

Faculty Publications 2011-2012

LABOR RELATIONS, LAW, AND HISTORY

Bronfenbrenner, Kate

A Good Case Against Boeing. Washington DC: The Washington Post, 2011.

The Empirical Case for Streamlining the NLRB Certification Process: The Role of Date of Unfair Labor Practice Occurance (pp. 7), (with Warren, D.), NY, NY: Columbia ISERP Working Paper Series, 2011.

Colvin, Alexander

"International Employment Relations: The Impact of Varieties of Capitalism," in Gunter Stahl, Ingmar Bjorkman and Shad Morris (Ed.), (with Darbishire, O. R.), *Handbook of International Human Resource Management Research, 2nd ed.*, Edward Elgar.

"Organizational Primacy after the Demise of the Organizational Career: Employment Conflict in a Post-Standard Contract World," in Harry Arthurs and Katherine Stone (Ed.), *Employment Regulation after the Demise of the Standard Employment Contract: Innovations in Regulatory Design*. New York, NY: Russell Sage.

Book review in *Industrial and Labor Relations Review*, of James T. Bennett and Bruce Kaufman, Eds. "What Do Unions Do? A Twenty-Year Perspective."

"An Employment Systems Approach to Turnover: HR Practices, Quits, Dismissals, and Customer Satisfaction," (with Batt, R.), *Academy of Management Journal*, 54 (4), 696-717, 2011.

"American Workplace Dispute Resolution in the Individual Rights Era," *International Journal of Human Resources Management*, 12 (3-4), 459-475, 2012.

"Procedures versus Participation in Nonunion Dispute Resolution," *Industrial Relations (Berkeley)*, in press.

Compa, Lance

Book chapter *Framing Labor's New Human Rights Movement*, in Roberts, K., Givan, R. & Soule, S. (Ed.), Cambridge.

"Solidarity and Rights," *International Journal of Labor and Working Class History*, 80, 861-869, 2011.

Cook, Maria

"Unions and Labor Policy Under Left Governments in Latin America," *Revista Trabajo (Mexico City)*, 7, (Jan-July), 2011.

"Humanitarian Aid Is Never A Crime: Humanitarianism and Illegality in Migrant Advocacy," *Law and Society Review*, 45 (3), 561-591, 2011.

Book chapter on Labor, in Deborah Yashar and Peter Kingstone (Ed.), *The Handbook of Latin American Politics*, New Jersey: Routledge, 2012.

"Bringing the Worker Back In: New Studies of Work in Mexico," *Work and Occupations*, in press.

Cowie, Jefferson

The Long Exception: An Interpretation of the New Deal from FDR to Obama, (with Salvatore, N.), Princeton: Princeton University Press, 2011.

DeVault, Ileen

"Craft Unions," in Vicki Smith and J. Geoffrey Golson (Ed.), *Sociology of Work*, Sage Reference.

"Family Wages: The Roles of Wives and Mothers in Working-Class Survival Strategies, 1880-1930," *Labor History*, in press.

Friedman, Elias

“Dissociated Development: Between Countryside and City,” in Stefan Al (Ed.), *Factory Towns of South China*, Hong Kong: Hong Kong University Press, 2011.

“Getting Through the Hard Times Together? Chinese Workers and Unions Respond to the Economic Crisis,” *Journal of Industrial Relations*, in press.

Givan, Rebecca

“Rethinking Institutions and Institutional Change in European Industrial Relations,” (with Howell, C.), *British Journal of Industrial Relations*, 49 (2), 2011.

“Patient Centered But Employee Delivered: Patient-Centered Care, Turnover, and Organizational Outcomes,” (with Avgar, A., Liu, M.), *Industrial and Labor Relations Review*, 64 (3), 2011.

“A Balancing Act: Work-Life-Balance and Multiple Stakeholder Outcomes in Hospitals,” (with Avgar, A., Liu, M.), *British Journal of Industrial Relations*, in press.

