

## FACULTY RESEARCH IN PROGRESS, 2019-2020

### ECONOMICS

#### Abowd, John

“Older Workers’ Displacement and Mobility”

“The Economics of Mass Layoffs: Displaced Workers, Displacing Firms, and Causes and Consequences”

“Create National QWI”

“Disclosure Limitation and Confidentiality Protection in Linked Data”

Total Error and Variability Measures with Integrated Disclosure Limitation for Quarterly Workforce Indicators and LEHD Origin Destination Employment Statistics in the OnTheMap”

#### Blau, Francine

Culture and Gender Allocation of Tasks: Source Country Characteristics and the Division of Non-market Work among US Immigrants

The Impact of Selection into the Labor Force on the Gender Wage Gap

#### Boyer, George

From Robin Hood Village to Piggy Bank State: Long-run changes in welfare provision

Historical Antecedents of the Gig Economy: Temporary, Casual, and Irregular Labor in Victorian London

The First Great Welfare Debate: England, 1795-1806

The Political Economy of the Alabama Claims

Progress and Poverty: Industrial Capitalism, Labor Markets, and Living Standards in Britain, 1780-1950

#### Ehrenberg, Ronald

Economic Analyses of Academic Labor Markets

Resource Allocation in Higher Education

#### Fields, Gary

“Income Mobility in Chile: True Panel and Pseudo-

Panel Estimates”

“Earnings Mobility During Labor Market Reforms: New Evidence from China”

“Panel Income Changes and Changing Relative Income Inequality”

“For Better or For Worse? The Effects of an Employment Guarantee in a Seasonal Agricultural Labor Market”

But That Is Not What Economic Mobility Is!

What We Know (and Want to Know) about Earnings Mobility in Developing Countries

‘Informality’: It’s Time to Stop Being Alice-in-Wonderland-ish

Income Mobility in China: Main Questions, Existing Evidence, and Proposed Studies

“Poverty Effects of the Minimum Wage: The Role of Household Employment Composition”

“U.S. Earnings Mobility: Comparing Survey-Based and Administrative-Based Estimates”

“Francs and Ranks: Earnings Mobility in France, 1967-1999”

#### Hutchens, Robert

Demand for Older Workers When Workers are Hired Under Long-Term Implicit Contracts

“Drinking on the Job: Are Economic Theories of Shirking Applicable?”

Employer Policies Toward Hours Reductions by Older Workers

“Gradual and Retire-Rehire Pathways to Retirement: Evidence from Seven Case Studies of Employers in Upstate New York”

“Gradual Retirement, Flexible Hours, and Employer Practices: Are Family Friendly Employers More Friendly to the Young?”

“Job Opportunities For Older Workers: When Are Jobs Filled With External Hires?”

“Mandatory Retirement and the Wages of Young Workers”

Measuring Occupational Segregation

“Measuring Segregation When Hierarchy Matters”

Testing Theories of Delayed Payment Contracts

“Unemployment Insurance and Older Workers: Pennsylvania 1970-1994.”

“Using Grouped Data to Estimate Probability Models: A Method for Circumventing Nonreporting in Sample Surveys”

### **Jakubson, George**

“The Mellon Mays Fellowship Program”

“Trustee, President, and Provost Gender”

### **Kahn, Lawrence**

The Impact of Selection into the Labor Force on the Gender Wage Gap

Culture and Gender Allocation of Tasks: Source Country Characteristics, Housework, and Childcare Division of Labor among US Immigrants

### **Lovenheim, Michael**

“Risky Business? The Effect of Majoring in Business on Earnings and Educational Attainment”

“Home Prices, Fertility, and Early-Life Health Outcomes”

“The Effect of Grade Retention on Adult Crime: Evidence from a Test-Based Promotion Policy”

“The Economics of Tobacco Control Regulation”

“How Does For-Profit College Attendance Affect Student Loans, Defaults and Earnings?”

“How Does Access to Health Care Affect Teen Fertility and High School Dropout Rates? Evidence from School-based Health Centers”

“Do Health Insurance Mandates Spillover to Education? Evidence from Michigan's Autism Insurance Mandate”

“The Effect of State Funding for Postsecondary Education on Long-Run Student Outcomes”

“Understanding the Decline in Private Sector

Unionization: A Skill-based Approach”

### **Riehl, Evan**

“Fairness in college admission exams: From test score gaps to earnings inequality”

“Isolating peer effects in the returns to college selectivity”

Disrupted academic careers: The returns to time off after high school

Do standardized college admission exams reflect or create inequality? Evidence from Brazil

Risks and rewards: The returns to STEM programs for less-prepared students

University affirmative action and labor market segregation

### **Sanders, Seth**

“Groupy and Not Groupy Behavior: Deconstructing Bias in Social Preferences”

“Dissolution, Conflict and Australian Children's Developmental Outcomes”

