



Cornell University
ILR School

Cornell University ILR School
DigitalCommons@ILR

ILR Faculty Publications and Research in
Progress

Catherwood Library

May 2019

Faculty Research in Progress, 2018-2019

Cornell University ILR School

Follow this and additional works at: <https://digitalcommons.ilr.cornell.edu/facpublist>

Thank you for downloading an article from DigitalCommons@ILR.

Support this valuable resource today!

This Article is brought to you for free and open access by the Catherwood Library at DigitalCommons@ILR. It has been accepted for inclusion in ILR Faculty Publications and Research in Progress by an authorized administrator of DigitalCommons@ILR. For more information, please contact catherwood-dig@cornell.edu.

If you have a disability and are having trouble accessing information on this website or need materials in an alternate format, contact web-accessibility@cornell.edu for assistance.

Faculty Research in Progress, 2018-2019

Abstract

The production of scholarly research continues to be one of the primary missions of the ILR School. During a typical academic year, ILR faculty members published or had accepted for publication over 25 books, edited volumes, and monographs, 170 articles and chapters in edited volumes, numerous book reviews. In addition, a large number of manuscripts were submitted for publication, presented at professional association meetings, or circulated in working paper form. Our faculty's research continues to find its way into the very best industrial relations, social science and statistics journals

Keywords

Cornell University, ILR School, faculty publications, research

FACULTY RESEARCH IN PROGRESS, 2018-2019

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

“Immigration and the Distribution of Incomes”

“Immigration, Gender and the Labor Market”

The Feasibility and Importance of Adding Measures of Actual Experience to Cross-Sectional Data Collection

“The Gender Wage Gap: Hard and Soft Skills”

Boyer, George

Foundations of the Anglophone Welfare State

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

Poverty and the Aged in Interwar London

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

Ehrenberg, Ronald

“American Higher Education in Transition”

“Cornell Staff Retirement Incentive Program”

Differential Tuition

“Do Noninstructional Expenditures Matter?”

Faculty on Boards of Trustees

“Is the Golden Age of the Private Research University Over”

“Law School Research”

Pay and Performance for University Presidents

Persistence in STEM Field Majors

PILOT(Payments in Lieu of Taxes)

Protecting Humanities Departments

“The Mellon Mays Fellowship Program”

“Trustee, President, and Provost Gender”

“Are High Quality PhD Programs at Universities Associated with More Undergraduate Students Pursuing PhD Study”

Fields, Gary

Income-Weighted Growth Incidence

Panel Income Changes and Changing Relative Income Inequality

Market-Level Effects of Educational Expansion

Hutchens, Robert

“Measuring Segregation When Hierarchy Matters”

Jakubson, George

“The Mellon Mays Fellowship Program”

“Trustee, President, and Provost Gender”

Kahn, Lawrence

Human Capital, Collective Bargaining, and New Zealand's Wage Structure

“Immigration and the Distribution of Incomes”

“Immigration, Gender and the Labor Market”

“Permanent Jobs, Employment Protection and Job Content”

“Temporary Jobs and Job Search Effort in Europe”

The Feasibility and Importance of Adding Measures of Actual Experience to Cross-Sectional Data Collection

The Gender Wage Gap: Hard and Soft Skills

“The Structure of the Permanent Job Wage Premium: Evidence from Europe”

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?”

“Recruiting and Supporting Low-Income, High-Achieving Students at Flagship Universities”

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

Riehl, Evan

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

“Isolating peer effects in the returns to college selectivity”

“Time Gaps in Academic Careers”

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

Calculating Labor Force Statistics for Alphabet City: A Classroom Activity

Compensation in Green Infrastructure

New York State Judicial Salaries

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

HUMAN RESOURCE STUDIES

Batt, Rosemary

Franchising and Low Wage Work

“Institutional Legacies and Social Unionism: Bringing Employers Back In”

Wage and Employment Implications of health Care Restructuring

Bell, Bradford

Building Inclusive Climates

“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”

Burton, M. Diane

Do Startups create Good Jobs?

Leadership and Careers in Non-Profits

Status Passage

“The Long-Term Income Consequences of Startup Employment”

Collins, Christopher

“A business case for diversity: The effects of diversity management practices, leader diversity, and diversity reputation on firm performance”

Does human resource management make a difference? The interactive effects of HR practices and charismatic leadership on employee attitudes, behaviors, and performance

The relationship between human resource management practices and small business performance: Examining the mediating role of employee attitudes and behaviors

Davis, Paul

“Determined to Excel or Damaged Goods? Layoff Effects on Promotions and Pay Growth in Reemployment”

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

Risky Business: Do New Hires Demand Pay Premiums Before Joining Downsizing Firms?