“Varieties of New Public Management? The Reform of Public Service Employment Relations in the UK and USA,” (with Bach, S.), *International Journal of Human Resource Management*, in press.

Gold, Michael

“Disparate Impact Is Not Unconstitutional,” *Texas Journal of Civil Liberties and Civil Rights*, 16 (2), 171-187, 2011.

Griffith, Katie

“Discovering “Immigration” Law: The Constitutionality of Local Immigration Regulation at Work,” *Yale Law & Policy Review*, 29 (389), 2011.

“ICE Was Not Meant To Be Cold: The Case For Civil Rights Monitoring of Immigration Enforcement at the Workplace,” *Arizona Law Review*, 53 (1137), 2011.

“Immigration Advocacy as Labor Advocacy,” (with Tamara, L.), *Berkeley Journal of Employment & Labor Law*, 33, in press.

“Undocumented Workers: Crossing the Borders of Immigration and Workplace Law,” *Cornell Journal of Law & Public Policy*, 22, in press.

Gross, James

“The Human Rights Movement at U.S. Workplaces: Challenges and Changes,” *Industrial and Labor Relations Review*, Vol. 65 (Number 1), pp. 3-16, 2012.

“The National Labor Relations Board Then and Now,” *The American Bar Association Journal of Labor & Employment Law*, vol. 26, 2, 213-229, Winter 2011.

Hurd, Rick

International Handbook on Labour Unions: Responses to Neo-Liberalism, (with Gall, G., Wilkinson, A.), Cheltenham, Gloucestershire: Edward Elgar Publishing, Ltd., 2011.

Hyman, Louis

Book Review in “Stuart Banner, *American Property: A History of How, Why and What We Own*,” Cambridge: Harvard University Press, 2011, *Journal of American Studies*, in press.

“The Politics of Consumer Debt: U.S. State Policy and the Rise of Investment in Consumer Credit, 1920-2008,” *The Annals of the American Academy of Political and Social Science*, 2012.

Book Chapter in Julian Zelizer and Kimberly Phillips-Fein (Ed.), “Rethinking the Postwar Corporation: Management, Monopolies, and Markets,” in *What's Good for Business: Business and Politics Since World War II*, edited by Julian Zelizer and Kimberly Phillips-Fein, Oxford University Press, 2012.

Borrow: The American Way of Debt, Vintage Books/Knopf, 2012.

Katz, Harry

“Employment Relations in the United States,” in Greg J. Bamber and Russell D. Lansbury (Ed.), (with Colvin, A.), *International and Comparative Employment Relations, Globalisation and Change*, 5th ed., Allen & Unwin, 2011.

Kuruvilla, Sarosh

“Employee Turnover in the Business Process Outsourcing Industry in India,” in Kirk St. Amant (Ed.), *IT Outsourcing: Concepts, Methodologies, Tools and Applications*. Hershey, PA: IGI Global.

“Conclusions: Towards Informalization,” in Sarosh Kuruvilla, Ching Kwan Lee and Mary Gallagher (Ed.), *From Iron Rice Bowl to Informalization States, Markets and Workers in a Changing China* (ed., vol. in press, pp. 20 pages), Ithaca: Cornell University Press, 2011.

“Introduction to From Iron Rice Bowl to Informalization,” in Sarosh Kuruvilla, Ching Kwan Lee and Mary Gallagher (Ed.), *From Iron Rice Bowl to Informalization: States, Workers and Markets in China*, Ithaca: Cornell University Press, forthcoming.

“Dual Alignment of IR Activity: from Strategic Choice to Mutual Gains,” *Advances in Industrial Relations, Vol 18*, in press.

Lieberwitz, Risa

“Developments in Labor and Employment Law In the United States (October 2010–April 2011),” *Revue de Droit Compare du Travail et de la Securite Sociale*, 2011.