### **Thomas, Mallika**

A Marriage Market Perspective of Career Choices

Effects of Peer Groups on the Gender-Wage Gap and Life after the MBA: Evidence from the Random Assignment of MBA Peers

Explaining the College Gender Gap: Early Versus Late Life Educational Investments and the Career Choices of Women

Inefficiency Revealed: Group-Specific Mandates and the Impact of Employer-Provided Maternity Benefits on Employment, Wages and Labor Supply of Women

Marriage Bars, Occupational Gender Segregation and the Effect of Gender Composition on the (De)Valuation of Work

Outsourcing Domestic Labor: On-the-Job Training Investments and the Gender Gap in Wage Growth among the Highly Skilled

The Effect of Historic Immigration Flows on Collective Bargaining Arrangements, Salaries, and the Market for Teachers

The Effects of Mandated Maternity Benefits on Female Labor Supply, Occupational Choice, and

Human Capital Accumulation: A Quality-Quantity Tradeoff

The Gender Pay Gap and the Responsiveness of Women's Early Career Choices to Information about Ability

"The Impact of Mandated Maternity Benefits on the Gender Differential in Promotions: Examining the Role of Adverse Selection"

Whom Do Firms Interview and Why: theory and Evidence on Many-to-One Matching in the Presence of Search Costs

Why are College Retention Rates of Underrepresented Minorities and First-Generation College Students so Low?

### **Thomas, Stephanie**

Performance Pay and Innovation

### **Vilhuber, Lars**

"Disclosure Limitation and Confidentiality Protection in Linked Data"

"Recalculating-How Uncertainty in Local Labor Market Definitions Affects Empirical Findings"

"Total Error and Variability Measures with Integrated Disclosure Limitation for Quarterly Workforce Indicators and LEHD Origin Destination Employment Statistics in OnTheMap"

"Two Perspectives on Commuting: A Comparison of Home to Work Flows Across Job-Linked Survey and Administrative Files"

"Metajelo: A Metadata Package for Journals to Support External Linked Objects"

Cornell Criminal Records Panel Survey

Development of Various Economic Indicators

Displaced worker indicators

Evaluation of OS2 or "new system"

Reproducibility in Economics

Synthetic Data Generation

### **Batt, Rosemary**

"The effect of franchise growth on franchisees' investment in human resource management"

"Franchisor control mechanisms and the quality of jobs in franchisee units"

"More evidence on the underperformance of private equity funds"

"Gender wage gaps in health care occupations"

### **Bell, Bradford**

"Building Inclusive Climates To-Down and Bottom-Up"

"Dynamic Membership and Team Effectiveness: The Role of Team Affective Processes"

"Putting Telecommuting in Context: The Effects of Individual and Group Context on Telecommuting Outcomes"

"The Longitudinal Effects of Telecommuting on Individual and Team Outcomes"

"Goal orientation, learning strategies, and transfer of learning: The role of task complexity"

### **Burton, M. Diane**

"The Changing Contours of Managerial Careers: The Case of Non-Profits."

"Can They or Should They? External and Internal Influences on Human Capital Acquisition Strategies."

"The Project on Impact Investments' Impact Investment Database."

### **Collins, Christopher**

"CEO characteristics, high commitment HR practices, and sales growth: How CEO firm-specific experience and transformational leadership affect the leveraging of employee-based resources"

"Do HR practices make a difference? Examining the paths of high commitment HR practices while controlling for leadership and past performance"

"Understanding the impact of job information from different sources on applicant attraction: A view through the lens of marketing theory"

"Drawing the line: How the workplace shapes perceptions of sexual harassment"

**HUMAN RESOURCE STUDIES**

“When do HR practices lead to firm performance and productivity? An examination of how business strategy and work design limit the positive effects of HR systems”

Resource Orchestration and the Employee-based Resources that Emerge from HR Systems: Examining the fit between different forms of collective employee human capital and social capital and innovation strategy and industry conditions

Who said that? Using the search-experience marketing perspective to understand the impact of recruitment source on applicant perceptions

### **Davis, Paul**

From Individual to Collective: A Socially-Activated Multi-Level Theory of Coworker Turnover

“In the Shadow of Stars: Negative Performance Consequences for Coworkers of Star Employees Under Workflow Interdependence”

Negative Employment Shocks and Voluntary Turnover: Exploring the Roles of Internal and External Equity on Quit Decisions

“When proactivity enhances the effects of self-efficacy on the goal setting and performance process”

“Driven to excel: Layoff effects on promotions and pay growth in reemployment”

### **Hallock, Kevin**

How We're Paid

Compensation Design: Practical Insights from the Academic World

“The Complexity of Executive Pay Contracts and Firm Performance,”

