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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



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Source: Kheel Center, Cornell University

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



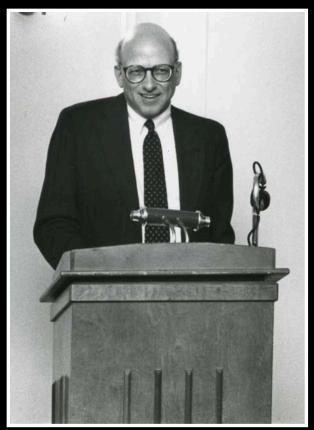
Source: Kelly Pike

2012

1990s

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





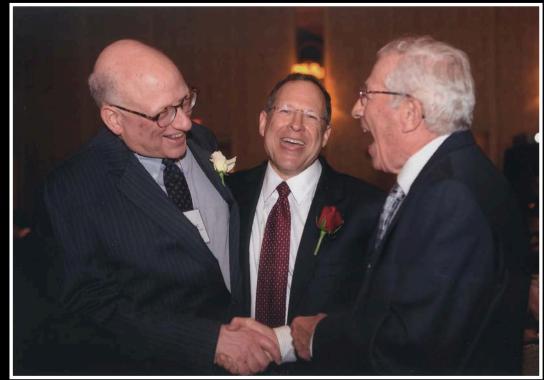


- Archival research to define relevant sample population
- Semi-structured task with an open-ended question
- Content analysis of detailed letters and video submissions

• No evidence of enthusiasm and curiosity waning over time



Source: Kheel Center, Cornell University



Source: Kheel Center, Cornell University

• 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

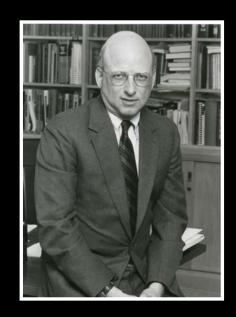


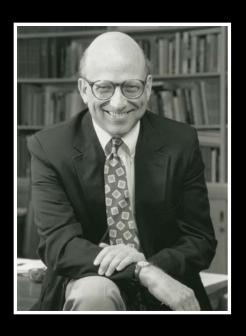
Source: Kheel Center, Cornell University

A fantastic array of ties

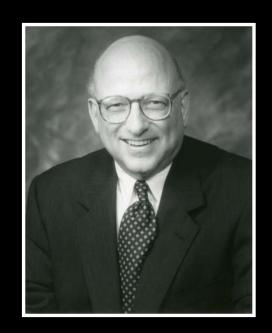














Source: Kheel Center, Cornell University

 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: 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:

Thank you

Professor Lipsky!