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“Employment and Social Protection: A New Relationship: A Report on the United States,” in Philippe Auvergnon (Ed.), *Emploi et Protection Sociale: De Nouvelles Relations?: Les Actes du Seminaire de Droit Compare du Travail, des Relations Professionnelles et de la Securite Sociale*, Centre de Droit Comparé du Travail et de la Sécurité Sociale de l’Université Montesquieu Bordeaux IV, forthcoming.

“Power, Empowerment and Women’s Leadership,” in Gill Kirton and Geraldine Healy (Ed.), (with Kirton, G.), *Gender Identity and Leadership in American and British Trade Unions*, Oxford: Routledge, forthcoming.

“Reconciliation Policies, Parental Leaves and Employment in the U.S.,” in Jaime Cabeza (Ed.),

Reconciliation Policies, Parental Leaves and Employment, Kluwer, forthcoming.

“Tales from the Top: Senior Women Union Leaders,” in Gill Kirton and Geraldine Healy (Ed.), (with Alvarez, S.), *Gender Identity and Leadership in American and British Trade Unions*, Oxford: Routledge, forthcoming.

“Women Union Leaders: Influences, Routes, Barriers and Enablements,” in Gill Kirton and Geraldine Healy (Ed.), (with Healy, G.), *Gender Identity and Leadership in American and British Trade Unions*, Oxford: Routledge, forthcoming.

“Workplace Whistleblowing in the U.S.: Controversies and Contradictions,” in Isabelle Daugareilh (Ed.), *La Responsabilité Sociale de L’entreprise : Vecteur d’un Droit de la Mondialisation?*, Brussels: Boeck-Éditions Bruylant-Larcier, forthcoming.

“The Working Poor : A Report on the United States,” in Philippe Auvergnon (Ed.), *Droit Social Et Travailleurs Pauvres /Social Law and the Working Poor*, Bordeaux, France: Centre de Droit Comparé du Travail et de la Sécurité Sociale de l’Université Montesquieu Bordeaux IV, France, forthcoming.

Riddell, Chris

“Compensation policy and quit rates: A multi-level approach using benchmarking data,” *Industrial Relations*, 50 (4), 656-677, 2011.

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Seeber, Ron

“Adverse Selection and Incentives in an Early Retirement Program,” (with Ehrenberg, R., Hallock, K., Whelan, K.T.), *Research in Labor Economics*, in press.

Turner, Lowell

“A Future for Labor Unions?” in Gregor Gall, Richard Hurd, Adrian Wilkenson (Ed.), *International Handbook on Labour Unions: Responses to Neoliberalism* (pp. 25), Routledge, 2011.

HUMAN RESOURCE STUDIES

Batt, Rosemary

“Global Human Resource Management: Bridging Strategic and Institutional Perspectives,” in Aparna Joshi, Joseph Martaccio, and Liao Hui (Ed.), (with Hermans, M.), *Research in Personnel and Human Resource Management* (vol. 31). Sage.

“Mondialisation, Nouveaux Acteurs Financiers et Changement Institutionnel : Réflexions Sur l'Héritage du LEST,” in A. Mendez, R. Tchobanian, and A. Vion (Ed.), (Appelbaum, E.), *Travail, Compétences et Mondialisation. Les Dynamiques Sociétales en Question*. Paris: Armand Colin, Coll Recherches.

“An Employment Systems Approach to Turnover: HR Practices, Quits, Dismissals, and Customer Satisfaction,” (with Colvin, A.), *Academy of Management Journal*, 54 (4), 696-717, 2011.

“The Scope and Trajectory of Strategic HR Research: Evidence from American and British Journals,” (with Banerjee, M.), *International Journal of Human Resources Management*, in press.

“Financial Intermediaries in the United States: Development and Impact on Firms and Employment Relations, in Howard Gospel, Andrew Pendleton, and Sigurt Vitols (Ed.), (with Appelbaum, E., Lee, J.E.), *Financialisation, New Investment Funds, and Labour: An International Comparison*. Oxford, England: Oxford University Press.