Pay and Performance for University Presidents

The Illinois Historical Salary Census

Estimating the Expected Cost of Employee Stock Options

Job Matching and Employment Duration

The Night Shift

Quantile Regression for Management

Sleepy Traders and Stock Prices

Pay in Asia

“The Wage Gap and the Total Compensation Gap by Disability Status”

### **Hausknecht, John**

“Managing dynamic membership: Sustaining unit performance amidst persistent member change”

“Forecasting C-level executive performance: Interpersonal derailers and time-bounded predictive validity”

“The dynamic effects of unit-level diversity and turnover on organizational performance”

### **Kehoe, Rebecca**

“In with the old? Examining when boomerang employees outperform new hires”

“In good times and in bad? How the involvement of a star collaborator influences peers' professional status attainment following collaborative successes and failures”

“A dynamic model of value creation across stars' careers”

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

“The impact of internal hiring processes on women's career advancement and pay”

“In with the old? Examining when boomerang employees outperform new hires”

“My manager moved! Manager mobility and subordinates' career outcomes”

“How do I compare? How work unit demographics affect reactions to pay inequality”

“How managerial openness to voice shapes internal attraction: Evidence from US school systems”

“Finding an inner voice: The asymmetrical attraction of internal and external candidates through employee voice”

When changing the leader leads to change

The departing leader's legacy

Making external hiring work: How firms can mitigate risks to create value through external hiring

Softening the blow: How information about future opportunities improves the retention of rejected

internal employees

### **Nishii, Lisa**

Building Inclusive Climates

Case Study with Hilton Worldwide

Case Study with NASA Johnson Space Center

Climate for Inclusion, Job Characteristics, and Job Embeddedness

Climate for Inclusion, Social Networks, and the Employment Outcomes of People with Disabilities

Disparate Access to Challenging Developmental Opportunities as an Explanation for the Under-Representation of Women in Senior Leadership

Employer Case Studies: Private Sector and Public Sector

“Espoused Versus Actual Climate Inclusion: Implications of Behavioral (Dis)integrity on Employee Outcomes”

Gender Diversity, Group LMX, and Performance

Inclusive Leadership

National TA, Policy, & Research Center for Employers on Employment with PWD

Organizational Practices to Increase Employment Opportunities for People with Disabilities: The Power of Social Networks

The Impact of Inclusion for Workers with Disabilities

“The Power of Inclusive Climates: The Reduction of Demographically-Based Divergence in Employee Experiences, Group Processes, and Financial Performance”

“Creating inclusive climates”

“Strategic HRM and organizational behavior: Integrating multiple levels of analysis”

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

“A review and multilevel framework for understanding the effects of incentives on unethical behavior”

“Three types of turnover and team performance: Three distinctive collective psychological mechanisms”

“Pay differential, work effort, and social undermining: Role of envy”

Merit pay increase within pay structure

Pay dispersion, new conceptualization, and meta-evidence

The effects of employment relationships on employee burnout, and the role of unions

### **Proudfoot, Devon**

“Signaling creative genius: How perceived social connectedness influences judgments of creative potential”

“The unequal burden of positive gender stereotypes on women and men’s sense of autonomy”

How group demographic composition influences perceptions of group creativity

## **INTERNATIONAL AND COMPARATIVE LABOR**

### **Bishara, Dina**

“Political not Partisan: The Tunisian General Labor Union under Democracy”

“Economic and Social Grievances and the Arab Spring: Precursors to Popular Mobilization in Tunisia”

“Labor and Collective Action in the Middle East and North Africa”

### **Cook, Maria**

Changes in Immigration Enforcement

“Detention as Deterrence: Global Diffusion of a Failed Immigration Policy”

Farmworkers in Upstate New York

“Forging ‘Liberal’ Immigration Policies: Comparative Perspectives”

Labor Unions and Policy in Latin America: Political Legacies and the Turn to the Right

### **Doellgast, Virginia**

Do Fragmented Employers Produce Fragmented Work? A Comparison of Employers’ Associations in Denmark and Sweden

Survey on antecedents of stress and burnout in U.S. Call Centers

Job Quality and the Politics of Technological and Organizational Change Contact Centers and IT services in the US, UK, Canada, Germany, and Norway.

Power, Structure and Technology – Opportunities and Challenges for the Labour Market (Norway)

CELSI COVID-19 Policy Response Inquiry

International and comparative employment relations, 7<sup>th</sup> Edition

Guest Editors for a Special Issue on New Theories in Employment Relations

Guest Editors for a Special Issue on Situating Human Resource Management Practices in their Political and Economic Context

#### **Friedman, Eli**

“Fractured Militancy: Labor politics in China and India’s Automobile Industries”

“Faltering Standardization: Labor Conflict in China’s Sanitation and Taxi Sectors”

“The Urbanization of People: Politics of Development, Labor Markets, and Schooling in the Chinese City”

#### **Greer, Ian**

“Limits of the Platform Economy: Digitalization and Marketization in Live Music”