Stretched Thin or Provided Runway: Differential Effects of Moonlighting on Voluntary Turnover Likelihood

Hallock, Kevin

“Abilities, Occupations, and Returns to Skills and Tasks”

“Are Formal News Announcements Still Newsworthy?: Evidence from 40 Years of US Data on Earnings, Splits and Dividends”

Cornell Criminal Records Panel Survey

“Cornell Staff Retirement Incentive Program”

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

“Employees’ Choice of Method of Pay”

“Executive Compensation in American Unions”

“New Data for Answering Old Questions Regarding Employee Stock Options”

Pay and Performance for University Presidents

Pay and Performance for US Executives

Quantile Regression for Management Research

“Testing gender equity analysis - company case study”

“The Gender Wage Gap in Nonprofits”

The Illinois Historical Salary Census

“The Night Shift

“The Pay Gap and Total Compensation Gap By Disability Status”

“The Value of Stock Options to Non-executive Employees”

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

“Managing Layoffs: Why Firms Fire Workers and How it Affects the Bottom Line”

Hausknecht, John

“Insights into executive selection: Evaluating predictors of success among C-level executives”

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

“The dynamic nature of applicants’ reactions to selection: Effects of face validity, feedback, and reconsideration opportunity”

“The functional turnover myth: Involuntary turnover rates and organizational outcomes”

“Why high and low performers leave and what they find elsewhere: Job performance effects on employment transitions”

Keller, JR H.

“Compare and Contrast: The Effects of Wage Dispersion and Group Diversity on Employee Turnover”

“Hiring and Mobility in Contemporary Multinational Organizations”

“Out with the Old, in with the New: When are Principal Successions Successful?”

“The Impact of Internal Hiring Processes on Women’s Career Advancement and Pay”

The Many Roads to the Top: Internal Career Paths in Contemporary Organizations

“When Losers Become Leavers: Rejection and Turnover in Internal Labor Markets”

McCarthy, John

National Schools Survey

Professional Networks, Climate and Intra-Organizational Mobility

“Retaining and Attracting Teachers in High Poverty Schools”

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”

Proudfoot, Devon

“The Diversity Bonus and Penalty: How Group
Demographic Composition can Bias Perceptions
of Group Creativity”

“The Lone Genius Myth of Creativity”

How Team Demographic Composition Influences
Judgments about the Team’s Leader and Team’s
Efficacy

How “Valuing Diversity” Messaging Shapes
Inferences about Organizations Hiring Criteria

Predicting Employee Sensitivity to Receiving Credit
for Ideas vs. Work/Time

When Stereotypes are Experienced as Restrictions:
Positive Gender Stereotypes, Autonomy Needs,
and Gender Identification

INTERNATIONAL AND COMPARATIVE LABOR

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

“After the Social Crisis: The Transformation of
Labour Relations and Work Organization at
France Telecom”

Collective Bargaining

Fragmented Employers, Fragmented Work? The role
of Employers Associations in Swedish and

Danish Telecommunications

“Institutions as Rules and Resources: Explaining
Cross-National Divergence in Employment
Systems”

Performance Management, Employee Stress, and
Performance in Call Centers

Friedman, Eli

“Education and Urbanization in China”

“Labor Relations in China’s City Services”

“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”

Kuruvilla, Sarosh

“A Diagnostic Framework for Industrial Relations”

“Bargaining Structure in China”

“Chinese Industrial Relations”

Collective Bargaining and Compliance: Analysis of
FFC Data

Comparative Deregulation of the Legal Industry

“Deregulation of Law and the Future of the Legal
Industry: Comparative Perspectives”

From a Suppliers Perspective, Audit Regimes and
Inter-Brand Differences

“Global Labor Standards and New Measures of
Freedom of Association”

“Globalization, Law Firm Business Strategies and
Changing Labor Markets for Lawyers in the
USA, UK and India”

Lawyers Who Do Not Practice Law in the Courts

Offshoring: Survey of Client and Offshoring Firms

“Strikes in China”

The Relationship between Sourcing and Compliance

“The Transformation of the Legal Labor Markets”

“Private Regulation: Case Study of a B-Corporation”