Bell, Bradford

“Work groups and teams in organizations: Review update,” in N. Schmitt & S. Highhouse (Ed.), (with Kozlowski, S.W.), *Comprehensive Handbook of Psychology: Industrial and Organizational Psychology* (ed., vol. 12). New York: Wiley.

“Collective failure: The emergence, consequences, and management of errors in teams, in D. A. Hoffman and M. Frese (Ed.), (with Kozlowski, S.W.), *Errors in Organizations* (pp. 113-141), London: Routledge - Taylor & Francis, 2011.

“Three conceptual themes for future research on teams,” (with Kozlowski, S.W.), *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5 (1), 45-48, 2012.

“Remote work: Examining current trends and organisational practices,” *International HR Adviser*, 49, 4-6, 2012.

Bishop, John

“Education Reform and Disadvantaged Students,” in Ludger Woemann, Paul Peterson (Ed.), (with Mane, F.), *Schooling and Human Capital Formation in a Global Economy*.

Burton, M. Diane

“Bringing organizational demography back in: Time, change and structure in top management team research,” in Mason A. Carpenter (Ed.), (with Beckman, C.M.), *Handbook of Top Management Team Research*, Edward Elgar, 2011.

“Internal Labor Markets Revisited,” in Paul Osterman (Ed.), *Economy and Society: Essays in Honor of Michael J. Piore*, Cambridge, MA: MIT Press, 2012.

Collins, Christopher

“High Commitment HR Practices, Employee Effort, and Firm Performance: Investigating the Effects of HR Practices across Employee Groups within Professional Services Firms,” (with McClean, E.), *Human Resource Management Journal (US)*, in press.

Dragoni, Lisa

“Developing executive leaders: The relative importance of cognitive ability, personality and the accumulation of work experience,” (with Oh, I.-S., VanKatwyk, P., Tesluk, P. E.), *Personnel Psychology*, in press.

Dryer, Lee

“Right From the Start: Exploring the Effects of Early Team Events on Subsequent Project Team Development and Performance,” (with Ericksen, J), *Administrative Science Quarterly*, 49, 438-471, 2011.

“Complexity-based Agile Enterprises: Putting Self-organization to Work,” in A. Wilkinson, T.

Redman, S. Snell & N. Bacon (Ed.), (with Ericksen, J.), *Sage Handbook of Human Resource Management* (pp. 263-281). London: Sage.

Hallock, Kevin

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The 2011 Top Executive Compensation Report, The Conference Board, 2011.

Pay Secrecy and Relative Pay, WorldatWork – Workspan, April 2011.

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Does That Pay Practice Really Have Any Impact?, Workspan, June 2011.

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Why Do We Tip?, Workspan, April 2012.

Pay: Why People Earn What they Earn and What You Can Do Now to Make More (pp. 264 pages), New York, NY: Cambridge University Press, in press.

“Adverse Selection and Incentives in an Early Retirement Program,” (with Ehrenberg, R., Seeber, R., Whelan, K.T.), *Research in Labor Economics*, in press.

Hausknecht, John

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“Justice as a dynamic construct: Effects of individual trajectories on distal work outcomes,” (with Sturman, M.C., Roberson, Q.), *Journal of Applied Psychology*, 96 (4), 872-880, 2011.

Livingston, Beth

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“Do nice guys - and gals - really finish last? The joint effects of sex and agreeableness on earnings,” (with Judge, T. A., Hurst, C.), *Journal of Personality and Social Psychology*, in press.

Nishii, Lisa

“Gender harassment, ethnic harassment, and their combined effects on employee attitudes and health,” (with Raver, J. L.), *Journal of Applied Psychology*, in press.