“Success and failure in anti-privatization campaigns: Union strategy in the German and English health systems”

“Recentralizing industrial relations? Local unions and the politics of insourcing in three North American automakers”

“Welfare, work, and the conditions of social solidarity: British campaigns in healthcare and social security”

“Can the public sector afford marketization? Market principles, mechanisms, and pushback in five health systems”

“Organized by transitions: The self-organization of

next-generation welfare professionals in Slovenia”

“Artistic work intermediaries and industrial relations institutions: the case of musicians”

## **LABOR RELATIONS, LAW, AND HISTORY**

#### **Adler, Lee**

“Immigrant Workers and Unions in Four Countries, 2010-2014”

#### **Ajunwa, Ifeoma**

Automated Employment Discrimination

“My Genes, My Property: National Survey Shows People Want Control Over Their Genetic Data”

Stigma Entrepreneurship

“Approaches to Wearable Technology Adoption and Implications for Governance”

“Beyond Warehousing: The Corporate Social Responsibility to Provide Meaningful Work for Prisoners”

“Testing the Utility of Disclosure of Criminal Record in Interview Setting”

#### **Avgar, Ariel**

“A bridge over troubled water? The effect of intra-team conflict on individual inter-team tie formation”

“Varieties of Union Substitution: Models of Dispute Resolution and Voice Substitutes in Nonunion Firms”

#### **Bronfenbrenner, Kate**

Harvest of Struggle: First Contract Gains for Low Wage Women of Color

How Unions Bargain for Work and Family Issues among Newly Organized Low-Waged Workers in the US

“NLRB Rule Change Research Part II”

Race, class, and gender in organizing today

Strategic Research in Organizing

“The Empirical Case for Streamlining the NLRB Certification Election Process: The Role of Date of Unfair Labor Practice Occurrence”

Tracking Global Production Shifts

“Union strategies for overcoming employer opposition”

“Workers at risk: The characteristics of COVID-19 cases and fatalities in the workplace”

### **Colvin, Alexander**

“Arbitrator Professional Backgrounds and Decision-Making”

Comparative Workplace Dispute Resolution Systems

Empirical Analysis of Employment Arbitration Cases

“Labor Law Reform in the Anglo-American Countries”

Organizational Survey of Employment Arbitration Procedures

Public Education Employment Relations

Reconceptualizing Conflict Resolution

“Routledge Companion to Employment Relations”

### **DeVault, Ileen**

Families at Work

‘Men at Work’ (and Family): Caregiving Responsibilities Among the Working Class

‘Where the Wind Blows From All Directions’: Land, Labor, Capital and Family

Married, Sober, and Steady: The impact of marital status on men's work experiences, 1880-1930

Pride at Work and LGBT Union Members

“Where the wind blows from all directions: Men, Marriage, and Masculinity in Pysht, Washington, 1900-1930”

### **Gleeson, Shannon**

“Legal Status and Client Satisfaction: The Case of Low-Wage Immigrant Workers”

“Youth Externalizing Behavior in Context: Direct and Indirect Effects of Parent Nonstandard Work, Parenting, and Neighborhoods”

“Framing the Immigrant in Labor Unions and the US Military.”

“Bringing the Sending State Back into the Local”

“Civic Stratification and Immigrant Integration: Organizational Inequalities in Silicon Valley”

“Examining Variations in the Claims-Making Process and Claim Outcomes among Low-Wage Workers in California”

“Mobilizing Worker Rights: The Challenges of Claims-Driven Processes for Re-regulating the Labor Market”

### **Gold, Michael**

A Reader on Democracy

### **Griffith, Kate**

Labor Law: Cases, Materials, and Problems, 9<sup>th</sup> Edition

Book manuscript on immigration status and the nature of work

### **Gross, James**

“A Reconsideration of the Human Right to Work in the Context of Race and the Free Market”

### **Hurd, Richard**

“Change to Win: Accomplishments, Shortcomings and Labor Strategy for the Future”

The Impact of First Contract Arbitration: Evidence from Canada

The Potential Impact of the Employee Free Choice Act: Lessons from the Canadian Experience

U.S. Unions and the Obama Administration

### **Hyman, Louis**

Brief History of the Rise of E-Commerce

Immoral Capitalism

The History of the End of America

### **Ivory, Tristan**

“The Same Separate?: Group Discrimination in the United States and Japan”

“When Marriage Means More: Cross-Nativity Marriage and the Origins of Social Mobility Among Migrants in Japan”

“Cross-National Differences in Foreign-born Female Labor Force Participation”

“Bifurcated Incorporation and Sub-Saharan African Social Mobility in Japan”

“Cross-Nativity Marriage and Labor Force Integration in the EU”

Greener Pastures: Sub-Saharan African Migrants and the Pursuit of Social Mobility in Japan

### **Lieberwitz, Risa**

“Academic Freedom, “Civility,” and the Corporate University”