LABOR RELATIONS, LAW, AND HISTORY

Aleks, Rachel

Contract or No Contract: How Organizing Campaign Tactics Affect First Contract Negotiations

Digitalization of Work

“Hero or Villain? A time-lag Study of How Millennials’ Attitudes Towards Unions Compare to Those of Previous Generations”

“Practice What You Preach: Gender (In)Equality in Labor Union Leadership”

Unions’ Response to #MeToo

Avgar, Ariel

Assessing Mediation: An Examination of Mediator and Mediation Factors and Associated Outcomes

“Beyond Meaningful Use: Organizational Adoption and Implementation of Health Information Technology Bundles”

Exploring the Role of Employee Voice in Improving Outcomes for Employees and Patients in a Large Hospital Setting

Healthcare Integration: A Study of the Staten Island Performing Provider System

“Integrating Conflict: A Proposed Framework for the Interdisciplinary Study of Conflict and Its Management”

Organizational Conflict Management Strategies in a Changing Landscape: A Proposal for a Conflict Resolution Survey of Fortune 1000 Firms

The Effect of Conflict Resolution Policies on Corporate Financial Performance

The Low Wage Healthcare Workforce in Turbulent Times

The Organizational Reconstruction of Public Dispute Resolution for Workplace Conflict in Anglo-American Countries

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

What do Unions do for Patient Care? Labor Relations and Quality of Patient Care in California Hospitals

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”

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”

Compa, Lance

Franchising and Low Wage Work

DeVault, Ileen

“‘Ask the Indian to do it’: Family, Ethnicity, and Industrial Paternalism in the Pacific Northwest, 1917-1931”

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

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

“Children in their families’ economies: Calls for and
against child labor within the working class,
1880-1930”

“Joan of Arc or Jezebel? Mrs. Harriet A. Pickering
and the New England textile industry”

“Married to the Union: Wives and mothers as union
activists, 1880-1930”

“Married Men on the Road: Traveling to Work on
Railroad Operating Crews, 1880-1930”

“Family Business”

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

“On-Demand Platform Workers in New York State:
The Challenges for Public Policy”

Pride at Work and LGBT Union Members

“Railways in the Woods: Technology and Changes in
Employment on the Olympic Peninsula, 1916-
1935”

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

Gleeson, Shannon

“Enforcing Rights Across Borders”

“Placed-Based Immigrant Rights Experiences:
DACA Awareness and Support in Houston”

“Immigrant Legal Status, Legal Knowledge, and
Claims-Making in Low Wage and Unregulated
Labor Markets”

“Mexico’s Consular Partnerships to Enforce Labor
Standards for Immigrant Workers: Variation in
Implementation Models across U.S. Cities”

Immigrant Civic Engagement

Institutional Analyses of Worker Rights Enforcement

Processes of Worker Legal Mobilization & Legal
Consciousness

“Employers and the Immigration Arms of the State:
How the State Foments Employment Insecurity
for Temporary Immigrants at Work”

“Immigrant Workers, Their Lawyers, and Notions of
Procedural Justice”

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

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

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

“Immigrant Legal Status, Labor Precarity, and
Worker Agency”

“Workers with Temporary Protected Status: The
Value and Limits of Delinking Immigration and
Employment Status”

Gold, Michael

A Reader on Democracy

Griffith, Kate

“Franchising and Low Wage Work”

Bureaucratic Sources of Employment Insecurity:
Temporary Immigrants at Work

Milking Outdated Laws: Alt Labor as a Catalyst for
Doctrinal Innovation

Who’s got the Power? A New Framework for Labor
and Employment Liability in the Franchising
Context

Labor Law: Cases, Materials, and Problems, 9th
Edition

Gross, James

Study of the NLRB 1984- present

“The Challenges of and to Workers’ Rights as
Human Rights”

“The Current Status of Human Rights in U.S. Public
Sector Labor Law and Policy: A Comparative
U.S.-Canada Analysis”

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

Katz, Harry

“The Locus of Control of HR Inside MNC’s Global Supply Chains”

The Evolving Role of Public Agencies Involved in Conflict Resolution

Lieberwitz, Risa

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

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

University Faculty Unionizing and Collective Bargaining

“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

Martínez-Matsuda, Verónica

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

“Experiment in Democracy: Race, Rights, and Reform in the U.S. Migrant Labor Camp Program”

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”

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”

“Witnessing ‘Disability Experience On Trial’: Toward Critique and Emancipation”

