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The Lipsky Effect: An analysis of Professor David Lipsky's influence on his graduate students over time

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The Lipsky Effect: An analysis of Professor David Lipsky's influence on his graduate students over time

Keywords

David Lipsky, higher education, graduate education, labor relations

Disciplines

Higher Education | Labor Relations

The Lipsky Effect



Source: Kheel Center, Cornell University

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An analysis of Professor David Lipsky's influence on his graduate students over time

Research Question

- Is there variation in the degree to which Professor Lipsky has influenced his students over time?



Source: Kheel Center, Cornell University

1990s



Source: Kelly Pike

2012

Hypothesis

- Professor Lipsky has influenced earlier generations more than later ones because he was still fresh in the game back then.



Source: Kheel Center, Cornell University



Source: Kheel Center, Cornell University

Methods

- Data collection conducted by 3 Lipsky advisees



- Archival research to define relevant sample population
- Semi-structured task with an open-ended question
- Content analysis of detailed letters and video submissions

Findings

- No evidence of enthusiasm and curiosity waning over time



Source: Kheel Center, Cornell University



Source: Kheel Center, Cornell University

Findings

- Infectious pursuit of knowledge, development of the ILR School, and the field of Industrial Relations



Source: Kheel Center, Cornell University



Source: Kheel Center, Cornell University



Source: Kheel Center, Cornell University

Findings

- A fantastic array of ties



Findings

- Participants focused on describing not just the quality of Professor Lipsky's guidance, but his warmth, interest in others, and earnest desire to share knowledge (and stories!)



Source: Kheel Center, Cornell University

Data

- Video excerpts
- Letters from former graduate students

Discussion

- No variation found
- Hypothesis not supported by evidence
 - (*confidence level=astronomical*)
- Theoretical saturation reached
 - Each and every testimonial spoke to the quality of Professor Lipsky's character, wisdom and generosity
- Findings hold when controlling for:
 - Type of graduate degree
 - Minor committee members
 - Length of time working with Professor Lipsky
- The findings are very very robust!

Discussion

- These findings are heavily influenced by the women who have 'managed' (his words) Professor Lipsky's life at work and at home



Source: Kelly Pike



Source: Missy Harrington

Discussion

- These findings are also influenced by the legendary women who guided him, and without whom ILR would not be what it is today



Source: Kheel Center, Cornell University

Conclusion

- In summary, the findings strongly suggest:
- Professor Lipsky, you are an absolute legend!
- Your legacy will live on in all of us as we carry the torch.
- These findings have powerful implications for current and future generations of researchers, teachers, and students around the world!

On behalf of your generations of graduate students:

Professor Lipsky!

Thank you