“Changing Concepts of Faculty Work: Assessing the U.K.'s Research Assessment Exercise”

“Collective action by academic labor: Faculty individual and collective rights are essential for colleges and universities in the public interest”

Organized Labor: The Impacts of Unionization and Collective Bargaining in Higher Education

“Robotics in Service Industries: Changing the Nature of Work and Social Relations”

University Faculty Unionizing and Collective Bargaining

Vulnerability and the Organisation of Academic Labour

“Workplace Whistleblowing: Controversies and Contradictions”

### **Lipsky, David**

The Mythology of Mandatory Arbitration in Employment Relations

A Survey and Analysis of How Leading U.S. Corporations Manage Workplace Complaints

“A Survey of ADR Practices in the Federal Sector”

“An Analysis of Employment Arbitration in the Securities Industries”

“Fortune 1000 Survey”

“New York Nursing Home Quality Care Demonstration Project: Evaluation of Effects on Employment and Labor Relations”

### **Litwin, Adam**

Healthcare Reform and the Healthcare Workforce

“Labor Unions, Worker Voice, and the Spread of Healthcare – Associated Infections”

“Technological Change and the Externalization of Work”

The Impact of Technological Change on Work and Workers: An Industry Studies Approach

“Workers Exposed: Technological Change, Shifting Power, and the Offloading of Economic Risk”

### **Martínez-Matsuda, Verónica**

Curing our Community: Mexican-American Nurses and Home Management Supervisors in Public Health Work, 1920-1960

Farmworkers' Sweat Equity: The Self-Help Housing Movement and the Investment Against Migrant Poverty

“Fighting for Rights in ‘No Man’s Land’: African American Resettlement in Yuma Indian Territory During the Great Depression.”

Immigrant Flea-Markets in Historical Perspective: Informal Economies, Community Politicization, and Negotiative Space

The Impact of World War II “Enemy Alien” Relocation and Internment on Japanese-American Farmers and Farmlands

“The Poor build their Homes with Sweat’: Farmworkers, rural Poverty, and the Fight for Affordable Housing in the 1960s”

### **McCarthy, John**

“A Systems Approach to Labor-Management Partnership Theory: The Multi-Level Effects of Partnership on Organizational Commitment and Performance”

“How managerial openness to voice shapes internal attraction: Evidence from US school systems”

“Labor-Management Partnerships, Emergent Social Structures, and Employee Job Satisfaction”

National Schools Survey

Professional Networks, Climate and Intra-Organizational Mobility

“Retaining and Attracting Teachers in High Poverty Schools”

### **Turner, Lowell**

“Immigrant Workers and the Labor Movement, 2014-2017”



“Immigrant Workers and Unions in Four Countries, 2010-2014”

Labor and Politics in the Current Economic Crisis

Young Workers and the Labor Movement in 5 Countries, 2014-2018

Young Workers and the Labor Movement in Europe and the US

### **Weiner Heinemann, Allison**

““I Have A Peaceful Place”: Redefining Disability, Trauma, and Access in Law and Education”

## **ORGANIZATIONAL BEHAVIOR**

### **Bohns, Vanessa**

“Underestimating the pressure to Respond to After-Work Emails”

“Nice Shirt! Do People Underestimate the Positive Impact of their Compliments?”

“Overestimating the Voluntariness of consent: Testing the Robustness of the Effect in a Representative Sample”

“Consent Forms Don’t Reduce the Pressure of Consent”

“Underestimating the Difficulty of Denying Someone Access to One’s Personal Data”

“Empathy and expectations of others’ willingness to help”

“Getting a yes when you can’t ask in person: Comparing the effectiveness of help-seeking across media platforms”

### **Hammer, Tove**

A Multi-Level Analysis of Organizational Justice and Work-to-Family Conflict

Decision Diversion in Diverse Teams: Findings From Inside a Corporate Boardroom

“The Health Effects of the Work Environment”

### **Lee, Alice**

“An Interpersonal, Attributional Perspective on First Offers in Negotiations”

“Thanks, but No Thanks: Unpacking the Relationship between Power and Gratitude Expression”

“Disparagement backlash and caretaker advantage: How attachment shapes reactions to accounts in negotiations”

“The social integration theory of status: Understanding the psychological experience of status”

“The post-decision affirmation (PDA) effect: The interpersonal benefits of closing negotiations with affirmative comments”

“Cheap shots and fair points: Egocentric perceptions of rationales in bargaining—and the potential impact of perspective-taking”

“More than cheap talk: Politeness in negotiations and directions for future research”

“The superpower effect in distress prediction about the powerful”

Power versus status: How culture tips the balance between power and status in negotiations The disparagement discount effect: Buyers undervalue objects that they obtain from using disparagement rationales

Adding versus averaging accounts: When offering a few rationales is more effective than offering more rationales

Mental illness in organizations.