ORGANIZATIONAL BEHAVIOR

Bacharach, Samuel

2017 The College-to-Work Transition & Alcohol Misuse: An Etiologic Study

“Job Search Study (China)”

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

New York City Transport Workers Working Conditions and Wellbeing

Retirement-eligible but not Retiring: A Longitudinal Study of the Organizational- and Job-related Factors Associated with the Retention of an Older Workforce

Risky Instrumental Behavior

Work, Retirement and Drinking among Blue-Collar Retired Workers

Besharov, Marya

Creating Change from Within or Building an Alternative? The Role of Intermediaries in Developing Local Food Systems

“From Ceremonial Engagement to Purposeful Use: Unpacking Performance Measurement in Social Purpose Organizations”

“Infusing Values: Unpacking the Intra- and Inter-Personal Processes of Institutional Leadership”

“Leveraging Pluralist Leaders for Organizational Effectiveness and Social Impact”

Organizational Hybridity: Perspectives, Processes, Contexts

“Transcending the Formalization Dilemma? How Communities Formalize Without Subverting Collectivist Values”

“The Many Roads to Revenue Generation: Alternative Approaches to Commercialization for Nonprofits”

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”

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”

Lucas, Brian

“The Creative Cliff Illusion”

“Pride and Pratfalls: Recounting Embarrassing Stories Increases Creativity”

“Doing the Right Thing for the Wrong Reasons: When Private Acts of Charity Seem Hypocritical”

“The Unexpected Benefits of Brainpairing: Dyads Balance Creative Performance and Task Enjoyment in Brainstorming Groups”

“Relational Models in Organizations: Communal Sharing Schemas Promote Creativity”

“Intergenerational Hypocrisy: When an Organization’s Past Erodes Legitimacy”

“Curvilinear Morality: Moralized and Amoralized Attitudes Predict Empathy and Perceived Bias”

“Power Buffers the Stress of Deception”

Rissing, Ben

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

“Strength from Within: Selective Retention and the Internal-External Hire Performance Gap”

“The Bully Pulpit: Presidential Discourse and the Employment Decisions of Government Agents and Firms”

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

“Trust or Verify: Anomic Regulation in Self-Reporting Systems”

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

Cultural bases of new venture opportunity and evaluation

Formalizing meritocracy: Use of GRE scores in college admission, 1970-1990

Zitek, Emily

“Letting Your Group Down: The Negative Effects of Performing Poorly on a Group Task”

“Should Numbers Be Gone for Good? How the Format of Performance Feedback Affects Fairness Judgments and Improvement Intentions”

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

Bias Decision Making in Sports

Encouraging Sport Participation in the Elderly

Entitlement and Negotiation

Entitlement and Responses to Bad Luck

Group Contributions and Support for Hierarchy

Leadership: Continue or Quit?

Perceptions of Entitlement

Reactions to Underserved Positive Events

SOCIAL STATISTICS

Bunge, John

“CatchAll: Parametric and Nonparametric Estimation of Species Richness and Population Size”

“Consistency of the Maximum Likelihood Estimator of the Evolutionary Tree”

“Decomposition of Probability Measures,”

“Estimating Global Microbial Diversity”

“Modeling Species Richness as a Function of DNA Sequence Similarity”

DiCiccio, Thomas

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

“Robust inference via flexible parametric models”

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

“A Monte Carlo Method for Map-Matching, with GPS Bias Estimation”

“Cross Validation for Regularized Autoregression”

“Measuring and Testing Mutual Multivariate Independence”

“steadyICA: ICA and Tests of Independence via Multivariate Distance Covariance”

“Varying Dimension Markov Chain Monte Carlo using Boolean Models”

“Extending balance assessment for the generalized propensity score under multiple imputation: a simulation study”

“Group-based trajectories of thyroid hormone replacement therapy in pregnant women and perinatal outcomes in the offspring”

“High Dimensional Forecasting via Interpretable Vector Autoregression”

“Dynamic Shrinkage Processes”

“Independent Component Analysis via Mutual Dependence Measures”

“Cell Line Classification Using Electric Cell-substrate Impedance Sensing (ECIS)”

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

“Estimation in Sparse High-dimensional Time Series Models”

“Dynamic Emotion Transition Detection for Affective BCI”

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

EEOC Federal Data Project

NYS PROMISE

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

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

“Work-Activity Limiting Condition and Six-Question Sequence of Disability Items”

