber, G.J., Delbridge, R., Grady, J., Grugulis, I.), *Human Resource Management Journal*, forthcoming.

*International and comparative employment relations, 7th Edition*, (with Bamber, G., Cooke, F.L., Wright, C.), Sage Publications, forthcoming.

### **Friedman, Eli**

“Informality and Working Conditions in China’s Sanitation Sector, (with Zhang, H.), *China Quarterly*, 238: 375-395, 2019.

### **Greer, Ian**

“Toward a precarious projectariat? Project dynamics in Slovenian and French social services,” (with Samaluk, B., Umney, C.), *Organization Studies*, 37, 1703-1719, 2019.

“Active labour market schemes in the Parisian suburbs,” (with Schulte, L., Umney, C., Iankova, K., Symon, G.), *Journal of European Social Policy*, forthcoming.

“More Power, Less Relevance? The Consequences of Covid-19 for Trade Unions Worldwide,” (with Bishara, D.), *World Development*, forthcoming.

### **Kuruville, Sarosh**

“The Trajectories of Industrial Relations in China and India. 2019,” In K.R. Shyam Sunder (ed), *Globalisation and Dynamics of Labour Market and Industrial and Employment Relations – Discourses, Institutions and Dynamics*. Palgrave MacMillan, 2019.

“Constructing Transnational Solidarity: The Role of Campaign Governance,” (with Santanu, S.), *British Journal of Industrial Relations*, 58(1), 27-41, 2020.

“Field Opacity and Practice Outcomes Decoupling. Private Regulation of Labor Standards in Global supply Chains,” (with Liu, M., Li, C., Chen, W.), *Industrial and Labor Relations Review*, forthcoming.

“Problems, Progress and Prospects: Labor Standards in Global Supply Chains,” *Cornell University Press*, Ithaca, NY, forthcoming.

Editorial Essay: “Introduction to a Special Issue on Improving Private Regulation of Labor in Global Supply Chains: Theory and Evidence,” (with Amengual, M.), *Industrial and Labor Relations Review*, forthcoming.

“Private Regulation of Labor Standards in Global Supply Chains: Current Status and Future Directions, (with Lee, N., Jackson, L.), *ILO: Geneva*, forthcoming.

“Social Sustainability in Global Supply Chains: A research Agenda for Freedom of Association and Collective Bargaining,” (with Li, C.), *Journal of Supply Chain Management*, Forthcoming

Private Regulation and Labor Standards in Global Supply Chains: Problems, Progress and Prospects, *Cornell University Press*, forthcoming

## LABOR RELATIONS, LAW AND HISTORY

### Ajunwa, Ifeoma

“Platforms at Work: Data Intermediaries in the Organization of the Workplace,” (with Greene, D.), In *Work and Labor in the Digital Age. Research in the Sociology of Work*, Published online: 61-91, June 14, 2019.

“Evolving Public Views on the Value of the One’s DNA and Expectations for Genomic Database Governance: Results from a National Survey,” (with Briscoe, F., Gaddis, A., McCormick, J.), *PLOS ONE* 15(3): e0229044, 2020.

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*The Black Box at Work*, Special Issue of Big Data and Society, Frank Pasquale and Benedetta Brevini, (eds.) forthcoming.

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### Avgar, Ariel

“The dual effects of task conflict on team creativity Focusing on the role of team-focused transformational leadership,” (with Lee, E., Park, W.W., Choi, D.), *International Journal of Conflict Management*, 2019.

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“Heart failure training and job satisfaction: A survey of home care workers caring for adults with heart failure in New York City,” (with Sterling, M., Cho, J., Bryan, J.), *Ethnicity and Disease*, in press.

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### Colvin, Alexander

“The Metastasization of Mandatory Arbitration,” *Chicago-Kent Law Review*, 94(1): 3-24, 2019.

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“Decision-Maker and Context Effects in Employment Arbitration,” (with Gough, M.D.), *ILR Review*, Vol. 73(2): 479-497, 2020.

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### DeVault, Ileen

*On-Demand Platform Workers in New York State: The Challenges for Public Policy*, In Ileen A. DeVault (Ed.), (with Figueroa, M.C., Kotler, F. B., Maffie, M., Wu, J.), Ithaca: Worker Institute, 2019.

### Gleeson, Shannon

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“From Co-optation to Radical Resistance: An Examination of Organized Labor’s Response(s) to Immigrant Rights in the Era of Trump,” in Dan Clawson, Clare Hammonds, Tom Juravich, Jasmine Kerrissey, and Eve Weinbaum (Ed.), *Labor in the Time of Trump*. Cornell University/ILR Press, pp. 149-168, 2019.

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“Introduction: Enforcing rights Across Borders,” in Xóchitl Bada and Shannon Gleeson (ed.), *Accountability across Borders: Migrant Rights in North America*, (with Bada, X.), Austin: University of Texas Press, 2019.

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*across Borders: Migrant Rights in North America*, (with Bada, X.), Austin: University of Texas Press, 2019.

“Epilogue: Theorizing State-Society Relations in a Multi-Scalar Context,” in Xóchitl Bada and Shannon Gleeson (ed.), *Accountability across Borders: Migrant Rights in North America*, (with Bada, X.), Austin: University of Texas Press, 2019.

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“Immigrant Organizations: Civic Voice, Civic (In)equality, and Civic (In)visibility,” in Walter W. Powell and Patricia Bromley, *The Nonprofit Sector: A Research Handbook*, (with Bloemraad,

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### **Gold, Michael**

“A Philosophical Basis for Judicial Restraint,” *Howard Law Journal*, 62 (2), 501, 2019.

### **Griffith, Kate**

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“An Empirical Study of Fast Food Franchising Contracts: Towards a New “Intermediary” Theory of Joint Employment,” *94 Washington Law Review*, 171, 2019.

“Worker Centers: Labor Policy as a Carrot, Not a Stick,” (with Gates, L.), *14 Harvard Law & Policy Review*, 602, 2019.

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### **Gross, James**

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### **Hyman, Louis**

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### **Katz, Harry**

“Worker and Union Participation at the Plant Level,” (with Wheaton, A.) in *Workers’ Participation at the Plant Level*, Stefan Berger, Manfred Wannaffel and Ludger Pries eds., Germany, 2020.

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