Linguistic hedges and negotiations.

Getting to ‘no’: How asking for non-negotiables leads to concessions on other issues in negotiations.

The interactive effect of entrepreneur attachment and investor questions in entrepreneurial pitch competitions.

### **Lucas, Brian**

“Shortlists and gender diversity”

“Creativity beliefs”

“Relational models and creativity”

“Group size and creativity”

“Intergenerational hypocrisy”

“Moral and amoral attitudes and empathy”

“Power and stress”

### **Rissing, Ben**

“Inside Jobs: Salary Setting for Immigrants Crossing Organizational and National Boundaries”

“To H-1B or Not to H-1B? Inequality and Social Closure in U.S. Immigrant Work Authorizations”

“Premium Processing or Processing Premiums? Influence and Commitment in the Regulatory Approval of Expedited Applications”

### **Sonnenstuhl, William**

“Pluralistic Ignorance, Campus Life, and Drinking”

“The Misperception of College Drinking: Pluralistic Ignorance and Campus Life”

Alcoholism, Addiction, and Recovery on Campus

Bystander Intervention

Freshman Drinking and Pluralistic Ignorance

Misperception of College Drinking

New York City Firefighters, Traumatic Stress and Workplace Conditions, and Wellbeing: 9/11 and Beyond

New York City Transport Workers Working Conditions and Wellbeing

Work, Retirement and Drinking among Blue-Collar Retired Workers

### **Tolbert, Pamela**

“Self-employment among immigrants”

“Different forms of entrepreneurship: Implications for strategy research”

“A rising tide lifts all boats”

### **Zitek, Emily**

“Reducing Criminal Record Discrimination Through Banning the Box: The Importance of Timing and Explanation in the Reveal of a Drug Conviction”

“I’ll be watching you: AI surveillance technologies and privacy invasion”

“When asking for what you want helps and harms you: The effects of psychological entitlement in

negotiations”

“Individuals higher in psychological entitlement respond to bad luck with anger”

“Numbers v. narrative: The format of performance feedback affects fairness perceptions and improvement intentions”

Promoting equality in baseball

When do people act on undeserved benefits?

Entitlement and COVID-19

Why do narcissistic leaders stay in power?

## **SOCIAL STATISTICS**

### **Bunge, John**

“Empirical probability generating functions, Kemp distributions, and population size estimation.”

### **DiCiccio, Thomas**

“Exact tests via multiple data splitting”

“Higher-order inference in the presence of nuisance parameters”

“Robust inference via flexible parametric models”

Statistical Inference via Data Splitting

Understanding the Hot-Hand Phenomenon

### **Karns, M. Elizabeth**

“Cornell Sexual Misconduct & Harassment Survey”

Damage Awards in Litigated Sexual Assault Cases

“Default Judgments in Sexual Assault Cases”

Economic Consequences App

Preponderance Project

Reporting Rates

### **Matteson, David**

“AURORA: A Unified Framework for Anomaly detection on multivariate time series”

“Factor Analysis of Mixed Data for Anomaly Detection”

“High Dimensional Forecasting via Interpretable Vector Autoregression”

“Sparse Identification and Estimation of High-Dimensional Vector Autoregressive Moving Averages”

“Estimation in Sparse High-dimensional Time Series Models”

“Modeling nonlinear growth followed by long-memory equilibrium with unknown change point”

“Regularized Estimation in High-Dimensional Vector Auto-Regressive Models using Spatio-Temporal Information”

“Group Non-Gaussian Component Analysis for Neuroimaging”

“Functional Stochastic Volatility”

“Functional Time Series with Long Range Dependence”

“Graphical Influence Diagnostics for Changepoint Models”

“Testing Simultaneous Diagonalizability of Random Matrices”

“Redundancy Measures via Copula Modelling”

“Decoupling Shrinkage and Change Point Analysis”

“Adaptive Bayesian Changepoint Analysis”

“Designing Index-Based Insurance Using Novel Remote-Sensing Data”

“Graph-Based Continual Learning”

“Estimation of Possibly Non-Stationary Long Memory Processes”

### **Wells, Martin**

Cornell Criminal Records Panel Survey

“Exponential Family Word Embeddings: An Iterative Approach for Learning Word Vectors”

“Facilitating High-Dimensional Transparent Classification via Empirical Bayes Variable Selection”

“Functional Variation in the Gut Microbiome of Wild *Drosophila* Populations”

“The Middle-Scale Asymptotics of Wishart Matrices”

## **EXTENSION DIVISION**

### **Barrington, Linda**

“Employer Learning and Practices Group on Employees with Disabilities”

Compensation in Green Infrastructure

Cornell Criminal Records Panel Survey

Cornell’s CNSS and Empire Surveys and SUNY-Stony Brook New York State Pulse Poll - Knowing One’s Place in the Income Distribution

Dean’s Office Seed Money Project

Economic Impacts of Minimum Wage Increases in New York State

Employment and Ageism

Job Change, Earnings and Recalibration: Reemployment, Unemployment or Retirement?