Blessing, Carol

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

Brewer, David

Collaborative Service Delivery and Regional Transition Leadership

Dean’s Office Seed Money Project

“Model Transition Program Evaluation”

MTP Transition Services Model Study

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

NYS PROMISE: Concept Mapping

“NYS PROMISE: How Career Development Impacts the Work and Postsecondary Outcomes for

Youth Who Receive Welfare Benefits”

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

Vocational Rehabilitation Counseling Perception of
MTP

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

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

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

“Leading HR Practices in Improving Employment
Outcomes for Individuals with Disabilities”

“Employer Learning and Practices Group on
Employees with Disabilities”

“Accessibility of Web Student Processes at
Community Colleges”

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

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

Companion Animals in the Workplace: What Makes
a Successful Experience?

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

“Disability Demographics and Statistics”

EEOC Employment Discrimination Research Project

EEOC Federal Data Project

Employer Case Studies: Private Sector and Public
Sector

“Employment Policy for People with Disabilities”

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

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

“Organizational Practices in Employing People w/
Disabilities”

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

Pet-Friendly Policies in the Workplace

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

Technology and Employment of People with
Disabilities

The Impact of Inclusion for Workers with Disabilities

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

Workplace Policies and Practice Facilitating
Inclusion for Individuals with Autism

“Employment Strategies for Older Adults”

“Minimizing Discrimination and Maximizing

Inclusion: Lessons from the Federal Workforce and Federal Subcontractors”

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

Calicchia, Marcia

Case Studies in Human Services (Leadership/Management)

Chang, Vicky

“Mental Illness and Employment: Understanding a Major Disability Population in the U.S. Workforce”

Cook, LaWanda

“Technology and People with Disabilities in the Work Environment”

Accessibility of Worksite Wellness Resources for Employees with Disabilities

ADA Trainer Network Evaluation

Getting and Keeping People with Disabilities in the Workforce: Negotiating Work, Life, and Disability

Donahue, Linda

Assault on Public Sector Labor Laws

Misclassification of Employees in NYS

Pride at Work and LGBT Union Members

Enayati, Hassan

Compensation in Green Infrastructure

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

Cornell Criminal Records Panel Survey

“Disparities in Special Education Identification: Evidence from Michigan”

Economic Impacts of Minimum Wage Increases in New York State

EEOC Federal Data Project

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

Intergenerational Mobility in Total Compensation

Investigation of Workplace Policies on Employment Outcomes for Individuals with Disabilities

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

NYS PROMISE: Collaboration Study

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

Pet-Friendly Policies in the Workplace

School Starting Age and Mental Health

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

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

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

“The Role of Classroom Characteristics on Special Education Placement: Revisiting Tennessee’s Project STAR”

“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

“Mental Illness and Employment: Understanding a Major Disability Population in the U.S. Workforce”

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

“Approaches to Implementation Evaluation in Transition to Adulthood Programs”

“Initial Insights from PROMISE for Policymakers: Bounding the Return on Investment and Projecting the Costs of Expanding PROMISE

Services and Activities”

“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

“On-Demand Platform Workers in New York State: The Challenges for Public Policy”

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

“New York State Department of Labor Public Hearing on Subminimum Wage”

Golden, Thomas

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”

Evaluation of OS2 or “new system”

“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

“Employment Strategies for Older Adults”

“A taxonomy for critical case management supports for youth receiving Supplemental Security Income”

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

Gower, Wendy

“Technology and People with Disabilities in the Work Environment”

“Beyond Yellow Ribbons: Employers Readiness to Hire And Retain Veterans with Disabilities”

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

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

Hinkley, Nancy

“Partners in Policy Making Research Demonstration”

Rural Secondary Special Educators’ Role in
Transition Planning

Klingel, Sally

“A Survey of ADR Practices in the Federal Sector”

Public Education Employment Relations

Saleh, Matt

ACCES-VR Comprehensive Needs Assessment

Autism Speaks 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

“Changing Healthcare Practices for Youth with
Disabilities Receiving Intensive Case
Management and Benefits Counseling”

“Support need differences by age and country:
Invariance testing of the Support Intensity Scale
– Children’s Version Italian Translation”

“Initial Insights from PROMISE for Policymakers:
Bounding the Return on Investment and
Projecting the Costs of Expanding PROMISE
Services and Activities”

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

EEOC Federal Data 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”

“The Longitudinal Analysis of the Relationship

between Employer Characteristics and Age
Discrimination Charge Filings”

Wagner, K.C.

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

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