Wright, Patrick

“Transforming Your Global Talent Model: Talent Management Principles that Guide the Best,” (with Stahl, G., Farndale, E., Bjorkman, I., Morris, S., Paauwe, J., Stiles, P., Trevor, J.), *Sloan Management Review*, 53 (2), 25-34, 2012.

Book Chapter in *HRM and Performance: Future Directions*, (with Paauwe, J., Guest, D.).

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“Staffing and Strategy,” in Neal Schmitt (Ed.), (with Hausknecht, J.), *Oxford Handbook of Assessment and Selection*. Oxford.

“Strong HR situations and firm performance: The role of the HR function.” (with Haggerty, J.), *Sage Handbook in Human Resource Management*. Sage Publications.

Book Review of "Serving Two Masters" by C William Pollard, *Human Resource Management*.

"Talent and time together: The impact of human capital and social capital on unit performance," (with Harris, C., McMahan, G.), *Personnel Review*, in press.

"Context-bound configurations of corporate HR functions in multinational corporations," (with Farndale, E., Paauwe, J., Morris, S., Stahl, G., Stiles, P., Trevor, J.), *Human Resource Management Journal (US)*, in press.

"HR and Employee Outcomes: Assessing the attitudinal and behavioral consequences of high performance HR practices at the job group level," (with Kehoe, R.), *Journal of Management*, in press.

"Human resource management system and firm performance: A study based on the Chinese context," (with Su, Z.), *International Journal of Human Resources Management*, in press.

"Putting Strategic HRM in Context: A Contextual Moderation Model of HRM Effectiveness and its Implications to China," (with Kim, S.), *Management and Organization Review*, in press.

"The Influence of Human Resource Practices and Collective Affective Organizational Commitment on Aggregate Voluntary Turnover," (with Gardner, T., Moynihan, L.), *Personnel Psychology*, in press.

"The Myth of the Macro-Micro Divide," (with Molloy, J., Ployhart, R.), *Journal of Management*, in press.

ECONOMICS

Abowd, John

"Science, Confidentiality, and the Public Interest," (with Vilhuber, L.), *Chance*, 24 (3), 5, 2011.

"Towards Unrestricted Public Use Business Micro-data: The Synthetic Longitudinal Business Database," (with Kinney, S. K., Reiter, J. P., Reznick, A. P., Miranda, J., Jarmin, R. S.),

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"Women and Men in the Economy," (with Winkler, A.E.), in KimMarie McGoldrick and Gail M. Hoyt (Ed.), *International Handbook on Teaching and Learning Economics*. Edward Elgar Publishing Ltd., 2011.

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Ehrenberg, Ronald

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"Diversifying the Faculty Across Gender Lines; Do Trustees and Administrators Matter?" (with Jakubson, G., Martin, M.L., Main, J.B., Eisenberg, T.), *Economics of Education Review*, 31 (February), 9-18, 2012.

"American Higher Education in Transition," *Journal of Economic Perspectives*, 26 (1), 193-216, 2012.

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Fields, Gary

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Oxford University Press, 2012.

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Approach,” (with Andalón, M. L.), in A. Soucat,
R.M. Scheffler, (eds.), *HRH in Africa: A New
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forthcoming.

Freedman, Matthew

“Lost Jobs and Health Insurance: An Analysis of the
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Provided Health Insurance Coverage,” (with
Andersson, F., Bolvig, I., Lane, J.), *Applied
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Hutchens, Robert

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Jakubson, George

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Trustees and Administrators Matter?,” (with
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Eisenberg, T), *Economics of Education Review*,
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Kahn, Larry

“The Economics of Discrimination: Evidence from
Basketball,” in Stephen Shmanske and Leo
Kahane (Ed.), *Oxford Handbook on Sports
Economics*, Oxford: Oxford University Press.

“Substitution Between Managers and Subordinates:
Evidence From British Football,” (with
Bridgewater, S., Goodall, A.), *Labour Economics*,
18 (3), 275-286, 2011.