New York State Judicial Salaries

“Testing Gender Equity Analysis – Company Case Study”

“The Green Infrastructure Workforce: A Brief on Pay Differentials and Workforce Composition”

“TSR, CEO Compensation and Firm Performance: An Analysis of S&P 500 Companies”

### **Bigler, Esta**

Cornell Criminal Records Panel Survey

### **Bjelland, Melissa**

The Role of Chronic Conditions in Decisions to Apply for SSDI Benefits among Working-Age Adults with Work-Limiting Disabilities

“Using U.S. EEOC Charge Data for Research and Dissemination”

### **Blessing, Carol**

Feasibility Study for Partners in Policymaking (PIP) in Spanish and Chinese

### **Brown, Nellie**

OSHA Regulations that Apply to Agriculture

“Chemicals and Workplace Database”

Cytomegalovirus Exposure Prevention in Child Daycare Workers

HAZOP of Manure Handling Systems for CAFOs

Health Hazards Manual for Cosmetologists - 2nd Edition

“Job Hazard Analysis of Handling of Anti-Neoplastic Agents in Veterinary Settings”

### **Bruyere, Susanne**

“Addressing data needs: Sources available for evaluating post-secondary schooling and career outcomes for individuals with autism spectrum disorder”

Center for Rehabilitation Research using Large Datasets

Connecting Practices to Outcomes: Lessons from the Federal Sector Workplace

Employer Assistance and Resource Network on Disability Inclusion (EARN)

Empowering Neurodiverse Populations for Employment through Inclusion AI and Innovation Science

Neurodiversity in the workplace

Vocational rehabilitation and employment

### **Calicchia, Marcia**

Case Studies in Human Services (Leadership/ Management)

### **Chang, Vicki**

“Should I Stay or Should I Go?: Keeping Older Healthcare Workers Engaged”

### **Clark, Kelly**

“Evidence-based secondary transition practices to support students with mental health disorders”

“Effective Professional Development in Transition”

“Updating the secondary transition research base: Evidence- and research- based practices”

### **Cook, LaWanda**

ADA Trainer Leadership Network

Should I Stay or Should I Go? Engaging Older Healthcare Workers

YReCONNECTS Juvenile Justice CoP Project

### **Donahue, Linda**

Assault on Public Sector Labor Laws

Misclassification of Employees in NYS

Pride at Work and LGBT Union Members

### **Enayati, Hassan**

“On the Path to Transition: A Description of the Educational Trajectories, Life Goals, and Barriers for Youth Receiving SSI as They Move into Adulthood”

“Performance-Based Long Term Incentive Compensation and Firm Performance”

“TSR, CEO Compensation, and Firm Performance: An Analysis of S&P 500 Companies”

“Understanding the Effect of Changes in Workforce Characteristics and Expectations on Workplace Accommodations across Industries”

“The Impact of Disproportionality Regulations on Identification into Special Education Programs”

### **Figueroa, Maria**

How Labor Management Partnerships Improve Patient Care, Cost Control, and Labor Relations

Impacts of Policy Changes on Worker Safety Outcomes in NYC Construction Sites

Impacts of Unpredictable Scheduling

Readiness Assessment for Unit-Based Teams at New York Presbyterian Hospital

Reflective Case Study of Montefiore's Care Management Organization (CMO)

The Digital Platform Economy in NYS: Worker and Consumer Data from the Cornell Empire State Poll

The Value of Unions in Providing Quality of Care and Controlling Healthcare Costs

Working Conditions of Day Laborers in the New York Metropolitan Area

**Golden, Thomas**

2019-2021 NYS CASE Identifying Motivational Strategies and Behaviors in Professional Development Programs

2020 Mapping Post-Discharge Resource Needs of Veterans with Disabilities

2020-2021 SSI Youth Policy Solutions

Dean's Office Seed Money Project

“Developing a 21st Century Approach to Enhancing Supported Employment Outcomes”

“Enhancing Employment Outcomes of SSI and SSDI Beneficiaries Through Work Incentives Planning, Traditional Cost Reimbursement and the Ticket”

“Employing communities of practice to re-calibrate context for systems and organizational learning: Centering practices to improve youth post-school outcomes through NYS PROMISE”

Evaluation of OS2 or “new system”

Improving post-school living, learning and earning outcomes of youth who receive Supplemental Security Income (SSI): Findings and recommendations from six national PROMISE demonstration sites

Meeting the youth priorities of WIOA: Are vocational rehabilitation service providers ready?