“Labor Market Policy: A Comparative View on the
Costs and Benefits of Labor Market Flexibility,”
*Journal of Policy Analysis and Management (this
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31 (Winter), 94-110, 2012.

“Temporary Jobs and Job Search Effort in Europe,”
Labour Economics, 19 (1), 113-128, 2012.

“The Feasibility and Importance of Adding Measures
of Actual Experience to Cross-Sectional Data
Collection,” (with Blau, F.), *Journal of Labor
Economics*, in press.

Prowse, Victoria

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in a Real Effort Competition,” (with Gill, D.),
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Vilhuber, Lars

“Science, Confidentiality, and the Public Interest,”
(with Abowd, J.), *Chance*, 24 (3), 5, 2011.

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W., Nazarov, Z., Golden, T.), Ithaca NY: New
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ORGANIZATIONAL BEHAVIOR

Bacharach, Samuel

“The effects of job control and situational severity on
the timing of help-seeking,” (with Vashdi, D.,
Bamberger, P. A.), *Journal of Occupational
Health Psychology*, in press.

“Workforce Disengagement Stressors and Retiree Alcohol Misuse,” (with Belogolovsky, E., Bamberger, P. A.), *Human Relations*, in press.

Besharov, Marya

“Advancing business ethics and business-society relations: Insights from social enterprise,” (with Gonin, M., Smith, W. K., Gachet, N.), *Business Ethics Quarterly*, in press.

“Bringing leadership back in: Reconciling Selznick's conception of leadership with new institutional theory,” (with Khurana, R.), *Research in the Sociology of Organizations (peer review status unknown)*, in press.

Goncalo, Jack

“Recognizing creative leadership: Can creative idea expression negatively relate to perceptions of leadership potential?” (with Mueller, J. S., Kamdar, D.), *Journal of Experimental Social Psychology*, 47, 494-498, 2011.

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“Follow the Crowd in a New Direction: When Conformity Pressure Facilitates Group Creativity (And When It Does Not),” (with ., Duguid, M.M.), *Organizational Behavior & Human Decision Processes*, 18 (1), 14-23, 2012.

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Hammer, Tove

“A license to misbehave? Organizational harassment norms and employee well-being,” *Academy of Management*.

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Lawler, Edward

“Emergence of Embedded Relations and Group Formation in Networks of Competition,” (with Thye, S.R., Yoon, J.), *Social Psychology Quarterly*, 74 (4), 387-413, 2011.

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Rubineau, Brian

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“The coevolution of networks and political attitudes,” (with Lazer, D., Katz, N., Chetkovich, C., Neblo, M.), *Political Communication*, in press.

“Bias in white: A longitudinal audit study of changes in discrimination,” (with Kang, Y.), *Management Science*, in press.

Tolbert, Pamela

“Studying Choice and Change: The Intersection of Institutional Theory and Entrepreneurship Research,” (with David, R., Sine W.), *Organization Science*, 22 (5), 1332-1344, 2011.

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“The Impact of Categorical Status, Numeric Representation and Work Group Prestige on Preference for Demographically Similar Others: A Value Threat Approach,” (with Duguid, M.M., Loyd, D.L.), *Organization Science*, in press.

“Determinants of organizational compliance with institutional pressures, (with Sine, W.), *Work and Occupations*, in press.

“Career as a social and political phenomenon in the globalized economy,” (with Gunz, H.P., Mayrhofer, W.), *Organization Studies*, in press.

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Williams, Michele

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SOCIAL STATISTICS

Bunge, John

“Protistan microbial observatory in the Cariaco Basin, Caribbean. I. Pyrosequencing vs Sanger insights into species richness,” (with Edgcomb, V., Orsi, W., Jeon, S.O., Leslin, C., Holder, M., Taylor, G.T., Suarez, P., Varela, R., Epstein, S.), *The ISME Journal*, 5, 2011.

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