“Model Transition Program: Sustaining Transition Systems Change”

“New York Makes Work Pay: Identifying the NYS Population of Potential MBI-WPD Eligibles and Minority Representation”

NYS PROMISE: Collaboration Study

NYS PROMISE: Concept Mapping

NYS PROMISE: Concept Mapping Statewide Steering Committee

NYS PROMISE: Family / Student Impact

NYS PROMISE: How Career Development Impacts the Work and Postsecondary Outcomes for Youth Who Receive Welfare Benefits

NYS PROMISE: Impact Analysis

NYS PROMISE: Qualitative Formative and Summative Evaluation

Partners in Policy Making Research Demonstration

The Impact of Parental Welfare Receipt on Postsecondary Education and Employment Outcomes for Transition Age Youth with Disabilities

**Grabelsky, Jeffrey**

Collective Bargaining in the Construction Industry

Demand Forecasting in Construction

Demand Forecasting Models in the Construction Industry

Interview w/BCTD president Ayers for Working USA Article

Pre-Apprenticeship Programs

Project Labor Agreements / Community Workforce Agreements

Young Workers Initiatives

Youth and the Labor Movement

**Karhan, Andrew**

“Meeting the youth priorities of WIOA: Are vocational rehabilitation service providers ready?”

2020-2021 SSI Youth Policy Solutions

**Klingel, Sally**

“A Survey of ADR Practices in the Federal Sector”

Public Education Employment Relations

**Malzer, Valerie**

Work/Life Balance and Employment Success for Workers with Disabilities

**Pantelides, Cathy**

Effective Professional Development in Transition

**Saleh, Matt**

ACCES-VR Comprehensive Needs Assessment

AutismSpeaks Healthcare Transition Scoping Review

NYS PROMISE Collaboration Study

NYS PROMISE Program Fidelity Assessment

NYSCB Consumer Satisfaction Survey

Y-TAC Out-of-School Youth Toolkit

YTI Dean's Summer Fellows: Intersection of Disability and Justice Involvement

"Employment Strategies for Older Adults"

### **Shaw, Leslie**

"The Italian Translation of the Supports Intensity Scale-Children (SIS-C Italian): Measurement invariance and differences"

### **Strobel-Gower, Wendy**

ADA Trainer Network Evaluation

Addressing the Knowing/Doing Gap in Disability and Employment Programming: Validating a conceptual model for employment barriers in high growth employment sectors

"Beyond Yellow Ribbons: Employers Readiness to Hire and Retain Veterans with Disabilities"

"Bridging the Knowing-Doing Gap in Disability and Employment: Researching an Intervention to turn Knowledge into Action"

Impacting Key Gatekeepers: Testing a Model for Reaching Mid-Levels Managers

Just-in-Time Toolkit Evaluation

Leadership in a Disability Inclusive Workforce: Engaging Mid-Level Managers

NEADA Center Small Business Research

R3. Reaching Employers to Impact Disability Practices: Comparing Two Program Approaches

The Readiness of Veterans with Disabilities to Find and Sustain Employment

### **Tamburo, Jeffrey**

Literature Review for NEADA

### **von Schrader, Sarah**

"(SHRM Member Survey) Leading HR Practices in Improving Employment Outcomes for Individuals with Disabilities"

Connecting Diversity Practices to Employment Outcomes: Lessons from the Federal Sector Workplace

EEOC Employment Discrimination Research Project

Evaluation of OS2 or "new system"

Feasibility Study for Partners in Policymaking (PIP) in Spanish and Chinese

Initial Impact of Section 503 Rules: Identifying Effective Employer Practices and Trends in Disability Violations among Federal Contractors

Investigation of Workplace Policies on Employment Outcomes for Individuals with Disabilities

National TA, Policy, & Research Center for Employers on Employment of PWD

NEADA Center Small Business Research

"Minimizing Discrimination and Maximizing Inclusion: Lessons from the Federal Workforce and Federal Subcontractors"

### **Wagner, K.C.**

Caregiving and RWDSU Members

Gender Based Violence: Understanding Sexual Harassment and Intimate Partner Violence

How Does Training and Education Affect the Employability of Domestic Workers?

Paid Care and Domestic Worker Survey

Racial Harassment and Other Inequalities in the Workplace

Sexual harassment in the California Janitorial Industry

"Sexual harassment in the Empire State"

"Street Harassment"

The 12 Men Model: Engaging Men as Agents of cultural Changes in a Syracuse Community Based Program

Truth, Justice, Healing, Reconciliation: Voices of Survivors from Black Women's Blueprint's Truth and Reconciliation Commission

"Working Parents for a Working New York"

Working Title: Work and Child Care Challenges: Giving Voice to Parents with children under age 3

**Young, Judy**

“Encouraging Employees with Disabilities to Disclose”

“Establishing and Maintaining Employee Resource Groups”

“Literature Review for Workforce Development: Examples for Employers and the Workforce Development System”

National TA, Policy, & Research Center for Employers on Employment of PWD